

# European employment law issues: public and in-house training

We use the experience we gain from delivering our public European and cross-border employment law courses to help clients with their in-house training requirements. These include:

- training directors, senior HR and operational managers about the employment law issues they would encounter in another jurisdiction and, in particular, labour relations considerations
- participating in strategic HR team days. We draw comparisons and contrasts about the law and culture of different jurisdictions to enable HR colleagues to better understand each others' barriers and opportunities.

**In advance of a restructuring of European operations, a pharmaceutical business needed to establish a common understanding among a team of colleagues of important differences in employment laws in key jurisdictions they operate in. There was a particular focus on the link between the national and European works council information and consultation process. Using lawyers from Spain, France, Germany, Italy and the UK we designed a one-day course to clarify the scope and timing of European works council information/consultation and how this ties in with national works council involvement in cross-border restructuring projects in Europe.**

*“The session went really well and was exactly what was needed. Very valuable and every trainer impressed – in short it was fantastic.”*

European Corporate HR Manager/  
Secretary to the European Employee  
Consultation Forum 2009

## Our team includes

**Sergio Barozzi** *Partner, Eversheds Piergrossi Bianchini, Milan*  
Sergio advises multi-national companies mainly on re-organisations and union issues. He is regarded by Chambers Global Directory as a leading individual and 'very able all round'.

**Lydia Barrena** *Partner, Eversheds Lupicino, Madrid*  
Lydia's recent work includes advising clients on re-organisational issues and collective redundancies. She also has expertise in TUPE matters, termination of executive contracts and organisational changes.

**Stefan Corbanie** *Partner, Eversheds, Brussels*  
Stefan advises foreign companies at both Belgian and pan-European level, with cross border projects, with a focus on information and consultation and collective bargaining in restructurings.

**Valérie Blandeau** *Partner, Eversheds, Paris*  
Valerie often provides detailed cost and budget data to her clients relating to issues such as variable remuneration, social charges, mass redundancies and severance packages.

**Edzard Clifton-Dey** *Rechtsanwalt & Solicitor, Eversheds*  
Edzard is a German and UK qualified employment lawyer. He works with in-house counsel and HR on all employment matters arising from their German operations.

**Constanze Hewson** *Rechtsanwältin & Solicitor, Partner, Eversheds*  
Constanze is a dual qualified German and English employment lawyer. She regularly works on cross-border issues where her dual-qualification gives her a rare insight into practical considerations.

**Marc Vogel** *Partner, Eversheds Faasen, Amsterdam*  
Marc's recent experience includes: a major downsizing of a US manufacturing business, restructuring of co-determination within a group, revising employment conditions (bonus schemes, etc).

**Ingrid van Berkel** *Partner, Eversheds Faasen, Rotterdam*  
Ingrid advises Dutch and foreign clients on various aspects of labour law and employee representation. Ingrid has an extensive experience in working in (international) multidisciplinary teams on restructuring projects.

**Joanne Hyde** *Partner, Eversheds O'Donnell Sweeney, Dublin*  
Joanne's experience as in-house employment lawyer for Intel Corporation, gives her a rare client perspective on HR concerns and complexities.

For more information, e-mail [stefancorbanie@eversheds.com](mailto:stefancorbanie@eversheds.com) or [nicholasedwards@eversheds.com](mailto:nicholasedwards@eversheds.com)

# Introduction to Belgian employment law



**One-day course**

An employer found guilty of discrimination by a Belgian court can face a sentence of up to one year in prison. There is no concept of redundancy in Belgium and no concept of unfair dismissal either.

Led by a senior Belgian employment lawyer, who has also worked in-house as an HR professional and who is an experienced trainer, this course will give you an understanding of the implications of employing people in this important European jurisdiction.

## Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in Belgium. It will also be useful to managers and directors who anticipate entering the Belgian market and who need to be aware of their responsibilities to their people.

## This course will provide:

- practical guidance on employment issues in Belgium
- overview of key employment issues from recruitment to termination
- introduction to dealing with the unions
- insight into Belgian Social Framework.

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

## Employment Law in Europe NEW 2nd Edition

This text is a practical and comprehensive guide to the national employment laws of 29 different European jurisdictions. The book comes with a CD-ROM of quick reference comparative charts covering key terms and conditions, TUPE and collective redundancies. The general editors are all expert in their own jurisdictions. For further information: [www.tottelpublishing.com/EV10](http://www.tottelpublishing.com/EV10) or e-mail [elizabethirving@eversheds.com](mailto:elizabethirving@eversheds.com)



## Fee

£459 +VAT

## Time

09:30 – 16:30

## Programme

### Background

- sources of employment law
- similarities and key differences.

### Getting started

- recruitment issues, the dos and don'ts of interviewing and understanding references
- key terms in contracts of employment
- typical benefits
- secondment to Belgium.

### Belgian social framework

- the role of the unions
- importance of National Labour Council
- the role of Joint Committees at sector of industry level
- the importance of collective bargaining agreements.

### Day-to-day employee management

- equal treatment
- dealing with absence and performance
- discipline and grievance.

### Employee representation

- formation of the works council, committee for safety and prevention and union delegation
- employee representative rights
- dealing with employee representatives.

### Termination of employment

- general dismissal protection
- special dismissal protection
- claims and the employment court
- termination by agreement
- collective dismissal and company closures.

## Code

## Location

## Date

IB01	London	19 November	2009
IB02	London	04 March	2010
IB03	London	15 July	2010

# Introduction to Dutch employment law *(new course)*



**One-day course**

It is commonly believed that it is difficult and expensive to terminate an employment contract in the Netherlands. Employee rights are well protected under Dutch law, especially in dismissal cases, but employers are able to swiftly adjust staff levels in their company to changes, for example a fluctuation in workload. A wide variety of options are available for employers to hire people in a flexible manner provided that the rules are used properly.

Led by two senior employment lawyers with extensive experience with international clients, this interactive course will give you a broad overview of Dutch employment law and gives insight in possibilities and pitfalls for employers in this key jurisdiction.

## Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in the Netherlands. It will also be useful to managers and directors who anticipate entering the Dutch market and who need to be aware of their responsibilities to their people.

## This course will provide:

- practical guidance on main issues of employment in the Netherlands
- overview of key employment issues from recruitment to termination
- introduction to dealing with the works council
- insight into cultural differences between the Netherlands and the UK.

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

## e-learning

We have prepared the employment law content for a global compliance learning tool for one of the world's biggest companies. Aimed at local line managers, the content covers China, Japan, India and Europe with reference to, and comparisons with, American employment practices. For more information e-mail [edzardcliftondy@eversheds.com](mailto:edzardcliftondy@eversheds.com)



## Fee

£459 +VAT

## Time

09:30 – 16:30

## Programme

### An overview of the employment law framework in the Netherlands

- setting the scene: the Netherlands' labour market and legal framework
- what is so different about Dutch employment law?

### Hiring employees, contracts of employment

- flexibility in contracts of employment; definite or indefinite term, on-call contracts
- practical advice on drafting terms and conditions
- sick pay, holiday entitlement and other typical contractual benefits
- restrictive covenants.

### Day-to-day employee management

- working time
- absence and performance issues
- equal treatment
- discipline and grievances: key differences to the position in the UK.

### Employee representation

- working with the works council: the relationship, pre-conditions and participation rights
- understanding how the works council becomes involved in personnel matters: preparing your HR team
- involvement of unions.

### Termination of employment

- ways of terminating employment
- protection from dismissal: employees versus managing directors
- collective dismissals – key points
- calculating severance pay.

### What's on the horizon?

- developments with respect to severance pay and dismissal law
- other future developments in labour law.

Code	Location	Date	
ID01	London	07 October	2009
ID02	Rotterdam	03 February	2010
ID03	London	02 June	2010

This course  
is limited to  
25 delegates

London 11 November 2009  
London 11 May 2010

# Employment law in Europe

## *Cross-border HR issues*

Managing teams of people is challenging at the best of times. Working across European borders is even more difficult due to cultural and legal differences.

This course explains the practical issues international HR professionals encounter including reassignments. We cover the steps you can take to achieve comparable terms and conditions of employment and policies when the legal framework in each country and market expectations differ? We explain how you measure and reward performance in a fair and consistent manner across borders and how you handle change programmes which may affect employees in different countries each with different information and consultation requirements.

Experts from France, UK, Italy, the Netherlands and Germany explain the major pitfalls, how to avoid them and how to use a project management approach to co-ordinate and ensure consistent HR practice.



For more information, e-mail [stefancorbanie@eversheds.com](mailto:stefancorbanie@eversheds.com) or [constanzehewson@eversheds.com](mailto:constanzehewson@eversheds.com)

# Introduction to French employment law



One-day course

Based on the Napoleonic code and amended by statute ever since, French employment law is markedly different from the UK's.

Led by a French employment lawyer with an extensive experience with international and in particular UK clients, this course will give you an insight into the challenges presented by French employment law. The course will help you find the flexibility in legislation that appears complex and rigid.

## Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in France. It will also be useful to managers and directors who anticipate entering the French market and who need to be aware of their responsibilities to their people.

## This course will provide:

- practical guidance on main issues of employment in France
- overview of key employment issues from recruitment to termination
- introduction to dealing with the works council
- insight into cultural differences between France and the UK.

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

*"Outstanding."*

**Roche Products Ltd**

*"Have made action points to take back to work."*

**Alcan**

## Fee

£459 +VAT

## Time

09:30 – 16:30

## Programme

### Background

- sources of employment law
- cultural and economic environment
- similarities and key differences.

### Getting started

- recruitment issues
- contracts of employment and staff handbooks
- typical benefits.

### Day-to-day employee management

- working time regulations
- equal treatment
- dealing with absence, discipline and poor performance
- health and safety
- stress.

### Termination of employment

- dismissal on personal grounds
- fair reasons
- procedure
- dismissal on economic grounds
- pre-termination obligations (re-deployment, adaptation)
- procedures
- failure to comply
- claims and the employment court
- termination by agreement.

### Working with employee representatives

- 'staff delegates' or works council members or trade union reps or all three!
- rights and power
- how to conduct meetings.

### The impact of cultural differences

- how culture impacts on business relations
- key French characteristics in business
- meetings and decision-making in France.

Code	Location	Date	
IF01	London	06 October	2009
IF02	London	20 January	2010
IF03	London	13 April	2010

May 2010

Brussels (two-day conference)

*Last year's speakers are shown below*

# Employment relations in Europe

## *The impact of recession*

A key aim of Social Europe is to establish and improve working conditions across the member states and develop employee rights, counterbalancing aspects of the free market. But what happens when the global economy is shaken and when employers are fighting for survival against international competitors – with lower labour costs? If employees are so fearful for their jobs that they may not take their full holiday allowance where does that leave further expansion of employment rights? In tough times, member states will also consider their national interests and may adopt economic strategies that are protectionist. This seminar considers the impact of the credit crunch on European employment relations. We will update you on the latest employment policy, law and good practice.

Delegate  
places are  
limited  
€800 including conference dinner

**Antonio Panzeri MEP**

*Antonio Panzeri MEP Former  
Vice-Chairman of the European  
Parliament Committee on  
Employment and Social Affairs*

**Simon Cox**

*Co-ordinator in charge of  
Transnational Companies and  
European Works Councils, EFFAT*

**David de Kruijk**

*Corporate Labor Counsel EMEA, GE*

**Thieu Hofkes**

*Human Resources Director EMEA,  
Georgia-Pacific*

**Renate Hornung-Draus**

*Managing Director – Confederation  
of German Employers (BDA)*

**Professor Jean-Philippe Lhernould**

*Professor of Law, University  
of Poitiers*

**Professor John Stopford**

*London Business School*

**Martin Warren**

*Head of Employment Law, Eversheds*

**David Yeandle**

*Head of Employment Policy, EEF*



For more information, e-mail [stefancorbanie@eversheds.com](mailto:stefancorbanie@eversheds.com) or [nicholasedwards@eversheds.com](mailto:nicholasedwards@eversheds.com)

# Introduction to German employment law



## One-day course

Germany is a major trading partner for many countries throughout the world, not to mention the most important single market in the European Union.

Almost everyone wants to be active in this market and, for the most part, almost everyone already is. Led by a German national, who is a qualified employment lawyer in both England and Germany, this course will give you an understanding of the implications of employing people in this key European jurisdiction.

### Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in Germany. It will also be useful to managers and directors who anticipate entering the German market and who need to be aware of their responsibilities to their people.

### This course will provide:

- practical guidance on employment issues in Germany
- overview of key employment issues from recruitment to termination
- introduction to dealing with the works council.

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

*“Good depth regarding principles of German employment law, including relevant practical examples.”*

**EADS**

*“Very clear – different styles made it interesting and informative.”*

**GE Aviation**

*“Good reference documents for use after.”*

**Du Pont (UK) Ltd**

### Fee

£459 +VAT

### Time

09:30 – 16:30

## Programme

### Background

- sources of employment law – plus similarities and key differences
- cultural differences in inter-personal relations
- German corporate structure and its impact
- key players: trade unions, works councils and employers associations.

### Getting started

- recruitment issues: interviews, probation and references
- key terms in contracts of employment
- typical benefits.

### Day-to-day employee management

- equal treatment and discrimination
- managing under-performance
- discipline and grievance.

### Working with the works council

- formation of a works council
- works council rights
- dealing with the works council.

### Termination of employment

- general dismissal protection
- special dismissal protection
- claims and the Employment Court
- termination by agreement.

Code	Location	Date	
IG01	London	03 November	2009
IG02	London	25 February	2010
IG03	London	15 June	2010

# Introduction to Irish employment law *(new course)*



## One-day course

The Irish and UK legal systems have many similarities. However, in an employment context those similarities can be deceptive.

Irish employment law is highly regulated with more than five different decision making bodies and multiple layers of appeal. The Constitution adds an additional layer of complexity, particularly with regard to trade union recognition and natural justice requirements. Any employer embroiled in employment litigation in Ireland will find the process costly and time consuming.

Led by a senior Irish employment lawyer, who has also worked as an in-house pan-European legal counsel for a leading multinational and who is an experienced trainer, this course will give you an understanding into some of the challenges in managing employees in Ireland.

### Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in Ireland. It will also be useful to managers and directors who anticipate entering the Irish market and who need to be aware of their responsibilities to their people.

### This course will provide:

- practical guidance on employment issues in Ireland
- overview of key employment issues from recruitment to termination
- introduction to dealing with unions
- insight into cultural differences between Ireland and the UK.

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

### Fee

£459 +VAT

### Time

09:30 – 16:30

## Programme

### Background

- sources of employment law
- similarities and key differences.

### Getting started

- contract for service/contract of service
- contracts of employment and staff handbooks
- typical benefits
- recruitment issues.

### Day-to-day employee management

- working time
- equal treatment
- managing absence, discipline and poor performance
- health and safety
- stress.

### Termination of employment

- unfair dismissal protection
- dismissal on specific grounds
- procedural fairness
- dismissal on grounds of redundancy
- injunctions restraining dismissal.

### Industrial relations

- constitutional position of trade union membership
- trade disputes
- industrial relations institutions
- registered employment agreements
- information and consultation obligations.

### Business transfers

- implementing and interpreting the Acquired Rights Directive
- effects of the transfer
- service provider transfers
- information and consultation
- transfer related dismissals.

### Code

IE01

### Location

London

### Date

10 November 2009

IE02

London

18 May

2010

# Introduction to Italian employment law



One-day course

Italy probably has the most complex employment law in Europe.

Did you know that in Italy: there are more than 400 national collective agreements in force; four different categories of employees, all subject to specific (and different) rules and regulations; and that unfair dismissal claims can, and do, result in compulsory reinstatement and awards of more than 40 months of salary?

Successful HR management in Italy requires knowledge of Italian law and working culture. Led by two Italian qualified employment lawyers, this course provides you with an overview of the implications of employing people in this key European jurisdiction and arm you with awareness of likely pitfalls so that you are not caught out!

## Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in Italy. It will also be useful to managers and directors who anticipate entering the Italian market and who need to be aware of their responsibilities to their people.

## This course will provide:

- practical guidance on employment issues in Italy
- overview of key employment issues from recruitment to termination
- introduction to dealing with the works council
- insight into cultural differences between Italy and the UK.

Cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

*“Very useful. Explained well and good practical examples.”*

**London Stock Exchange**

*“Fabulous – the added case study really highlighted the law in practice.”*

**Stiefel Laboratories**

**Fee**  
£459 +VAT

**Time**  
09:30 – 16:30

## Programme

### Background

- sources of employment law – plus similarities and key differences
- cultural differences in inter-personal relations
- Italian corporate structure and its impact
- key players: trade unions, works councils and employers associations.

### Getting started

- recruitment issues, the dos and don'ts of interviewing and understanding references
- key terms in contracts of employment
- typical benefits
- secondment to Italy.

### Day-to-day employee management

- equal treatment
- dealing with absence and performance
- discipline and grievance.

### Working with the works council

- formation of a works council
- works council rights
- dealing with the works council.

### Termination of employment

- general dismissal protection
- special dismissal protection
- claims and the employment court
- termination by agreement.

Code	Location	Date	
1101	London	20 October	2009
1102	London	11 March	2010
1103	London	16 June	2010

# Introduction to Spanish employment law



## One-day course

Spanish and UK labour systems differ greatly. Spanish employment law is mainly based on the regulations contained in the Collective Bargaining Agreement in force in the market sector. Sometimes a specific CBA can be negotiated for one company with the trade unions and employee representatives.

Spanish labour law and labour courts tend to be very favourably disposed to the employees. It is, for example, very hard and expensive to dismiss employees in Spain. Employers must therefore take particular care in their hiring decisions and their dealings with employees.

Led by two Spanish qualified employment lawyers, this course will help you understand a rigid framework of regulation facing employers and be aware of the consequences you may encounter.

### Who should attend?

This course is relevant to international HR managers and directors in the UK who have responsibility for employees in Spain. It will also be useful to managers and directors who anticipate entering the Spanish market and who need to be aware of their responsibilities to their people.

### This course will provide:

- practical guidance on main issues of employment in Spain
- overview of key employment issues from recruitment to termination
- introduction to dealing with the works council
- insight into cultural differences between Spain and the UK
- cultural awareness issues in business will be addressed throughout this course.

**The maximum number of delegates on this course is limited to 15.**

*“Explanations using specific cases very useful – rather than doing everything in abstract.”*

**The CBI**

*“Good combination of law and practice.”*

**Capital One**

*“Very good course enjoyed it. Good trainers – useful practical information.”*

**BAE Systems**

### Fee

£459 +VAT

### Time

09:30 – 16:30

## Programme

### Background

- sources of employment law
- similarities and key differences
- the impact of cultural differences.

### Getting started

- recruitment issues
- contracts of employment and collective bargaining agreements
- typical benefits
- modifications of the job conditions
- basic pay and deductions.

### Day-to-day employee management

- equal treatment
- dealing with absence, and poor performance
- disciplinary procedure
- health and safety
- sick leave, maternity leave and parental rights.

### Termination of employment

- dismissal on personal grounds
- fair reasons
- unfair dismissal
- procedure
- dismissal on economic grounds
- pre-termination obligations (collective dismissal)
- procedures
- failure to comply
- claims and the employment court
- termination by agreement.

### Working with employee representatives

- ‘staff delegates’ or works council members or trade union reps or all three!
- rights and power
- how to conduct meetings.

Code	Location	Date	
IS01	London	16 December	2009
IS02	London	06 April	2010
IS03	London	08 July	2010

To book ☎ 0845 497 1990

✉ training@eversheds.com

🌐 www.eversheds.com/training