

## Thursday, 8 June 2023

14:00 – 19:00	Registration open  RADISSON BLU HOTEL (Delegates staying at the Marmorosch Hotel can pick up their badges when checking in.)
10:00 – 18:00	<b>Special program</b> Bucharest half-day tour Essential Bucharest Panoramic City tour Guided walking tour Old Town Bucharest
18:00 – 19:00	Newcomers – Special welcome for you! <b>NEWCOMERS' COCKTAIL CORNER – 3, 2, 1 MIX!! Learn how to make cocktails!</b> Amazing cocktails, networking and meeting with EELA Board – ARIA TNB, on the National Theatre Rooftop
19:00 – 23:00	<b>STYLISH ROOFTOP WELCOME COCKTAIL</b> ARIA TNB. In the very heart of Bucharest, on the National Theatre Rooftop
23:00 onwards	Discovery of Bucharest nightlife

## Friday, 9 June 2023

08:00 – 17:00  ATLAS HALL (Radisson Blu Hotel)	<b>Registration open</b> RADISSON BLU HOTEL (plenary sessions) INTERCONTINENTAL ATHENEE PALACE BUCHAREST (breakout sessions)  (Delegates staying at the Marmorosch Hotel can pick up their badges when checking in.)
09:15 – 12:30	<b>Opening session + plenary sessions</b>
09:15 – 10:30	<b>Welcome and Keynote Speech</b>  Welcome by Klaus-Stefan Hohenstatt, EELA Chair & Anna Jerndorf, EELA Vice-Chair  Welcome by Corina Radu, Member of the EELA Board representing Romania, host of the Bucharest conference 2023  <b>Keynote Speech</b>  <b>The war near us. What is the impact of Russia's invasion of Ukraine on the World we work in? What should we expect?</b>
10:30 – 11:00	<b>Coffee break</b>
11:00 – 12:30	<b>Plenary Session</b>  <b>A conversation between judges</b>  Judges from the Court of Justice of the European Union and from national courts representing various EU Member States will have an engaging discussion focusing on the approach of the national courts and governments to the EU employment law and the decisions of the CJEU.  <u>Session leader:</u>  <ul style="list-style-type: none"> <li>• <b>Professor Catherine Barnard</b>, United Kingdom, Professor of European Union law and Employment Law at the University of Cambridge</li> </ul> <u>Session speakers:</u> <ul style="list-style-type: none"> <li>• <b>Maria Lourdes Arastey Sahún</b>, Spain, judge, Court of Justice of the European Union, former Justice of the Spanish Supreme Court in the Employment and Labour section</li> <li>• <b>Lubarda Branko</b>, Serbia, judge of the European Court of Human Rights</li> <li>• <b>Adriana Veronica Galis</b>, Romania, judge at the Bucharest Court of Appeal, Labour and Employment Section; trainer for magistrates at the National Institute of Magistracy, the Department for European Union Law;</li> <li>• <b>Regine Winter</b>, Germany, former judge at the Federal Court of Labour.</li> </ul>
12:30 – 13:45	<b>LUNCH (Radisson Blu Hotel)</b>

1 min walking from RADISSON BLU to INTERCONTINENTAL ATHENEE PALACE BUCHAREST

### PARALLEL SESSIONS – INTERCONTINENTAL ATHENEE PALACE BUCHAREST

REGINA MARIA	<p><b>Mental health in the workplace – practical insight for employment lawyers</b></p> <p>A leading specialist in work and organisational psychology and HR, and employment lawyers from across Europe, share insight into mental illness in the workplace – and, most importantly, into how we, as employment lawyers, can help. Mental health issues can come in many forms such as anxiety, depression, burnout, insomnia, eating disorders and addiction and can have consequences such as disengagement, mistakes at work, bullying, breakdown, chronic embitterment, loss of career etc. In addition to aiding our understanding of symptoms and context, we will discuss practical strategies for interacting with people who need support.</p> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• <b>Adam Lambert</b>, United Kingdom, Partner and UK Head of Employment &amp; Labour, Bryan Cave Leighton Paisner LLP</li> </ul> <p><u>Session speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Professor Dragos Iliescu</b>, Romania, leading specialist in work, industrial and organizational Psychology with an important focus on occupational health and wellbeing, Chair of the Doctoral School of Psychology and Educational Sciences, Department of Psychology and Cognitive Science, University of Bucharest; Professor of Psychology, Stellenbosch University, South Africa</li> <li>• <b>Mari Mohsen</b>, Finland, Roschier Attorneys Ltd., Principal Associate</li> <li>• <b>Anne Lyne</b>, Ireland, Hayes Solicitors LLP, Partner</li> </ul>
<p>14:00 – 15:15</p> <p>LE DIPLOMATE</p>	<p><u>Parallel session II</u></p> <p><b>Whistleblowing: a patchwork of different rules or a coherent European protection? Challenges in cross-border cases</b></p> <p>This panel will address the many challenges raised by the national implementation of the new whistleblowing Directive. From their very own perspectives (European Commission, civil society, legal profession), panelists will discuss topics such as:</p> <ul style="list-style-type: none"> <li>• How will whistleblowers be informed as to the extent of their rights and what is the contribution of NGOs and trade unions in that respect?</li> <li>• What are the conditions to report a breach of EU law and should anonymous reports be accepted considering the need to protect against malicious reports?</li> <li>• How does the internal reporting channel work, which companies should set it up and who should be appointed as a whistleblowing officer? For groups of companies with an EU wide presence, is common reporting an option and how should they deal with cross-border investigations?</li> <li>• Should priority be given to internal or external reports and what can justify a public disclosure after a failed external report?</li> <li>• Does the protection of whistleblowers against retaliation go far enough? Or too far?</li> <li>• What is the interplay between whistleblower identity protection and data protection principles?</li> <li>• To conclude, what will be the key challenges for lawyers in representing whistleblowers?</li> </ul> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• <b>Gautier Busschaert</b>, Belgium, Van Olmen &amp; Wynant, Attorney</li> </ul> <p><u>Session Speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Paul Hafellner</b>, Austria, legal officer, Directorate-General for Justice and Consumers, EU Commission</li> <li>• <b>Ida Nowers</b>, United Kingdom, Law and Policy Coordinator, Whistleblowing International Network</li> <li>• <b>William Maher</b>, Ireland, Barrister at law, practitioner in Irish Whistleblowing high-profile cases</li> <li>• <b>Tereza Erényi</b>, Czech Republic, PRK Partners, Attorney</li> </ul>
<p>14:00 – 15:15</p> <p>VIVALDI</p>	<p><u>Parallel session III</u></p> <p><b>Expanding the employment Protection to the Unprotected – Minimum Wage vs Living Wage – Will the EU Directive on Supply Chain Due Diligence matter?</b></p> <p>Recent case law has shown a trend to include the “Otherwise Unprotected” to the protection of employment laws. Who should be regarded as an “employee”, under EU as well as under national laws? Will the 21st Century employment laws swiftly react to a growing workforce of fragmented, individualized and non-organized parts of our population? These are also important policy questions.</p> <p>Together with an economist and a representative of one of Europe’s largest union, the session will discuss potential levels of such protection, where needed. Also, as services provided by these “Otherwise Unprotected” may be regarded as a part of the “direct supply chain” of corporations, it is important to understand the impact the EU Directives on Supply Chain and Due Diligence will have on this discussion.</p> <p>Topics covered:</p> <ul style="list-style-type: none"> <li>• How did the definition of an “employee” develop over the last years and where will this trend lead?</li> <li>• Minimum Wage vs. Living Wage – where will international soft laws lead us when it comes to develop a sound HR policy?</li> <li>• Gender and other discriminatory Pay Gaps – how can the fragmented “Otherwise Unprotected” world be best organized into a fair wage system?</li> <li>• The “Otherwise Unprotected” as a part of the “Supply Chain” – what will the legal consequences be and how should clients react to this?</li> </ul>

	<ul style="list-style-type: none"> <li>• Burkard Göpfert, Germany, KLIEMT, partner lawyer</li> </ul> <p><u>Session Speakers:</u></p> <ul style="list-style-type: none"> <li>• Philippe Waechter, France, Ostrum Asset Management, Chief Economist</li> <li>• Åsa Erlandsson, Sweden, SETTERWALLS, lawyer, partner and head of employment team</li> <li>• Claudia Sowa-Frank, Germany, IG Metall, union leader, the German metal workers union</li> </ul>
14:00 – 15:15 ENESCU I + II	<p><u>Parallel session IV</u></p> <p><b>Multigenerational workforce. Younger generation trends. Is 'Quiet Quitting' here to stay?</b></p> <p>Commentators often describe four generations in the workforce, ranging from Baby Boomers, through Generation X and Millennials to Generation Z. Are the different values, work styles, commitment levels and methods of feedback attributed to these groups helpful descriptions or harmful stereotypes? Common characteristics are attributed to every generation, but one thing unites us all: we are all struggling to understand each other.</p> <ul style="list-style-type: none"> <li>• What do different generations expect?</li> <li>• How can employers best recruit and keep employees across generations engaged in their jobs?</li> <li>• Which employment terms and conditions might the next generation of employees be looking for?</li> <li>• How should employers respond to 'quiet quitting' in the workplace?</li> </ul> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• Cara Pronk, Netherlands, Van Doorne, partner</li> </ul> <p><u>Session Speakers:</u></p> <ul style="list-style-type: none"> <li>• Catherine De Caluwé, Belgium, SThree, Country Director Belux region</li> <li>• Linda Nekeman-IJdema, Netherlands, Executive Legal Reward Consultant, ABN Amro Bank N.V.</li> <li>• Oksana Voinarovska, Ukraine, Vasil Kisil and Partners, partner lawyer</li> <li>• Rachel Easton, United Kingdom, associate, Vedder Price LLP</li> </ul>
14:00 – 15:30 ENESCU III	<p><u>Parallel sessions V</u></p> <p><b>Workshop on Business Development for Employment Lawyers Working group I</b></p> <p>Interactive session on market analysis, key clients, BDM strategy and tools for employment lawyers in different set-ups (size of the firm, clients, jurisdiction, seniority etc). The session will require the active involvement of participants and may contain small doses of group work.</p> <p>Moderator: David O'Neill, Ireland – RAIN Group</p>
15:15 – 15:45	Coffee break
15:45 – 17:00 ENESCU I + II	<p><u>Parallel session I</u></p> <p><b>Neurodiversity and non-visible disabilities at work</b></p> <p>Excellent diversity and inclusion programmes include a focus on helping disabled employees become comfortable and successful at work. Disabilities and neurodiverse conditions that cannot be easily seen, such as Autism spectrum conditions (incl. Asperger syndrome), attention-deficit hyperactivity disorder (ADHD), dyslexia, personality disorders, neurasthenia etc may present challenges for employers and employees alike. This session will consider the positive and practical steps that employers can take to address them. The workshop will offer medical, legal and personal insight, with a focus on:</p> <ul style="list-style-type: none"> <li>• The importance of good occupational health information and support</li> <li>• The legal concept of 'adjustments' – and the need to tailor these for individuals</li> <li>• Issues relating to data gathering/sharing information about the impact of disability</li> <li>• What good "positive action" programmes look like</li> </ul> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• Anna Fletcher, United Kingdom, Partner at Gowling WLG LLP</li> </ul> <p><u>Session Speakers:</u></p> <ul style="list-style-type: none"> <li>• Professor Andrei Miu, Romania, Professor of cognitive neuroscience and behavioural genetics at the Department of Psychology, Babeş-Bolyai University Cluj-Napoca and the Founding Director of the Cognitive Neuroscience Laboratory, UBB Cluj Napoca, Chair of the Doctoral School of Applied Cognitive Psychology, Faculty of Psychology and Educational Sciences, UBB Cluj-Napoca.</li> <li>• Annette Knoth, Germany, partner Arnecke Sibeth Dabelstein</li> <li>• Lucy Miller, United Kingdom, Global Head of Inclusion, Diversity and Engagement at Buro Happold</li> <li>• Tobias Normann, Sweden, partner Mannheimer Swartling Advokatbyrå, lawyer</li> </ul>

LE DIPLOMATE	<p><b>Working from anywhere.</b></p> <p><b>How to cope with globally mobile employment arrangements: digital nomads, satellite employees and Employers of Record (EORs) from an employer's perspective.</b></p> <p>The normalization of flexible working has come with its own set of challenges. Increased desire to work from anywhere and talent shortage push employers and employees to consider globally mobile employment arrangements.</p> <p>This session will address legal and managerial challenges related to contractual solutions, social security, immigration and tax implications that come up in such contexts. The session will offer an employer's perspective, with a focus on:</p> <ul style="list-style-type: none"> <li>• What companies should consider before hiring digital nomads?</li> <li>• Globally remote setup benefits and hurdles.</li> <li>• What might be the risks of hiring globally remote workers through an EOR and challenges to be considered?</li> </ul> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• <b>Olivier Kress</b>, France, FLICHY GRANGE Avocats, partner</li> </ul> <p><u>Session speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Ines Reis</b>, Portugal, Pbb, partner lawyer</li> <li>• <b>Valerija Bezpala</b>, Ukraine, Vasil Kasil and Partners, partner lawyer</li> <li>• <b>Sophie Maes</b>, Belgium, partner at Clayes and Engels, lawyer</li> </ul>
15:45 – 17:00 REGINA MARIA	<p><b>Parallel session III</b></p> <p><b>Call my agent! Social Media Workshop</b></p> <p>Do lawyers still need agents to reach their clients? How are digital tools changing the way lawyers connect to clients? The business development role of LinkedIn and other social media platforms. Why should today's lawyers consider their presence on social media? How to efficiently boost our social media presence in the global legal market?</p> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• <b>Stephan Swinkels</b>, Netherlands, Littler Mendelson, shareholder, lawyer</li> </ul> <p><u>Session speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Andreea Hirita</b>, Romania &amp; Belgium, Content design, social media trainer; Collibra.</li> <li>• <b>Katarína Matulníková</b>, Slovakia, Wolf Theiss Bratislava, managing partner and head of the employment team</li> <li>• <b>Slawomir Paruch</b>, Poland, PCS Littler Global, attorney at law, partner</li> </ul>
15:45 – 17:15 ENESCU III	<p><b>Parallel session IV</b></p> <p><b>Workshop on Business Development for Employment Lawyers Working group II</b></p> <p>Interactive session on market analysis, key clients, BDM strategy and tools for employment lawyers in different set-ups (size of the firm, clients, jurisdiction, seniority etc). The session will require the active involvement of participants and may contain small doses of group work.</p> <p>Moderator: David O'Neill, Ireland – RAIN Group</p>
19.30 – 02.00	<b>Classical GALA DINNER</b>
all night	Lounge and nightclub access after dinner

## Saturday, 10 June 2023

08:00 – 09:00	EELA 2023 – Saturday jogging
08:00 – 09:30 MARCOS HUB	<p><b>TECH Experience in a multifunctional and unconventional space</b></p> <p>VR and AR experience</p> <p>You will enjoy an unconventional experience in an experimental place with technologies like virtual and augmented reality, holograms, smart projections and many more. Just be ready to be surprised!</p>
10:00 – 13:00	Plenary sessions & General assembly
10:00 – 11:00 ATLAS HALL (Radisson Blu Hotel)	<p><b>Plenary session I</b></p> <p><b>Times, they are a-changin'! Keeping up or falling behind?</b></p> <p><b>Fresh updates and perspectives on the latest European law developments and CJEU practice</b></p>

	at the University of Cambridge
11:00 – 11:30	Coffee break
11:30 – 13:00	<p><b><u>Plenary session II</u></b></p> <p><b>Megatrends and the future of tech in the workplace.</b></p> <p><b>Artificial Intelligence and Algorithms. Working in the virtual space. Metaverse. A glance into the future</b></p> <p>With the rapidly increasing use of big data and sophisticated algorithms, companies and employees are facing a new reality, where AI is deployed into the HR and legal processes, and the Metaverse may lead to a new and unregulated workplace. These new realities pose multiple ethical dilemmas and legal challenges, with the introduction of new regulation and the need to apply existing rules on new phenomena.</p> <p>This is not just the good fate of our times; it comes at a cost, as the potential risks of entrusting life-changing decisions to automation become evident: the pattern-based "method of thinking" of algorithms can result in discrimination, compromise diversity, or simply lead to legally questionable employment decisions. But still, this is not a pessimistic outlook: as we will learn in this session, the human factor – tech developers, regulators, and last but not least employment lawyers – will still be the key in the Age of Algorithms and Virtual Workspace.</p> <p>The panel will discuss these and other issues, with a focus on:</p> <ul style="list-style-type: none"> <li>• The use of AI within employment</li> <li>• What is the deal with algorithms?</li> <li>• How can the Metaverse affect the workplace and further impact employees?</li> <li>• What steps might an employer be reasonably expected to take to make the virtual space a safe place of work?</li> <li>• What is the future role for companies, employees and other stakeholders?</li> </ul> <p><u>Session leader:</u></p> <ul style="list-style-type: none"> <li>• Professor <b>Jeremias Adams-Prassl</b>, United Kingdom, Oxford University, Professor at Law at Magdalen College</li> </ul> <p><u>Session speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Brian Flock</b>, USA, Microsoft Corp., Senior Corporate Counsel, Global Employment Law and Manager HR Legal Data and Business Insight Team</li> <li>• <b>Aida Ponce Del Castillo</b>, Belgium, Senior researcher, European Trade Union Institute</li> <li>• <b>Rocco Panetta</b>, Italy, Panetta Law firm</li> </ul>
13:00 – 13:30	General assembly
13:30 – 14:30	LUNCH (Radisson Blu Hotel)
21:00 onwards	<b>Urban Coolish PARTY by the Lake</b>

EELA partners:

## European Employment Lawyers Association (EELA)

c/o Rechtsanwälte Gleiss Lutz  
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## Contact us

Name	Email Address
Message	
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