

Jan-Ove Becker

Partner

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Practice Areas

International Employment Law
AI and Technology

Overview

Jan-Ove Becker advises companies on national and international employment and labor law. He concentrates in corporate reorganization, restructuring and corporate transactions. He also advises on labor relations matters and negotiates with group, company and local works councils. He has an industry focus on technology, media and entertainment. He is also advisor to numerous venture capital funded companies. Jan-Ove is a member of our practice groups focussing on newly emerging legal playing fields like robotics, artificial intelligence and automation as well as human rights and corporate social responsibility. He litigates high-profile cases up to Federal Employment Court and the European Court of Justice.

Jan-Ove is a self-published author and has been editor of a journal on bankruptcy law for several years. He was admitted to the bar in 2012.

Professional and Community Affiliations

- President, Labour Law Commission, International Association of Young Lawyers (AIJA)
- Member, German-American Lawyers Association (DAJV)
- Member, Employment Law Working Group, German Bar Association
- Member, Steering Committee, Cambridge Forums on International Employment Law

Recognition

- Named, The Best Lawyers in Germany™, 2023-2025
- Recipient, BTI Client Service All-Star Award, 2022-2024
- Named, Core Attorney, *Legal 500 Deutschland*, 2022
- Named, Tomorrow's Leader, *International Employment Lawyer*, 2022
- Named, Up and Coming in Employment Law, (under 40 years), *JUVE*, 2021

Education

Law Degree, University of Hamburg, 2006

Bar Admissions

Germany

Languages

German

English

Publications & Press

Wenn Chefs sich aus der Deckung wagen

Frankfurter Allgemeine

February 20, 2025

Employers in Europe struggling to manage political discussions at work

Human Resources Director Asia

October 15, 2024

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

Geopolitics, AI adoption, climate risk worrying European firms

International Employment Lawyer

October 9, 2024

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

Press Release

June 21, 2024

Bondi Junction attack offers lessons on preparing for workplace tragedy

International Employment Lawyer

April 18, 2024

Artificial intelligence risks dominate Davos discussions

International Employment Lawyer

January 18, 2024

European Employers Navigate New Pressures Around Flexible Work Models, AI Adoption and Divisive Social Issues

European Business Magazine

November 8, 2023

The Littler 2023 European Employer Survey Report

Littler Report

November 8, 2023

European Employers Navigate New Pressures Around Flexible Work Models, AI Adoption and Divisive Social Issues, Littler Survey Finds

Press Release

November 8, 2023

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

Press Release

July 18, 2023

Germany's Draft Bill on Recording Working Time Includes Some Surprising Requirements

Littler ASAP

April 20, 2023

Business and Human Rights for Small Companies – What is the Impact of the German Supply Chain Due Diligence Act on the Supplier Side?

Littler ASAP

February 23, 2023

German Federal Labor Court on Equal Pay: Negotiating Skills Are no Justification for Unequal Pay

Littler ASAP

February 22, 2023

Clarity at last? German Federal Labor Court Explains the Rules for Recording Working Time

Littler ASAP

December 7, 2022

Post-Covid, European firms are still struggling with workplace transformation

International Employment Lawyer

November 18, 2022

Littler Global Guide - Germany - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

The Littler 2022 European Employer Survey Report

Littler Report

October 18, 2022

European Employers Caught Between Desire for In-Person Work and Need to Provide Flexibility, Littler Survey Finds

Press Release

October 18, 2022

German Federal Labor Court announces mandatory recording of working hours in Germany

Littler ASAP

September 14, 2022

Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™

Press Release

June 24, 2022

Littler Global Guide - Germany - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

Plans for a German Mobile Work Law Pick Up Speed

Littler ASAP

January 14, 2022

Proposed AI Policy in EU Could Change Hiring Landscape

#evolve magazine

November 11, 2021

The Littler 2021 European Employer Survey Report

Littler Report

November 10, 2021

Littler Survey: Most European Employers Reopening Offices, But Disconnect Emerges with Employees on Hybrid Work Models

Press Release

November 10, 2021

Proposed AI Policy in EU Could Change Hiring Landscape

World at Work

July 21, 2021

Littler Global Guide - Germany - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

AI's Potential Role in Employee Discipline Draws Attention in Europe

SHRM Online

June 15, 2021

EU Proposal Could Limit AI Use in Recruiting and Hiring

SHRM Online

June 4, 2021

Littler Global Guide - Germany - Q4 2020

Littler Global Guide Quarterly

February 26, 2021

Germany: Works Council Must Consent to Time-Keeping Via Spreadsheet

SHRM Online

October 31, 2019

Germany: Accounting for the Third Gender in Labor Law

SHRM Online

September 30, 2019

Littler Global Guide - European Union - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Littler Global Guide - Germany - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Europe: Business Travel Requires a Social Security Certificate

Littler ASAP

June 10, 2019

Europe: Business Travel Requires a Social Security Certificate

SHRM Online

June 4, 2019

Germany Seeks to Mandate Human Rights Due Diligence for Companies and Their Global Partners

Littler ASAP

April 25, 2019

Germany: Employees Have Broad Rights to Personnel Files

SHRM Online

April 18, 2019

Remuneration of Business-Related Travel Time in Germany

Littler ASAP

April 3, 2019

Germany: More Bureaucracy, Less Gender Pay Gap?

Littler ASAP

July 12, 2017

Littler Global Guide - Germany - Q2 2017

Littler Global Guide Quarterly

July 11, 2017

Events & Speaking Engagements

2024 Littler AI Summit

Washington, DC

September 23, 2024

Artificial Intelligence in the EU - What is Happening on the Other Side of the Pond and Why You Should Definitely Care

December 12, 2023

2023 Littler AI Summit

Washington, DC

September 21, 2023

The State of Vaccinations and Testing – A Continued Conundrum

Littler Executive Employer Conference

May 5, 2022

Human Rights Due Diligence and Transparency Obligations Under the German Supply Chain Act

April 26, 2022

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

February 27, 2018

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

July 12, 2017

Hot Topics in International Labor and Employment Law

Chicago, IL

May 19, 2016

Introduction to International Insolvency Labor Law and Recent Case Law and Developments, Restructuring and Other Answers for Companies in Financial Crisis

AIJA International Association of Young Lawyers, Frankfurt, Germany

October 2015

Don't Forget the Employees! Transfer or Undertakings in M&A Operations, M&A Reloaded: A Comprehensive View of the M&A Process

AIJA International Association of Young Lawyers, Kitzbühel

January 2015

Disciplinary Power of Sports Federations: Possibilities and Limits

AIJA International Association of Young Lawyers, Dublin

October 2014

Hot Topics in Social Media – In 140 Characters/Less

AIJA International Association of Young Lawyers, London

April 2014

The Workforce – the Company's Key Asset or the Enemy Within? An Introduction to Collective Consultation & Co-Determination

AIJA International Association of Young Lawyers, Luxembourg

November 2013

Books & Book Chapters

- Germany chapter, *The Littler Mendelson Guide to International Employment and Labor Law*, 4th Edition, co-authors Dr. Thomas Griebe, Dr. Rajko Herrmann, Sebastian Juli, Dr. Matthias Sandmaier, Stephan Settekorn, 2015
- Germany chapter, *The Employment Law Review*, 1. bis 6. Ed., co-author Dr. Thomas Griebe, 2015