

Maartje Oliemans-Ouwehand

Counsel

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Practice Areas

Business Restructuring and M&A
International Employment Law
Whistleblowing, Compliance and Investigations
HR Advice and Counsel
Executive Compensation

Overview

Maartje Oliemans-Ouwehand advises domestic and multinational companies, as well as boards, HR leadership and employee representative bodies, on complex employment and labor law matters. She focuses on strategic workforce issues at the intersection of employment and corporate governance, including reorganizations, co-determination processes and employee participation.

Maartje has extensive experience advising complex restructuring projects, transfers of undertaking and the consultation of works councils and trade unions. She regularly supports clients in the design and implementation of social plans, employment conditions and contractual arrangements, as well as in matters involving executive compensation in the semi-public sector.

She has significant experience advising French clients and regularly supports French companies and HR teams on Dutch employment law matters. Thanks to her familiarity with the French language and business culture, she is well-positioned to support cross-border matters and bridge differences between French and Dutch employment law frameworks.

In addition, Maartje represents clients in litigation and administrative proceedings before various courts and tribunals, including civil courts, courts of appeal and regulatory bodies. Her experience enables her to guide clients through complex disputes with a strong focus on strategy, stakeholder management and practical outcomes.

Maartje works with clients in industries such as:

- Financial services and banking
- Semi-public sector and healthcare
- International corporates
- Consumer and commercial organizations

She is known for her hands-on and pragmatic approach, maintaining close contact with clients to ensure that legal advice is aligned with business needs and can be implemented effectively in practice.

Maartje is skilled in understanding the nuances and obligations of an employer's pay equity obligations. She 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.

In addition to her client work, Maartje contributes to legal publications through case law annotations and regularly delivers workshops on current employment law developments.

Professional and Community Affiliations

- Vice Chair, Objections Committee of Amsterdam UMC., 2024-present
- Member, Association of Dutch Employment Lawyers (VAAN)
- Member, la CCI France Pays-Bas

Education

Employment Law, Grotius Academy, Nijmegen, The Netherlands, 2014

LL.M., Private Law Practice, University of Amsterdam, 2008

Alliance Française, Université catholique de l'Ouest, 2002

Bar Admissions

Netherlands

Languages

Dutch

English

French