



LEADERS LEAGUE

presents



Right by you in Luxembourg



Extract from the report
Human Capital & Labor Law 2020-2021

EMPLOYMENT LAW

Best Law Firms

In each tier, the firms are ordered alphabetically

FIRM	KEY FIGURES
LEADING	
Allen & Overy	André Marc, Gilles Dall'Agnol*
Arendt & Medernach	Louis Berns, Philippe Schmit
Castegnaro	Guy Castegnaro, Ariane Claverie
Kleyr Grasso	Christian Jungers, Philippe Ney, Anissa Bali, Céline Defay
EXCELLENT	
1 BSP (Bonn Steichen & Partners)	Anne Morel
Elvinger, Hoss & Prussen	Pierre Elvinger, Léon Gloden
Molitor	François Cautaerts, Michel Molitor, Régis Muller, Paolo da Silva
2	
Adam & Bleser	Romain Adam, Claude Bleser, Dominique Farys, Stéphanie Anen
Brucher, Thieltgen & Partners	Marie Bena
Schiltz & Schiltz	Anne Ferry
HIGHLY RECOMMENDED	
Baker McKenzie	Annie Elfassy
Bonn & Schmitt	Alain Grosjean, Gabriel Bleser, Pol Steinhäuser
Clifford Chance	Albert Moro, Isabelle Comhaire*
DSM Avocats à la Cour	Mario di Stefano
Etude Hélène Weydert	Hélène Weydert
Loyens & Loeff	Sabrina Martin, Farah Jeraj*
Luther	Marie Sinniger
NautaDutilh	Antoine Laniez
Norton Rose Fulbright	Yuri Auffinger*, Stéphane Braun
PwC Legal	Marielle Stevenot
Thewes & Reuter	Pierre Reuter
Wagener	Christophe Brault*, Donald Venkatapen
Wildgen	François Brouxel, Muriel Picquard*



Our analysis

BSP (BONN STEICHEN & PARTNERS): STABLE AND CONSISTENT VOICE IN EMPLOYMENT LAW



Anne Morel

Track record: BSP's labor law practice has long-standing relationships with clients and major international law firms and its success in both contentious and non-contentious matters is undisputed. It focuses primarily on the retail sector, automobile, banking, construction, financial, health and technology industries. BSP recently assisted clients from the childcare services and IT sectors in collective redundancy process.

Team & differentiation: Headed by Anne Morel, ably assisted by five qualified lawyers, the Employment, Compensations & Benefits department offers legal services and advice related to employment contracts, service agreements, termination processes, cross-border employment law issues, internal policies, CBA and much more. It assist clients with immigration and social security topics. Anne Morel is published, provides training and has lectured extensively.

Key figure: Anne Morel

Established: 1994

“Our practice has developed a legal consultancy and compliance role, as clients try to limit their risk exposure”



Interview with
ANNE MOREL
Head of Employment,
Compensations & Benefits,
BSP (BONN STEICHEN & PARTNERS)

Labor law expertise has been one of the key practices of BSP since its creation in 2012. Led by Anne Morel, this five-member team includes immigration and data-protection litigation experts. She gives Leaders League her insight on the issues currently impacting this area of law.

LEADERS LEAGUE. BSP’s labor law practice has widened the scope of its expertise in recent years. What was the thinking behind this?

Anne Morel. The needs of the client have evolved in recent years. Previously, clients would come to us when legal problems had already surfaced and were in need of rapid solutions, often legal representation before a tribunal. These days we are equally solicited to put in place compliance solutions in response to the ever-increasing amount of regulatory constraints. Therefore, we have seen our practice develop a legal consultancy and compliance role, as clients try to limit their risk exposure.

You primarily act for employers in labor disputes. What sort of representation are they looking for?

We note a certain sophistication as regards their modern-day legal issues in the sense that clients today have increased access to greater amounts of information, which means that they no longer necessarily come to us for raw legal information but require interpretation and analysis. They are increasingly demanding and want not just advice but

training too.

Therefore, at BSP we offer clients the chance to train on specific subjects, which helps them address their problems in a practical manner. We also train them up on topics generally more of interest to newly arrived employers in Luxembourg. On top of this, we regu-

larly represent clients before tribunals.

In addition, we have developed a significant data protection practice specifically tailored to labor law. Data protection law now touches all areas of the legal landscape, not least of which labor relations, which is a subject now seeing lots of work with companies setting up more sophisticated background checks, but equally there are a lot of legal ramifications to employee surveillance at work or, indeed, wherever they carry out their jobs.

Your activity is split between providing advice and litigating. How is BSP’s expertise equipped to cover these two areas?

Employers regularly get in touch when they want to put in place HR policies or regulatory solutions to ensure they are in compliance with local laws. We provide them with informed legal advice and help them make the best decisions possible.

We are also hired to advise clients during negotiations in order to help them find extrajudicial solutions to resolve or avoid disputes. Faced with a possible litigation, we advise employers on the probability of finding success through a tribunal. We balance the cost of going to court, taking into consideration the likely length of a case, with the repercussions of finding an amicable solution with the other party in a dispute. The final decision of the client can now be made after weighing up the pros and cons of each path, such as duration, cost, reputational risk and confidentiality.

In light of the current healthcare crisis, the vast majority of issues handled by our practice are linked to remote work and new ways of working as well as health and safety at work and the prevention of mental health risks. ♦

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 Top Advisors Directory
LAW FIRMS

 Country
LUXEMBOURG



Right by you in Luxembourg

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C2, L-2370 Howald
Luxembourg
Phone: + 352 26 025 1
Fax: + 352 26 025 999
mail@bsp.lu
www.bsp.lu



Anne Morel

POSITIONING

BSP is an independent and truly full-service law firm based in Luxembourg. As leaders in each of the areas in which we practice, our lawyers can assist in all aspects of Luxembourg business law. We provide our clients a timely and integrated legal assistance, vital to the success of most transactions.

Employment, Compensations & Benefits

Our pragmatic and result-oriented approach enables us to deliver advice to our clients active in a wide variety of industries.

We can support you on:

- Employment policies and procedures
- Employment contracts
- Employment termination and settlement agreements
- Information/consultation procedures
- Restructuring measures and transfer of undertakings
- Negotiation with employees, representatives and trade unions
- Collective bargaining agreements
- Social plans
- Schemes or alternative forms of remuneration such as share option plans, employee participation schemes
- Supplementary pension plans

Furthermore, our professionals have an extensive experience in litigation. They represent employers in court in all kinds of litigation including claims for unfair dismissal, discrimination claims, and enforcement of non-competition covenants.

BUSINESS

- AML Compliance
- Banking & Finance
 - Banking & Financial Services
 - Bank Lending, Structured Finance & Securitisation
- Capital Markets
- Corporate
 - Corporate and M&A
 - Insolvency & Restructuring
 - Private Equity
- Data Protection & Privacy
- Dispute Resolution
 - Arbitration
 - Litigation
- Employment, Compensations & Benefits
- Intellectual Property & General Commercial
- Investment Management
- Private Wealth & Business Planning
- Real Estate & Construction
- Startup & Fintech
- Tax

CONTACTS

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