



Ius Laboris UK Global HR Lawyers

**LEWIS SILKIN**

# Managing an International Workforce 2019 & Beyond



Friday 8th February 2019  
200 Aldersgate, London, EC1A 4HD



## The programme

**08.15 - 09.00** Registration

**09.00 - 09.10** Introduction

**09.10 - 10.20** **The world of employment law: a year in review (Plenary)**

Our annual round up of key developments in global employment law in the last 12 months, from Brexit to much further afield, and a look ahead to what's coming up in the next year.

**10.20 - 10.40** *Coffee break*

**10.40 - 11.50** **A positive state of mind: global strategies for mental wellbeing (Plenary)**

Mental wellbeing is rising to the top of corporate agendas. International organisations are increasingly aware that a failure to address employee "wellness", and particularly issues around mental health, can be costly. We will look at: what a 'best in class' international wellbeing strategy looks like; approaches to opening up discussions about mental wellbeing; and how you can measure success.

**12.00 - 13.00** **Breakout session options**

**1. Collective action in 2019: new challenges ahead?**

Established trade unions have traditionally been the major players in the field of industrial relations. However, the arrival of the 'gig economy', the proliferation of social media, and continuing globalisation have led to new trade unions and pressure groups exploiting novel ways to affect businesses and their employees in pursuit of their chosen cause. We will explore new forms of collective action that could severely disrupt your business and explore strategies to stay on the front foot through proactive planning.

**2. Sorting out the senior managers: the new world of financial regulation**

The Senior Managers & Certification Regime has applied to major banks in the UK since 2016, and in 2019 will expand to most of the rest of the financial services industry. Regulation of conduct is by no means just a domestic issue though, with similar regimes being put in place in many countries around the world. This session explores this further.

**3. Settling settled status for EEA nationals and their family**

We will outline the requirements for EEA nationals and their family members to obtain the correct documentation to live and work in the UK after Brexit and how employers can show their support and avoid race discrimination. We will also outline the reciprocal arrangements for British nationals and their families inside the EEA.

**4. GDP R you still compliant?**

Our Privacy team will look at the impact of GDPR on workplaces nine months after the implementation deadline, and highlight the lessons learned by organisations in dealing with GDPR day to day. We will examine tactics for dealing with employee subject access requests, how to handle data breaches, the potential impact of Brexit on workplace data and other future developments in the privacy space.

**13.00 - 14.00** *Lunch*

**14.00 - 15.00 Breakout session options**

**1. Mental health and the law: who is protected and what are your obligations?**

In this legally focused session, we will consider how different jurisdictions protect mental health conditions. When does a condition become a disability? What does the duty to make reasonable adjustments (or equivalent) require? Is there a difference in an employer's obligations if the mental health condition is related to work? How much information can an employer require employees to share with them about their health, prognosis and underlying causes?

**2. Special relationship? The challenges of conveying European concepts to a US parent company**

In-house employment lawyers and senior HR professionals from both sides of the pond will share their experiences of working with each other; discussing the key areas of divergence (both legally and culturally) and giving their tips and insights on how best to overcome common barriers to work effectively across the Atlantic.

**3. The secret's out: does the EU Trade Secrets Directive do what it says on the tin?**

We will explore the impact of the new EU Directive on the Protection of Know-How and Business Information on disputes involving trade secrets and confidential information in countries around Europe. Is this a major shift, or just an incremental change?

**4. On the frontline...what's happening in APAC?**

2018 has seen a significant shift across APAC in laws and workplace awareness on a variety of issues including harassment, family leave rights and employment status. Our team from the region will explore these changes and others and take a look at what's on the horizon.

**15.00 - 15.20 Tea**

**15.20 - 16.30 Minority report: ethnic diversity in the workplace (Plenary)**

How do we create opportunity for all?

Racial inequality still exists in many aspects of society, including employment. In the UK the Parker Review recommended that no FTSE 100 Board should be exclusively white by 2020, yet 58% of UK main boards have no ethnic minority presence (2017). Currently there are only five only ethnic minority CEOs in the FTSE 100. The picture is the same in many other Western countries.

Our panel will explore practical ways to create a more inclusive organisation, from attracting a diverse talent pool, to encouraging ethnic minorities to seek promotion and secondment opportunities and acknowledging how unconscious bias impacts our decisions.

**16.30 - 16.45 Round up and closing**

**16.45 Drinks reception**

## How to register

The cost of this conference is £695 plus VAT (if applicable), including lunch. Free places are available to clients of Ius Laboris member firms. Please speak to your usual contact to register.

Places are on a first come, first served basis, so please book early to avoid disappointment. You will be sent an invoice, and confirmation of your place will be on receipt of payment.

Complete the form below or email us with your details and breakout session preferences at [events@lewissilkin.com](mailto:events@lewissilkin.com)

## Delegate information

Name \_\_\_\_\_

Job Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Email \_\_\_\_\_

Telephone \_\_\_\_\_

## Which breakout sessions would you like to attend?

(please select one morning session and one afternoon session)

### Breakout sessions - 12.00 - 13.00

1. Collective action in 2019: new challenges ahead?
2. Sorting out the Senior Managers: the new world of financial regulation
3. Settling Settled Status for EEA nationals and their family
4. GDP R you still compliant?

### Breakout sessions - 14.00 - 15.00

1. Mental health and the law: who is protected and what are your obligations?
2. Special Relationship? The challenges of conveying European concepts to a US parent company
3. The Secret's Out: does the EU Trade Secrets Directive do what it says on the tin?
4. On the frontline...what's happening in APAC?

If you would like to submit a question for discussion in advance, please let us know when you book your place