

Anita de Jong

Partner

Amsterdam

Biography

As a partner and head of the employment practice in Amsterdam, Anita de Jong is particularly interested in issues where employment law and company law overlap. She focuses in particular on the employment-law consequences of takeovers and outsourcing (including harmonization of employment conditions), dismissal law, non-compete conflicts, integrity issues and privacy in the workplace. Furthermore, she handles major litigation cases.

Anita is named as a leading individual in the *European Legal 500* and *Chambers*. Clients describe Anita as "decisive and strong" and "quick and pragmatic".

Anita de Jong regularly publishes articles in specialist and scientific journals and contributes to textbooks on employment-law related subjects. In addition, she speaks at national and international conferences. Anita is giving lectures for the post graduate employment program of the Universities of Tilburg and Maastricht as well as the Academy for Law Practitioners. Furthermore, Anita is a member of the HR Expert Committee of Platform Outsourcing Nederland and member of the Internal Complaint Committee of Stedelijk Museum (museum of modern art) in Amsterdam.

Representative experience



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Languages

English
Dutch
German

Practices

Employment
Business Restructuring and
Insolvency
Financial Services
Investigations, White Collar, and
Fraud
Litigation Services
Pensions
Privacy and Cybersecurity

Court proceedings for clients in on behalf of new employees in competition conflicts with former employers, or against former employees and their new employers.

Advising national and international clients on the employment consequences of first generation Outsourcing as well as second and further generation Outsourcing.

Successfully representing IT-companies in conflicts with prior service providers who claimed a transfer of undertaking after a termination of an outsourcing contact.

Advising consulting companies on up or out situations and reaching amicable settlements in these case.

Developing training for people managers of a number of clients to make them more aware of performance (improvement) issues.

Advising clients on the Employment and Corporate related aspects of Executive Terminations and reaching amicable settlements.

Advising on the employment related aspects of cross border and local mergers including employee consultation and negotiations with Trade Unions.

Advising on Works Council proceedings, negotiations with trade unions, and terminations for pharmaceutical company after a closure of a distribution business of and subsequent transfer.

Awards and rankings

- Employment, *The Legal 500*, 2018-2019
- Band 4, *Chambers & Partners*

Latest thinking and events

- Hogan Lovells Publications
 - How to make use of the lower unemployment

Private Equity

Trade Secrets and Confidential Know-how

Commercial Litigation

Technology Litigation

Insurance Litigation

Industries

Financial Institutions

Insurance

Life Sciences and Health Care

TMT

Diversified Industrials

Areas of focus

Agency and Distribution

Bribery and Corruption

Pension Issues Connected With Business Critical Reorganizations

Business Restructuring and Tax

Buy Outs

Buy-ins and Buy-outs

Compensation Committee

Corporate and Commercial Transactions

Cross-border Restructuring and Insolvency

Data Protection

IERP Dispute Resolution

Fashion and Luxury Brands

Breach Preparedness, Response,

insurance contribution for employment agreements for an indefinite period of time

- Hogan Lovells Publications
 - Dutch Labour Law legislation
- Published Works
 - Have products been made with clean hands? The Dutch Child Labour Due Diligence Act is a step in the right direction
- Webinar
 - Protecting your business: current trends in non-competes and confidential information
- Published Works
 - When does the employee follow the work – and particularly when not
- Published Works
 - De mogelijkheden tot het opnemen van palliatief verlof en rouwverlof naar huidig Nederlands recht

Investigation, and Communication

IT Outsourcing

Labor and Employment Matters in Education Institutions

Logistics

Management Incentive Plans

Outsourcing

Pensions Litigation

Technology Contracts

Workplace Privacy

Education and admissions

Education

University of Utrecht, 1985

Memberships

Dutch Bar Association

International Bar Association
European Employment Lawyers Association

Association of Employment Lawyers in the greater Amsterdam Area

Dutch Employment Law Association

Member of Platform Outsourcing Nederland

Member of the Curriculum Committee of the Law Firm School

Member of the Board of advisors of the postgraduate Magna Charta employment law course

Accolades

Clients describe practice head Anita de Jong as 'decisive and strong'

Practice head Anita de Jong is 'razor-sharp and a lawyer who dares to 'take a position'

'She has a fantastic ability to guide meetings and explain matters in a clear, non-legal language,'

Interviewees
