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In-Depth Labour Laws & Regulations

PIK770-0827 PRS-F-2

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Place	: Paris	**Venue**	: TBC		
Start Date	: 30-08-2027	**End Date**	: 10-09-2027	**PPP**	: £5950

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If you can't train them, you can't blame them!

Short Description:

COURSE OVERVIEW This training program provides participants with an in-depth exploration of the complex legal frameworks that regulate employment relationships. Through a detailed curriculum, learners will gain insights into various labour laws and regulations, enabling them to navigate the intricacies of the legal landscape surrounding employment. This foundational knowledge is crucial for understanding the rights and responsibilities of both employers and employees within the workplace. Additionally, the program equips participants with the skills necessary to address sophisticated legal challenges that may arise in employment settings. By fostering a legally compliant work environment, individuals will be better prepared to implement best practices and ensure adherence to labour laws. Ultimately, this training empowers participants to contribute to a fair and equitable workplace while minimising legal risks associated with employment issues.

Course Overview:

COURSE OBJECTIVES

At the end of this program, participants will be able to:

- Gain an in-depth understanding of advanced labour law principles.
- Develop specialised skills for handling complex employment issues.
- Navigate legal frameworks governing labour relations with expertise.
- Implement strategies to effectively manage labour disputes.
- Address grievances proficiently in the workplace.
- Foster inclusive workplace practices.
- Ensure compliance with labour laws for fairness.

TARGET AUDIENCE

- HR Directors.
- HR Managers.
- Legal Counsel specialising in labour law.
- Employment Law Attorneys.
- Labour Relations Specialists.
- Corporate Compliance Officers.
- Union Representatives.

Program Outline:

DAY 1: Advanced Concepts in Labour Law

1. Exploration of sophisticated labour law principles.
2. Legal evaluation of changing labour legislation and judicial decisions.
3. Interpretation and implementation of labour statutes and regulations.

4. New trends and obstacles in labour law practice.
5. Case analyses of landmark labour law rulings.

DAY 2: Collective Bargaining and Union Relations

1. Deepened understanding of collective bargaining agreements.
2. Legal factors in negotiating labour contracts.
3. Mediation and arbitration in labour conflicts.
4. Processes for union organising and decertification.
5. Case analyses of intricate collective bargaining negotiations.

DAY 3: Employment Discrimination Law

1. In-depth examination of employment discrimination regulations.
2. Types of prohibited discrimination and protected groups.
3. Tackling systemic discrimination in workplace environments.
4. Litigation strategies for addressing discrimination claims.
5. Case studies on notable employment discrimination incidents.

DAY 4: Advanced Wage and Hour Issues

1. Detailed study of wage and hour laws and guidelines.
2. Employee and independent contractor classification.
3. Overtime exemptions and computation.
4. Navigating audits and investigations related to wage and hour.
5. Case studies on challenges in wage and hour compliance.

DAY 5: Workplace Safety and Health Compliance

1. Comprehensive understanding of occupational safety and health regulations.
2. Employer responsibilities under OSHA and state safety statutes.
3. Investigating workplace accidents and injuries.
4. Creating effective workplace safety initiatives.
5. Case studies on intricate workplace safety litigation.

DAY 6: Advanced Employment Contracts and Restrictive Covenants

1. Legal evaluation of intricate employment agreements.
2. Drafting and enforcing restrictive covenants (non-compete clauses).
3. Legal strategies for breaches of employment contracts.
4. Advanced negotiation techniques in executive compensation agreements.
5. Case studies on complex disputes regarding employment contracts.

DAY 7: International Labour Law

1. Overview of global labour standards and conventions.
2. Comparative study of labour laws in different jurisdictions.

3. Cross-border employment challenges and jurisdictional issues.
4. Addressing international labour rights and corporate social accountability.
5. Case studies on compliance with multinational labour laws.

DAY 8: Workplace Investigations and Compliance Audits

1. Conducting comprehensive workplace investigations.
2. Legal aspects of carrying out internal investigations.
3. Strategies for audits and compliance assessments.
4. Managing whistleblower complaints and retaliation claims.
5. Case studies on complex workplace investigations.

DAY 9: Alternative Dispute Resolution in Labour Relations

1. Advanced methods in mediation and arbitration.
2. Selecting and overseeing neutral arbitrators and mediators.
3. Drafting effective settlement agreements.
4. Resolving complex labour disputes.
5. Case studies on successful outcomes in alternative dispute resolution.

DAY 10: Emerging Issues in Labour Law

1. Evaluation of current challenges in labour law.
2. Influence of technology and the gig economy on labour relations.
3. Legal considerations for remote work arrangements.
4. Addressing diversity, equity, and inclusion in labour practices.
5. Case studies on new trends in labour law.