



# Employment and Labour Law

## Practice area

At a time when labour market rules frequently change and become increasingly complex, it is Plesner's job to ensure that our clients can continue to operate efficiently for the company's long-term success as well as for the desire for social stability.

At Plesner, providing advice on employment and labour law issues is fundamental to support our client's daily operations and strategic planning. Our team collaborates closely with clients to create balanced and efficient working conditions encouraging the company's operation, productivity and results as well as the employees' job satisfaction. Our in-depth knowledge of our clients' specific requirements and challenges enables us to prepare tailored solutions which carefully consider industry-specific and company-specific requirements.

Corporate accountability is a cornerstone of the advice Plesner provides. We advise on best practice in terms of good management and ensure that employment and labour law decisions support our client's long-term targets and ethical standards. This covers a wide field from complex employment contracts and incentive programmes to mass dismissals and navigation in the legal aspects of national and international company transfers.

Risk management is embedded in all work we do at Plesner. We have profound knowledge of our clients and by anticipating potential employment and labour law issues and addressing them proactively, we help companies minimise risks that might pose a threat to stability and growth. Our strategic approach to compliance and the companies' duties in relation to employees enables our clients to focus on their core business while Plesner deals with the legal details.

Employment and labour law can rarely stand alone. Plesner's interdisciplinary approach combines employment and labour law expertise with other legal

disciplines. That way, we ensure the wider responsibilities supporting our clients' general and overall objectives. We make sure that the law does not stand alone but that commercial interests are also considered.

## Cases

**Case News** 18.06.2024

Sampo plc announces a public exchange offer to the shareholders of Topdanmark A/S

**Case News** 07.09.2022

Employer was allowed to order a Seventh-day Adventist to work on a Saturday

**Case News** 24.09.2021

Nets successful in appeal proceedings against former Nets employee about sell back of employee shares

## Our specialists



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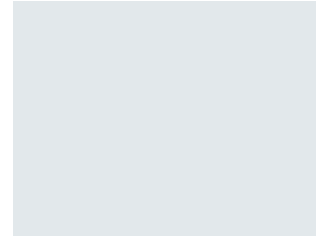
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## Ratings



2024 The Legal 500

"The Plesner employment law practice is outstanding. The quality of the legal advice is clear, confident, pragmatic and technically excellent. Plesner employment lawyers are very well-versed in labour market practice and dynamics, in handling and diffusing contentious and potentially contentious matters and generally positioning their clients to identify and address Danish employment law issues"

"They show a strong professionalism and are skilled in providing advice based on individual needs. In addition, they are skilled at creating and maintaining relationships with customers"

"They are extremely orderly and respectful in their work, both with their own clients and with a counterparty, which contributes to you feeling well-represented, diligent and detail-oriented, always going the extra mile to help and assist"

"They work fast, challenge your thinking and ensure you arrive at the best possible result"

"Very skilled and good business acumen. Pleasant to talk to and can target the responses to the detail need you have"



2024 Chambers Europe

"Plesner seems to have expertise across all HR and employment law disciplines"

"The lawyers are always quick and get back to us when we need them"

"The team always provides quick responses"

"Plesner always gives proactive advice"



2023 The Legal 500

"Outstanding service & flexibility. High performance with exceptionally good knowledge"



2023 Chambers Europe

"There is always a specialist available when needed"

"The lawyers are excellent - on point and always available"

"The team has very deep and broad knowledge"



2022 The Legal 500

"Plesner has a great and knowledgeable employment team and they are number 1 in Denmark for me and my clients. They are practical, swift, knowledgeable and pleasant to work with. They stand out as a team and as individuals"

"We always receive highly qualified advice and problem solving – in minor everyday issues as well as in complex cases. In addition to the quality of the advice, we always experience a quick response and that tasks are solved by the agreed deadline or faster. On a personal level, the collaboration has also been exemplary"

"Very good attorneys and customer service. Very responsive"

"Plesner's employment practice is commercially oriented, straight forward and reliable"

"They are professional, very skilled, extremely good in corporation, fast responders, very flexible"



2022 Chambers Europe

"Their knowledge is second to none"

"They are always ready to answer"