

Operating Within International Law:

Essentials of Local Employment Law

GLOBAL WORKPLACE TRAINING

To effectively handle international employment law issues and reduce legal risk for your business, it is essential to be up to date with the local legal framework. In this practical training, participants will receive an overview of the fundamentals of country specific employment law and practice. This session, delivered by experienced international attorneys, will have a particular focus on real life issues that are likely to arise when operating across borders, with guidance on how to navigate them and how to avoid common pitfalls.

COURSE OBJECTIVES

- Know the local employment law framework
- Understand restrictions in relation to hiring, including requirements and expectations of employment contracts
- Know how to handle misconduct and terminations
- Identify and know how to handle unfair treatment risks, such as discrimination, harassment and victimization / whistleblowing concerns (where locally applicable)
- Respond to leave requests or requests for reasonable accommodations for sickness, injury or disabilities
- Address employee complaints and ward off retaliation/victimization
- Develop a sense of the common triggers of legal liability

TOPICS COVERED

1/2 day program (4 hours)

- Hiring and employment contracts
- Discrimination, bullying, harassment and whistleblowing (where locally applicable)
- Employee concerns and reporting requirements
- Employee protections: including working time and family leave
- Leaves of absence, reasonable accommodations and flexible working
- Termination decisions and procedures

1 day program

All topics in the 1/2 day program plus:

- Performance management
- Time for practical case studies and Q&A



Length of course:

Typically 4 hours

Recommended for:

HR Professionals and Inhouse Legal, responsible for employees outside of the US



POTENTIAL TOPICS

What issues are you grappling with in your workplace? Custom content can be built to address your specific needs. Beyond the typical topics above, managers could explore these expanded areas and more. Not on the list? Just ask!

- Conflict in the workplace
- Data Protection
- Labour Unions/Works Councils

WHAT IS INCLUDED IN OUR COURSES?

- Insights from the world's leading labor & employment law firm
- Delivery by experienced international attorneys
- Interactive discussions
- Relatable and culturally relevant scenarios
- In-person and virtual options

Delivered for US managers managing staff internationally, including where staff are based in the UK, Europe, APAC and LATAM (Brazil, Colombia, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Venezuela and Argentina). For specific countries – just ask!

WHY WORK WITH US?

Our work is founded on principles of respect and inclusion.

We tailor our breadth of learning solutions to your delivery needs and timelines.

We provide the legal context your team needs.