

# Managing an International Workforce **2024 & Beyond**

**Thursday 20 June 2024**

Convene,  
22 Bishopsgate,  
London,  
EC2N 4BQ



# Event Schedule

[Click here to register](#)

We are pleased to announce our nineteenth Managing an International Workforce conference. 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**
- 9.10 - 10.30 **Plenary one:**  
Employment law across the globe:  
what's happened and what's  
coming up?
- 10.30 - 11.00 **AM break**
- 11.00 - 12.00 **AM breakout sessions**
- ▶ Elections, elections, elections  
(and employment law)
  - ▶ The changing landscape of  
collective rights
  - ▶ A whistlestop tour of the  
EU Corporate Sustainability  
Reporting Directive (CSRD)

## Afternoon

- 12.00 - 13.30 **Lunch**
- 13.30 - 14.30 **PM breakout sessions**
- ▶ Preventing sexual harassment:  
a new duty for international  
employers
  - ▶ The war on talent:  
examining skills shortages  
through an immigration and  
global mobility lens
  - ▶ AI and the workplace:  
what employers need to know
- 14.30 - 15.00 **PM break**
- 15.00 - 16.10 **Plenary two:**  
Can the EU shatter the gender  
pay gap?
- 16.10 - 16.15 **Round up and closing**
- 16.15 **Drinks**

# Schedule in more detail

## Morning

09.10 - 10.30

### **Plenary one**

#### **Employment law across the globe: what's happened and what's coming up?**

We'll start the day with our usual, ever-popular round-up of employment law developments across the globe including the newest EU directives, recent changes to family rights and equality laws, the latest on the right to disconnect and working time rules, current plans to curb non-competes and much more besides. We'll also sum up the key developments to be explored in more depth later in the day, from new anti-harassment regulations to the latest advances in ESG laws.

11.00 - 12.00

### **AM breakout session**

#### **Elections, elections, elections (and employment law)**

Almost half the world's population live in countries which will hold (or have held) elections in 2024. Polls are taking place in at least 64 countries plus the European Union - more than in any previous year. Focussing on the upcoming elections in the UK and the US, as well as the EU parliamentary elections, this session will look at what the results might mean for employers and employment law, covering issues including affirmative action, DEI programmes and the culture wars.

11.00 - 12.00

### **AM breakout session**

#### **The changing landscape of collective rights**

We will look at the evolving landscape of collective rights and the push for proposals to better protect employee representatives, particularly in the EWC context. We will also discuss the ongoing inter-relationship between local works councils and EWCs, and the concept of "no-borders" where employers introduce proposals which may not be technically covered by EU/EWC Regulations but would be perceived by employee groups as having an impact in other jurisdictions. In addition to the proposed changes to the EWC Directive, we will also look at the EU push towards increased collective bargaining in the Platform Workers and Minimum Wage Directives and their impacts.

11.00 - 12.00

### **AM breakout session**

#### **A whistlestop tour of the EU Corporate Sustainability Reporting Directive**

We will look at all the limbs of ESG in the upcoming Corporate Sustainability Reporting Directive. We'll explore the new European reporting requirements, and hear from lawyers in jurisdictions where the Directive is coming into effect first on how companies plan to deal with the expanded sustainability disclosure requirements. We'll also look at how non-EU companies can come into scope, and how they are preparing to deal with the new obligations. We will compare the Directive's application to current reporting requirements in the UK.

## Afternoon

### 13.30 - 14.30 **PM breakout session**

#### **Preventing sexual harassment: a new duty for international employers**

A new duty to prevent sexual harassment comes into force in England and Wales in October 2024 - what does this mean for international employers? Our panel will examine the risks of failing to act, with practical examples drawn from countries which already have similar duties, and guide you through the steps that international employers need to be taking now.

### 13.30 - 14.30 **PM breakout session**

#### **The war on talent: examining skills shortages through an immigration and global mobility lens**

The last three years has seen a seismic shift in the way employees want to work and on the labour pools available to employers. Brexit, post-covid remote working, an ageing workforce and a general skills shortage means competition in markets is fierce and employers are having to clearly strategise how to address the issue of talent and staff retention to remain competitive. We will consider the issues faced both in the U.K. and overseas and how the key considerations - immigration and global mobility - play a key part in your strategy to address this issue.

### 13.30 - 14.30 **PM breakout session**

#### **AI and the workplace: what employers need to know**

We will provide an overview of existing AI legislation and future developments as they apply to the workplace, focussing on the UK and EU, and on the key issues in practice. We'll then delve into practical strategies for introducing workplace AI, learn about essential frameworks, assessments and policies and determine stakeholder responsibilities, and address transparency and choice considerations.

### 15.00 - 16.10 **Plenary two**

#### **Can the EU shatter the gender pay gap?**

Pay gaps between men and women remain stubborn and significant, despite well-established principles of equal pay applying across the globe and laudable efforts by employers in the DE&I space. The EU legislators are determined to shift the dial with the new EU Pay Transparency Directive, which sets the world's toughest pay transparency requirements. We will start by looking at the broader context, diving into how we landed on transparency as the silver bullet and where it might take us. Our panel will discuss the new requirements, how they go further than existing pay reporting regimes and how employers are working through key challenges such as job categorisation, navigating significant powers for representatives and facing up to mandatory joint pay assessments (equal pay audits).

## Get involved

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