

Managing an International Workforce **2023 & Beyond**

Thursday 22 June 2023

Convene,
22 Bishopsgate,
London,
EC2N 4BQ



Agenda

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We are pleased to announce the return of our annual Managing an International Workforce conference. Now in its eighteenth year, our market leading conference brings together several hundred HR professionals, in-house lawyers and others with international employment law responsibilities.

Morning

- 8.15 - 9.00 **Registration**
- 9.00 - 9.10 **Introduction**
@ Bishopsgate forum
- 9.10 - 10.30 **Plenary one:**
Employment law across the globe:
what's happened and what's
coming up
@ Bishopsgate forum
- 10.30 - 11.00 **AM Break**
@ Bishopsgate gallery
- 11.00 - 12.00 **AM breakout sessions**
- ▶ **Managing employee activism and union agendas across Europe**
 - ▶ **Pay It Forward – Gender Pay Gap reporting extends its reach**
 - ▶ **What's happening in employment law across APAC?**

Afternoon

- 12.00 - 13.30 **Lunch**
@ Bishopsgate gallery
- 13.30 - 14.30 **PM breakout sessions**
- ▶ **Discrimination & culture in an inter-generational workforce**
 - ▶ **Non-competes beyond borders**
 - ▶ **The evolution of your overseas workforce**
- 14.30 - 15.00 **PM break**
@ Bishopsgate gallery
- 15.00 - 16.10 **Plenary two:**
The promise and peril of AI in the workplace – mind the regulatory gap?
@ Bishopsgate forum
- 16.10 - 16.15 **Round up and closing**
@ Bishopsgate forum
- 16.15 - 18:15 **Drinks**
@ Leadenhall gallery

Agenda in more detail

Morning

- 09.10 - 10.30 **Plenary one**
Employment law across the globe: what's happened & what's coming up
We'll start the day with our popular international roundup of employment law developments. From the ongoing rollout of the EU whistleblowing directive to the latest anti-discrimination laws, increases in family rights, and rules on disconnecting from work across the globe, we'll sum up the key changes and identify the main themes.
- 11.00 - 12.00 **AM breakout one**
Managing employee activism and union agendas across Europe
Current economic circumstances have left many employers facing restructuring exercises and the need to respond to a cost-of living crisis. In this session, we'll cover how employers can best meet the resulting labour relations challenges across Europe, especially when they may be headquartered in the US. We'll also cover potential reforms to the European Works Council Directive, including the prospect of EWCs securing injunctions to halt restructuring projects and GDPR-scale fines for inadvertent breaches of information and consultation obligations.
- 11.00 - 12.00 **AM breakout two**
Pay It Forward – Gender Pay Gap reporting extends its reach
In this session, we'll look at the proposed EU Pay Transparency Directive and its impact on employers in Ireland, the UK and across the EU. Many EU member states have existing gender pay gap reporting regimes, but there is a lot of difference between them. Gender pay gap reporting is also just one aspect of this Directive, which contains other measures to tackle gender pay disparity at work. We'll examine the impact of the Directive, the practical implementation challenges and how it will contribute to new global standards on equal pay.
- 11.00 12.00 **AM breakout three**
What's happening in employment law across APAC?
Our panel of lawyers from across APAC will explain the key employment law changes, recent court decisions and emerging workplace trends in China and Hong Kong, India, Singapore, Australia, Japan and South Korea. We'll give an overview of the legal framework governing employment law in these countries and share our thoughts on the political context and outlook driving changes there.

Afternoon

13.30 - 14.30 **PM breakout one**

Discrimination & culture in an inter-generational workforce

As workplace demographics shift, employers will need to manage the challenges that come with an inter-generational workforce. Our panel will explore some key discrimination considerations and consider what makes a successful age-diverse workplace, especially when employees may have opposing views and beliefs impacting on an organisation's culture and values. We'll also look at practical steps to attract and retain older workers, while recognising and responding to the challenges faced by younger workers.

13.30 - 14.30 **PM breakout two**

Non-competes beyond borders

As the trend for global mobility continues, what does this mean for post-termination restrictions? Our international employment litigation experts from the US, Hong Kong and UK will assess how different types of post-termination restrictions are viewed and enforced by courts in key jurisdictions. We'll also take a wider look at what's on the regulatory horizon for post-termination restrictions and the implications for retaining and moving key people.

13.30 - 14.30 **PM breakout three**

The evolution of your overseas workforce

Many businesses became international employers in the pandemic unintentionally. Now businesses of all sizes are increasingly having to navigate the complexities of having overseas workers, whether because employees want to take "workcations" or because the business is now actively recruiting globally to access a broader pool of skills or save costs. We'll explore the legal and practical challenges businesses face as they evolve through each stage of their journey towards having a sophisticated international workforce strategy and model.

15.00 - 16.10 **Plenary two**

The promise and peril of AI in the workplace – mind the regulatory gap?

The world of work is certain to be revolutionised by AI technologies. The possibilities for efficiency and progress are clear for all to see, but strong voices of caution are sounding about the pace of change. Are legislatures ready to fill the regulatory gap – and are they going to? What are the considerations for employers relying on AI in the workplace or looking to limit or control employees' use of new technology? We'll consider the key legal and practical issues, regulatory landscape and guidance for multinational employers looking to develop policies to address what legislation has yet to catch up with.

Get involved

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