

People at the Centre: Driving the Value of Human Resources with Purpose



D&I Agenda

For many corporates, 2022 brings continued focus on big strategic agenda items such as diversity and inclusion (D&I) and how to deal with the particular issues associated with the drive towards an inclusive and diverse workforce. During 2022, we will focus on the key issues employers need to consider when drawing up a global D&I framework, as well as hot topics such as hair discrimination, providing the right support for women going through the menopause, enabling inclusive conditions for neurodiverse talent to thrive and a continued drive for good mental health. Keep an eye out for invitations to the events we will be running on these topics.



Corporate Culture in a Changing Legal Landscape

We are witnessing a rise in the number of investigations taking place globally, as “culture” becomes an increasing part of corporate reputation and brand. As current global skills shortages bite with no sign of the fierce talent wars abating, corporate culture matters and employers are channelling more efforts than ever into creating a culture of trust in which employees can raise concerns openly, with a commitment to take them seriously, and investigate and resolve them. We will delve into culture for 2022, with a focus on the global trends, top issues to consider and actions you need to take, in particular in relation to the way you conduct investigations. We will also examine these issues in the context of a legal landscape that is evolving with these trends.



Employment Law Developments

With the raft of recent legislative changes taking place across a number of countries (see International Developments), we will take a look at the employment legal landscape of various jurisdictions in our Employment 101 podcast series, designed to provide you with the key information you need to know to ease operational effectiveness.

We will also be running our usual programme of events on topical employment issues across our various regions – stay tuned.

COVID-19 has turbo-charged the people agenda in ESG and will require a careful balancing of the myriad of issues that are facing HR and legal counsel. For many, there will undoubtedly be some immediate cost priorities that make ESG issues seem a long term luxury. However it presents an opportunity for HR and legal counsel to take the lead in ‘how’ things are done to ensure the best interests of its people, regardless of the ‘what’. With the momentum for building back better showing no signs of abating, HR and legal counsel can only take the lead in setting an agenda that places people truly at the centre.

We are here to help you put your people at the centre.



Alison Treliving

Co-Chair, Labour & Employment
T +44 161 830 5327
E alison.treliving@squirepb.com



Jill Kirila

Co-Chair, Labour & Employment
T +1 614 365 2772
E jill.kirila@squirepb.com



Stay Up to Date



Global Webinar Series: Collecting and Monitoring Diversity and Inclusion Data

This will be a very useful webinar series for global employers, addressing the tricky issue of collecting and monitoring D&I data, the starting point for any corporate looking to achieve its D&I goals. Given the highly personal nature of some of this information, collecting D&I data is not straightforward from country to country – there are cultural as well as legal issues to consider for the exercise to be successful. We address these in our four-part webinar series covering the UK, Continental Europe and the Middle East, Asia Pacific and the Americas. For further information, and to register, please [visit our website](#).

Middle East Employment Law: Key Changes and Required Actions in the UAE

Wednesday 9 February 2022

1 – 2:30 p.m. AST

With a number of key changes to the UAE Labour Law now in place, join us for our interactive Middle East Employment Law webinar session to discuss the impact of these changes for employers under the new law. Sign up [here](#).



Labour and Employment: UK Core Webinar Programme 2022

Our UK Core Webinar Programme 2022 will provide attendees with an inside view on best practices when handling typical employment issues, from handling workplace investigations to managing long-term sickness absence. Guaranteed to provide a hands-on, practical insight into the topics covered, our 2022 webinars will address:

8 March 2022 – Our Annual Employment Law Update, Including the Latest Position on COVID-19-Related Employment Issues

10 May 2022 – Improving Your Contracts of Employment – 10 Top Tips

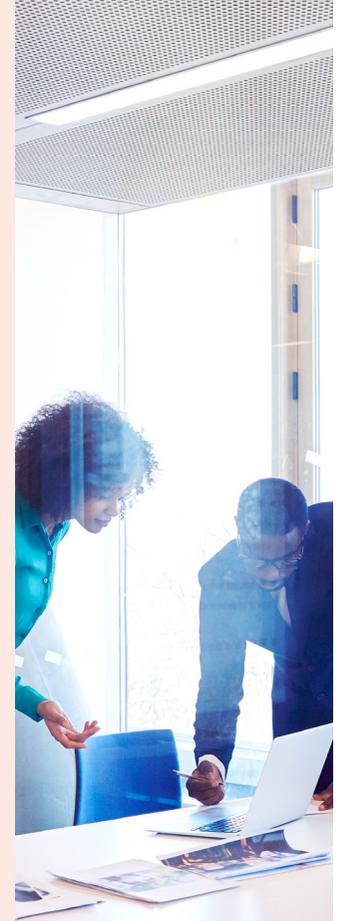
16 June 2022 – Handling Workplace Investigations

15 September 2022 – Effective Performance Management

17 November 2022 – Managing Long-term Sickness Absence

Our webinars are aimed at HR professionals and in-house lawyers with responsibility for employment law issues.

Sign up – We will send out an invitation prior to each webinar, but if you would like to preregister for any of our 2022 webinars, please [visit our registration page](#).



WEBINAR

In Case You Missed It

International Developments



Businesses with operations in **Spain** should take note of the recent Spanish labour market reform, [the Royal Decree Law 32/2021](#), which came into force on 31 December 2021, aimed at reducing the number of temporary work contracts used in the labour market. Employers should take note of the substantial changes affecting employment and training contracts, collective bargaining agreements and furlough proceedings, as well as the minimum wage.



UAE:

- A [new labour law](#) will take effect on 2 February 2022. The changes are sweeping, with the introduction of new flexible and temporary working models, an overhaul in the contractual engagement of employees and the prohibition of various forms of discrimination, bullying and sexual harassment in the workplace, etc. We recommend that affected companies start preparing now. Sign up for our webinar [here](#).
- Private sector employers wishing to adopt a Monday to Friday schedule or make adjustments to working hours/introduced remote working arrangements following changes to the public sector working week have a number of considerations to make in connection with their contractual arrangements and the processes they follow. Read more [here](#).



The Kingdom of Saudi Arabia (KSA) has enacted a new standalone data protection law (the PDPL), which comes into force on 23 March 2022. The measures are comprehensive. We outline [the key actions companies need to take](#) to comply with this new law.



The EU Whistleblowing Directive came into effect on 17 December 2021. As per our [blog](#), the vast majority of EU countries missed the 17 December deadline for implementing the EU Whistleblowing Directive. This means that local legislation should be forthcoming during the course of 2022. We will, of course, keep you updated on developments.



In **Germany**, a [new section 28b](#) passed by the Bundestag and the Bundesrat places stricter workplace access controls in order to contain the most recent wave of COVID-19 infections across the country. Section 28b came into effect on 24 November and will apply (initially at least) until 19 March 2022.



Spotlight on Investigations (UK)

Our blog series outlines step-by-step considerations you need to make when tackling workplace investigations in the UK.

[Looking Into Workplace Investigations, Part 1 – What Are You Talking About?](#)

[Looking Into Workplace Investigations, Part 2 – The Questions Behind the Facts](#)

[Looking Into Workplace Investigations, Part 3 – Remembering the Three Rs](#)

[Looking Into Workplace Investigations, Part 4 – Respecting the Rights of Bullies and Harassers](#)

[Looking Into Workplace Investigations, Part 5 – Seeking Truth, Justice or Resolution?](#)

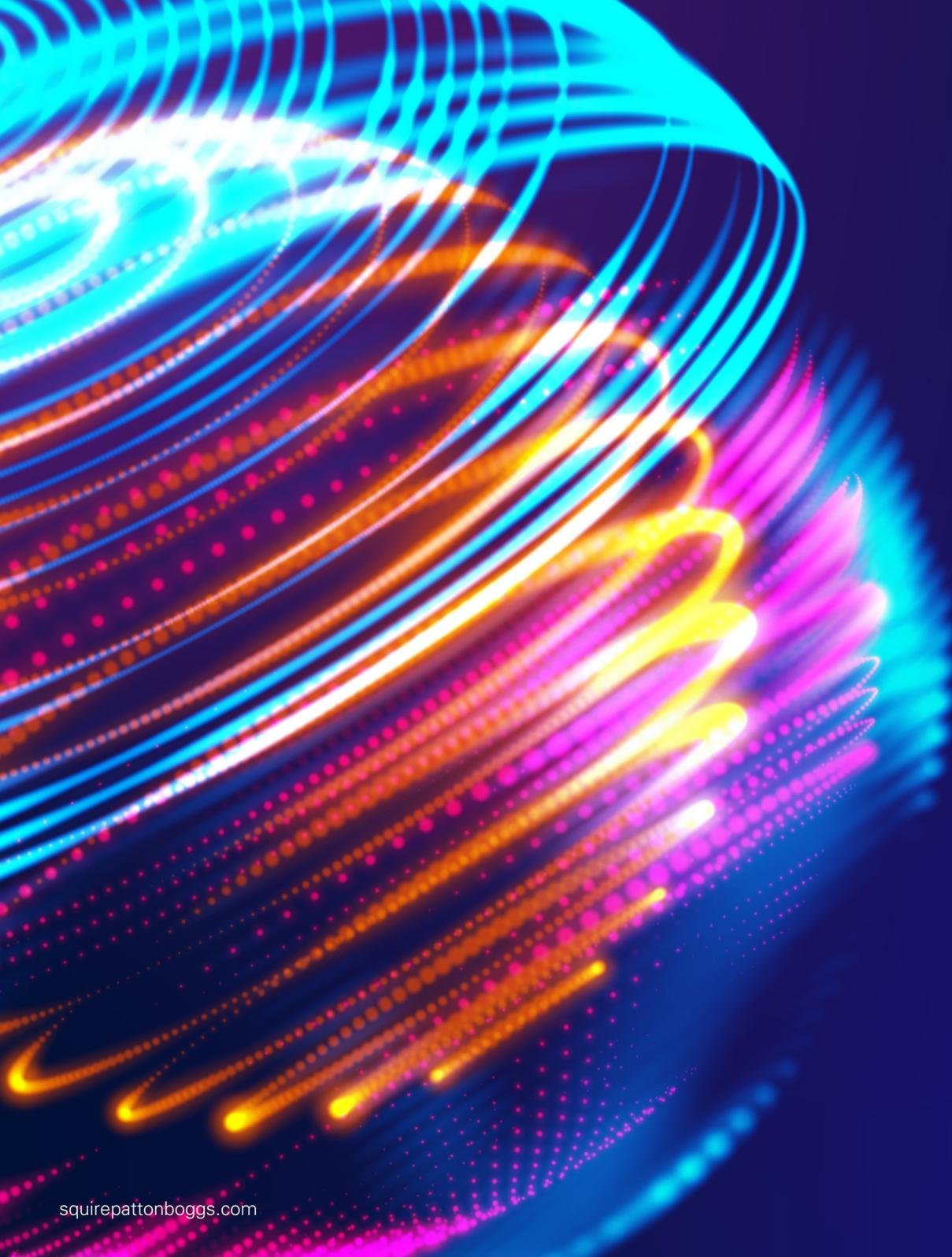
[Looking Into Workplace Investigations, Part 6 – Preparing the Statutory Defence](#)

[Looking Into Workplace Investigations, Part 7 – The Inclusivity Imperative](#)

Worth a Listen

[The Power of Hair](#)

A discussion on hair discrimination in the workplace and considerations for employers.



Innovation

Global Edge

Created in collaboration with our global network of preferred firms, Global Edge is an award-winning customisable tool that provides clear, reliable, up-to-date answers on key employment law topics around the world and maps out future legislative change to help you stay ahead. Find out more on the [Global Edge website](#).

Global HR Audit

[Global HR Audit](#) is a free, simple-to-use, innovative tool that helps employers determine the HR documents and policies they should have in 29 countries around the world, as well as any they should consider having on a global basis. It enables businesses to pinpoint quickly the documents and policies they need in each jurisdiction of operation, as well as those they may wish to consider if they are aiming to go beyond just compliance. The list of mandatory, strongly recommended and “nice to have” HR documents and policies contains further links to [Global Edge](#), where further information on the topics can be found.

SPB: Actualité en Droit Social

If you have operations in France, keep up with the myriad of legal developments affecting your obligations as an employer with our simple to use free French language app, [SPB: Actualité en Droit Social](#). Download from the [App Store](#) or on [Google Play](#).

Employment Law Worldview

Our [Employment Law Worldview blog](#) aims to interest and educate, stimulate discussion, provoke and sometimes just amuse, with global insight into practical and legal issues relevant to employers everywhere.

You can [subscribe to receive new posts](#) directly to your Inbox.

Our Key Publications at a Glance

We issue a variety of materials throughout the year on a broad range of issues affecting global corporates. A selection of our key publications, including our popular HR Essential Legal Facts Guides, is available on our [Employment Thought Leadership Library](#). You can also [subscribe](#) to have information on relevant events, legal updates, news and announcements delivered directly to your inbox.