



HR Policy Global - Europe



(Sitges sunset pic courtesy of Rick Warters)

European Employee Relations Academy

Tuesday to Thursday, April 16 – 18, 2024

Hotel Estela, Sitges, Barcelona, Spain

The European Union's labour and employment legal framework is evolving rapidly. Change is happening, and fast. There is a need to think and plan ahead.

For companies with an EWC this is all the more urgent, given the changes to the Directive recently proposed by the Commission. While the changes still have to be agreed by the legislators, the direction of travel is clear. Article 13 agreements are at high risk. Information and consultation, especially in exceptional circumstances, will become more formalised and may take longer. The Commission is also proposing an enhanced role for experts in the work of EWCs, potentially handing more power to increasingly unrepresentative trade unions.

At the same time, other legislation will impose new information and consultations obligations on management, and we will see demands from EWCs to be involved in these processes, especially in regard to due diligence in global supply and value chains. While the vast majority of employees may be disinterested in these matters, they will catch the attention of activists and external advocacy groups happy to offer external "expertise".

Agreed, or soon to be agreed, are:

- *Laws on corporate due diligence.*
- *The Pay Transparency Directive.*
- *Information and Consultation on the use of AI/Algorithms in HR decision making (AI Act and the Platform Workers Directive)*
- *The proposed revision of the European Works Council Directive.*
- *The Adequate Minimum Wage Directive – with a indicator of 80% collective bargaining coverage in EU Member States.*



Presenters at our Sitges April program will examine in detail what this suite of legal changes will mean for the management of employee and labour relations in multinational companies with operations in Europe. The program will focus on what you can and should be doing now.

The program will be led by [Tom Hayes](#) and [Alan Wild](#) from HR Policy Global.

The program team will also include:

- [Auret Van Heerden](#) of Equiception, one of the leading global experts on due diligence processes
- [David Hopper](#) a partner at Lewis Silkin LLP (Dublin and London) on pay transparency and the upcoming EWC Directive revision
- [Bryony Long](#) also a partner at Lewis Silkin LLP (Dublin and London) and co-head of their Data, Privacy & Cyber Group.

Email tom.hayes@beerg.com for more information

Logistics + Program Details:

The fee for attendance is \$3,950 – for member companies [Click here to book](#) (Fee is in US\$)

Attendees arrive on Monday evening. The programme begins at 09:00am on Tuesday April 16th and finishes at noon on Thursday, April 18th.

The program fee includes:

- *Accommodation and breakfast at the 4 Star Hotel Estela.*
- *Collection and return to Barcelona airport*
- *All coffee breaks, lunches and dinners (three-course lunch and dinner, including wines)*
- *All conference materials in soft copy*
- *The meeting is conducted in English*
- *The dress code is business casual*

As always with our training programs, there will be plenty of time for “one-to-one” discussions with the program faculty.

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Programme Outline:

Mon, April 15

Arrival at hotel. Informal welcome in hotel bar at 8:00pm

Tuesday, April 16

<i>Day/Time</i>	<i>Topic</i>
09:00 – 09:15	<p><i>Welcome and Introductions</i></p> <p>Tom Hayes, HR Policy Global Europe (HRPG Europe)</p> <p>International Labour Relations Essentials</p> <ul style="list-style-type: none"> • <i>A converging international agenda</i> • <i>Key concepts in managing international ER</i> • <i>General principles of ER management and universal human behaviours</i> • <i>Understanding your (American) boss</i> <p>Alan Wild HR Policy Global</p>
10:30 – 11:00	<i>Coffee</i>
11:30 – 13:00	<p>An Overview of new EU Laws, Agreed, Under Discussion, Anticipated –</p> <p>Agreed and to be Implemented:</p> <ul style="list-style-type: none"> • <i>Adequate Minimum Wage Directive</i> • <i>Pay Transparency Directive</i> • <i>Corporate Sustainability Reporting Directive</i> • <i>AI Act</i> • <i>Status of Platform Workers Directive</i> <p>Under Discussion:</p> <ul style="list-style-type: none"> • <i>AI Liability Directive</i> • <i>Revisions to the EWC Directive</i> • <i>Corporate Sustainability Due Diligence Directive</i> <p>Potential for the Future:</p> <ul style="list-style-type: none"> • <i>A “Right to Disconnect” Directive</i> • <i>AI in the Workplace Directive</i> • <i>Public Procurement and Collective Bargaining</i>
13:00 – 14:00	<i>Lunch</i>
14:00 – 16:00	<p>Preparing for Artificial Intelligence in the Workplace:</p> <ul style="list-style-type: none"> • <i>The AI Act and How it Interacts with the GDPR and Health and Safety Legislation – Planning Your Approach</i> • <i>The Status of Platform Workers Directive</i> <p>Bryony Long from Lewis Silkin LLP</p>
16:00 – 16:30	<i>Coffee</i>

- 16:30 – 17:30 The Proposals to Amend the EWC Directive
- *An End to A13 Agreements*
 - *An Expanded Definition of “Transnational”*
 - *Extended Information and Consultation Process*
 - *Enhanced Role for Experts, Including Trade Unions*
 - *Payment of EWC Legal Costs*
 - *New Language on Confidentiality*
 - *What Happens Next – The Legislative Process*
 - *What Can you Do to Influence the Process?*

Tom Hayes/Alan Wild HRPGEurope

19:00 – 22:00 *Aperitif in hotel bar and dinner in a local restaurant*

Wednesday, April 17

- 09:00 – 13:00 The Corporate Sustainability Report Directive (CSRD)
(Coffee Break at 11:00)
- *What is its Purpose? How Does it Achieve This?*
 - *What Employee Relations Data must be collected? How is this done?*
 - *How is This Data Verified?*
 - *How Do You Engage with Employees’ Representatives*

Auret Van Heerden Equiception

13:00 – 14:00 *Lunch*

- 14:00 – 17:00 The European Works Council Directive: What Should you be Thinking About Now?
(Coffee Break at 15:30)

- *If you have an Article 13 Agreement*
- *If you have an Article 6 Agreement*

Tom Hayes + Alan Wild, HRPGEurope / David Hopper Lewis Silkin LLP

19:00 – 22:00 *Aperitif in hotel bar and dinner in a restaurant in Sitges town*

Thursday, April 18

- 08:30 – 10:30 Preparing for Pay Transparency:
- *Gender Pay Gaps – The Data You Have to Generate*
 - *The Key Challenge: Engaging with Employees’ Representatives*

David Hopper - Lewis Silkin LLP /Tom Hayes - HR Policy Global Europe

10:30 – 11:00 *Coffee*

- 11:00 – 12:00 Bringing it All Together

Tom Hayes/Alan Wild HRPGEurope

12:00 – 13:00 *Check-out, coffee, sandwiches, departures*



Event Co-ordinator:

- Miriam del Val m.delval@hrpolicy.org

Venue:

The Hotel Estela “Hotel del Arte”

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