



dwf

In collaboration with



Webinar Series:

COVID-19 Crisis - what does the future hold? An international employment perspective

COVID-19 Crisis – what does the future hold? An international employment perspective

In this series tackling everything from home working to social distancing in the workplace, adapting employment contracts to redundancies, experts from global legal business DWF will give practical guidance for global businesses on what to consider in order to remain compliant, minimise legal risk and protect their business and their people.

This multi-jurisdictional team will cover perspectives from the UK, UAE, France and Singapore – discussing the similarities and differences businesses need to consider as they plan for returning their global workforces to the 'new normal'.

Webinar 1 – The story so far

22 June 2020

1PM to 2PM (UAE time) / 11AM to 12PM (France time) / 10AM to 11AM (UK time) / 5PM to 6PM (Singapore time)

DWF take a brief look at how the crisis developed in each jurisdiction in order to understand the current legal framework to which businesses must adhere. This webinar will help ensure you have an informed view of the current state of play in each region and what you should be doing to comply.

Webinar 3 - Reskilling, Repurposing and Redundancy

29 June 2020

1PM to 2PM (UAE time) / 11AM to 12PM (France time) / 10AM to 11AM (UK time) / 5PM to 6PM (Singapore time)

How will businesses have to change, restructure and adapt in the aftermath of the COVID crisis? When the strategy seems to be 'adapt or die', DWF consider what options businesses have as they look to re-engineer and consolidate their workforces locally and globally

Webinar 2 - Current employment law challenges

25 June 2020

1PM to 2PM (UAE time) / 11AM to 12PM (France time) / 10AM to 11AM (UK time) / 5PM to 6PM (Singapore time)

Based on their experience from advising global clients on their COVID employment strategies, DWF will share lessons learned and suggest pragmatic solutions to some of the current legal challenges as businesses start to return to the 'new normal'. You will understand how businesses are dealing with issues surrounding social distancing, PPE, thermal imaging and contact tracing apps from an employment, health & safety and data protection point of view.

Webinar 4 - What does the future hold?

02 July 2020

1PM to 2PM (UAE time) / 11AM to 12PM (France time) / 10AM to 11AM (UK time) / 5PM to 6PM (Singapore time)

Looking further ahead, DWF consider the key legal employment risks for the next 12-18 months. In this session the DWF employment team will consider employer liability issues and share their thoughts on how to plan when the future is so uncertain.

Speakers



Helga Breen

Head of Employment (UK), DWF

Helga has specialised in employment law for more than 30 years. She has particular expertise in advising on complex cross border and domestic HR projects (including redundancy and change programmes); regulatory investigations and inquiries; disputes and litigation; mergers and acquisitions; business transfers and outsourcing; boardroom disputes; and executive compensation and employee benefits.

Helga advises clients across all sectors. Helga was the lead adviser on a number of high profile business start-ups and restructurings, all of which involved legal and commercial advice on a wide range of complex issues including TUPE and other means of transferring people from one employer to another, collective redundancies, harmonising terms and conditions, pensions and employee benefits, employment relations and collective consultation with TUs and employee representatives.

Helga has strong credentials in conducting internal and external inquiries, investigations and compliance audits and has acted as an independent expert in both the private and public sector. Helga led the high profile investigation on behalf of the British Bankers' Association (now part of UK Finance) into the alleged manipulation of Libor by a number of major banks. She has undertaken several major investigations for a national body in the health service including a 12 week inquiry into a security breach in the context of a long running and high profile industrial dispute.



Babita Ambekar

Partner & Head of India Practise (Singapore), DWF

Babita Ambekar has over twenty years of experience in Asia Pacific having worked in Tokyo, Hong Kong and Singapore. She regularly handles multi-jurisdictional assignments across Asia in relation to employment matters and has advised on aspects relating to the hiring of contract staff, restructuring-related layoffs, employment disputes, termination and dismissals, employment policies and procedures and employee share option plans.

Babita has been recognised by clients as a "seasoned, mature and capable lawyer [who is] dependable, effective and quick to respond". She is conversant in a number of Asian languages and has on-the-ground experience in Singapore, India, Japan, China, Malaysia, Thailand, Indonesia, Philippines, Vietnam, Myanmar, Taiwan, Korea, Sri Lanka and Nepal.



Shiraz Sethi

Regional Managing Partner & Co-Head of Employment (UAE), DWF

Shiraz Sethi co-heads the DWF employment practice, handling both contentious and non-contentious labour matters. He is praised by one source in Chambers and Partners as a practitioner who "delivers his advice in a simple, fast and effective way." Another commented: "He is remarkably well versed in the DIFC employment laws, "commenting in particular on his "in-depth knowledge and detailed understanding." He spearheads a team which has won a number of accolades and this year has been ranked in Legal 500 as a recognized employment practice.

Shiraz regularly advises his clients on the entire gamut of employment documentation: offer letters, employment, consultancy and secondment contracts; employee handbooks and company policies to ensure they are updated and in accordance with the local legislation. He also has extensive experience advising on terminations, end of service gratuity calculations and the visa cancellation process, and specialises in running complex disciplinary procedures from commencement through to completion. Shiraz also works closely with local counsel filing claims with the Ministry of Human Resources and Emiratization and is a frequent user of the DIFC Courts Small Claims Tribunal and the DIFC Court of First Instance.

Shiraz has been involved in a number of key initiatives throughout his career. He was mandated by the Chief Justice of the DIFC Courts to draft the commentary of the DIFC Employment Law which was subsequently published by Lexis Nexis. Moreover Shiraz was exclusively mandated to review the existing employment law within the DIFC and undertake an overhaul to the existing legislation. Shiraz has also been involved in the implementation of the DIFC Employee Workplace Savings Scheme and was part of an executive committee responsible for drafting various guidelines and directives for certain free zone authorities around Covid-19.

Shiraz is an active member of the DIFC pro bono clinic and has recently set up the first pro bono labour law clinic covering both onshore and DIFC matters.



Mathilde Plenat

Associate / Partner (France), DWF

Mathilde advises French and international groups on a wide range of employment issues in France: she partners with clients on the implementation of businesses in France.

She assists with matters of collective negotiations with the works council and the unions on various matters (working time, compensation, change of collective bargaining agreement, etc.). She also specialises in restructuring operations in France, specifically related to site closures, site transfers and redundancy plans; she is experienced in complex employment-related litigation.



Beyond borders, sectors and expectations

DWF is a global legal business, connecting expert services with innovative thinkers across diverse sectors. Like us, our clients recognise that the world is changing fast and the old rules no longer apply.

That's why we're always finding agile ways to tackle new challenges together. But we don't simply claim to be different. We prove it through every detail of our work, across every level. We go beyond conventions and expectations.

Join us on the journey.