The Central and Eastern European (CEE) countries have distinctive employment law frameworks which an increasing number of HR practitioners and in-house lawyers must come to terms with. These nations have in common the influence of a previous bureaucratic, state-run economy and that, as late entrants to the EU (apart from Russia), they had to absorb a lot of EU labour law requirements very quickly. As a result, EU directives were often implemented inconsistently or applied imperfectly.

This two-day course will provide an introduction to the employment laws of six CEE countries. Experienced experts, who are used to advising employers from Western Europe and the USA, will explain features of their legal system, which may seem quirky or idiosyncratic at first glance.
Did you know?

– In Hungary, the more senior the employee the lower the level of protection they tend to have.

– In Hungary, it is almost as difficult to dismiss someone on notice as it is to dismiss someone summarily.

– In the Czech Republic, the State requires employers to employ disabled people through a quota system.

– In Poland, an employee is entitled to four days of holiday per annum, without having to give prior notice.

– In Poland, managers are entitled to overtime pay unless they are members of the management board or heads of organisational units, whose duties are limited to supervising the work of others.

– In Romania, those who have paid 12 months of income tax prior to childbirth are entitled to two years’ leave, and a monthly allowance.

– In Russia, references can only be checked with a job candidate’s express consent. Background screening is also prohibited without express consent.

– In Russia, at the request of the job candidate, an employer must provide, in writing, the reason why that individual has been refused employment.

Over two days, this course will provide, in turn, an introduction to the employment law systems of the Czech Republic, Hungary, Poland, Romania, Russia and Slovakia. We will also share with you the experience we have gained assisting other clients with their CEE operations.

Who should attend?

This course is relevant to international HR managers and directors, and in-house employment lawyers who have responsibility for employees in CEE jurisdictions. It will also be useful to managers and directors who anticipate entering the CEE market, and who need to be aware of their responsibilities to their people.

Delegates will gain an insight into:

– the main employment issues in up to six CEE jurisdictions

– common mistakes and misunderstandings, and some of the less common ones!

– main issues in collective consultation

– insights into cultural issues and differences in expectations

Cultural awareness issues in business will be addressed throughout the two days.
Programme

For each of the six separate jurisdictions (Czech Republic, Hungary, Poland, Romania, Russia and Slovakia) we will cover:

Background
- sources of employment law: plus similarities and key differences
- key players: trade unions, works councils, employers associations and the courts
- cultural differences in inter-personal relations

Getting started
- recruitment issues: interviews, references, checks and probation
- key terms in contracts of employment and different types of contracts
- typical benefits
- collective agreements: when do they apply?

Day-to-day employee management
- equal treatment
- dealing with absence and performance
- discipline and grievance

Employee representation
- types of employee representatives
- rights of employee representatives
- working with employee representatives

Termination of employment
- general and special dismissal protections
- collective obligations
- claims and the employment court
- termination by agreement

Speakers

Chair Tom Bray, Partner
Eversheds Sutherland, London
Tom regularly advises on large multinational projects. Tom has over 13 years experience in project managing cross-jurisdiction matters and dealing with the full range of international employment law issues.

Cristina Popescu, Senior Associate
Lina & Guia SCA, Bucharest
Cristina’s clients include Cosmote Romanian Mobile Telecommunications SA, CDE R Interex, members of the Tyco Group, Sunlight Systems SA and Bovis Lend Lease. She is regarded as one of the leading Romanian employment specialists and her opinion is frequently sought by top financial publications.

Ewa Lachowska-Brol, Partner
Wierzbowski Eversheds Sutherland, Warsaw
Ewa advises in all aspects of employment law including terms of employment and termination, cooperation with trade unions and employees’ representatives, restructure of employment, group lay-offs and litigation.

Ekaterina Mironova, Senior Associate
Eversheds Sutherland, Moscow
Ekaterina’s recent projects for international and domestic clients include data protection audits, HR audits and representation of employers in labour disputes. She also advises clients on the development of incentive schemes for top managers.

Tomáš Procházka, Partner
Dvořák Hager & Partners, Prague
Tomáš specialises in contentious work, including dismissals, liability, discrimination, whistleblowing and administrative litigation. He is an appointed mediator of collective bargaining disputes. His diverse experience also includes acting as an expert witness in a high profile directors’ liability dispute before US and Canadian courts.

Dr Katalin Varga, Partner
Sándor Szegedi Szent-Ivány Komáromi
Eversheds Sutherland, Budapest
Katalin provides legal advice in employment and labour law issues for international clients and represents them at labour courts. Before joining Eversheds Sutherland, Katalin was in-house counsel at Siemens.

Course materials
Delegates will receive course materials that set out the key issues in the jurisdictions covered and tools for project managing restructurings.

Eversheds Sutherland in Europe
Eversheds Sutherland has the largest employment practice in Europe. Dealing with workforce restructuring across numerous European jurisdictions is not a theoretical matter for us. Our European lawyers are used to working together on corporate acquisitions, HR reorganisations and to harmonise terms, conditions and policies.

In-house training
We use the experience we gain from delivering our public European and cross-border employment law courses to help clients with their in-house training requirements. For more information, email constanze@eversheds-sutherland.com or nicholasedwards@eversheds-sutherland.com
## International employment law

### Public training courses

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### Each course will provide:

- practical guidance about the main employment issues in each jurisdiction from recruitment to termination
- mention of any significant cultural differences relevant to business
- an introduction to dealing with works councils and unions

### The trainers

Each course is led by a senior employment lawyer, who is experienced in advising UK and multinational employers about their international HR commitments. They also have experience of working in multijurisdictional teams on cross-border projects and in the delivery of both public and in-house training.

### Who should attend?

These courses are relevant to international HR managers and directors in the UK who have responsibility for employees in Europe. They are also useful for managers and directors who anticipate entering the European market and who need to be aware of their responsibilities to their people.

For more information, email training@eversheds-sutherland.com or nicholasedwards@eversheds-sutherland.com
Central and Eastern European HR

Attend both days for £799 +VAT or attend day one or day two for £499 +VAT per delegate.

London 9–10 October 2018
Informal drinks and dinner are included in the course fee for those attending both days.

Ways to book

- eversheds-sutherland.com/training
  Discounts available for online payments and multiple bookings
- training@eversheds-sutherland.com
  For further information or support, please call: +44 113 200 4040

Further information

Booking conditions
It is a condition of attendance that the course fee has been pre-paid. Your booking will be confirmed in writing within five working days of our receiving your completed booking form. If you do not receive confirmation within ten days, please telephone us on +44 113 200 4040.

Joining instructions
These are issued by email direct to the delegate one week before each course.

Cancellation policy
Any cancellation must be notified at least two weeks prior to the seminar date otherwise you will be charged for the place. Alternatively a substitute can attend at no extra cost.

CIPD and CMI members and SRA CPD
Our courses can form part of your SRA, IOSH, CIPD, CMI and Pensions Management Institute CPD.

London 06 June 2018

European HR
Cross-border employment law

This course covers the employment issues arising in pan-European projects such as restructuring and roll-outs of contracts or policies. We also consider, for example, how to avoid prejudicing a position in one country through action in another.

Who should attend?
This course is aimed at HR professionals and in-house lawyers with responsibility for employment law issues in Europe.

Contact nicholasedwards@eversheds-sutherland.com for more information.

eversheds-sutherland.com/training

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