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COMMENT: LDTs, TAD – and after

In the last newswire I pointed out how labour displacing technologies (LDTs) were already an inexorable force throughout the advanced economies. But where will this trend take us? For instance, repeated warnings by Elon Musk, CEO of SpaceX and Tesla, about the dangers of artificial intelligence (AI) are powerful and compelling – and in his job he really ought to know.

In all modern societies the economic relationship is central to a stable, ordered, and rewarding existence. People contribute primarily to the common good, not through family or community, but through holding down a useful job. Take away a system reliant on the majority of the population being in a job and the fabric of society will crumble. The central purpose of existence will be lost and all the prospects that the economic system had once offered people though their careers will no longer sustain their lives. They

will just slip back into idleness, drugs, and discontent. A world in which 10% of the population owns 80% or more of total wealth will no longer be tolerated. The rising world population will also put increasing pressure on resources and people will – indeed must – in the end rebel, and widescale chaos will ensue.

This is not scaremongering or sensationalism, but a logical outcome of a trend that is well underway. The big social experiment is already present in the many western countries where youth unemployment has climbed to over 20% – and even 50% in extreme cases such as Greece. Those unemployed in this age group not only do not have jobs, but will probably never know what it is like to work – at least in a regular job. It is no coincidence that drug culture and rising crime rates are associated with widescale youth unemployment. We even take it for

granted that it is virtually impossible to walk around safely in numerous urban areas from the poorest banlieues of Paris, to Bolivia's El Alto, Baltimore, or the run down heart of Doncaster or Limerick. As shops close they get filled with sleazy establishments that perpetrate the decay. There is barely any German city that does not have its red light district or city park that is not filled with drug dealers ignored by the police and seeding their contagious brand of nihilism.

AI is just a mechanism that will ensure a technologically assured destruction (TAD) and removal of most human beings from acting as the arbiters of their own lives. Yes, it will help to improve medical diagnoses, reduce queues at supermarket checkouts, and allow the automated movement of road vehicles. But equally it will invade the spheres of even professional know-how – depriving first accountants, then lawyers and architects, and finally most IT specialists of their jobs. It will also allow the surveillance and control of our lives that will make normal existence intolerable.

In the end, those with wealth or in political positions will not be able to hold back the breach in the dam of human frustration and purposelessness, and all vestiges of the old social order will be swept away. No arrangement for the social wage could ever mollify those deprived of a credible and significant role in society and the dignity of paid employment. In the rapidly advancing future there will be no space for hope, and every risk of famine and other human disasters. It will be no satisfaction for Musk, I and others to say “I told you so”, and there will be no room for regret by executives who once sat on the crest of a relentless automation.

ESTONIA: Changed dispute procedure

An amendment to the Labour Disputes Act will further simplify the settlement of individual and some collective claims through Employment Disputes Committees.

Estonia already has an effective dispute settlement process that avoids court actions, but this will be made even more flexible and wider in scope from the 1st of January 2018. The changes include the resolution of financial claims largely by written submission, the removal of the upper limit for financial claims, a new option to settle through compromise agreement or via simple mediation, and a facility to conduct hearings in a language other than Estonian.

A new facility will also exist for Estonian employees working abroad for an Estonian Employer to use the employment disputes mechanism by simply filing their complaint in the Estonian location of their employer.

EUROPE: The benefit of strangers

All multinationals operate with a mix of local and foreign workers, but what truly differentiates the foreign worker?

Apart from intra-company transfers, one feature of the foreign worker is that they generally have had to jump more hurdles to secure employment than citizens of the host country. In Europe the barriers to employment are often primarily linguistic. This is particularly the case in Finland (29.7%), Estonia (25.9%), and Luxembourg (25.4%). Lack of recognition of qualifications is most evident in Italy (25.2%), whilst residence permits are most problematic in Cyprus (11.2%), which operates outside the Schengen area. Other factors such as

religion and social background are not reported to be significant in any country, although other barriers relevant to the individual are significant in all states except Italy and France.

The methods used by migrant workers to secure jobs range from using public employment agencies to gaining contacts through attending training courses. By far the most popular method is finding opportunities through relatives and friends in the country concerned. Beyond this, individual contact with employers is common in Bulgaria, Malta, and Romania and responding to job advertisements is most common in the UK and Switzerland.

Most foreign workers are paid below the level for local workers and the gap in Europe is greatest when hiring those from outside the European Union, particularly women. Across the EU foreign workers as a whole are paid just 76% of the median net pay of local workers, but for non-EU workers the comparative pay level falls to 72.8%. This may be because foreign workers are often hired to undertake menial tasks that are not popular amongst native populations. But undoubtedly, in many cases, foreign workers are rewarded at a lower rate than local workers undertaking similar work. In fact, the risk of property and social exclusion is far greater for foreign than local workers. In 2015 only 8.7% local workers were at risk, but 19.9% of all foreign workers (including EU citizens from another country) and 26.9% of all non-EU workers were at risk.

There is some evidence to suggest that immigrant workers bring a range of skills to a country's economy that is highly beneficial. Immigrants often seek employment that

requires lower qualifications than the ones they possess in order to enter a foreign labour market. But over time this allows them to move up the career ladder to utilise those skills. In 2013 a study by Rolfe et al. found a positive relationship between immigration and productivity. Thus foreign workers had, on average, a 6–7% productivity edge over local workers. Moreover, numerous studies across Europe (Lee and Nathan [2013] in the UK, Niebuhr [2010] in Germany, and Ozgen et al. [2010] in the Netherlands) have all found that diverse management teams are more innovative and particularly important for accessing international markets.

One indication of the commitment, social responsibility, and integrity of foreigners can be found in crime statistics. Contrary to popular belief – and despite some evident xenophobia amongst law enforcement officers – foreigners are far more law-abiding in Europe than the native population. If we aggregate statistics on “suspects and offenders” for the top ten reporting European countries, we find that (on a controlled basis of crimes per 100,000 people) members of the native population are 253% more likely to be arrested for a crime than resident foreigners. The one exception is Switzerland, but this is because Switzerland exports its criminal activity, with both Swiss and Serbian citizens being the most frequent foreigners jailed in other countries.

So why are barriers to immigrants – especially highly qualified migrants – being sustained and even reinforced across Europe? Two reasons are an over-reaction to a rise in asylum seeker applications (up 677% in the EU since 2008) and also the wave of Syrian immigrants following the Middle-East war. For international employers

there is always, of course, the option to move operations towards available pools of talent. This however, in turn, damages the countries that are overly protective and concerned to foster jobs amongst their native populations.

GLOBAL: Moonlighting sonata

Full-time workers holding a second job can present a major problem for their primary employer. This could lead to breaches of statutory daily and weekly working time restrictions, reduced performance, the possible diversion of business to a rival company, and, for senior staff, a breach of fiduciary duties. But is moonlighting becoming a thing of the past?

In Europe the number of people holding second jobs grew by 10% from 2008 to 2016, however the pattern within countries differed to a wide extent. A high level of growth took place in Germany (+54%), Turkey (+54%), Iceland (+53%), Luxembourg (+43%), Finland (+37%), and Estonia (+36%). However, there was a very sharp fall in Croatia (-64%), Greece (-57%), Romania (-53%), Slovenia (-30%), Bulgaria (-27%), and Hungary (-21%). In between these two trend lines are a group of countries where little changed between 2008 and 2016 – the UK, Ireland, Denmark, Spain, and Malta.

There are various reasons why trend lines have been so radically different. In Germany mini-jobs are encouraged through the tax system and can be used to supplement low income from a principal job. In Turkey, on the other hand, there are in practice no EU-like restrictions on daily or weekly working hours and it is normal to work in excess of 50 hours a week. In Greece the job market has dried up due to the ongoing economic crisis, whilst in Romania and Bulgaria inward

manufacturing investment has led to a proliferation of relatively well-paid full-time jobs. What the figures do not indicate, however, is the flow of employees in and out of the “grey economy”. The introduction of flat tax in some eastern European countries was intended to encourage workers to declare secondary jobs – and this may well have worked. But in all countries there will remain a significant number of people who moonlight without declaring their additional cash incomes.

Outside Europe, evidence exists that there has been a general increase in moonlighting activity. In the USA, according to the Bureau of Labor Statistics, it grew to 7.8 million last year, although moonlighting – at 5.2% of the working population – lies well below its probable true level, which we estimate to be 15–20% of the workforce. In China and Hong Kong no official statistics on second jobs exist, but there is an unmistakable trend towards “portfolio careers” and multiple jobs to achieve economic security and raise living standards.

The employment status of workers in their primary and secondary jobs can be seen from data collected by Statistics New Zealand. 78% of men and 84% of women are paid employees in their primary job, but this drops to 30% and 46%, respectively, for second jobs. 12.7% of men and 8.7% of women are employers in their second jobs, and 44% of men and 31% of women perform their second jobs as self-employed workers without employees. There is no New Zealand data indicating differences in the take-up of second jobs by educational level. However, reverting back to Europe, data does exist for 2016 in respect to Belgium. This indicates that the incidence of moonlighting – at least

in the formal economy – grows by educational level. For those with higher education it was 5.8% last year, but for those with only school-level education it was just 2.4%.

Of course, it is common for those with part-time or zero-hours contracts to have a second job, although this can still present problems if the other job is with a competitor or the employee has to work hours that, although not breaching legal working time limits, nevertheless leads to a higher overall level of stress and fatigue. In many jurisdictions, such as the UK, it is also not generally unlawful for an employee to perform certain work-related tasks for others during a period of sickness absence. That is why it is important for all employment contracts and sickness absence policies to contain restrictions limiting the right to hold a second job and, at the very least, to inform the employer about such obligations.

INDIA: Approval of Wages Bill

The Indian Cabinet has approved the Wages Bill. This measure has been drawn up as part of a programme to rationalize employment laws at a national level by bringing a myriad of legal measures into four basic laws. It also updates and improves legal requirements that, in part, date back to British rule.

The Bill provides a uniform definition for wages and remuneration, opens the way for an effective national minimum wage (which states can only enhance) and removes the earnings threshold as now set out under the Payment of Bonus Act. It also removes the right of employees to receive pay in cash, replaces labour inspectors by “facilitators” (whose job is mainly advisory) and

streamlines the keeping of wage records and the filing of annual returns.

Because parliamentary decision making is very slow in India a finally approved Wages Act should not be expected before 2019.

ITALY: Autonomous and flexible work

A new law (No 81) has entered into force in Italy that seeks to protect non-entrepreneurial autonomous work and also encourage flexible working by “subordinate” workers (including employees).

The law specifies a number of clauses that are regarded as abusive and must not be included in contracts with autonomous workers. These include the right of the party ordering the work to refuse to put specific work requirements into writing, or to have the right to unilaterally change contract terms or permit the contractor to withdraw from a “successive performance” obligation without prior notice. The customer must also not include payment terms beyond 60 days.

Furthermore, special rules relate to pregnancy, illness, and accidents. In such events the law allows work to be suspended – at the worker’s request – for up to 150 days, and for substitutions to be made for the worker subject to the suspension. However, the law also contains a curious “get out” clause by stating that this condition applies “except when the interests of the employer are contrary to that suspension, in which case there is no right to suspension.”

The provisions relating to flexible working for both autonomous and subordinate workers are made to encourage greater freedom from conventional working patterns and methods, without any loss of tax obligations and

established contractual, health, and safety protections. Employees must give flexible workers an information sheet each year outlining all the “risks” associated with their activities. The new law also places a special duty on such employers to introduce measures to prevent accidents outside the workplace. This includes commuting to and from company premises or other work-related outside visits (Art. 23[3]). It remains unclear, however, if this protection includes the availability of free emergency medical care.

UNITED KINGDOM: Retirement reforms

The UK government has announced that the state pension age will rise to 68 years of age seven years earlier than previously expected. Thus, the minimum qualifying age will advance from 67 to 68 by the year 2039. The state pension age for men and women will, of course, still be equalised at 65 by the end of 2018.

The problem with the government’s policy of increasing the state pension age in line with general increases in life expectancy is that there is a huge regional life expectancy gap in England and Wales. The latest figures relate to those aged 65 between 2012 and 2014. These show that at that age, the life expectancy for men was highest in the London Borough of Kensington and Chelsea (21.6 years) and lowest in Manchester (15.9 years). For women, life expectancy at age 65 was highest in the London Borough of Camden (24.6 years) and again lowest in Manchester (18.8 years).

Meanwhile, the UK Financial Conduct Authority is investigating possible amendments to the regulation of private pensions to re-impose restrictions on

individuals gaining access to their pension pots at age 55 and converting them to drawdown facilities. Since the relaxation of pension rules, 53% of private pensions had been cashed in – although the regulator had found little evidence that these sums had been “squandered”. Moreover, 90% of those withdrawing funds early had other provisions for retirement. Those wishing to make representations to the regulator should do so by the 17th of September and any legislative amendments can be expected by the Summer of 2018.

Pay, Tax and Benefit Trends

BELGIUM: The basic employer social security rate (SSR) is due to fall from 30% to 25% on the 1st of January 2018. The employee rate will remain at 13.07%. A social security reduction is available for up to 20 quarterly payments for the first six people hired. Employers will enjoy a reduction on social security for the entire duration of the first hire’s employment – provided they commence work before the 31st of December 2020.

FINLAND: The three-month rolling trend in annual payroll increases stood at 2% from March to May 2017. The level of sectoral payroll growth over the same period ranged from construction (7.6%) down to trade (1.3%) and manufacturing (0.6%).

HUNGARY: Over the year to May 2017, gross average earnings grew by 12.9% to HUF 296,100 (US\$1,130) a month.

IRELAND: The minimum wage is set to increase by 30 cents to €9.55 (US\$11) per hour, or an extra 12 euros for a 40-hour week, from the 1st of January 2018. It is

estimated that over 120,000 workers will benefit from the increase.

POLAND: Over the year to June 2017, average monthly gross pay in the enterprise sector rose 6% to PLN 4508.08 (US\$1,243). Meanwhile, employment in Polish companies with more than 10 employees rose by 4.3% year-on-year.

SLOVAKIA: The level of gross monthly industrial earnings in Slovakia grew, on average, by 3.1% to 1,042 euros (US\$1,215) over the year to May 2017. Increases also took place in transportation and storage (8.4%) and construction (4.1%), but in ITC there was a fall of 0.5% to 1,636 euros (US\$1,908).

SOUTH AFRICA: Nationals of South Africa who work as expatriates could soon face the prospect of having to pay the same rate of tax as those working at home. This means if an employee would be in the highest tax band of 45% if their salary was paid in South Africa, but they actually only pay 10% because they work in Bulgaria - then the South African Revenue Service (SARS) would come after them for 35% of their foreign income. The recently published draft law repeals section 10(1)(o)(ii) of the current income Tax Act. SARS has already sought to penalise anyone who decides to emigrate by starting to collect data on any potential deemed disposal capital gains tax event. Many expatriates will therefore be forced to come home. The draft law is set to be approved on August 18th 2018 - with its full implementation from March 1st 2019.

Other Global HR News in Brief

AUSTRALIA: Monthly full-time employment increased for the ninth straight month in June 2017 by a further 30,000 people, whilst part-time employment decreased by 4,000. Over the month, aggregate working time increased by 6.2 million hours (0.4%) to 1,691.5 million hours.

BARBADOS: Prime Minister Freundel Stuart has accepted a call from the country's Private Sector Employers Association and four major trade unions later this month to discuss the 500% increase in the National Social Responsibility Levy that became effective on the 1st of July. The offer comes after employers and unions jointly organised a 20,000-strong march through the centre of the capital, Bridgetown. The levy on both imported and domestically manufactured goods is seen as both inflationary and a disincentive to investment. It was introduced to meet the rapidly rising costs of healthcare and to fund much needed environmental clean-up measures.

CHINA: Shanxi Province has recently introduced a new law requiring employers to build lactation rooms and facilities for women workers. It is also required that a standardised sign is used to indicate the location of the facilities.

CYPRUS: Working men may now take up to two weeks paternity leave if their wife has given birth, or has had a child through surrogacy, or if the couple have adopted a child aged up to 12 years old. This leave may be taken at any time from the week before birth or adoption to 16 weeks after that date. It may also be extended due to premature birth and/or multiple births. In addition,

mothers who have a child through surrogacy are now entitled to 16 weeks' leave, whilst surrogate mothers are entitled to a 14-week maternity allowance.

EU: Estonia now holds the EU Presidency until the end of 2017. At a recent meeting in the country's capital Tallinn, an agreement was signed with the next two presidencies, Bulgaria and Austria, outlining how they will all work over the next 18 months to further promote gender equality in all EU countries.

EU: The European Union has warned Bangladesh that it will be suspended from the generalised scheme of trade preferences (GSP) if it fails to make a series of labour law reforms. The principal areas of concern are freedom of association rights for trade unions and the legal framework for collective bargaining. The Bangladesh government has agreed to draft the amendments and also comply with a deadline for the 31st of August set for the draft law by the International Labour Organization.

EU: Industrial production rose over the year to May 2017 in the European Union by 4% – with durable consumer goods (+6.8%) and capital goods (+6.1%) leading the way. All this has been achieved in a highly energy-efficient way – with energy consumption rising by just 1.1%. The most successful countries were all formerly communist-ruled – Romania (14.6%), Estonia (12.6%), and the Czech Republic (10.7%). Just two countries lost industrial production during the year – Malta (-0.7%) and the UK (-0.7%). The latter may well be yet another early sign that companies are switching operations from the UK ahead of Brexit.

GERMANY: Since 2012, the normal retirement age in Germany has gradually

been raised to 67 years. Last year there were 8.3 million people aged between 65 and 74 years in Germany, and of these, 942,000 were still in employment. The proportion of old people still working has doubled over the past 10 years to 11% (15% men and 8% women).

GERMANY: According to the latest figures from the Federal Statistical Office, in 2015 more than 75% of enterprises provided continuous vocational training – a rise of 4% since 2010. 62% of the enterprises offered traditional face-to-face training programmes in the form of courses and seminars, whilst 74% of enterprises made use of on-the-job training, information events, job rotation, and e-learning.

GREECE: Employers should note that the latest country to legalise cannabis for medical use is Greece. It becomes the sixth EU country to adopt such a law. The other countries are the Czech Republic, Finland, the Netherlands, Portugal, and Spain. Portugal remains the only EU country to fully legalise the substance for recreational purposes.

HONG KONG: The burden of long-service and severance payments upon the Mandatory Provident Fund has been a recent concern for the Secretary for Labour and Welfare, Dr Law Chi-kwong. He has suggested halving the maximum payout to HK\$200,000 (US\$25,950) in return for removing the current offsetting facility against the Fund. Last year a total of HK\$3.85 billion was offset by employers – which was a 70% increase from 2012. However, if the government wants employers to take full responsibility for LSSP then employers will only be persuaded if either payments are

reduced very significantly or the government steps in to help meet LSSP obligations.

UNITED KINGDOM: Current employment tribunal fees in respect to discrimination claims have been found, in themselves, to be indirectly discriminatory by the UK Supreme Court. The case brought by the trade union Unison may have the effect of removing all fees payable for tribunal cases. However, a more considered approach could result in only claims for discrimination to be free of tribunal fees.

UNITED KINGDOM: The territorial scope of UK Law in respect to unfair dismissal has already been well tested under the *Serco* (2006) and *Ravat* (2012) cases. But what about the territorial coverage of collective redundancy consultation legislation? The Employment Appeals Tribunal recently ruled that the UK domicile test applied in *Ravat* also applies to the S188 of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA). Employers should therefore take care when contemplating a collective redundancy and not ignore employees that could possibly claim UK domicile status. [*Seahorse Maritime Limited v Nautilus International* (a trade union) UKEAT/0281/16]

Dates for your diary:

September 24th 2017: Federal elections will be held in **Germany**

September 30th 2017: Corporate facilitation of offence law enforced in the **United Kingdom**

October 1st 2017: Burqa ban comes into force in **Austria**

January 1st 2018: **New York** paid family leave law effective

January 1st 2018: Revision of Alberta's Employment Standards Code in **Canada**

May 25th 2018: Final effective date for **EU** General Data Protection Regulations

June 1st 2018: Renewal data for general collective bargaining agreement in **Montenegro**

August 20th 2018: End of Economic Adjustment (Austerity) Programme in **Greece**

January 1st 2019: New Data Protection Law comes into force in the **Cayman Islands**

January 1st 2020: **Washington state** Paid family leave law comes into force

Travel Warnings

AUSTRALIA: Business travelers should stay vigilant as there are enhanced security measures at all major Australian domestic and international airports after the arrest of 4 men in Sydney in a counter-terrorism operation on the 29th of July 2017.

BARBADOS/COLOMBIA: Colombian airline Avianca has suspended flights to and from Venezuela.

CROATIA: Trade union members representing Croatia Airlines' pilots, cabin crew and mechanics, ORCA will go on strike next Tuesday, the 8th of August 2017.

COLOMBIA/VENEZUELA: Conviasa (V0, Caracas Simón Bolívar) has terminated flights to Colombia.

EU: Visitors should expect lengthy delays at European airports following tightened border checks.

HONOLULU: From October the 25th, anyone caught crossing a street or highway whilst viewing a mobile electronic device will receive a US\$15-US\$35 fine for a first-time offence, second time violations within the same year will be subject to fines of US\$35-US\$75, and those who are caught a third time will be charged US\$75-US\$99.

INDIA: Visitors are advised to stay vigilant as there are ongoing instances of violence and arson in Darjeeling and Kalimpong, with sporadic violence in the Darjeeling foothills and in Cooch Behar district.

JAPAN/SOUTH KOREA: Visitors to southern Japan and South Korea should be on high alert as Typhoon Noru is expected to intensify in the western Atlantic Ocean over the weekend.

JORDAN: Visitors are advised against nonessential travel to Jordan, especially within 6km of the Syrian border between Routes 15 and 35 due to the risk of small arms fire, stray mortars and friendly fire.

KASHMIR: Internet services have been suspended in south Kashmir. Train services between Banihal town in Jammu region and Baramulla in the Kashmir Valley have also been suspended for security reasons.

KENYA: Kenya Airways has cancelled an unspecified number of flights due to flight crew problems. On another front, since the beginning of 2017 Kenya has been experiencing an upsurge of cholera. The first cholera outbreak reported in 2017 was in Tana River County.

MIDDLE EAST: UAE's Rotana Jet Aviation has resumed partial operations.

MOROCCO: For the last two weeks protests involving thousands of people have taken places in Al Hoceima, a city on the Mediterranean coast in the northern Rif region. Visitors are advised to avoid all public gatherings.

MYANMAR: H1N1 flu has recently killed 3 people out of 13 confirmed cases of the infection. The symptoms are the same as normal flu. Visitors are advised to wear masks in public and wash hands frequently, cover mouths when coughing and sneezing, and avoid crowded places.

PAPUA NEW GUINEA: Air Niugini has resumed flights to and from Kagamuga International airport, Mt. Hagen. There is an increased chance of civil unrest around the country, particularly in the Highlands and Port Moresby.

PERU: Thousands of teachers are striking in the capital city of Lima to demand better working conditions and salaries. Numerous roads in Cuzco and Ayacucho have been closed off. Flights have also been affected by delays and cancellations.

SOUTH SUDAN: Visitors should avoid all travel to this country due to ongoing fighting, intercommunal violence, and violent crime.

SPAIN: Please expect long queues and delays at Barcelona airport due to industrial action. Hour-long strikes are expected to begin on Friday, August 4th at Spain's El Prat airport.

SPAIN/VENEZUELA: Iberia and Air France have announced suspension of flights to Venezuela due to political tensions in the country.

SRI LANKA: The country is facing an outbreak of dengue fever, which has resulted in more than 100,000 cases and claimed almost 300 lives so far this year. Hospitals in the country are stretched to capacity.

SWITZERLAND: There is an ongoing manhunt in the Schaffhausen area following an attack on the public on the 24th of July 2017. Visitors are advised to follow the instructions of the local security authorities.

USA/VENEZUELA: Delta Airlines will be suspending its services in Venezuela from the 16th of September 2017 due to the dangerous and chaotic political situation in the country following its economic collapse.

USA: American citizens will be banned from traveling to North Korea from September the 1st 2017.

FedEE News

USA: The FedEE knowledgebase will have a comprehensive entry covering the USA and several key states by month end. We shall also be providing a video-based law programme presentation on the USA.

LEGAL SERVICES: If you are seeking to draft an employment or freelance contract, draw up new HR policies or undertake a review of your current employment handbook why not call on FedEE's legal team? We provide a fast and value for money service for member companies.

EQUAL PAY TRANSPARENCY: The Federation is currently considering whether to provide members with templates that would fulfill the coming equal pay transparency requirements in Germany – and also similar obligations in France, the UK and elsewhere. If this would be of interest to your company please give us some feedback with your requirements by contacting our legal team on admin@fedee.com

LUGGAGE TAGS: Please contact us for our attractive full-sized FedEE [flag](#) and also for our new extrasafe FedEE [luggage tags](#). All are free of charge to member companies and their nominated users.

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