

Jean-Sébastien Lipski

Of Counsel

Paris

T +33 1 5383 1173

jean-sebastien.lipski@squirepb.com

Languages spoken

French | English



About Jean-Sébastien

Jean-Sébastien Lipski is of counsel in our Labour and Employment Practice Group and is based in our Paris office. He advises French and international businesses on all aspects of contentious and non-contentious employment law, as well as on social security law.

Jean-Sébastien has extensive experience advising on complex workforce reorganisations and collective redundancies, as well as on collective labour relations and company-wide negotiations. He regularly supports clients in the design and implementation of employee savings and incentive schemes, including voluntary and mandatory profit-sharing arrangements, collective savings plans (PEE), pension savings plans (PERCO), time savings accounts (CET) and employee shareholding programmes.

He also advises on all aspects of individual employment matters, including hiring processes, disciplinary procedures and internal investigations (notably in cases involving alleged harassment or bullying), disciplinary and non-disciplinary terminations and international mobility, covering both employment law business immigration law and social security considerations. In addition, he has substantial experience handling pre-litigation and litigation before employment courts.

Clients value his ability to guide them through the technical and practical complexities of employment law, consistently facilitating the implementation of projects through creativity and strategic thinking, and delivering pragmatic solutions that go beyond a purely legal approach.

In addition, he regularly contributes articles to leading international publications, including *IEL* and *LexisNexis*. He teaches labour and employment law at universities and business schools in Paris and leads the firm's pro bono activities in Paris.

Experience

- Providing strategic legal counsel to a wholesale trade company in a series of complex, high-stakes individual employment litigations involving sensitive working time issues.
- Advising a leading aerospace company a wide range of employment law matters for two of its French entities, providing ongoing, day-to-day support across a variety of individual employment issues.

- Supporting a food and beverage company in the closure of their operations in France in a context of time-sensitive aspects related to the financial situation of the French operations.
- Providing day-to-day advice to an international insurance company on all aspects of employment law, especially focused on bullying issues and investigations. We also support them in variable pay claims and issues.
- Advising on site closures of French subsidiaries of international groups (especially plastic and electronic devices/software sectors).
- Setting up of mandatory and voluntary profit sharing and company saving schemes (especially wholesale trade and food trade sectors).
- Setting up of working time organisations within companies (especially telecommunications, pharmaceutical industry, marine and wholesale trade sectors).
- Downsizings of French subsidiaries of International Groups (especially marine and telecommunications sectors).
- Post acquisition advice to international clients acquiring operations in France, supporting on employment documentation compliance (especially in the IT sector).
- Employment Tribunal and Appeal Court litigations on dismissals, redundancies, working time, moral harassment (especially energy, wholesale trade, services provider, marine and electronic devices/software sectors).
- Social Security litigations related to occupational diseases and accidents (especially in the industry sector).

Credentials

Education

- Paris Bar Law School, EFB, 2012
- University Panthéon-ASSAS (Paris II), Ph.D., 2010
- University Panthéon-ASSAS (Paris II), Master II, 2007

Admissions

- Paris, 2012

Expertise

Services

- Business Immigration
- Labor & Employment

Publications & Speaking Engagements

- Author, "The contours of the alert in case of violation of the rights of individuals", *JCP S*, 2026.
- Author, "Practical consequences of the new class action in labour law", *JCP S*, 2025.
- Author, "Internal investigation for moral harassment: A paradigm shift is needed", *JCP S*, 2025.
- Author, "New French law expands scope of class action regime", *International Employment Lawyer*, 8 July 2025.

- Interviewed, "France's Blue Card reforms widen access but add practical challenges", *Global Mobility Lawyer*, 21 May 2025.
- Interviewed, "Expect France-Luxembourg teleworking threshold to rise", *Global Mobility Lawyer*, 6 March 2025.
- Co-author, "When professional SMS become disciplinary evidence: A decision retracing the contours of private life", *La Revue*, Squire Patton Boggs, 20 January 2025.
- Author, "Practical aspects of the establishment of a special negotiating body", *JCP S*, 2024.
- Interviewed, "Understanding France's stricter language requirements", *Global Mobility Lawyer*, 4 December 2024.
- Author, "Intra-corporate posting of an employee who is not a national of a Member State of the European Union by a foreign company within a French company", *JCP S*, 2023.
- Interviewed, "Some works Councils Directive reforms would benefit European businesses", *International Employment Lawyer*, 19 January 2023.
- Co-author, "Crossover views: French and international law firms", *L'Avocat facing the evolution of social law*, White Paper, Avocats Lefebvre Dalloz Strategic Committee, 29 November 2022.
- Author, "New episode of the jurisprudential saga on the conventionality of the 'Macron scale'", *La Revue*, Squire Patton Boggs, 7 July 2020.
- Co-author, "The recognition of a protected belief – the grand finale of the 'Veganuary'?", *La Revue*, Squire Patton Boggs, 17 February 2020.
- Author, "The value and effects of balanced representation of men and women in professional elections", *La Revue*, Squire Patton Boggs, 3 February 2020.
- Author, "A difficult start to the year for enterprises without a social and economic committee", *La Revue*, Squire Patton Boggs, 18 January 2020.
- Author, "Termination of the employment contract following refusal to modify the variable part of the remuneration for reasons not inherent in the person of the employee constitutes dismissal for economic reasons", *La Revue*, Squire Patton Boggs, 17 July 2019.
- Author, "E-mail exchanges could be filed in court in the absence of a simplified declaration", *JCP S*, 2017, 1248
- Author, "Reducing the duration of mandates: A collective agreement under ordinary law", *JCP S*, 2017, 1101
- Author, "Parity of professional elections: beware of the new rules of the Rebsamen law!", *Business Manager* magazine, 2016.
- Co-author, "Staff representation bodies: Evolution of the Committee on Health, Safety and working conditions", *Le Monde du Chiffre*, 15 October 2015.
- Author, "Conventional recognition of an economic and social unit is effected by collective agreement under ordinary law", *JCP S*, 2014.
- Author, "Mobility clause vs geographical sector", *Cahiers Sociales du Barreau de Paris*, 2013.
- Author, "Formal requirements for the audit certificate", *JCP S*, 2013.
- Author, "Contribution to the study of financial participation mechanisms", *LexisNexis*, Social Planet Collection, October 2012.

- Author, "Obligation to establish a special holding reserve for foreign companies", *JCP S*, 2012.
- Author, "The contributions of the 'Perco' decrees of 7 November 2011, *Gazette du Palais – Labour and Social Protection Law*, 16 and 17 December 2011.
- Author, "Profit-sharing bonus: A legal chimera", *JCP E*, 2011.
- The Court of Cassation, guarantor of the duality of financial participation schemes?, *Gazette du Palais – Labour and Social Protection Law*, 4 and 5 March 2011.
- Author, "L'egalitarianism de la Cour de Cassation: Ersatz d'equal treatment", *Les Petites Affiches*, 28 December 2010.
- Author, "Assistance of a public accountant during a merger", *JCP S*, 2010.
- Author, "The branch as a vector for the generalisation of the arrangements for the association of capital and labour", *Cahiers du droit de l'entreprise*, No. 5, September-October 2010.
- Co-author, "The Perco, a complement of the future to the Pension Plan by pay-as-you-go", *Cahiers du droit de l'entreprise*, No. 5, September-October 2010.
- Co-author, "From observation to debate: The impact of recodification on interest", *JCP S*, 2010.
- Co-author, "The new philosophy of lifelong vocational guidance and training after the Act of 24 November 2009", *Gazette du Palais – Labour and Social Protection Law*, 19 and 20 March 2010.
- Author, "Modalities of recognition of an Economic and Social Unity", *JCP S*, 2009.
- Co-author, "Employee interest in company results or performance: The impact of recodification", *JCP S*, 2009.

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.