

OPTIONAL EARLY REGISTRATION ON 18 SEPTEMBER FOLLOWED BY DINNER



INTERNATIONAL EMPLOYMENT LAW CONFERENCE

19TH & 20TH SEPTEMBER 2016 – PEMBROKE COLLEGE, OXFORD

SPEAKERS INCLUDE
PROFESSOR SIR CARY COOPER CBE, IAIN BOURNE OF THE ICO, PAUL EPSTEIN QC, HRDS AND SENIOR IN-HOUSE COUNSEL FROM MULTINATIONAL BUSINESSES

International Employment Law Conference for HR leads and senior in-house counsel in multinational businesses to explore practical solutions to global employment and labour risk issues

Join us at this two day residential conference, in the inspiring surroundings of Pembroke College, Oxford, to discuss the top HR legal issues and trends for multinational employers to help you devise practical solutions for your business' key employment & labour risk issues. Network with peers and meet leading employment lawyers from over 20 jurisdictions across Europe, the Middle East, Asia Pacific and the US.

Speakers include Professor Sir Cary Cooper CBE, a world leading expert on employee wellbeing and stress in the workplace, Iain Bourne, Group Manager – Policy Delivery

– Information Commissioner's Office (ICO) on the new EU data protection rules, Paul Epstein QC on keeping your legal advice confidential, senior in-house counsel and HR leads sharing insights into the hot HR legal issues for business and lawyers from DLA Piper's global employment group.

SESSIONS INCLUDE:

- Top global employment and labour issues for multinationals
- How to have better conversations with your business about HR legal risk

- World leading expert on stress, on enhancing mental capital and wellbeing in your multinational business
- Getting your business ready for the new EU data protection regime
- New pay equality rules in the UK, US and internationally
- Planning for your next international integration project
- Strategies to minimise the risk of getting employee status wrong
- Protecting your confidential information, trade secrets and global covenants



ENQUIRIES HOTLINE 0161 235 4545
WWW.DLAPIPER.COM/ADVANCE



INTERNATIONAL EMPLOYMENT LAW CONFERENCE

Our two day conference is designed to give you the opportunity to explore, discuss and find practical solutions to a variety of international HR legal issues in a forum alongside others with similar challenges.

The programme features plenary and break-out sessions including country specific workshops to discuss key risk issues and latest developments in the countries of your choice. You can choose from up to 3 country specific workshops and will also have the chance to talk to lawyers from all jurisdictions represented, including:



**DLA
PIPER
THE FIRM**

DLA Piper's Global Employment Group is a market-leading global practice with a strong reputation for delivering solutions-based advice and supporting clients in the day-to-day management of their people legal issues and risk.

With over 300 employment lawyers across Europe, the Middle East, Africa, Asia Pacific and the US, our group is one of the largest in the world, with one of the widest geographical footprints of any international law firm.

The group advises on all areas of employment including: business reorganisations, trade union and employee relations, discrimination and diversity management, global mobility and data privacy. We also advise on the legal, tax and regulatory aspects of remuneration, employee share incentives and other benefits, and assist clients generally in designing and delivering their reward strategies.

Our aim is to provide accessible, jargon-free advice which is aligned with clients' business goals and plans and to provide practical help in making those plans to come to life.

WHAT OUR DELEGATES SAY

"VERY GOOD – TACKLED SOME PRACTICAL ISSUES EG HOW TO DEAL WITH UNIFIED POLICIES/ APPROACHES. GOOD TO HEAR OTHER PEOPLE'S EXPERIENCES AND COMMENTS"

"GREAT VENUE. USEFUL CONTENT. GOOD OPPORTUNITIES TO NETWORK WITH PEERS IN SIMILAR ROLES ACROSS VARIED INDUSTRIES/ SECTORS"

PROGRAMME

SUNDAY 18 SEPTEMBER

Arrive in Oxford
Buffet Dinner

MONDAY 19 SEPTEMBER

09:30 Welcome and introduction

Top global employment and labour risk issues and how to have better conversations with the business about HR legal risk

Our panel of senior legal and HR professionals will share their thoughts on the top employment and labour issues for their businesses now and in the pipeline and discuss strategies for having better conversations with your business leadership team about HR legal risk

How to get ready for the new European Data Protection Regulation, international data transfers and handling data breaches

Experts from DLA Piper's Employment and Data Privacy teams across Europe, together with Iain Bourne, Group Manager – Policy Delivery at the ICO, will arm you with practical strategies for handling your HR data to ensure that your business is ready for the new EU Regulation in May 2018, suggest solutions for your data transfer challenges post Schrems and explore how best to mitigate damage when breaches happen.

Lunch

Enhancing mental capital and wellbeing in your multinational business

Professor Sir Cary Cooper is a globally respected organisational psychology and workplace stress expert who will give valuable insights into the significance of employee morale in maximising superior performance in all types of business. He will discuss how to enhance mental capital and wellbeing in a multinational environment and the adverse consequences – economic and social – of workplace stress.

BREAKOUTS

You will have the opportunity to **attend 3 breakout** (2 on Monday and 1 on Tuesday). Please **make 4 choices** when you confirm your booking and we will do our best to accommodate 3 of your 4 choices.

- **BREAKOUT SESSION 1**
- **BREAKOUT SESSION 2**

17:30 End of the day

19:30 Dinner in the Great Hall



TUESDAY 20 SEPTEMBER

09:30 Start of conference

Employee status: Strategies to minimise the risk of getting it wrong

Businesses looking for more flexible workforce solutions face increasing legal restrictions and scrutiny from government agencies the world over. A panel of DLA Piper experts will explore the biggest risks for employers including misclassification, wage and hour liabilities, joint or co-employment, labour lending and temporary worker / labour dispatch rules, and practical and tested strategies for minimising risk.

BREAKOUTS

You will have the opportunity to attend 3 breakout (2 on Monday and 1 on Tuesday). Please make 4 choices when you confirm your booking and we will do our best to accommodate 3 of your 4 choices.

• BREAKOUT SESSION 3

The 6 breakout choices are:

1 Top tips for your next international post-acquisition integration

DLA Piper experts will share their top tips for designing and implementing a successful international integration project, exploring the key legal, commercial and employee relations considerations, as well as the role of in-house employment counsel and HR pre- and post-acquisition and how to work successfully alongside other stakeholders.

2 Gender pay equality: New rules in the US and UK, and exploring other gender pay developments and trends internationally

New rules in the UK will require large employers to report publicly on gender pay gaps for the first time, while in the US the equal pay paradigm is changing and the DOL and EEOC are starting to collect pay data. This session will help you prepare for the changes on both sides of the Atlantic and explore other gender pay developments and trends internationally.

3 International business and human rights: Supply chain transparency, non-financial reporting and other international developments

The recent introduction of the UK's Modern Slavery Act, modelled on the California Transparency in Supply Chains legislation, the EU Non-Financial Reporting Directive, and other international developments put human rights firmly back on the business agenda. This panel will explore how your businesses can best meet the regulatory and governance requirements.

4 Global employee benefits and pensions

Workplace benefits, particularly pensions, often have their roots in the local history of the business but times change and these benefits need to adapt to work better for multinational businesses and globally mobile employees. This session looks at options for rewarding employees in a way which is efficient for the business, tax efficient for the individual and compliant with local law.

5 Confidential information, trade secrets and protecting your business from competition

With new rules to protect trade secrets recently introduced in the US and on their way in Europe, DLA Piper experts will explore the opportunities that the new rules present to protect innovation within multinational businesses, as well as current trends in restrictive covenants around the globe.

6 A global approach to privilege and keeping your legal advice confidential

While legal privilege is commonly used in the UK, US, and other common law jurisdictions to protect legal advice from disclosure, the same rules do not apply equally across the globe. This can create real challenges particularly in the context of international litigation and investigations. A panel of DLA Piper experts, together with Paul Epstein QC from Cloisters Chambers, will explore the different approaches around the world to protecting legal advice and offer strategies for keeping your legal advice confidential wherever in the world you operate.

Lunch

Country Specific Workshops

These sessions will cover the hot topics and key risk issues that multinationals may face within the chosen jurisdiction.

- Austria
- Australia
- Belgium
- China
- France
- Germany
- Hong Kong
- Italy
- Ireland
- Japan
- Netherlands
- Norway
- Poland
- Romania
- Russia
- Saudi Arabia
- Spain
- Sweden
- UAE
- UK – employment
- UK – pensions
- US

Each session will be an hour long. You will have the opportunity to attend 3 country specific workshops throughout the afternoon. We will do our best to accommodate your three preferences.

17:00 Close

A UNIQUE OPPORTUNITY TO STUDY AT ONE OF OXFORD UNIVERSITY'S COLLEGES

Founded in 1624, informality and distinction have always rubbed shoulders at Pembroke. This was Samuel Johnson's college, as well as JRR Tolkien's. Masters include the neurologist and record-breaking runner, Sir Roger Bannister, senior Middle Eastern diplomat Sir Geoffrey Arthur and Professor of Law, Robert Stevens. In addition to a Governing Body of 38 Fellows and 4 Advisory Fellows (alumni who lend their professional experience to Pembroke as Trustees or non-executive members of the Governing Body), it has just under 400 Undergraduates, as well as around 30 Visiting Students from the USA and about 100 Graduate Students.

YOUR STAY AT PEMBROKE COLLEGE

All meals and accommodation are included in the price of the Summer School. Accommodation will be provided in ensuite rooms with WIFI. These are the College's student rooms and provide clean but basic accommodation. Most of our meals will be taken in the College's magnificent Great Hall which is an experience in itself.

Car Parking – There is no car park and parking in the centre of Oxford is very limited. We strongly recommend you travel by public transport. The college is close to the train station. We will send maps with our joining instructions.

WHAT OUR DELEGATES SAY

"PULLING OUT KEY THEMES THAT IMPACT GLOBAL EMPLOYERS WAS INVALUABLE – I CAME AWAY WITH MY GLOBAL RISK PLAN PRETTY MUCH DRAFTED"

"FANTASTIC NETWORKING OPPORTUNITY"

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EASY WAYS TO BOOK


 **ONLINE AT** www.dlapiper.com/advance

 **EMAIL** advance@dlapiper.com

PHONE ENQUIRIES / CREDIT CARD BOOKINGS

Call **Rachel Cook** on **0161 235 4545** or, alternatively, call National Number **08700 111 111** and ask for Advance.

 **FAX** 0161 235 4505

 **POST** Please send this booking form or a photocopy, together with your cheque or purchase order number, to **Rachel Cook** at Advance 101 Barbirolli Square, Manchester M2 3DL.

DATE AND VENUE

Pembroke College, Pembroke Square, Oxford, OX1 1DW
Tel: 01865 276 444

If you do not receive joining instructions confirming timings and venue one week prior to the conference, please contact us.

PAYMENT MUST BE RECEIVED PRIOR TO ATTENDING THE SUMMER SCHOOL JOINING INSTRUCTIONS WILL NOT BE SENT OUT UNTIL PAYMENT IS RECEIVED.

FEES *The delegate fee includes a comprehensive coursebook, all meals and activities.*

£2000.00 (PLUS £400.00 VAT) **£2400.00**

EARLY BOOKING DISCOUNTS

A discount is available for bookings received by 1st August 2016.

£1800.00 (PLUS £360.00 VAT) **£2160.00**

Unless by prior agreement, payments have to be made before the programme takes place. Bookings will be acknowledged with a VAT receipt and joining instructions.

NOTES

CONTINUING PROFESSIONAL DEVELOPMENT This programme is suitable for HR and Personnel Professional Development and 12 CPD hours are available.

CANCELLATIONS, SUBSTITUTIONS AND TRANSFERS If you are not able to attend, you may send a substitute. However, a refund cannot be made for cancellations received less than 6 weeks before the course is scheduled to take place.

DATABASE Your details will be held on the DLA Piper database. If you would like to be removed please contact Advance 101 Barbirolli Square, Manchester M2 3DL.

There may be occasions when changes in programme content, speakers, timing and location have to be made for reasons outside our control. We maintain the right to decline bookings if they are not in line with course training objectives.

DELEGATE INFORMATION

DELEGATE 1 Title _____ First name _____ Last name _____

Position _____

Company or organisation _____

Address _____

Postcode _____

Tel _____ Fax _____

Email _____

Please indicate any dietary or other particular needs or adjustments

Please choose 4 breakout sessions. We will do our best to place you into 3 of your 4 choices.

- | | |
|--|--|
| <input type="checkbox"/> Top tips for your next international post-acquisition integration | <input type="checkbox"/> Gender Pay equality: |
| <input type="checkbox"/> International Business and human rights: | <input type="checkbox"/> Global employee benefits and pensions |
| <input type="checkbox"/> Confidential information, trade secrets and protecting your business from competition | <input type="checkbox"/> A global approach to privilege and keeping your legal advice confidential |

Please choose three country specific choices (in order of preference):

1: _____ 2: _____ 3: _____

DELEGATE 2 Title _____ First name _____ Last name _____

Position _____

Company or organisation _____

Address _____

Postcode _____

Tel _____ Fax _____

Email _____

Please indicate any dietary or other particular needs or adjustments

Please choose 4 breakout sessions. We will do our best to place you into 3 of your 4 choices.

- | | |
|--|--|
| <input type="checkbox"/> Top tips for your next international post-acquisition integration | <input type="checkbox"/> Gender Pay equality: |
| <input type="checkbox"/> International Business and human rights: | <input type="checkbox"/> Global employee benefits and pensions |
| <input type="checkbox"/> Confidential information, trade secrets and protecting your business from competition | <input type="checkbox"/> A global approach to privilege and keeping your legal advice confidential |

Please choose three country specific choices (in order of preference):

1: _____ 2: _____ 3: _____



PAYMENT METHOD *Please choose 1, 2, 3 or 4*

1 Cheque. Make cheques payable to DLA Piper

Enclosed is my cheque for £ _____

2 Invoice

My purchase order number is (if applicable) _____

3 Credit card  

Please ring 0161 235 4545 with your credit card details

4 Bankers draft

I wish to pay by bankers transfer, and will also send a copy of this form to **Rachel Cook** at Advance 101 Barbirolli Square, Manchester M2 3DL.

Account DLA Piper **Account no.** 39115712 **Sort code** 01 05 31

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