

National Guides



Littler on Multinational Employers

Scope of Discussion. This publication assists employers in understanding the variety of laws, regulations, and organizations that may influence their global employment practices. It addresses applying U.S. law to multinational employers operating in the United States and to employees working abroad for U.S. companies. It also examines internationally applicable employment standards that employers with primarily domestic operations may not often encounter. A multinational enterprise's familiarity and active compliance with the standards governing its extended operations allow it to anticipate and respond to challenges to its policies and practices.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive.

1. OVERVIEW OF UNITED STATES LAWS AFFECTING MULTINATIONAL EMPLOYERS

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2. OVERVIEW OF INTERNATIONAL STANDARDS AFFECTING MULTINATIONAL EMPLOYERS

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3. PRACTICAL GUIDELINES FOR EMPLOYERS

- 3.1 [Analytic Framework for Determining Application of Title VII, the Americans with Disabilities Act & the Age Discrimination in Employment Act to Employment Practices Abroad](#)
- 3.2 [Practice Tips for Foreign Employers Doing Business in the United States](#)
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