

## Guillaume Desmoulin

Partner

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### Focus Areas

Labor Management Relations  
Business Restructuring and M&A  
Litigation and Trials

### Overview

A partner at Fromont Briens, which he joined in 2005 following his admission to the bar, Guillaume Desmoulin draws from his strong knowledge in the field of labor relations, and particularly restructurings, collective redundancies and collective bargaining, to represent employers in a wide range of labor and employment law matters. He primarily works with software publishers, transport companies, banks and the steel industry. He also represents clients in litigation matters, before labor, civil and criminal courts, including litigation related to:

- Termination of high-level employees and expatriates
- Collective bargaining matters
- Professional elections
- Employee transfers
- Occupational illnesses

He regularly counsels local and international companies with operations in France on matters including mobility, termination procedures, working time, restructurings, due diligence, collective bargaining and workforce reductions. Guillaume performs labor audits, which allow his clients to anticipate and prevent liability by verifying compliance with obligations under France's social and labor laws.

Guillaume has authored articles for French and international publications on a variety of topics concerning labor law and legal analysis. He also contributed a chapter to a book on "Employment and Labour law," published by Global Legal Insights. He is regularly invited by various legal and professional associations to speak on current topics in labor law and human resource management.

He received a certificate of specialization in labor law delivered by the Paris Bar in 2009.

## Professional and Community Affiliations

- Member, Master DPRT Association

## Education

University of Montpellier, 2003

## Bar Admissions

France

## Languages

English

French

## Publications & Press

### **Little Global Guide - France - Q4 2022**

*Little Global Guide Quarterly*

January 26, 2023

### **Little World Cup Matchups Part 7: Common Mistakes Made by Foreign Employers**

*Little Insight*

December 15, 2022

### **Little World Cup Matchups Part 6: Harassment**

*Little Insight*

December 7, 2022

### **Little World Cup Matchups Part 5: Whistleblower Protections**

*Little Insight*

December 2, 2022

### **Little World Cup Matchups Part 2: Short-Term Sick Pay**

*Little Insight*

November 18, 2022

**Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Littler Insight*

November 17, 2022

**Littler Global Guide - France - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Littler Global Guide - France - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**Littler Global Guide - France - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Implementation of the European Directive on Whistleblowing in France: Extending the Whistleblower Qualification and Strengthening its Protection**

*Littler Insight*

March 14, 2022

**Littler Global Guide - France - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**Late surge expected to comply with EU Whistleblowing**

*Compliance Week*

October 12, 2021

**Littler Global Guide - France - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**Littler Global Guide - France - Q4 2020**

*Littler Global Guide Quarterly*

February 26, 2021

**Littler Global Guide - France - Q3 2020**

*Littler Global Guide Quarterly*

October 22, 2020

**European Employers Expect Long-Term Workplace Changes Post-Pandemic, New Littler Research Finds**

*Littler Press Release*

September 22, 2020

**Littler survey: smarter working and greater attention to well-being, but employment will drop once subsidies are over**

*Industria Italiana*

September 22, 2020

**The Littler European Employer COVID-19 Survey Report**

*Littler Report*

September 22, 2020

**Littler Global Guide - France - Q2 2020**

*Littler Global Guide Quarterly*

July 23, 2020

**Littler Global Guide - France - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**Littler Global Guide - France - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**Littler Lightbulb: Highlighting Recent Developments Across Europe**

*Littler Insight*

October 23, 2019

**Littler Global Guide - France - Q3 2019**

*Littler Global Guide Quarterly*

October 16, 2019

**Overview of European Works Councils**

*Littler Podcast*

August 20, 2019

**Littler Global Guide - France - Q2 2019**

*Littler Global Guide Quarterly*

July 17, 2019

**French Supreme Court Validates Statutory Scale of Compensation for Unfair Dismissal Cases**

*Littleter ASAP*

July 17, 2019

**Collaborative Robots: Progress, Potential and Overcoming Challenges for Adoption**

*Littleter Podcast*

May 6, 2019

**Littler Global Guide - France - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**Littler Global Guide - France - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

**Littler's European Executive Employer Survey: What Issues Cause HR Heartburn in Europe?**

*Littleter Podcast*

December 20, 2018

**Littler Global Guide - France - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**Working Time and Commutes in France**

*Littleter Insight*

July 25, 2018

**Littler Global Guide - France - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Littler Global Guide - France - Q1 2018**

*Littler Global Guide Quarterly*

April 23, 2018

**Littler Global Guide - France - Q4 2017**

*Littler Global Guide Quarterly*

January 19, 2018

**Littler Global Guide - France - Q3 2017**

*Littler Global Guide Quarterly*

October 12, 2017

**Release of Plans to Reform French Labor Law Makes Waves**

*Littler ASAP*

September 5, 2017

**Littler Global Guide - France - Q2 2017**

*Littler Global Guide Quarterly*

July 11, 2017

**Littler Global Guide - France - Q1 2017**

*Littler Global Guide Quarterly*

March 31, 2017

**European Employment Law Cases – Supreme Court rules on duration, continuity and burden of proof in respect of daily rest break**

July 2013

**Encadrement renforcé de la Vidéosurveillance**

*Editions Francis Lefebvre (Navis) –Tribune*

May 21, 2012

**Speaking Engagements**

**The EU Whistleblowing Directive - The Road to Compliance**

May 18, 2021

**The Brexit Time Bomb | Armageddon or Business as Usual?**

February 14, 2019

**You're Fired! An Apples-to-Apples Comparison of the Employee Dismissal Process Across Key International Jurisdictions**

February 27, 2018

**Littler Global – 2017 International Labour and Employment Law Update in Europe**

Hamburg

November 7, 2017

**Littler Global – 2017 International Labour and Employment Law Update in Europe**

Paris

November 6, 2017

**2017 Littler Global France Seminar**

Paris

June 29, 2017

**Outsourcing: A Global Onslaught on the Use of Independent Contractors**

May 11, 2017

**Employment Law Update for Companies Doing Business in France & Germany**

March 28, 2017

**Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

**Books & Book Chapters**

- Global Legal Insights, *Employment and Labour Law*, 2013