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WELCOME TO THE FOURTH QUARTERLY EDITION OF 2021 OF OUR GLOBAL EMPLOYMENT AND LABOUR REVIEW.

We are nearly two years into the COVID-19 global pandemic and the virus rages on in many parts of the world. Although vaccinations have been rolled out in many countries and as we come to the end of 2021, it is clear that the pandemic is far from over. COVID-19 continues to have a profound impact on employment law around the world. In this review, we provide a brief overview of the key developments around the world on employment and HR-related issues during the past quarter. Most of the reported developments relate to mandating vaccinations and it is clear that this area will continue to evolve in 2022. New laws and regulations governing remote working arrangements continue to emerge.

We expect COVID-19 to continue to dominate the employment landscape in 2022 with the topic of mandating vaccinations and testing to be at the forefront of many employers around the globe. Remote working regulations will also evolve and we expect further developments on the regulation of working hours in many countries. We also expect employment status and independent contractors to be a hot topic in many countries throughout 2022.

In our "In Conversation with" feature, we introduce Eugenie Nunes, partner and head of the Dentons employment team in the Netherlands. We conclude with a round-up of relevant Dentons news and upcoming webinars and events.

If you have any feedback on the content, or suggestions for topics that we should cover in future editions, please do let us know. In the meantime, we wish you all the best for the rest of 2021 and best wishes for the New Year. We hope you enjoy reading this final edition of 2021.

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Africa

MAURITIUS

Extension of the Government Wage Assistance Scheme (GWAS) and the Self-Employed Assistance Scheme (SEAS) – The government has extended these two schemes for the month of September 2021 by providing a full month of financial support to the tourism sector, and to certain sectors which were not allowed to operate (such as professional sports, horse racing bookmakers, casinos, cinema halls, nightclubs), as well as sectors which were allowed to operate subject to strict sanitary conditions (such as fitness centres and restaurants with an annual turnover under MUR 50 million etc.).

It has also been announced by the Minister of Finance that these schemes will be extended until December 2021 for businesses in the tourism sector.

Ban on temporary or permanent reduction of workforce – The ban on permanent and temporary reduction of workforce has been extended from 30 June 2021 to 31 December 2021. It should be noted that the ban on reduction of workforce does not apply to the following employers:

- those exempted by the government which currently includes Air Mauritius Limited, Airmate Ltd and Emirates; and
- employers who have applied for financial assistance established by prescribed institutions for the purpose of providing financial support to businesses which have been adversely affected by COVID-19 and such application has not been accepted.

New ground for reduction of workforce in the law

Whilst there is a ban as mentioned above, businesses which are heavily in debt and not economically viable can proceed to make workers redundant on the basis of financial restructuring instead of applying for financial assistance, if the redundancy may prevent the business from becoming insolvent. However, the law provides for the production of prescribed documents to substantiate redundancy, and failure to provide the same may lead to the redundancy being unjustified.

Enhancement of legislation on employment of non-citizens

Liability for employers who employ non-citizens without a valid permit have been significantly increased to the minimum fine of MUR 100,000 (up from MUR 25,000) and the term of imprisonment to a maximum of five years (up from two years).

Employers who unlawfully employ non-citizens will now have an added financial liability to pay the costs of repatriation of the non-citizen and the associated costs of maintenance pending his/her repatriation.

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SOUTH AFRICA

Mandatory vaccination policies allowed –

A recently announced directive allows employers to implement mandatory vaccination policies, subject to various requirements, limitations and guidelines. Many large corporations have already begun to implement such policies. In South Africa, employers generally have the discretion to implement any policies or procedures they deem necessary for their operational requirements and to ensure the health and safety of their employees and workplace.

While the constitutionality of the directive has been the subject of much debate across the employment law space, the South African Human Rights Commission (SAHRC) recently released a statement advising that a general law mandating COVID-19 vaccination in South Africa is not necessarily a human rights infringement, provided that this is done in accordance with the processes stipulated in the Constitution.

Proposed amendments to the Employment

Equity Act – Proposed amendments to the Employment Equity Act seek to give the Minister of Labour the authority to set employment equity targets for employers. Other proposed amendments include redefining “designated employers” (i.e. municipalities, organs of state and/or employers who employ 50 or more employees, or meet the total annual turnover as set out in the Act, which differs according to sector), introducing sector-specific numerical targets in terms of jobs provided to Historically Disadvantaged South Africans, updating the definition of people with disabilities and introducing consultations with trade unions (where applicable) regarding the implementation of employment equity plans. The amendments also seek to remove the current requirement that psychological testing of employees must be certified by the Health Practitioners Council of South Africa (HPCSA). The proposed amendment bill is currently under consideration by the National Assembly.

Labour Court upholds dismissal of employee who knowingly came to work after exposure to COVID-19

– An employee was dismissed after he developed COVID-19 symptoms but, despite being instructed to stay home and signed off from work, continued to attend work. The employer dismissed the employee for (i) failing to notify them that he had COVID-19 symptoms, and (ii) neglecting to take appropriate steps after receiving his test results, including declining to self-isolate, continuing to attend work, and not practising social distancing at work. Surprisingly, the CCMA Commissioner awarded the employee reinstatement, after finding that dismissal was not an appropriate sanction. The Labour Court (on review) was critical of the Commissioner’s handling of the matter, stating that the employee’s conduct negatively impacted the opportunity for a sustainable employment relationship, and ruled that dismissal was therefore the appropriate sanction. It is worth noting that the judge also criticised the employer for not taking decisive action in ensuring the health and safety of staff, stating: “It is one thing to have all the health and safety policies in place and on paper. These are, however, meaningless if no one, including employers, takes them seriously.” The court upheld the review application and held that the employee’s dismissal was indeed fair.

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ZAMBIA

The aftermath of the One-Year Rule – A ruling in 2020 which required the Industrial and Labour Relations Court to dispose of a matter within one year from the day on which the complaint or application was presented to it, has been criticised in a recent judgment. The court concluded that the requirement to act within the set time robbed the court of jurisdiction to take any further action in the matter. As a result, the Industrial Relations Court (IRC) has been met with a flood of recommenced cases which otherwise would have been out of time. Uncertainty has arisen as to whether such recommencement before the IRC is valid as the one-year rule clearly stipulates that the IRC loses its jurisdiction once the one year expires.

Gratuity is not a pension – In the recent court case *Anderson Mwale and Others v. Zambian Open University*, the Constitutional Court re-evaluated

the definition of “pension benefit”, to establish whether an employee should have been kept on their employer’s payroll even after their last working day, due to the fact that their gratuity benefit had not yet been paid. According to precedent case law, all retired employees are entitled to remain on their employer’s payroll post-employment until their entire pension benefits are paid off. The definition of a pension benefit under the constitution includes “a pension, compensation, gratuity, or similar allowance in respect of a person’s service”. The court decided that, in order for a gratuity to be deemed a pension benefit for the purposes of retainment on the payroll after retirement, that gratuity must have been granted to the employee by or under a relevant pension law.

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Asia

HONG KONG

Hong Kong passes bill to progressively increase the number of statutory holidays under the Employment Ordinance from 12 to 17 days by 2030

– Starting from 1 January 2022, one additional statutory holiday will be added every two years until the annual total reaches 17 days. An employer must grant such additional statutory holidays (or arrange substituted holiday(s)) and must not “buy out” any statutory holiday, which is prohibited by law. Employers should also note the potential need to make additional holiday pay to its employees. An employee who has been employed under a continuous contract for not less than three months immediately preceding a statutory holiday is entitled to holiday pay for each of the statutory holidays. The daily rate of holiday pay is a sum equivalent to the average daily wages earned by an employee in the 12-month period preceding the holiday.

SFC updates its quarantine exemption scheme

– The exemption from mandatory hotel quarantine granted to SFC-licensed firm executives has been updated to now exclude persons who have stayed in Group A specified high risk places (including Bangladesh, Brazil, Cambodia, France, Greece, India, Indonesia, Iran, Ireland, Malaysia, Nepal, the Netherlands, Pakistan, the Philippines, Russia, South Africa, Spain, Sri Lanka, Switzerland, Tanzania, Thailand, Turkey, the United Arab Emirates, the UK and the US). Such persons are currently not qualified to apply under the scheme for exemption from the compulsory quarantine arrangements.

Further details can be found [here](#).

Court rules that “standby duty” time cannot be counted as rest days

– In a recent judgment in *Breton Jean v. HK Bellawings Jet Ltd*, the court held that days on which an employee was placed on standby duty (on the basis that he was required to be accessible on his work phone and ready to perform duties) cannot qualify as “rest days” under the Employment Ordinance. The rationale behind this ruling is that an employee on standby is not entitled to abstain from working, which will be the case if he/she is truly on a rest day. The employee was therefore awarded damages for 124 untaken rest days, which was assessed at HK\$665,361.01.

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SOUTH KOREA

Increased protection of workers in special type of employment (effective as of 1 July 2021):

- Workers falling within the definition of “worker in special type of employment” are now entitled to subscribe for employment insurance. This has been made possible by expanding the type of workers eligible for employment insurance to include 12 additional types of employment, which include couriers, chauffeurs, golf caddies and insurance agents. This means workers in these additional categories may now receive unemployment benefits and maternity leave benefits.
- Excluding workers in such special types of employment from occupational health and safety insurance has become more difficult. The application for such exclusion may only be filed for and during the period when the workers are not able to work due to unavoidable reasons such as sickness or maternity leave.

Increased penalty for non-compliance with the Labour Relations Commission's order – The upper limit of the penalty for non-compliance with the Labour Relations Commission's relief order, imposed for matters such as unfair dismissal, has been increased from KRW 20 million to KRW 30 million (effective as of 19 November 2021).

Obligation to provide wage statement – Employers are now obliged to issue a wage statement when paying wages to their employees. The wage statement must include a breakdown/itemised list of the wage, calculation method and details of any deductions citing the relevant legislation or collective agreement. The delivery method must be made either in writing or by a legally recognised electronic format. Failure to adhere to the newly amended provision will lead to a fine of up to KRW 5 million (effective as of 19 November 2021).

Expansion of scope of workplace harassment – The scope for workplace harassment has been extended to include close relatives and spouses of employers. Following the amendment, if an employer or his/her relative engages in workplace harassment, a fine not exceeding KRW 10 million will be imposed. Further, a fine not exceeding KRW 5 million will be imposed on an employer's failure to comply with obligations such as (i) conducting the necessary investigation; (ii) protecting the victims and imposing disciplinary action against the harassers; or (iii) disclosure of confidential information learned during the investigation (effective as of 14 October 2021).

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TAIWAN

Taiwan's legislature passes amendments to attract more foreign talent – On 18 June 2021, Taiwan's parliament passed a revision to an Act on recruitment and employment of expatriates to encourage and attract foreign professionals. The highlights of the new revisions include the following:

- Shortened criteria for permanent residence: The continuous residence requirement for "foreign special professionals" to become eligible for

permanent residence status from the current five years to three years. The term "foreign special professionals" refers to foreigners who possess expertise in several fields, among others, science and technology, economics, education, culture, arts and sport.

- Exemption of two-year work experience requirement: The revisions allow foreign talents with a postgraduate degree from the world's top 500 universities to seek work visas without the current two-year work experience requirement.
- Tax breaks: Tax deductions for foreign special professionals will be extended for five years, up from the current three years. During this five-year period, foreign professionals who make an annual income of NT\$3 million (US\$106,000 equivalent) would be able to deduct half of their wages from their gross income calculation when assessing income taxes.
- Health insurance access: The amendment allows foreign professionals and their family members to immediately be eligible for Taiwan's National Health Insurance plan. Previously, foreigners generally needed to wait six months before they could qualify. In addition, the amendment allows foreign professionals' spouses and children with permanent residency permits to enrol immediately in Taiwan's National Health Insurance plan.

Labour Minister raises the monthly minimum wage and hourly minimum pay by 5% – On 8 October 2021, Taiwan's Labour Minister announced that the ministry's Minimum Wage Review Committee has decided to raise Taiwan's monthly minimum wage by 5%, starting from 1 January 2022. According to the Minister's press release, Taiwan's monthly minimum wage would be increased from NT\$24,000 (US\$855 equivalent) to NT\$25,250 (US\$900 equivalent), and the hourly minimum rate will also increase from NT\$160 (US\$5.71 equivalent) to NT\$168 (US\$6 equivalent).

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UZBEKISTAN

The mandatory COVID-19 vaccination schedule and employees' list for such vaccination are approved

The Sanitary and Epidemiological Service of Uzbekistan has published a list of employees working in sectors where vaccination will be mandatory. The list includes employees working in fields where they will have direct contact with people; employees who work on trade premises such as sport premises, leisure or entertainment centres, hotels, hostels, state/non-state companies who facilitate public transportation, state/non-state educational establishments; armed forces; catering services, state/non-state medical and social bodies, public utilities services, communication and telecommunication sectors; state bodies' employees and law enforcement officers.

The schedule on mandatory vaccination for such employees is as follows:

- 1st vaccine dose – prior to 1 September 2021;
- 2nd vaccine dose – prior to 1 October 2021;
- 3rd vaccine dose – prior to 1 November 2021.

Suspension from work – Employees can legally be suspended from work without pay for refusing to take the vaccine. This is a recent change to the Labour Code of the Republic of Uzbekistan. The only exception is for employees who have a medical exemption from vaccination due to health reasons.

Compensation of social tax to employer paid for employees under 25 years old – Employers need to apply to the district tax authority to be compensated from the state budget in respect of employees who are under 25. They will need to provide documents proving payment of social taxes in respect of the relevant under-25s and showing that they have been employed for at least six months. This rule does not apply to state companies and companies with 50% or more state shares.

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Australasia

AUSTRALIA

Termination of employment for refusing mandatory vaccination

– An employee was dismissed from her employment at an old-age care facility because she refused to be vaccinated against the flu in accordance with a government mandate which applied to those who visited or worked at care facilities. The employee subsequently challenged the decision but she was unsuccessful. Permission to appeal was refused by the Full Bench of the Fair Work Commission, who took the opportunity to make some comments about mandatory COVID-19 vaccines, even though the case concerned a different kind of vaccination. One of the remedies for a successful unfair dismissal claim is reinstatement. The majority of the Full Bench reasoned that there would be no point reinstating the applicant to her previous employment, even if she was successful, because she could not give any commitment that she would take the COVID-19 vaccination in the future.

Although this decision has been interpreted as supporting employers' rights to enforce a mandatory vaccination policy, it must be relied upon with care. Mandatory vaccination policies must be lawful and reasonable given the context of the employment. The consequences of the transmission of flu (and COVID-19) are greater in old-age care settings, which is relevant to this decision. Any decision to terminate employment must be assessed on a case-by-case basis.

In addition, the mandatory flu vaccination policy was set by the Public Health Order. In this case, the Commission decided that, by refusing the flu vaccination, the employee could not enter their workplace and was therefore unable to fulfil the inherent requirements of their role. The employer had provided the employee with plenty of chances to be vaccinated, meaning the dismissal was not harsh, unjust or unreasonable.

Where vaccination for COVID-19 or any other illness is mandated under a Public Health Order, a decision by employers to terminate the employment of employees who refuse to comply with those

orders (without a valid medical exemption) is likely to be upheld. However, employers who implement mandatory vaccination policies without the support of a government mandate may not be able to rely upon this decision.

The issue of mandatory vaccination policies in Australia remains contentious. However, many employers in Australia are now introducing such policies.

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NEW ZEALAND

Vaccination status proves to be a moving feast for employers

- The government introduced a Public Health Order requiring border workers, quarantine, aviation and managed isolation workers to be vaccinated against COVID-19. This has been tested by the Employment Authority and High Court, with an unvaccinated worker's dismissal being upheld.
- Other industries can only justify mandatory vaccination if health and safety assessments of specific employee roles indicate that this is necessary to manage the health risk.
- The government has signalled the introduction of a vaccination certificate system which may rapidly shift the approach to mandatory vaccination.

Case law continues to bolster workers' claims of an employment relationship

- A recent employment court case reinforced the risk in New Zealand of workers labelled as contractors being found to be employees.
- Even the express intention to enter a contractor relationship did not prevent a construction worker from being deemed an employee.

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Central And South America

ARGENTINA

Downgrade of COVID-19 restrictions – The government has lifted many of the COVID-19 restrictions previously in place. Currently, the restrictions which apply specifically to employers are as follows:

- Economic, industrial, commercial, service, touristic, religious, cultural, sports, recreational and social activities can go ahead as long as specific safety protocols are in place and respected.
- Employers must guarantee health and safety measures are put in place for employees.
- Previous restrictions on office capacity no longer apply.
- Employees suffering from immunodeficiency or oncological diseases, and patients who have undergone a transplant, are exempt from attending the workplace for 30 days from the point that general employees are asked to return to work (though this may be extended due to medical reasons by providing proof of medical certificate).
- Public employees and officers are allowed to attend the office.

These measures will be in force until 31 December 2021 and may be extended.

Increase of the Mandatory Minimum Wage

– A progressive increase of the monthly Mandatory Minimum Wage (MMW) will be given in three installments:

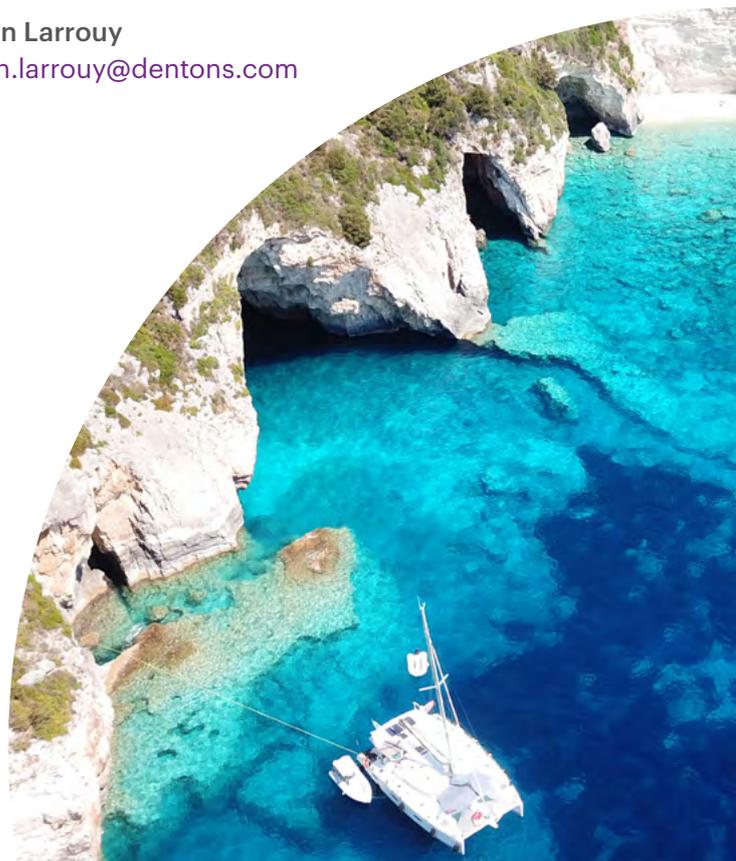
- ARS 31,104 (US\$317, approx.) as of 1 September 2021.
- ARS 32,000 (US\$327, approx.) as of 1 October 2021.
- ARS 33,000 (US\$337, approx.) as of 1 February 2022.

Although the MMW is usually exceeded by the salaries of the private sectors and the salaries established in collective bargaining agreements, it is often used for determining other parameters (i.e. caps in severance of high executives).

Reduction of social security contributions – The Ministry of Labour and the Tax Authority (AFIP) jointly issued a programme to benefit companies creating new employment positions. The programme includes significant reductions in mandatory employer social security contributions, including a 95% reduction for hiring women, LGBT, or people classified as having a disability and a 90% reduction for hiring men. This was introduced on 1 September 2021 and is currently in force until 1 September 2022.

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CAYMAN ISLANDS

Pension holiday extended – To combat the economic impact of COVID-19, the Cayman Islands government introduced a “pension holiday” at the beginning of the pandemic. The pension holiday sought to combat the financial strain put on employees and employers alike by the effects of the global COVID-19 outbreak and to act as an economic stimulus.

Initially, the government set out a period spanning the month of March 2020, during which all employers or employees in the Cayman Islands would automatically be exempt from paying into the statutory pension plans. This meant that businesses would make savings, as would employees, who would otherwise have mandatory pension deductions taken from their wages. In June 2021, the Cayman Islands government announced that the time period will be extended so that the pension holiday will now be in place until 31 December 2021.

Employers with employees in the Cayman Islands should be aware of the recent extension to the pension holiday so that they can make the necessary adjustments to their payroll policies and relay relevant information to their staff. While employees will not be required to pay mandatory pensions during this period, voluntary pension contributions can still be paid if the employer and employee agree to this.

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CHILE

New technology bill for the Chilean

Labour Bureau – A new law came into force on 1 October 2021 which allows the Chilean Labour Bureau to operate fully via technological means.

The practical implications of this for employers are:

- Companies must register an official email address where the Chilean Labour Bureau can reach them.
- Companies are obliged to upload a large amount of information, such as employment agreements, details of any internal grievances/disciplinarys, remote working arrangements etc, which previously only had to be provided in the event of an audit.
- Inspections will be conducted by the Chilean Labour Bureau (though these can be executed remotely).

New requirements for dismissal letters –

The following must now be included in employee dismissal letters:

- Whether the “mandatory waiver” will be signed physically or electronically. The mandatory waiver is a document which is legally required to be signed by the employer and employee to mutually waive any claims they might have against each other in connection with the employment relationship.
- Employees can voluntarily accept, sign and receive payment of their salary or other compensation by electronic means.
- Signature can be in the physical presence of a notary.
- Employees are free to establish exceptions to the general waiver offered by the employer.

Failure to comply with these requirements will result in fines from the Chilean Labour Bureau. The above requirements are expected to come into force in October, once the Chilean Labour Bureau publishes a mandatory resolution.

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COLOMBIA

Remote working – A new law was issued regarding remote working. Its key provisions are:

- The entire employment relationship, from start to finish, must be performed remotely in order for this law to apply.
- The law applies to individuals who live in Colombia, national public and private entities, and foreign companies that hire workers within Colombia.
- The employee's work location and schedule should be agreed with their employer.
- The principal characteristics are: respect for the working day (right to disconnect); no work exclusivity (unless otherwise agreed for confidentiality reasons) and the employee cannot be required to physically attend the office except in some special situations (e.g. application of disciplinary issues, installation of working tools).
- The remote working law applies where employees work from home 100% of the time. This differs from employees who are "teleworking" (hybrid working) or "working from home" (employees working from home on a temporary basis for a particular reason, up to a period of six months), which are covered by a different regulation.

Reduction of working hours – A new law has been enacted which reduces the maximum working hours from 48 to 42 hours per week (spread over five days per week, Monday to Saturday). The reduction will be made gradually, i.e. decreasing by one hour each year until 2026. However, this reduction in working hours cannot be reflected in a unilateral reduction of employee salaries. This law also takes away the obligation on employers to provide a day to enjoy with family each semester, and the obligation to allocate time for recreational, cultural, sports or training activities for companies which have more than 50 employees who work the 48-hour "workday".

Paternity leave – Paternity leave has been increased to two weeks, which may be extended by an additional week for each percentage point of decrease in the structural unemployment rate compared to its level at the time of beginning of enforcement of this law.

This law also creates "shared parental leave" which allows fathers to take up to six weeks of their partner's maternity leave, if their partner chooses to return to work instead. However, this only applies to the final six weeks of their maternity leave, as mothers are required to take the first 12 weeks.

It also creates "flexible leave" which means mothers and/or fathers can take their maternity/paternity leave over a longer period whilst returning to work part-time. Mothers can use this option from week 13 of their maternity leave. Use of flexible leave will not affect the use of shared parental leave.

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COSTA RICA

Mandatory COVID-19 vaccination for employees in the public sector – The government has mandated COVID-19 vaccination for all employees in the public sector from 15 October 2021. Employers in the private sector will have the choice to mandate vaccination in their own health and safety policies.

Amendment to anti-sexual harassment legislation

– The statute of limitations has been extended from two to eight years from October 2021 to ensure broad legal protection for those who report sexual harassment in the workplace.

New national holiday – The Costa Rican Legislative Assembly has approved a bill to make 31 August a new national holiday. The bill is currently with the President to be signed into law.

Digital Nomad Visa – A new law was introduced on 1 September 2021 to allow foreigners who are employed by a foreign legal entity but work remotely within Costa Rica (known as “Digital Nomads”) to remain in the country for a maximum of two years, by creating a new immigration category known as the “Remote Employee” or “Provider of Remote Services”. Further detail of the regulation is expected to be published in the next two months, including the application process for this new visa. Applicants must show that they have received a stable monthly salary or fixed income and have earned an average monthly salary of at least US\$3,000 over the last 12 months (if the application includes family members, the collective average monthly income must be at least US\$4,000). The Digital Nomad is entitled to exemptions from income tax and any customs taxes in respect of a basic personal computer or similar equipment which is necessary for them to carry out their work. Please note that they will not be automatically considered a fiscal resident.

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ECUADOR

COVID-19 Humanitarian Support Law –

The COVID-19 crisis has significantly impacted the economy and labour market. The “Humanitarian Support Law” came into force on 22 June 2020, and established tax and labour reforms in order to ease the impact of the crisis. Please see the key labour reforms below:

- **Preservation agreements:** Employers and employees can agree to modify their employment arrangement (e.g. salary and working time) in order to preserve the source of work and guarantee stability. They must follow some specific requirements provided in the law.
- **Emerging reduction in working hours:** Employers can reduce employee working hours by reason of force majeure events (i.e. COVID-19). However, there are some conditions that must be met: (i) reduction of monthly salary can only be up to a maximum of 45%, and reduction of daily working hours up to a maximum of 50%; (ii) the contribution to social security must be paid according to the reduced working hours; (iii) the employer must justify the reasons for the reduction to the Ministry of Labour and attach the payroll of workers to whom this measure will be applied; and (iv) the reduction can be applied for a maximum period of two years.
- **New special contract:** This new type of employment contract can be agreed for a maximum of two years. The intention is for it to be used by employers where they have new investments, business lines, products or services which require extra capacity in their workforce. Working hours under the contract cannot exceed eight hours per day or 40 hours per week, but this can be distributed over a six- day week. When such contracts are terminated, the employee must receive any outstanding remuneration and termination payment that is owed under labour laws. There is no compensation available for wrongful dismissal.

- **Remote working:** Employees can agree with their employer to work remotely on a permanent or part-time basis. The employer must guarantee a period of at least 12 continuous hours within each period of 24 hours (during which employees are not expected to carry out their duties or check emails or other methods of communication), as well as provide mandatory rest days. The employer must provide the necessary working equipment so that the employee can carry out their role remotely.

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GUATEMALA

Regulation of part-time work – The ILO Convention 175 was ratified in Guatemala in July 2021, which allows employers and their workers to agree formal part-time employment agreements. This aims to create new employment opportunities for young people or women who need time to pursue other activities outside their job but still enjoy the social security protection which employment offers.

Part-time employment agreements must be made in writing, adhere to legal minimum wage legislation and be registered by the employer before the labour authorities. Part-time employees are entitled to all the usual labour benefits such as holiday entitlement and a Christmas, annual and incentive bonus payment, though these will be pro-rated in accordance with their salary over the preceding 12 months.

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HONDURAS

Private Pension Funds Reforms – There is an updated regime for administrators of Private Pension Funds, which expands the opportunity to save under a private and strictly voluntary scheme, aimed at assisting the Honduran population to save long-term financial resources as an option. Under these reforms, the Administrators of Private Pension Funds (AFP) will administer four additional types of funds: for Education, Unemployment, Housing and Health.

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PERU

COVID-19 Vaccination Permits – On 6 August 2021 the government confirmed that all employees are allowed a four-hour paid break on the day of their COVID-19 vaccination, as long as they request this at least 48 hours in advance.

New Ministry of Labour “Agenda 19” –

On 7 September 2021, the newly appointed Ministry of Labour issued “Agenda 19”, which includes 19 proposals for changes in the labour sector. The changes include: (i) promoting the publication of a General Labour Law or Code of Labour Law; (ii) issuing new regulations for collective bargaining; (iii) prohibition of outsourcing services; (iv) measures to approve time granted as paid leave during the state of emergency during COVID-19; and (v) increasing the national minimum wage. Alongside this, the current government maintains a permanent discourse of promoting and strengthening unions in the country.

The end of the Perfect Suspension of Employment

– During the state of emergency due to COVID-19, employers were able to apply the “Perfect Suspension of Employment” if they were not able to continue with the payment of their employees’ salaries. On 16 September 2021, a new Urgency Decree confirmed that this measure could not be applied after 2 October 2021. Going forward, companies still struggling with the impact of the COVID-19 pandemic will have to apply for other labour measures for relief.

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SAINT VINCENT AND THE GRENADINES

Retrospective Working Hours Compensation –

As a result of the 2008 amendment to employment legislation, which set out that office workers are entitled to eight hours’ work per day inclusive of a paid lunch hour and paid overtime, many employers have been faced with claims in respect of their failure to compensate their employees in line with this amendment. Some companies have attempted to rectify this by compensating workers for payments owed retrospectively under the amendment. Given that many of these claims may have a long lookback period, companies have raised concerns regarding the limitation period.

COVID-19 employer guidelines – The Department of Labour published guidelines to assist employers during COVID-19. These guidelines suggested a rotation system for companies where there was a downturn in operations, in order to avoid dismissals. However, the guidelines advise that the rotation system should not be in place longer than three months and employees’ pay should not be reduced as a result.

COVID-19 Employee Assistance Programmes –

The government has introduced a displacement programme for seafarers whose roles were affected by COVID-19. This programme offered a stipend to seafarers and oil rig workers who were laid off after 1 December 2019 and who reside in St. Vincent and the Grenadines. More than 2,000 seafarers benefited from this programme, with a total payment of approximately EC\$2.5 million.

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URUGUAY

Extension of partial unemployment insurance –

In March 2020, the government created a special temporary unemployment insurance in order to avoid massive dismissals due to the COVID-19 emergency. Under this regime, employers can reduce employees' worktime without reducing their salary. The amount of the insurance is prorated according to the percentage reduction in time worked. The regime was originally due to expire after three months but has been extended several times. Currently, the government has announced the extension of the partial unemployment insurance until March 2022 but is establishing some limitations regarding the economic activity of the company.

Approval of Teleworking Law – In August 2021, the government enacted a new law regulating remote work. The law sets a definition of "Telework" and "Teleworker", as well as regulating how these working relationships should operate. It allows a more flexible overtime regime for teleworkers and establishes their right to disconnect, setting a minimum eight-hour break between working days.

Discontinuation of subsidy for pregnant employees – In July 2021, the Labour Ministry enacted a resolution which provided a special subsidy to pregnant employees, meaning they did not have to attend the workplace until 24 September 2021. It has not been extended beyond this date.

Employment promotion for young people, over-45s and people with disabilities – In August 2021, the government enacted a law that promotes the development of active policies of employment directed towards young people between 15 and 29 years old, people over 45 years old and people with disabilities, in order to encourage their inclusion in the labour market.

Time off from the working day for employees to get the COVID-19 vaccine –

Recently, the government enacted a law that grants employees the right to take up to four paid hours in the working day to get the COVID-19 vaccine.

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VENEZUELA

New reconversion of the currency –

As of 1 October 2021, the digital Bolívar (BsD) has replaced the sovereign Bolívar (BsS) in an attempt to introduce a simpler monetary scale, knocking out six zeroes from its predecessor (1 BsD = 1 million BsS). A recent Presidential Decree established that salaries and labour benefits must be set out clearly in the new scale of the Bolivar. This rule affects not only pay slips, but also employment contracts, amendments to such contracts and, in general, any employer's obligations of a quantitative nature.

COVID-19 mandatory quarantine – The mandatory quarantine in the country has been temporarily suspended for the months of November and December.

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Europe

BELGIUM

Residence permits for graduated foreign students

– On 1 January 2019, Belgium implemented the EU Single Permit Directive which introduced a single application procedure for third country employees (i.e. non-EEA nationals or non-Swiss citizens) who wish to work in Belgium for more than 90 days. This procedure should be initiated by the employer of the third country employee in respect of individuals who are already employed under a signed employment agreement. However, the single application procedure does not cover those who are currently unemployed but are seeking employment. Belgium has therefore implemented a further directive on 11 July 2021 which grants non-EEA or non-Swiss students the opportunity to apply for a residence permit in Belgium for a maximum of one year, for the purpose of seeking employment or to set up a business in Belgium. If the students find work in line with their studies during the 12-month period, they will be required to apply for the single permit under the EU Single Permit Directive (for employed activity) or for a professional card (for self-employed activity). This additional directive aims to facilitate the mobility of non-EEA nationals or non-Swiss citizens between EU member states.

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GERMANY

COVID-19 Occupational Health and Safety

Regulation – In September, an updated version of the COVID-19 Occupational Health and Safety Regulation came into force. This regulation sets out the employer's obligation to minimise infection of COVID-19, including a duty to inform employees about COVID-19 vaccination and the health risks of catching COVID-19. The employer's right to ask employees about their vaccination status and recovery from COVID-19 only currently applies in certain sectors (such as the health sector).

Social security update – The competent body of the German social security insurance has confirmed that employees who temporarily work remotely from abroad are still subject to German social security insurance in the context of a so-called "posting" (*Entsendung*). This is significant for many German employers, as it makes it much easier for their employees to work temporarily from abroad.

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ITALY

COVID-19 certification in the workplace –

On 21 September 2021, the Italian government approved a new decree that will make it mandatory to show a COVID-19 certification (“green pass”) in order to access public and private workplaces. There are additional rules which apply to the private sector, such as:

- from 15 October 2021 to 31 December 2021, any employee or individual carrying out training or a volunteering activity in the private sector must hold a green pass, and be able to produce it upon request, in order to access the work location;
- employers are responsible for inspecting their employees and any third parties that attend the workplace to ensure they have a green pass;
- by 15 October 2021, employers are required to set out their procedure for checking employees’ green passes. Where possible, checks should be carried out upon entry to the workplace and, if necessary, also on a random basis. Employers must identify in writing who is responsible for carrying out the checks and evidence completed checks with a time stamp. Employers who do not comply with this requirement or carry out checks for proof of the green pass could be subject to an administrative sanction;
- where employees are unable to show a green pass, they will not be able to attend the workplace. The unauthorised absence will be effective immediately and until the relevant employee can produce a valid green pass. This will be considered an unauthorised absence and such employees will not have the right to their salary or any other compensation in respect of this period. Employers, however, cannot discipline or dismiss employees for failure or refusal to provide proof of their green pass. On the other hand, employers can discipline employees who access the workplace without a green pass and employees themselves may even be subject to an administrative sanction; and
- there are certain exemptions from vaccination. Exempt employees will not be obliged to present a green pass.

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TURKEY

Mandatory PCR testing at the workplace and potential legal consequences of non-vaccinated employees’ refusal to the submission of a PCR test result –

As of 6 September 2021, employers can request that any employees who have not received the COVID-19 vaccine take a mandatory PCR test once a week.

Due to a lack of legislation or court decisions, there is still uncertainty on the legal consequences of refusing vaccination or a PCR test. However, the Ministry of Labour and Social Security has shown support for employers who may dismiss an employee, with notice, as a last resort where they refuse to get fully vaccinated or, alternatively, take a PCR test. The other option is to require such employees to work from home. If the nature of the work does not allow the employee to work from home, then the employer can offer to place the employee on unpaid leave. In our view, if the employee fails to accept such an offer, then the employer may be entitled to dismiss the employee as a last resort. However, there are also legal commentators who argue that dismissal will not be lawful whilst there is no legal requirement to get vaccinated.

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UNITED KINGDOM

Employers must exhaust collective bargaining before making a “one-off offer” directly to represented employees – The Supreme Court recently decided that an employer can only make an offer directly to employees who are covered by collective bargaining once the collective bargaining process has been exhausted. If an employer makes an offer whilst collective bargaining is ongoing, they will be liable to a fine. UK legislation makes it unlawful for employers to make an offer to members of a recognised trade union (or a trade union in the process of seeking recognition) which is intended to result in one or more terms of employment being determined other than through collective bargaining.

Court of Appeal confirms “worker” status can be established where there are limited rights to substitution – The Court of Appeal recently ruled that an individual engaged by a delivery company

as a moped courier was a “worker”, as his right to substitute was not absolute. In the UK, “worker” status is a hybrid category somewhere between an employee and independent contractor. A worker has some of the rights afforded to an employee. The courier could only substitute his work if another courier with a similar mode of transport accepted his slot. In addition, he could not choose the substitute himself and, if the slot was not picked up by another courier, he had to pay a penalty. The Court of Appeal concluded that his right to substitution was limited and therefore he was a worker.

End of the furlough scheme – The Coronavirus Job Retention (or “furlough”) Scheme ended on 30 September 2021. Employers must submit September claims by 14 October 2021 and make any amendments by 28 October 2021.

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Middle East

JORDAN

New regulation for employees with disabilities –

A new regulation issued by the Ministry of Labour (the Ministry) came into effect on 7 July 2021, which imposes new rules on employers in relation to disabled employees, including the need to:

- provide an accessible workplace and facilities which allow reasonable and easy access for people with disabilities;
- amend company policies to ensure they accommodate workers with disabilities, and ensure these policies are available and understood by all workers; and
- annually notify the Ministry of the status of any disabled employees by filing a form with the Ministry.

Employers that meet the following criteria must now employ a certain number of people with disabilities:

- employers with more than 25 but less than 50 workers must employ at least one disabled person; and
- employers with more than 50 workers must ensure that 4% of their workforce are disabled people.

If the employer is unable to recruit an appropriate disabled person to meet these quotas, then they must notify the Ministry and the Higher Council for the Rights of Persons with Disabilities. Employers can obtain a list of disabled job seekers from the Ministry.

Employers cannot discriminate against people with disabilities when recruiting new employees. They must therefore only take into account the worker's educational qualifications and work experience. When advertising job vacancies/opportunities, employers must not include any statements to indicate that the vacancy is only available for people free of disabilities. They must also accommodate reasonable arrangements, adjustments and accessibility for their disabled workers without passing this cost to the employees.

Penalties for non-compliance with this new regulation can be a fine of no less than JOD3,000 (approximately US\$4,231) and not more than JOD5,000 (approximately US\$7,052).

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UNITED ARAB EMIRATES

UAE onshore updates – Over the past few years, there have been several government-led initiatives encouraging expatriate employees in the UAE to stay permanently. According to recent announcements from the UAE government, the categories of expatriates eligible for self-sponsorship (i.e. instead of being sponsored by an employer) is set to expand. There is also a continued focus to enhance the recruitment of UAE nationals in the private sector.

Juvenile Work Permit – Employers may now employ young persons aged 15 to 18 years old on a part-time basis. A no-objection certificate from the employee's guardian and a medical fitness report is required.

Employment of Emiratis in the private sector

– A subsidy has been introduced for the salaries of Emiratis working in specified sectors such as programming, medical services (nurses), accounting and auditing. The subsidy will consist of two main parts: (i) from AED 4,000 to AED 8,000 towards employees' monthly salary during the first year of training and (ii) from AED 3,000 to AED 5,000 towards employees' monthly salary during the first five years of employment. Employees must have either a high school degree, a diploma or a university degree in order to benefit from the subsidy. The higher the degree, the higher the subsidy that can be provided. In addition, further subsidies will be granted for employees with children in circumstances where the employee's monthly salary is below AED 20,000.

Under the same initiative, and for employees with salaries less than AED 20,000, the government will cover an employee's pension contributions and part of the related employer's contributions during the first five years of employment.

Changes to the DIFC Employment Law – Changes to the DIFC Employment Law came into effect on 21 September 2021, which include:

- **Limitation periods** – Employees can bring claims against their employer during their employment or within six months from the date of termination of their employment.
- **Rollover of accrued leave** – Employers and employees may agree to roll over more than five days of accrued annual leave to a subsequent year.
- **Working from home arrangements** – Workplace health and safety requirements have been amended to account for working from home arrangements.
- **Probation periods for short-term fixed-term contracts** – Where employees are employed under a fixed-term contract of six months or less, the applicable probation period may not exceed more than half the period of the fixed-term contract.

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North America

CANADA

Canadian provinces are introducing vaccine passport programmes

– These programmes require people to show proof of vaccination before accessing certain events, services and businesses. As of 1 October 2021, each of Canada’s 10 provinces has either introduced or announced a vaccine passport programme, and in nine of the provinces the vaccine passport is or will be mandatory for certain businesses. The sole exception to this pattern, the province of Alberta, has introduced an opt-in programme where certain businesses are given the option of introducing a programme requiring proof of vaccination or adhering to additional capacity and operating restrictions.

While each provincial vaccine passport programme contains nuanced requirements, common themes across the programmes include the following:

- Persons attending indoor entertainment events or gathering spaces, including concerts, theatres and sporting events, must provide proof of vaccination.
- Restaurants, bars, lounges and nightclubs must similarly obtain proof of vaccination before allowing patrons to enter their establishments for anything other than take-out order or outdoor patio dining.
- Certain “essential” businesses and activities are exempt from the provincial vaccine passport programmes, including grocery stores, pharmacies, retail stores, public transportation and hotels.

The only provinces to expressly permit people to provide a negative COVID-19 test in lieu of proof of vaccination are Saskatchewan and Alberta (if the business opts in to the vaccine passport programme). Meanwhile, the three northern Canadian territories have yet to implement vaccine passport programmes, and in fact the Yukon Territory recently announced it has no intention of introducing a vaccine mandate at this time.

At present, the proof of vaccination requirements introduced by these passport programmes apply to patrons of prescribed businesses, but not explicitly to employees of these businesses. Nevertheless, employers operating in each of the Canadian provinces should confirm whether they are subject to the vaccine passport programmes and, if so, ensure their existing COVID-19 processes and policies comply with the legislated requirements. Failure to do so could result in a range of consequences from public health authorities, ranging from non-compliance warnings to significant fines.

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UNITED STATES OF AMERICA

Employer vaccine mandates – The Occupational Safety and Health Administration (OSHA) is developing a rule that will require all employers with 100 or more employees to ensure their workforce is fully vaccinated or require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work. This means that:

- OSHA will issue, in the near future, an Emergency Temporary Standard (ETS) to implement this requirement;
- this requirement will impact more than 80 million workers in private sector businesses with 100+ employees;
- employers who do not comply with the ETS could face OSHA citations and penalties of up to \$13,653 per violation.

The ETS may include requirements for a written plan regarding vaccinations, testing, masking, physical distancing in the workplace, compliance with CDC guidance, paid time off for vaccinations or testing, incentive plans for vaccinations and/or record-keeping procedures. US employers should be mindful that state or local rules could have a significant impact on some of these issues, such as whether employers must pay for the costs of testing or must provide paid time off for testing.

The ETS is not strictly a vaccination mandate, but a vaccinate-or-test programme. Employees can choose either option unless their employers decide to implement a stricter programme. Employers that decide to impose a vaccination mandate need to consider reasonable exceptions for employees with exemptions based on disabilities or medical conditions, or on sincerely held religious beliefs. It is worth noting that there is a new rule for federal contractors, which differs from the ETS, and contains a stronger vaccination mandate, without a testing option.

Employer rights to request vaccination information from employees – Private employers are permitted to ask an employee about their vaccination status without violating any federal laws. However, employers should be mindful that (i) such questions may elicit disability-related or genetic information and (ii) any documents reflecting employee vaccination status are confidential medical records that should

be kept separately from other personnel records. Employers who collect “employee medical records”, as defined in OSHA’s regulations, need to keep those records for the duration of their employment plus 30 years.

Players for Academic Institutions as Employees – On 29 September 2021, the National Labor Relations Board (NLRB) General Counsel Jennifer Abruzzo issued a memorandum to all NLRB regions stating that certain students who play on sports teams for academic institutions should qualify as employees under the National Labor Relations Act (the Act). The Act includes a broad definition of “employee” and protects rights of private sector employees, including the right to organise in unions and the right to be free from retaliation for exercising employee rights. Abruzzo reasoned that certain players are employees because:

- the players provide a service in the form of playing sports for the school;
- the players are compensated for their service in the form of scholarships for tuition, fees, boarding, books and other expenses; and
- the terms and conditions of the players’ compensation and services are dictated by the National Collegiate Athletic Association (NCAA); and
- the manner and means of the players’ services are controlled by the academic institution on a day-to-day basis.

How the NCAA, courts and academic institutions will respond to the memorandum is yet to be seen, but for now Abruzzo’s position may be an indication of more concrete changes to come.

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In conversation with...

IN THIS EDITION, WE TALK TO **EUGENIE NUNES**, DENTONS' HEAD OF THE AMSTERDAM EMPLOYMENT AND LABOUR PRACTICE GROUP.



Tell us a bit about yourself.

I am a partner in Dentons Amsterdam and Head of the Amsterdam Employment group. I joined Boekel de Neree in 2005 as a partner, was a partner in a firm prior to that and started my career as a lawyer with Loef Clays Verbeke (now Loyens & Loeff). Before becoming a lawyer in a law firm, I was a lawyer at a company related to the Amsterdam Stock Exchange.

At Boekel, for years I was part of the international team taking care of the office in London. I travelled to London each week for one or two days to connect with the law firms there for business development and to generate referrals to our Amsterdam office. Boekel de Neree merged with Dentons in 2017. Since the merger, I still frequently visit London since several clients of our Amsterdam employment practice are located there. It is also an excellent opportunity to meet colleagues in the London office of Dentons.

When I started working as a lawyer, initially I was working in the

corporate and banking practice. Since I liked to be more involved in litigation, I switched after five years in the corporate practice to employment law. My practice is still strongly related to the corporate aspects of employment law and everything related to employee consultation. Thanks to my previous job related to the Amsterdam Stock Exchange and my work in the corporate practice, I developed a special eye for corporate dynamics and politics, which helps me to better understand corporate strategies and how to deal with corporate clients, also in a demanding international playing field.

We have a lovely team in Amsterdam and I enjoy working with them. They are dedicated and fully committed to "going the extra mile". We have all the expertise that is needed to provide for an excellent service, which not only includes general employment law, but also specific expertise in corporate employment law, pensions and immigration. In addition, as well as providing legal advice, we can also appear in court.

What is that you like about Dentons?

For me, Dentons is a firm with a sharp eye for the future demands in legal. There is also a strong expansion into other areas such as consultancy, and the cross-selling effect that can be

realised will without any doubt become more visible in the future. The international dimension is key for me: we should and are able to serve our clients all over the world; the cross-border culture differences are fascinating; and it is a continuing challenge to bridge these and to help clients to have a better understanding of local laws, keeping in mind from where they originate.

What developments do you expect to see in 2022?

I think we will see a stronger integration of our global practices and more focus on the "one firm" concept. With regards to employment in the Netherlands, we are now seeing employers struggle to keep their employees and find new hires, and to redevelop their businesses after this crazy year. This will again require a new approach and flexibility to keep pace with the demands of our clients. Support is not only needed from a strictly legal perspective and, in particular, strategic support and personal attention will make the difference and distinguish ourselves from other global firms. What activity is at the top of your "Bucket List"?

On my Bucket List is closer cooperation with our colleagues in the US. I am convinced that we should be able –and have everything that is needed – to attract more clients from the US and to generate an additional

stream of work to and from the Netherlands. I hope this will apply to the global Employment group as a whole. We all win if the relationships are strong, as well as the willingness to allow others to grow.

What do you enjoy doing outside work?

I love to be outside. I practise horse riding in the Netherlands and also abroad. I have ridden in Iceland, South Africa, Cuba and have also crossed the Andes from Argentina to Chile on horseback. Also, I like skiing and rowing.

Recently, I participated in the Traversée du Seine, a rowing event with 1,000 participants from all over the world in approximately 300 boats, over a distance of 30 kilometres to the centre of Paris and back to a sports area just outside Paris. An amazing tour with a great team.

And last but not least – what makes me very happy is cooking and sharing dinners with family and friends with a good glass of wine, and simply celebrating life.



Dentons news and events

COVID-19 EMPLOYMENT HUB

Please click [here](#) for access to the latest country developments on COVID-19 and employment law.

GLOBAL COLLECTIVE REDUNDANCY GUIDE

Managing a global workforce reduction programme while navigating local law requirements can be a complex process. Our Dentons Global Employment and Labor team is perfectly placed to support clients, and is pleased to introduce its Global Collective Redundancy Guide and tracker. This tool provides quick and easy access to summaries of the collective dismissal and redundancy rules in more than 50 countries. Click [here](#) to access the full guide

ESG: GLOBAL SOLUTIONS HUB

ESG issues are currently at the forefront of corporate thinking, as a source of risk and opportunity. The regulation around ESG is coming thick and fast and finding global answers to what is required, market by market, is something with which Dentons is uniquely equipped to help. We understand that addressing the ESG agenda requires cross-practice perspectives to be integrated and solutions to be holistic – and this is what we offer. To find out more about how we can help you address your specific ESG queries or challenges, click [here](#) to access the hub.

DENTONS LAUNCHES DENTONS GLOBAL ADVISORS WITH ALBRIGHT STONEBRIDGE GROUP AND LEADING ADVISORY INDUSTRY TALENT

Dentons Global Advisors is an independent advisory firm that provides integrated strategic counsel and support for clients facing complex challenges spanning legal, reputational, financial, regulatory, geopolitical and governance dimensions. Learn more at www.dentonsglobaladvisors.com.

DENTONS GLOBAL ADVISORS ACQUIRES INTEREL

Dentons Global Advisors, an elite multidisciplinary advisory firm, today announced the acquisition of **Interel**, an award-winning pan-European public affairs

consultancy. The addition of Interel extends the firm's footprint in Europe, further strengthens the firm's public affairs capabilities alongside Dentons Global Advisors Albright Stonebridge Group (Dentons Global Advisors ASG) and deepens the pool of expertise upon which clients can draw. Click [here](#) to read more.

DENTONS ANNOUNCES A COMBINATION WITH LUATVIET IN VIETNAM

Dentons announced 26 October a combination with leading Vietnamese law firm, LuatViet. The combination will give Dentons a presence in the key locations of Ho Chi Minh City and Hanoi. This proposed and historic combination is a critical milestone as Dentons continues to build its presence across ASEAN by combining with a highly-esteemed firm with whom it has a longstanding relationship. Click [here](#) to read more.

DENTONS LAUNCHES COMBINATION WITH GUEVARA & GUTIERREZ IN BOLIVIA

Dentons has launched its previously announced combination with leading Bolivian law firm, Guevara & Gutierrez, which has 31 lawyers including eight partners, serving clients from the principal financial and commercial centres of La Paz and Santa Cruz. With 34 locations in Latin America and the Caribbean region, Dentons has now become the first global law firm with a presence in Bolivia. In 2021, Acritas ranked Dentons as the second best-known law firm in the world. Click [here](#) to read more.

DENTONS LAUNCHES COMBINATION WITH ELITE LAW FIRM IN MOZAMBIQUE

Dentons, the world's largest law firm, has launched a combination with elite law firm, Fernanda Lopes & Associados-Advogados (FL&A) in Mozambique. On the heels of 2021 combinations in Tanzania and Nigeria, the launch strengthens Dentons' presence in Africa with the addition of key location, Maputo. Click [here](#) to read more.

Events

GLOBAL EMPLOYMENT AND LABOR WEBINAR SERIES: WORKER MISCLASSIFICATION AND INDEPENDENT CONTRACTORS

RECORDINGS

In this international employment webinar series, we provide a global overview of this important topic. In our first webinar, we give a global overview which will be particularly helpful to in-house lawyers, HR practitioners and other stakeholders who are tasked with managing worker misclassification exposure.

Session 1 – Employee or independent contractor? A global perspective

Wednesday 29 September 2021

Speakers: Purvis Ghani and Victoria Middleditch

[View the presentation here](#)

Session 2 – Worker misclassification and independent contractors – a look at the UK, US and Canada

Wednesday 20 October 2021

Speakers: Alison Weatherhead, Dan Beale and Catherine Coulter

[View the presentation here](#)

Session 3 – Worker misclassification and independent contractors – a look at Germany, Italy and Poland

Wednesday 10 November 2021

Speakers: Sascha Grosjean, Davide Boffi and Aleksandra Minkowicz-Flanek

[View the presentation here](#)

We will be continuing the series into 2022. If you would like to receive past recordings or sign up for future information on our global webinars please email [Alexandra Joudon](mailto:Alexandra.Joudon).

COVID-19 EMPLOYMENT AND LABOUR CASE LAW UPDATES THAT YOU NEED TO KNOW ABOUT

NOVEMBER 26, 2021

Join us for part 28 of the Legal update for Canadian employers, a one-hour complimentary webinar series on workplace issues relating to COVID-19. This month's session will provide a case law update on the most important COVID-19 related employment and labour law cases of the pandemic. Please click [here](#) for more information and registration information.

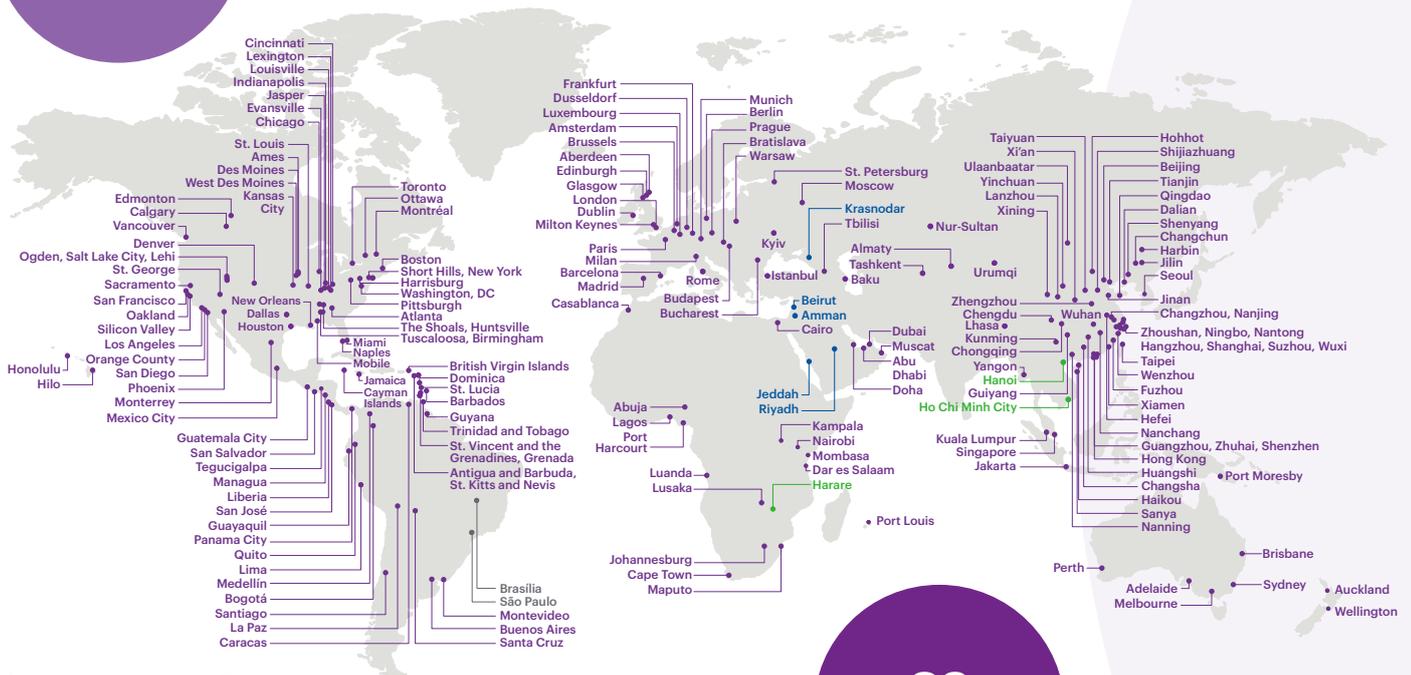
Recognition

DENTONS NAMED “LAW FIRM OF THE YEAR – ADVISORY” AT THE LEGAL COMMUNITY LABOUR AWARDS 2021

Our Employment and Labor team in Italy, led by partner Davide Boffi, received the “Law Firm of the Year in Advisory” title at the 10th edition of Labour Awards organized by Legal Community, a leading Italian legal online magazine, on September 10 in Milan. Please click [here](#) for further details.

Dentons Employment and Labor Practice has over 450 employment, immigration, and benefits lawyers operating in all our offices around the world. Our coordinated legal strategy is specifically designed to help multi-national businesses maintain a consistent corporate culture and comply with local employment and labor laws, while avoiding the need to hire separate counsel in each jurisdiction. As a result, multi-national businesses in all industry sectors regularly engage and rely on Dentons' lawyers to create and implement policies and strategies designed to ensure compliance with local employment and labor laws, advance and facilitate the corporate culture of the organization, and help minimize the risk of costly employee disputes.

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locations



Locations in purple represent Dentons offices.
 Locations in blue represent associate firms, offices or special alliances as required by law or regulation.
 Locations in green represent approved combinations that have not yet been formalized.
 Locations in gray represent Brazil Strategic Alliance.

82
countries



12,000+
total number
of lawyers

20,000+
Total number
of people

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ABOUT DENTONS

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