

Title: Scandinavian Employment law – including Finland**Speakers:**

Johan Sundberg, Partner at DLA Piper law firm in Sweden
Per Benonisen, Partner at DLA Piper law firm in Norway
Nina Wedsted, Partner at DLA Piper law firm in Denmark
Antti Rajamäki, Partner at DLA Piper law firm in Finland

Designed for:

HR managers, HR directors and others who have responsibility for personnel in Sweden, Norway, Denmark and/or Finland.

Overview:

Get an oversight and practical guidance of the differences and similarities in employment law for Sweden, Denmark, Norway and Finland in areas such as:

- What are the rules relating to recruitment and background checks
- How shall holiday be calculated and planned
- In which situations do we need to consult with trade unions and works councils
- How shall we handle redundancy situations
- Employees who are not performing – how can difficult cases be handled
- Data Privacy rules in an employer context – how to deal with the new General Data Protection Regulation
- Could we have a group wide strategy for the use of post employment non-competition clauses

The Scandinavian countries are similar in many areas, but in labor law there are major differences. The course illustrates and informs about these differences. BG Institute offers the course "Scandinavian Employment law" in collaboration with the global law firm DLA Piper with extensive experience in Employment law issues in the Scandinavian market. The course has been a popular and recurring feature for several years. This time we have focused on the most important issues during an intensive course day. The course will be held in English with Johan Sundberg from DLA Piper Sweden as a moderator. Focus during the course will be in Denmark, Norway and Finland, where the Swedish perspective will gradually be highlighted in a more comprehensive way.

Other:

The course will be held in the English language.

Price: 7 900 SEK

Programme:

- 08.30 – 09.00 Registration and breakfast
- 09.00 – 10.00 Pass I
Overview of the legislation in Sweden, Denmark, Norway and Finland
- 10.15 – 12.00 Pass II
- Recruitment and background checks
 - Holiday rights
 - Other statutory leave of absence
 - Discrimination
 - Trade union consultation (*Sw: Fackligt medbestämmande*)
 - Basic work environment principles, including rehabilitation
- 12.00 – 13.00 Lunch (ingår i priset).
- 13.00 – 14.30 Pass III
- Termination due to redundancy (*Sw: Arbetsbrist*)
 - o Material rules
 - o Procedural rules
 - Termination due to poor performance, misconduct and similar personal reasons
 - o Material rules
 - o Procedural rules
 - o Managing difficult cases
- 14.45 – 15.30 Pass IV
How should employers deal with the new General Data Protection Regulation?
- Extended rights for data subjects, including access rights
 - Severe sanctions
- 15.30 – 16.00 Pass V

New rules and collective agreements regarding non-competition clauses