

GLOBAL EMPLOYER GUIDE

Date: 2026

By: Eugene C. Ryu, April Boyer, Paul Callegari, Michaela Moloney, Nick Ruskin, Christopher Tan, Max Gu, Dan Wu, Yibo Wu, Christine Artus, Anne Ragu, Nils Neumann, LL.M., Dr. Thomas Nietsch, Leonie Abendroth, LL.M., Lara Wengenmayr, Judith Hirnstein, Isabella Reinolsmann, Sacha M. Cheong, Elsa Mak, Roberto Podda, Ottavia Colnago, Ludovico Lugnani, Giulia Brucato, J. Ryan Dwyer, III, Yuki Okada, Nobuki Wada, Andrew L. Chung, Amjad Hussain, Jaime Oon, Randa I. Shibliq, Charlotte Kouo, Esther Neo, Jacqueline Fu, Cecilia Lee, Nazanin Aleyaseen, Mohammad Rwashdeh, Natalie Taylor, Amelia MacHugh, Noirin M. McFadden, Erinn L. Rigney, Kimberli A. Diggs, Ninamarie C. Moore

This publication is issued by K&L Gates in conjunction with K&L Gates Straits Law LLC, a Singapore law firm with full Singapore law and representation capacity, and to whom any Singapore law queries should be addressed. K&L Gates Straits Law is the Singapore office of K&L Gates, a fully integrated global law firm with lawyers located on five continents.

Workplaces worldwide are experiencing rapid transformation as artificial intelligence (AI) becomes increasingly integrated into recruitment, performance assessment, and workforce management. Governments across multiple regions are responding by developing new frameworks aimed at promoting transparency, accountability, and fair outcomes in AI-enabled employment decisions. These shifts coincide with renewed attention to how evolving job functions and the growing use of automated tools, interact with long-standing wage-and-hour standards and exemption criteria.

Global mobility and immigration systems are also adapting, with several jurisdictions reevaluating how talent is selected, assigned, and retained to better align with economic and technological priorities. At the same time, changes in executive policymaking and judicial review in various countries continue to influence employer obligations, adding complexity to cross-border workforce planning.

Collectively, these developments highlight the need for organizations to maintain flexible governance, ensure responsible deployment of emerging technologies, and align internal policies with evolving international standards.

Produced annually since 2015, the [Global Employer Guide](#) provides a concise, ready reference of current employment laws across more than 15 countries to help employers navigate an increasingly dynamic workforce landscape. Created to complement our Global Employer Solutions® service, the guide provides a concise, yet comprehensive, summary of the most notable employment laws across the globe.

GLOBAL EMPLOYER GUIDE 2026

Click on the images below to view and download your country of interest.



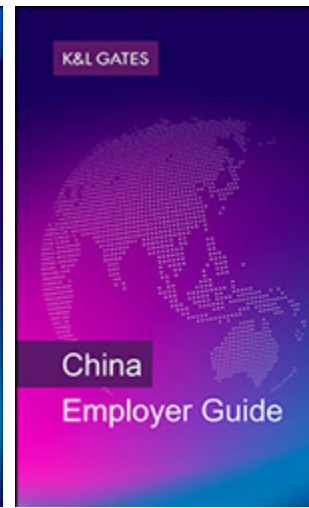
[GLOBAL](#)



[AUSTRALIA](#)



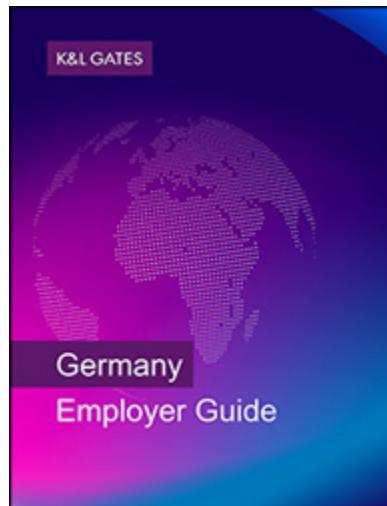
[BELGIUM](#)



[CHINA](#)



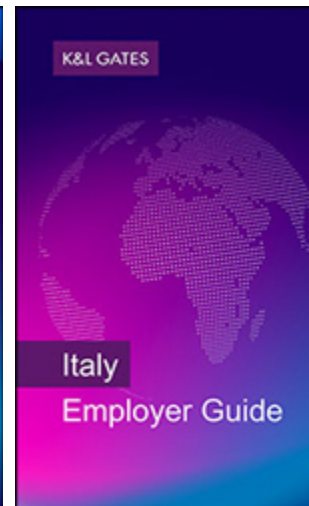
[FRANCE](#)



[GERMANY](#)



[HONG KONG](#)



[ITALY](#)



[QATAR](#)



[JAPAN](#)



[KOREA](#)



[NEW ZEALAND](#)



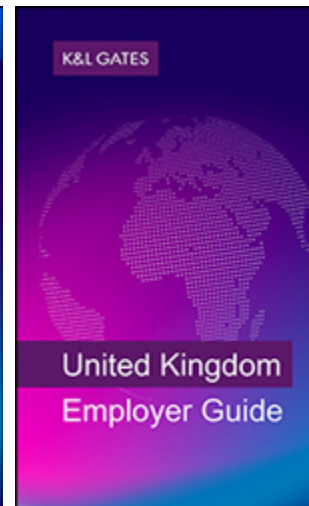
[SINGAPORE](#)



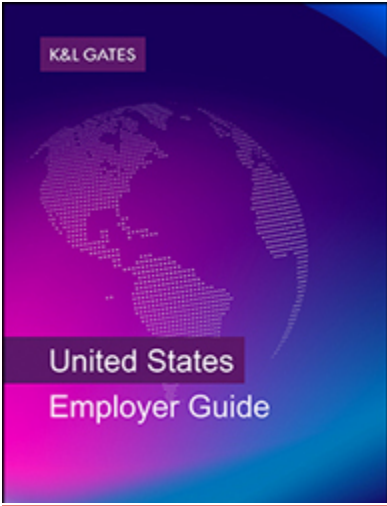
[TAIWAN](#)



[UNITED ARAB EMIRATES](#)



[UNITED KINGDOM](#)



UNITED STATES

KEY CONTACTS



EUGENE C. RYU

LEAD PRACTICE AREA LEADER –
LABOR, EMPLOYMENT, AND
WORKPLACE SAFETY

LOS ANGELES, SAN FRANCISCO
+1.310.552.5035
GENE.RYU@KLGATES.COM



APRIL BOYER

PRACTICE AREA LEADER – LABOR,
EMPLOYMENT, AND WORKPLACE
SAFETY, CHAIR OF WOMEN IN THE
PROFESSION COMMITTEE

MIAMI
+1.305.539.3380
APRIL.BOYER@KLGATES.COM



PAUL CALLEGARI

PRACTICE AREA LEADER - LABOR,
EMPLOYMENT, AND WORKPLACE
SAFETY AND MANAGING PARTNER,
LONDON OFFICE

LONDON
+44.20.7360.8194
PAUL.CALLEGARI@KLGATES.COM



MICHAELA MOLONEY

PARTNER

MELBOURNE
+61.3.9640.4430
MICHAELA.MOLONEY@KLGATES.COM



NICK RUSKIN

PARTNER

MELBOURNE
+61.3.9640.4431
NICK.RUSKIN@KLGATES.COM



CHRISTOPHER TAN

PARTNER AND DIRECTOR OF K&L
GATES STRAITS LAW LLC
K&L GATES STRAITS LAW LLC
SINGAPORE

+65.6507.8110
CHRISTOPHER.TAN@KLGATES.COM

This publication/newsletter is for informational purposes and does not contain or convey legal advice. The information herein should not be used or relied upon in regard to any particular facts or circumstances without first consulting a lawyer. Any views expressed herein are those of the author(s) and not necessarily those of the law firm's clients.