

Stephan C. Swinkels

Shareholder

direct: +31 6523 255 31

sswinkels@littler.com



Focus Areas

International Employment Law

Global Workplace Transformation Initiative

Overview

Stephan Swinkels has worked in labor and employment law for nearly 20 years and has advised on restructurings, compensation and benefits matters, global mobility, social media policies and health and safety issues. He has a particular focus on international law, including cross-border issues and multi-country compliance, as well as developing training programs for international clients.

Stephan was previously executive director of an international alliance of labor and employment law firms, and an attorney at a large international full-service law firm. He is a regular speaker at international labor and employment conferences for attorneys, such as the International Bar Association (IBA) and European Employment Lawyers Association (EELA), and for corporate counsel, such as the Association of Corporate Counsel (ACC).

He has published numerous articles and blogs in various legal magazines including *Managing Partner*, *The Lawyer* and the *IBA Journal*, and is co-author and editor of the books: *The Independent Contractor vs. Employee, an International Analysis* (2014) and *Employment Litigation, Procedures, Remedies and Best Practices* (2015).

Professional and Community Affiliations

- Member, European Employment Lawyers Association
- Member, Dutch Bar Association (Amsterdam)
- Member, International Bar Association
- Member, Law Firm Management Advisory Board, International Bar Association

Education

M.B.A., European School of Management and Technology, Berlin, 2009, *cum laude*

Master of Corporate and Commercial Law, Grotius Academy, Nijmegen, The Netherlands, 2004

LL.M., Rijksuniversiteit Leiden, The Netherlands, 1998

Certificate in Business Law, University of California, Hastings College of the Law, 1997

Languages

Dutch

English

German

French

Publications & Press

COVID-19: EMEA Lockdown Restrictions

Littler Report

May 5, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Swiss Verein model key for employment giant Littler's growth

Reuters

March 18, 2021

Employment law firm GQ|Littler expands into Dublin

Irish Legal News

January 12, 2021

GQ|Littler Opens Ireland Office, Adds Partner Niall Pelly

Littler Press Release

January 12, 2021

Littler enters Brazil with Chiode Minicucci partnership

Latin Lawyer

December 9, 2020

Littler Expands Client Service in Latin America by Teaming with Brazil's Chiode Minicucci

Littler Press Release

December 2, 2020

Remote Work, Employee Well-Being and COVID-19

Today's General Counsel

November 3, 2020

Littler Enters Tenth European Country Through Combination with Abdón Pedrajas in Spain

Littler Press Release

November 3, 2020

How COVID-19 is changing the European workplace

The Global Legal Post

October 12, 2020

COVID-19: The New Normal – International Guide Supplement

Littler Report

September 24, 2020

Europe Appears More Open To Long-Term Telework Than US

Law360

September 22, 2020

The Littler European Employer COVID-19 Survey Report

Littler Report

September 22, 2020

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

Littler Press Release

September 22, 2020

European employers expecting to shed staff as government support dries up

HR Magazine

September 22, 2020

Littler Expands to Poland with 20-Lawyer Firm Paruch Chrusciel Schiffter Joining its Global Platform

Littler Press Release

June 1, 2020

Littler Continues Global Growth with Expansion into Austria

Littler Press Release

February 18, 2020

Workplace Equality, Mental Health and Brexit Are Top Concerns of European Employers, Littler Survey Reveals

Littler Press Release

November 14, 2019

Littler Expands into Asia with Singapore Office

Littler Press Release

November 12, 2019

Littler Adds Oslo-Based Hombler Olsby to Global Platform, Marking Firm's Entry into Scandinavia

Littler Press Release

January 23, 2019

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

Littler Podcast

December 20, 2018

New Littler Research Reveals 79% of European Employers are Taking Action to Reduce Risks of Sexual Harassment

Littler Press Release

November 12, 2018

Littler Enters Belgium with 20-Lawyer Firm Reliance Joining its Global Platform

Littler Press Release

September 11, 2018

Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference

Bloomberg Law

May 4, 2018

Littler Enters Fifth European Country with Dutch Employment Firm CLINT Joining its Global Platform

Littler Press Release

May 1, 2018

Littler Expands European Footprint with Move into Italy

Littler Press Release

January 18, 2018

Littler Continues Global Growth and Strengthens European Presence Through Combination with GQ Employment Law in the United Kingdom

Littler Press Release

May 9, 2017

European Court Clarifies Legality of Banning Islamic Headscarves in the Workplace

TLNT Talent Management and HR

April 11, 2017

European Court Clarifies Legality of Banning Islamic Headscarves in the Workplace

Littler Insight

March 20, 2017

Dutch and French Legislatures Introduce New Human Rights Due Diligence Reporting Requirements

Littler Insight

March 13, 2017

Littler Adds International Employment Law Attorney Stephan C. Swinkels to Firm's Growing Global Practice

Littler Press Release

June 28, 2016

Referral Relationships, Making the Link

The Lawyer

April 6, 2015

Does South Africa deserve the "S" in BRICS?

The Lawyer

March 20, 2014

The Paradigm of Employment Law

The Lawyer

March 30, 2012

Firm Alliances, a behind-the-scenes look at the creation of a global law firm alliance

Managing Partner Magazine

September 30, 2011

Speaking Engagements

The EU Whistleblowing Directive - The Road to Compliance

May 18, 2021

5a Conferencia Anual en Monterrey

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León
October 3, 2019

Fifth Annual Conference in Monterrey

Monterrey, NLE
October 3, 2019

5a Conferencia Anual en Ciudad de México

Hacienda de los Morales Ciudad de México
October 2, 2019

Fifth Annual Conference in Mexico City

México City
October 2, 2019

5ta Conferencia Anual en Colombia

Bogotá
September 6, 2019

2019 Puerto Rico Conference

San Juan, PR
April 12, 2019

Cuarta Conferencia Anual en Monterrey

Monterrey, NLE
November 15, 2018

Fourth Annual Conference in Monterrey

Monterrey, NLE
November 15, 2018

Fourth Annual Conference in Mexico City

México City
November 14, 2018

Cuarta Conferencia Anual en Ciudad de México

México City
November 14, 2018

2018 Littler Puerto Rico Conference

San Juan, PR
April 19, 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

Third Annual Conference in Mexico City

México City
September 27, 2017

Tercera Conferencia Anual en Ciudad de México

México City
September 27, 2017

Third Annual Conference in Monterrey

Monterrey, NLE
September 26, 2017

Tercera Conferencia Anual en Monterrey

Monterrey, NLE
September 26, 2017

Brazil Conference

Mattos Filho - São Paulo Alameda Joaquim Eugênio de Lima, 447 São Paulo, Brazil
August 30, 2017

Current Employment Law Headwinds Facing U.S. Based Gig Economy Companies, As They Expand Into Other Countries

July 12, 2017

2017 Littler Global Puerto Rico Conference

San Juan, PR
April 7, 2017

Inaugural Europe Conference - Germany

Berlin

November 10, 2016

Segunda Conferencia Anual en Colombia

Bogotá

October 19, 2016

Second Annual Colombia Conference

Bogotá

October 19, 2016

Segunda Conferencia Anual en México - Ciudad de México

México City

October 5, 2016

Second Annual Mexico Conference - Mexico City

México City

October 5, 2016

Second Annual Mexico Conference - Monterrey

Monterrey, NLE

October 4, 2016

Segunda Conferencia Anual en México - Monterrey

Monterrey, NLE

October 4, 2016

No Friends or Best Friends

Iberian Lawyer 40 under Forty Awards, Lisbon, Portugal

September 17, 2015

Disability Works, Insights to Global Best Practices: Legal Implications Are Important, Practical Applications Are Critical

Disability Matters Annual Conference and Awards, Amsterdam, The Netherlands

June 18, 2015

How to Effectively Manage International Changes in Employment Law

Leiden University, Leiden, The Netherlands

May 1, 2015

The Effectiveness of a Network in Generating New Referral Work

The European Legal Networks Summit, London, United Kingdom
March 11-12 2015

Protecting Your Employees Around the World

ACC Annual Conference, Los Angeles, CA
October 30, 2013

Books & Book Chapters

- Opportunities for Entrepreneurial Attorneys, Between New Markets and Personal Branding, *De Nieuwe Advocaat* (“*The Modern Lawyer*”), interview with Stephan Swinkels (in Dutch), 2015
- *Employment Litigation, Procedures, Remedies and Best Practices*, Co-Author and Editor, 2015
- *The Independent Contractor vs. Employee, an International Analysis*, Co-Author and Editor, 2014