

Guillaume Desmoulin

Partner

156 Boulevard Haussmann
Paris 75008 France
main: +33 1 73 14 96 30
direct: +33 1 44 51 63 80
gdesmoulin@littler.com



Focus Areas

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

Overview

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

Littler Global Guide - France - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

Littler Global Guide - France - Q4 2023

Littler Global Guide Quarterly

January 16, 2024

New French Profit-Sharing Act Sets 2025 Deadline for Profitable Small Companies

Littler ASAP

December 21, 2023

Littler Global Guide - France - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

Women's World Cup 2023 – Equal Pay for Women in and Out of Sports

Littler Insight

August 4, 2023

Littler Global Guide - France - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

Little Global Guide - France - Q1 2023

Little Global Guide Quarterly

April 12, 2023

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

Little World Cup Matchups Part 1: Paid Vacation and Annual Leave

Little Insight

November 17, 2022

Little Global Guide - France - Q3 2022

Little Global Guide Quarterly

October 25, 2022

Little Global Guide - France - Q2 2022

Little Global Guide Quarterly

July 18, 2022

Little Global Guide - France - Q1 2022

Little Global Guide Quarterly

April 18, 2022

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

Little Insight

March 14, 2022

Little Global Guide - France - Q4 2021

Little Global Guide Quarterly

January 19, 2022

Late surge expected to comply with EU Whistleblowing

Compliance Week

October 12, 2021

Little Global Guide - France - Q2 2021

Little Global Guide Quarterly

July 19, 2021

Little Global Guide - France - Q4 2020

Little Global Guide Quarterly

February 26, 2021

Little Global Guide - France - Q3 2020

Little Global Guide Quarterly

October 22, 2020

The Little European Employer COVID-19 Survey Report

Little Report

September 22, 2020

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

Little Press Release

September 22, 2020

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

Industria Italiana

September 22, 2020

Little Global Guide - France - Q2 2020

Little 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

Littler ASAP

July 17, 2019

Collaborative Robots: Progress, Potential and Overcoming Challenges for Adoption

Littler 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?

Littler Podcast

December 20, 2018

Littler Global Guide - France - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

Working Time and Commutes in France

Littler 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