

Jacques de Tonquédec

Partner

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Practice Areas

AI and Technology
Business Restructuring and M&A
Contractors, Staffing and Contingent Workers
HR Advice and Counsel
Unfair Competition and Trade Secrets
Workplace Violence Prevention and Crisis Response

Overview

Jacques de Tonquédec advises and represents French and international companies, associations, and professional branches on all labor law matters. He also assists them in defining and implementing their social strategies through a pragmatic and operational approach.

Jacques is skilled in understanding the nuances and obligations of an employer's pay equity obligations. He partners with clients on navigating the real-world implications of evolving pay transparency legislation and is a member of Littler's coordinating committee on the EU Pay Transparency Directive.

Jacques has extensive experience in complex restructuring operations, crisis social management, high-risk litigation, executive-level advisory, and union negotiations.

He is a lecturer at IGS-RH.

Professional and Community Affiliations

- Member, ANDJCE

Recognition

- Named, The Best Lawyers in France™, 2024-2026
- Named, *Legal 500*

- Ranked, High-risk Litigation, Unions negotiations, Business Restructuring and M&A, Compensation, *Décideur France*

Education

Magister Juris, Panthéon-Assas University Paris II,

Bar Admissions

France

Languages

French

English

Publications & Press

CSE consultation in the event of an acquisition or takeover: no longer automatic

Semaine sociale Lamy, No. 2160

November 17, 2025

The Littler 2024 European Employer Survey Report

Littler Report

October 9, 2024

Election Outcomes, AI Adoption, and ESG Issues Pose New Challenges for European Employers, Littler Survey Finds

Press Release

October 9, 2024

Littler Attorneys in Four European Countries Recognized in the 2025 Editions of Best Lawyers™

Press Release

June 21, 2024

Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™

Press Release

July 18, 2023

The Use of Electronic Voting Cannot Be Improvised: The Relevance and Implementation Modes of Electronic Voting Must Be Adapted to Each Company

JSL, No. 546

July 21, 2022

Employee Council: A Strengthened Consultation Body

les cahiers du DRH, No. 268

2021

Books & Book Chapters

- Co-Editor, *Lamy Social*, 2019-2023