

CMS Monaco

Employment Law Team



Legal 500 : Commercial, Corporate and M&A (Monaco)

» ***CMS Monaco are the »go-to« firm in Monaco. They achieve results, are a safe pair of hands and great to work with.***

Chambers & Partners : General Business Law (Monaco)

» ***A client underlines that there is »a positive energy about the team and it can offer expertise in each sector«.***

Chambers & Partners : Corporate / Commercial Dispute Resolution (Monaco)

» ***Sophie Marquet has a strong employment law practice, advising clients on the employment aspects of corporate matters, as well as representing them in employment litigation. According to clients, she is »very calm, very organized and thorough in her approach«.***

Our Employment Law Team

For over fifteen years, our team has been providing legal services to a large number of companies, banks, and financial institutions in Monaco and abroad, along with many private clients in the Principality. During that time, we have established a strong reputation for working on complex and sophisticated matters.

Our firm's competence is built on the technical knowledge and experience of our lawyers and associates, their frequent interactions with the Monegasque authorities, and their active contribution to foster the ongoing reflection on labour law in the Principality.

A complete service covering all aspects of employment law

We have worked on a wide variety of matters, enabling us to develop extensive knowledge of the specific needs of different market operators. Our priority is to anticipate difficulties, identify and implement the best strategies by offering our clients innovative and effective solutions.

We aim to answer all of our clients' legal requirements, dealing efficiently with the various legal issues they encounter, handling the necessary interactions with the authorities, or defending their interests in current or future litigation.

A team of experts

Our Employment Law Team is made up of Monegasque law specialists, all possessing a high level of technical expertise, maturity and precise knowledge of the industry-specific challenges faced by our clients. We make it our responsibility to be well familiar with the particular issues encountered by each local operator and offer a hands-on experience in the markets concerned.

A one-stop shop legal service

We are able to offer clients the combined know-how of our different teams, ensuring each and every one of their specific requirements is met expertly. We regularly work hand-in-hand with our Business Law team on mergers and acquisitions or corporate restructuring projects, or with our Banking & Finance team for the specific needs of financial institutions, in addition to handling specific employment-related matters for Private Clients.

A global network at your service

Since April 2017, our firm has been part of the global CMS network, composed of over 85 independent offices in 45 countries across Europe, Asia, Central and South America, Africa, and the Middle East. Through the CMS network, we are able to assist our clients with all kinds of matters requiring international expertise, providing a high level of service whenever and wherever needed, with a consistent level of responsiveness.

Your contact



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How can we help you?

Our Employment Law Team assists and represents Monegasque employers – both businesses and private individuals – with litigation and legal advice, identifying and implementing labour relations strategies, assessing dismissals and settlement options, drafting contracts tailored for the client's specific activity, setting complex compensation & benefits packages, dealing with non-compete and non-solicitation issues, etc.

The team also assists employers in their relations with staff representatives and trade unions, particularly with decisions and actions to be taken during mergers, acquisitions, sales and restructuring, involving job displacement, or collective (or individual) redundancy plans with (or without) voluntary redundancy schemes.

Our fields of expertise:

Individual labour relations

Risk assessment

Employment and social security disputes & Dispute resolution

Domestic employees

Corporate restructuring & Redundancy plans

Crisis management

Employment audits

Employees mobility

Personal data protection

Teleworking

Collective labour relations

Contacts with competent authorities

Our recent experience

Here are some examples of our recent experience.



Employment litigation in the Banking & Financial Sector

We have successfully represented our clients (i) as defendants by having employee claims dismissed, and (ii) as claimants in actions to recover monies owed by employees.

Corporate restructuring & impact on employment

We have successfully advised our clients on the deployment of partial asset transfers and closing down activities: job displacement, redundancies, negotiations with staff representatives and authorities, and dealing with individual claims.

Key employee management

We have successfully advised our clients on (i) arrangements to retain key employees in mergers, and (ii) handling situations involving unfair competition with mass layoffs of employees in key client-facing positions.

Compensation and benefits policy review

We regularly assist our clients with reviewing compensation and benefits policies, profit-sharing agreements, and in particular compliance with mandatory regulatory provisions in certain sectors.

Pre-acquisition due diligence

We assist our clients with employment audits ahead of Monegasque entity acquisitions, takeovers of business leasing/management contracts, working in collaboration with our Banking & Finance, Business Law, Real Estate & Construction, and Tax teams.

Staff representation litigation

We have successfully assisted our clients before Monegasque courts, in collective staff representation matters, and particularly cases to reaffirm the right of staff to dismiss their representatives.

Employers of domestic and private office workers

We assist Private Clients and Family Offices with managing issues relating to domestic and private office workers, particularly in crisis situations, or with the application of essential contractual obligations. We also represent Private Clients in litigation and negotiated settlements.

Criminal liability risk management for employers

We assist employers with managing the risks of criminal liability and prosecution which may arise from the performance of labour relations: breaches of safety obligations or social security obligations, harassment, etc.

Social security litigation

We have successfully represented our clients before the Monegasque civil courts and bodies, in matters involving disputed social security contributions, or the payment of undeclared salaries.

Yachting

We have successfully advised employers in the yachting sector with restructuring their activities following events due to the COVID-19 crisis, resulting in redundancies, with no subsequent litigation.



Our law firm in Monaco

Our firm was founded in Monaco in 2009, by Christine Pasquier Ciulla, Olivier Marquet and Sophie Marquet.

We joined the CMS network in April 2017, before appointing two new partners: Stephan Pastor in 2018, followed by Raphaëlle Svava in 2019.

We provide our clients with multilingual teams, organized into seven expert teams, each specializing in a particular sector or area of law.

Our firm now has over 50 legal professionals, assisting, advising, and representing a wide range of clients including individuals and legal entities based in Monaco and around the world.

Banking
& Finance

Business Law

Employment
Law

Real Estate
& Construction

Private Clients

Tax

Criminal Law

Market recognition

Our firm is regularly named by international rankings among Monaco’s leading law firms:



Spotlight
Chambers & Partners
General Business Law
(Monaco)



Tier 1
Legal500
Commercial,
Corporate and M&A
(Monaco)



Band 1
Chambers & Partners
High Net Worth
(Monaco)



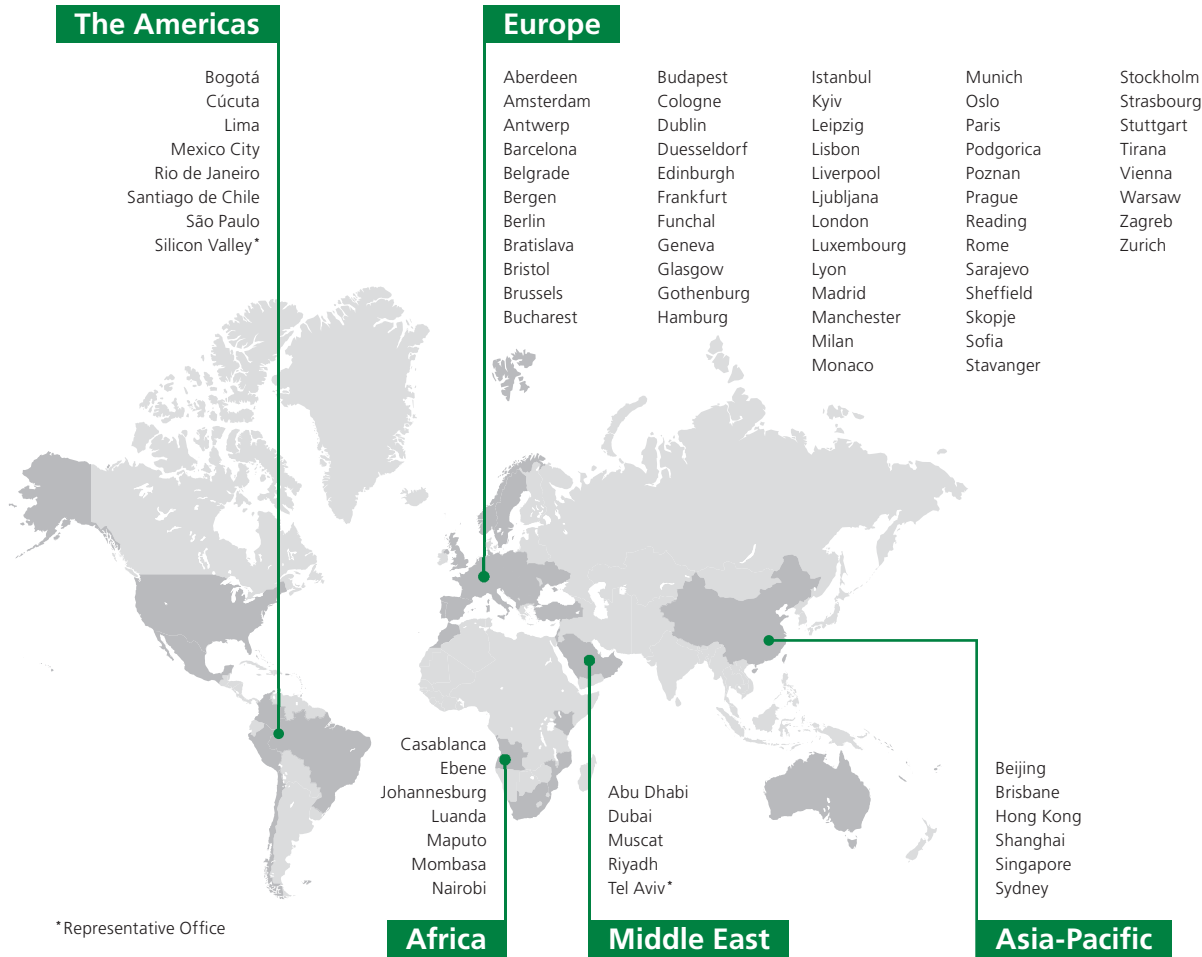
Tier 1
Legal500
Private Clients
(Monaco)

The CMS Network

The CMS network is present in 45 countries around the world. More than 9,800 people, including 6,300 associates and 1,300 partners, provide the highest level of service to clients of all nationalities every day.

We work with a wide range of clients, both local and international, including international groups, companies in a variety of sectors, banks and financial institutions, investors and private clients.

Our global presence



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Ciulla | Olivier Marquet | Sophie Marquet | Stephan Pastor | Raphaëlle Svava

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CMS locations:

Aberdeen, Abu Dhabi, Amsterdam, Antwerp, Barcelona, Beijing, Belgrade, Bergen, Berlin, Bogotá, Bratislava, Brisbane, Bristol, Brussels, Bucharest, Budapest, Casablanca, Cologne, Cúcuta, Dubai, Dublin, Duesseldorf, Edinburgh, Frankfurt, Funchal, Geneva, Glasgow, Gothenburg, Hamburg, Hong Kong, Istanbul, Johannesburg, Kyiv, Leipzig, Lima, Lisbon, Liverpool, Ljubljana, London, Luanda, Luxembourg, Lyon, Madrid, Manchester, Maputo, Mexico City, Milan, Mombasa, Monaco, Munich, Muscat, Nairobi, Oslo, Paris, Podgorica, Poznan, Prague, Reading, Rio de Janeiro, Riyadh, Rome, Santiago de Chile, São Paulo, Sarajevo, Shanghai, Sheffield, Singapore, Skopje, Sofia, Stavanger, Stockholm, Strasbourg, Stuttgart, Tel Aviv, Tirana, Vienna, Warsaw, Zagreb and Zurich.

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