

## Stephan C. Swinkels

Shareholder

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## Practice Areas

International Employment Law

AI and Technology

## 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 College of the Law, San Francisco (formerly Hastings), 1997

## Languages

Dutch  
English  
German  
French

## Publications & Press

### **Netherlands opens its doors to US researchers**

*Global Mobility Lawyer*

March 27, 2025

### **The Global Guide Quarterly (Quarter 4, 2024)**

*Littler Global Guide Quarterly*

January 23, 2025

### **Businesses breathe sigh of relief after Dutch expat tax reversal**

*Global Mobility Lawyer*

October 24, 2024

### **The Global Guide Quarterly (Quarter 3, 2024)**

*Littler Global Guide Quarterly*

October 23, 2024

### **Employers in Europe struggling to manage political discussions at work**

*Human Resources Director Asia*

October 15, 2024

### **Economic concerns, AI top list of European employer concerns, study finds**

*The Global Legal Post*

October 10, 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

**AI and Geopolitics Top Concerns for Employers In 2024**

*Law360*

October 9, 2024

**Geopolitics, AI adoption, climate risk worrying European firms**

*International Employment Lawyer*

October 9, 2024

**Netherlands issues guidance on using AI chatbots**

*International Employment Lawyer*

August 20, 2024

**Netherlands implements emissions reporting for commuters**

*International Employment Lawyer*

July 16, 2024

**EU AI Act Implications for US Employers**

*Bloomberg Law*

July 3, 2024

**Employment Law And Geopolitics: Key Considerations For The C-Suite**

*Chief Executive*

April 19, 2024

**The Global Guide Quarterly (Quarter 1, 2024)**

*Littler Global Guide Quarterly*

April 18, 2024

**Littler Elects Five New Members to 2024 Board of Directors**

*Press Release*

January 24, 2024

**Artificial intelligence risks dominate Davos discussions**

*International Employment Lawyer*

January 18, 2024

**The Global Guide Quarterly (Quarter 4, 2023)**

*Littler Global Guide Quarterly*

January 17, 2024

**European firms navigate AI adoption, divisive social issues, and flexible working**

*International Employment Lawyer*

November 9, 2023

**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

**The Global Guide Quarterly (Quarter 3, 2023)**

*Littler Global Guide Quarterly*

October 18, 2023

**The Global Guide Quarterly (Quarter 2, 2023)**

*Littler Global Guide Quarterly*

July 21, 2023

**The Global Guide Quarterly (Quarter 1, 2023)**

*Littler Global Guide Quarterly*

April 12, 2023

**Pandemic changed the workplace, now laws must catch up**

*News is my Business*

November 24, 2022

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

*International Employment Lawyer*

November 18, 2022

**Flexible Work Faces Obstacles Among European Employers, Survey Finds**

*Law.com International*

October 21, 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

**Littler Expands to Denmark, Adds Partner Bo Enevold Uhrenfeldt**

*Press Release*

September 6, 2022

**COVID-19: EMEA Lockdown Restrictions (June Update)**

*Littler Report*

June 30, 2022

**Abdón Pedrajas Littler Opens Third Office in Spain with Valencia Location**

*Press Release*

April 22, 2022

**Russia Office Closures 'Incredibly Difficult' for Big Law Firms**

*Bloomberg Law*

April 11, 2022

**'Workplace Issues Won't Blow Over': Leaders at Europe's Top Firms See Challenges on All Fronts in 2022**

*Law.com International*

January 6, 2022

**New Federal Labour Law Issued in the UAE**

*Littler Report*

November 29, 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

**Littler Continues Global Growth and Deepens European Presence with Expansion into Portugal**

*Press Release*

November 2, 2021

**EMEA: COVID-19 Follow-up Vaccination Guide – Vaccination Incentive**

*Littler Report*

July 30, 2021

**Littler Opens 100th Location with New Belgium Office**

*Press Release*

May 19, 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**

*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**

*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**

*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

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

*Press Release*

September 22, 2020

**The Littler European Employer COVID-19 Survey Report**

*Littler Report*

September 22, 2020

**European employers expecting to shed staff as government support dries up**

*HR Magazine*

September 22, 2020

**Europe Appears More Open To Long-Term Telework Than US**

*Law360*

September 22, 2020

**Littler Continues Global Growth with Expansion into Austria**

*Press Release*

February 18, 2020

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

*Press Release*

November 14, 2019

**Littler Expands into Asia with Singapore Office**

*Press Release*

November 12, 2019

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

*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**

*Press Release*

November 12, 2018

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

*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**

*Press Release*

May 1, 2018

**Littler Expands European Footprint with Move into Italy**

*Press Release*

January 18, 2018

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

*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 ASAP*

March 20, 2017

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

*Littler ASAP*

March 13, 2017

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

*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

**Events & Speaking Engagements**

**What Every American or Global Employer Needs To Know About Doing Business in Canada**

March 26, 2025

**The EU Whistleblowing Directive - The Road to Compliance**

May 18, 2021

**Fifth Annual Conference in Monterrey**

San Pedro Garza García, NLE

October 3, 2019

**5a Conferencia Anual en Monterrey**

October 3, 2019

**5a Conferencia Anual en Ciudad de México**

October 2, 2019

**Fifth Annual Conference in Mexico City**

Ciudad de México, CMX

October 2, 2019

**5ta Conferencia Anual en Colombia**

Bogotá, DC

September 6, 2019

**2019 Puerto Rico Conference**

San Juan

April 12, 2019

**Fourth Annual Conference in Monterrey**

San Pedro Garza García, NLE

November 15, 2018

**Cuarta Conferencia Anual en Monterrey**

San Pedro Garza García, NLE

November 15, 2018

**Fourth Annual Conference in Mexico City**

Ciudad de México, CMX

November 14, 2018

**Cuarta Conferencia Anual en Ciudad de México**

Ciudad de México, CMX

November 14, 2018

**2018 Littler Puerto Rico Conference**

San Juan

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**

Ciudad de México, CMX

September 27, 2017

**Tercera Conferencia Anual en Ciudad de México**

Ciudad de México, CMX

September 27, 2017

**Third Annual Conference in Monterrey**

San Pedro Garza García, NLE

September 26, 2017

**Tercera Conferencia Anual en Monterrey**

San Pedro Garza García, NLE

September 26, 2017

**Brazil Conference**

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

April 7, 2017

**Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

**Second Annual Colombia Conference**

Bogotá, DC

October 19, 2016

**Segunda Conferencia Anual en Colombia**

Bogotá, DC

October 19, 2016

**Segunda Conferencia Anual en México - Ciudad de México**

Ciudad de México, CMX

October 5, 2016

**Second Annual Mexico Conference - Mexico City**

Ciudad de México, CMX

October 5, 2016

**Segunda Conferencia Anual en México - Monterrey**

San Pedro Garza García, NLE

October 4, 2016

### **Second Annual Mexico Conference - Monterrey**

San Pedro Garza García, 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