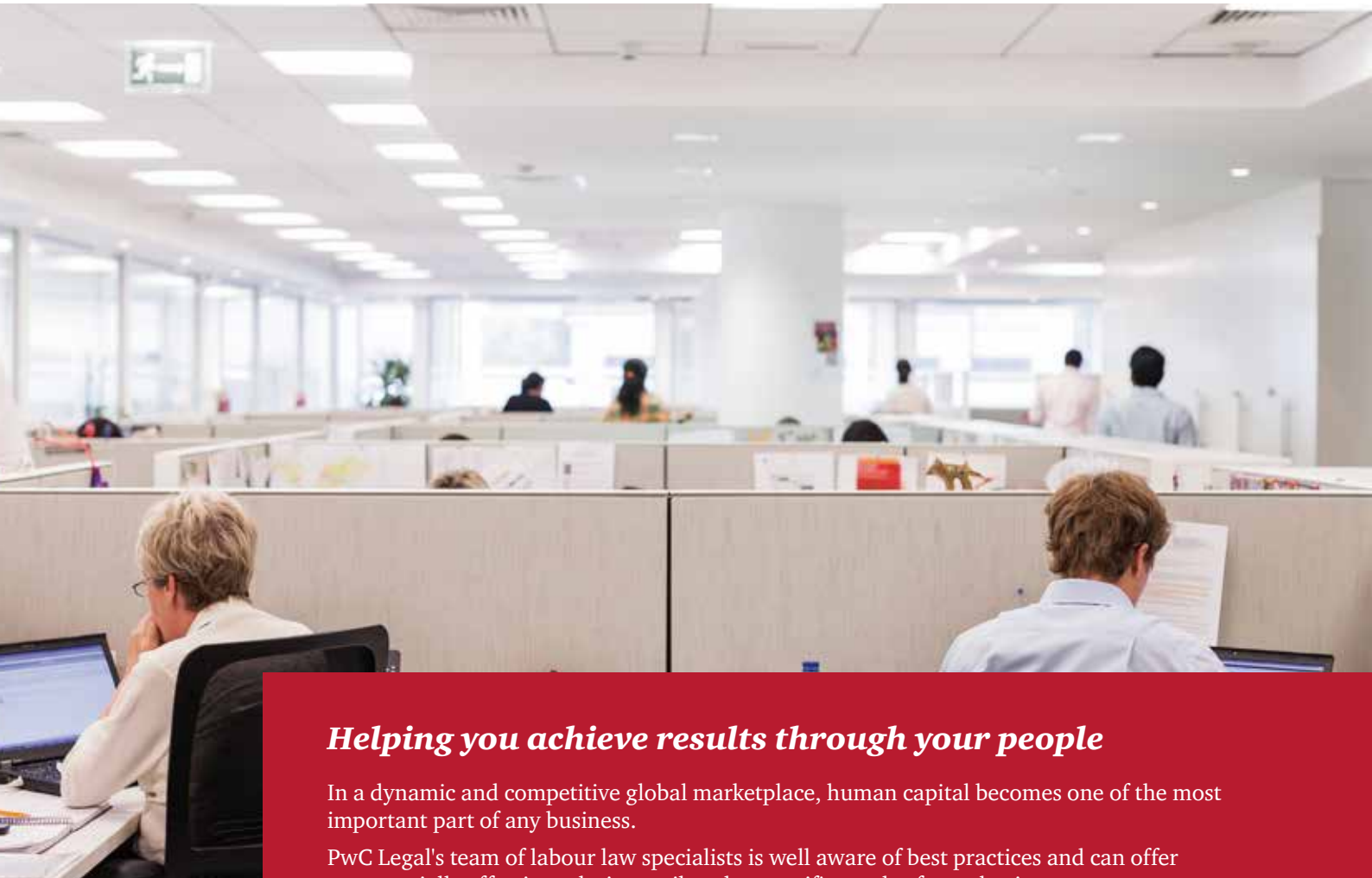


Labour Law Services

Full spectrum of labour-related legal services for your business



Helping you achieve results through your people

In a dynamic and competitive global marketplace, human capital becomes one of the most important part of any business.

PwC Legal's team of labour law specialists is well aware of best practices and can offer commercially effective solutions tailored to specific needs of your business.

We are competent in all matters related to the regulation of labour relations faced by businesses across all industries.

Our extensive consulting experience in all aspects of labour law compliance area combined with the global reach of our network allows us to provide unparalleled services and ensure compliance of our clients with changing labour legislation all over the world.

PwC Legal's team of labour law specialists works closely with colleagues in Immigration services and Global tax services.

Having access to global network of more than 3,200 business lawyers in over 85 jurisdictions, we are uniquely placed in the legal market to provide you with top of the line legal assistance on the labour law matters.

Efficient and reliable management of labour relations

Labour law is an important part of any company's operations. Considering dynamic legislative environment, compliance with changing labour laws is an ever-present challenge for businesses.

Effective management of labour issues requires a solid understanding of legal framework, including practical enforcement of labour legislation. Due to this fact, companies are looking for commercially focused assistance on labour law matters, which would allow both ensuring compliance with the legal framework, as well as managing potential risks.

Our team has solid practical experience in managing issues arising from the labour matters, helping businesses in their relations with employees, trade unions and state authorities.

Proper management of labour relations is an investment, which definitely results in significant savings for business.

Why PwC Legal?



Comprehensive expertise in the labour law area



Over 20 years of proven experience in Ukraine



Global network in 85 countries across the globe



Up to 50 comprehensive projects associated with labour law compliance per year



Collaboration with immigration, HR and taxation specialists

How can we help?

Our team of legal professionals can provide full scope services in the area of labour law, including:

Consulting on matters in the area of labour relations:

- Establishing internal regulations, remuneration policy, labour safety regulations, code of ethics, other internal employer's acts
- Developing/negotiating the collective agreement
- Interaction with trade unions and labour councils
- Establishing and termination of employment relations with personnel
- Concluding contracts with top management, including CEOs, Directors and CFOs
- Processing of employees' personal data
- IP rights of employees and employer
- Cross-border assignments of employees
- Civil relations vs labour relations
- Outsourcing, provision of personnel to/by third parties
- Labour safety

Support with regard to labour and social security audits:

- Legal health-check before the state audit to ensure compliance with the law
- Individual HR-compliance training for key personnel to be prepared for the audit
- On-going support during the audit by controlling authorities
- Challenging results of the audit in higher bodies and court

Performing health-check of the existing documentation:

- Verifying compliance of existing HR documents with the requirements of the law
- Amending/improving the existing HR documents
- Developing full-scope HR administration documents

Assisting with labour disputes resolution:

- Identifying preconditions for potential labour conflicts, advising on possible preventive measures
- Mediation, assistance in negotiation processes with employees
- Supporting employers in court proceedings in courts of all instances

Drafting required documentation:

- Labour agreements with personnel
- Labour contracts with top management
- Collective agreement
- Internal labour regulations
- Labour remuneration policy
- Labour safety regulations and instructions
- Code of ethics
- Other internal policies/regulations
- Internal HR documents (orders, applications, etc.)



www.legal.pwc.ua
legal@ua.pwc.com
+380 44 354 0404

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