
Employing people abroad 2020 – practical solutions to everyday issues for multinationals

8:30 – 9:00

Registration and welcome
coffee/tea

9:00 – 9:10

Opening comments by conference chairs
and presentation of speakers

Conference chairs:
Yvonne Frederiksen, Norrbom Vinding (DK)
Christian K. Clasen, Norrbom Vinding (DK)

9:10 – 10:10

Challenges related to posting of workers in the EU

The Posted Workers Enforcement Directive (2014/67) has led to strict registration and other compliance requirements in the host state being imposed on employers across the EU. The EU member states have until 30 July 2020 to adapt their legislation to comply with the revised Posted Workers Directive (2018/957), and this Directive significantly expands the scope of the terms and conditions of employment of the host state that may apply to posted workers within the EU. What do international organisations need to know to implement the right strategy and to avoid problems when posting employees and sending employees on business trips?

Speaker:
Torben Mølgaard Hededal, Norrbom Vinding (DK)

10:10 – 10:30

Coffee/tea

10:30 – 11:40

Breakout sessions: case-based discussion about postings

How to plan a posting taking into consideration the impact of the new regulation: choose the countries that are relevant to you and discuss directly with the Ius Laboris lawyers

Facilitators:
James Davies, Lewis Silkin (UK)
Jenny Hellberg, Elmszell (SE)
Stefan Fischer, KLIEMT.HR Lawyers (DE)
Agathe Denis, Capstan (FR)
Michal Peskar, Randl Partners (CZ)
Valeria Morosini, Toffoletto De Luca Tamajo (IT)

11:40 – 12:00

Plenary: summary of the conclusions on the case-based discussion

12:00 – 13:00

Lunch

13:00 – 14:30

Presentation and panel discussion: the mental wellbeing of employees in international organisations – challenges in a legal, cultural and procedural perspective

There is an increased focus on the mental wellbeing of employees in a number of countries, and international organisations need to be at the forefront to attract and retain talent and ensure compliance in all jurisdictions. How do international organisations develop a global strategy that supports the mental wellbeing of employees? What are the new emerging legal obligations – e.g in regard to registration of working time (for example in consequence of the recent decision by the ECJ in the case against Deutsche Bank), the right to disconnect, measures to prevent harassment and bullying, etc.? And is it possible to implement cross-border policies on these issues?

Speaker/moderator:
Yvonne Frederiksen, Norrbom Vinding (DK)

Panellists:
James Davies, Lewis Silkin (UK)
Jenny Hellberg, Elmszell (SE)
Stefan Fischer, KLIEMT.HR Lawyers (DE)
Agathe Denis, Capstan (FR)
Michal Peskar, Randl Partners (CZ)
Valeria Morosini, Toffoletto De Luca Tamajo (IT)

14:30 – 15:15

Coffee/tea

Coffee/tea and speed dating with Ius Laboris lawyers – choose a jurisdiction and discuss and obtain feedback on specific questions or issues

15:15 – 16:30

Introduction to the new whistleblower directive

What are the key provisions of the new directive and the consequences for employers operating in a global context, e.g. with regard to internal and external reporting, whistleblower protection, penalties, etc.?

Speakers:
Søren Skjervek, Norrbom Vinding (DK)
Søren Terp Kristoffersen, Norrbom Vinding (DK)

Panellists:
Stefan Fischer, KLIEMT.HR Lawyers (DE)
Michal Peskar, Randl Partners (CZ)

16:30 – 16:40

Closing comments

16:40 – 17:30

Networking reception