

**ANNUAL CONFERENCE**

**New Work and Better Ways**

**1-3 March, 2023**

**Hotel AMANO Grand Central**

**Heidestraße 62, 10557 Berlin, Germany**



**Wednesday, 1 March 2023**

6:30 pm - 9:00 pm **Welcome Drinks and Networking** at Hotel AMANO Grand Central, Apartment (Rooftop) Bar

**Thursday, 2 March 2023**

8:00 am **Registration Opens: Informal Networking Breakfast**

9:00 am Welcome by Baba Zipkin *(Millrace Consulting)* - Chair of XBHR;
Gerlind Wisskirchen, *(CMS Germany)* - Co-Chair;

 Mercedes Balado Bevilacqua (*MBB Lawyers*); Andrea Schwartz *(Western Union);* Roselyn Sands *(RoselynSandsLaw)* - 2023 Conference Co-Chairs

9:10 am Brief individual introductions

9:35 am **Automation and AI of HR Processes - Experiences and Best Practices**

*Facilitated by: Ariel D. Weindling (#NotMe), Filip Saelens (Loyens & Loeff)*

* Defining the concepts
* The use of AI in practice
* Impact on the labor market
* Reflection

10:45 am Break

11:00 am **ESG and Supply Chains Due Diligence – What is Actually Happening?**

*Facilitated by: Swarnima (Trilegal), Paula Wernecke and Döne Yalçın (*

- Sustainability Efforts: what are companies doing to support sustainability goals?

* Corporate obligations and liability across the entire Value Chain/compliance issues
* Changing work patterns (remote work, in-office practices)
* Office modifications and natural resource use
* Carbon footprint of work-related travel
* What is HR focus and employee expectation on environmental topics?
* Transparency,
* Communication
* Expected change of working conditions
* Employee engagement

12:30 pm **Annual General Meeting of XBHR**

1:00 pm **Lunch**

1:45 pm **Talent’s Expectations in** **the Time of** **Labor Shortages**
*Facilitated by: Paula Wernecke (CMS), Franziska Hufnagl (JLL)*

* Attraction and Retention Factors:
* Global/international career opportunities
* Personal development
* Double career for couples: change in skill/degree requirements, learning on the job
* Work/life integration
* Digital productivity tools (like Ignite etc.)
* Change in skill/degree requirements, learning on the job
* Purpose, mission, values
* Job changes vs. retention policy
* Segmentation depending on job level: employees’ expectations vary depending on education and job level
* Changes due to the pandemic experience
* LBGQT+ and fluid - do millennials care?
* Global or regional Trends

3:15 pm **Break**

3:30 pm **New Ways of Working – What is Changing for Companies and HR?**

*Facilitated by: Andrea Schwartz (Western Union); Gunda Niehaus (P&G),
Beth Hale (CM Murray)*

 - What are we seeing and what are the intended and unintended impacts

* New initiatives
* New company structures
* Agile work and flexibility in time and place
* Working time
* Working from everywhere/workation
* Self-employed persons
* Pay trends
* Monitoring employees (performance)

5:00 pm **Closing Remarks**

6:30 pm **Drinks Reception and Gala Dinner** at Patio Restaurant, Helgoländer Ufer/ Kirchstraße, 10557 Berlin

**Friday, 3 March 2023**

8:00 am **Informal Networking Breakfast**

9:00 am **Age and the Workplace**
*Facilitated by: Roselyn Sands (RoselynSandsLaw), Mercedes Balado Bevilacqua (MBB Lawyers)*

* - Evolving “end of work”:
* What’s new around the world?
* Directionally – how are things moving?
* Are companies doing a good job at performance-managing older workers?
* What do older workers want?
* What do younger workers think about older workers?
* Retirement practices and pension reform and its impact on older workers?
* What can we learn from the French pension reform in progress?
* Are older workers really facing discrimination? If so, what are they doing about if? For ex – Discrimination claims – what are we seeing around the world? What to the EU Directives provide? Litigation? Does anyone care?

- Has the impact of covid in the workplace impacted how employers think about older workers and/or how older think about work?

* Have older workers done well in the ultra-digital working environment required by remote work (despite the stereotypes)?
* Has corporate history and the traditional loyalty of older workers been important in keeping “the ship” stable during this time?
* How have younger workers/new workers managed?

- Focus on law firm practices

* What are we seeing?
* What do we think?
* Is this different from senior execs in companies in general?

10:30 am **Break**

10:45 am **Union’s and LR’s Response to Global Challenges**

 *Facilitated by: Gerlind Wisskirchen (CMS), Gunda Niehaus (P & G)*

- Current (Economic) challenges and their impact on unions and LR

* Demographic Change / Shortage of Qualified Workers
* Inflation
* Energy Transition
* Supply Chain Due Diligence Act / ESG

- Union response to Working Models & Digitization

* Flexibilation and LR (working time: 80%; Sabbatical; place: remote)
* Recording of Working Time / Trust Working Time: ECJ Ruling
* Pay Transparency California --> EU

- Trends & Changes in Labor Relations

* Structure of LR/ER Team Roles and Responsibilities
* Segmentation Employee Representatives
* De-Industrialization & Trends in Offshoring Activities in EU

12:30 pm **Lunch**

1:30 pm **Global Mobility and Immigration: Critical Issues for Companies with**

 **Cross-Border Employees**

*Facilitated by: Anders Etgen Reitz (Iuno), Vittorio Torazzi (Pavesio e Associati)*

- How has the pandemic impacted global mobility, travel and

 immigration programs?

- Have employee expectations changed?

- Regional immigration standards, and local country immigration regulations often diverge.

* How are companies dealing with the constant shift in regulations?
* Is a single mobility program enough for overall compliance?
* Who delivers these programs: in-house or external suppliers?

- Do tax requirements determine mobility plans?

- Are multi-company arrangements (i.e., reciprocal social security and multilateral mobility treaties) used as planning tools?

- Has the use of short-term business travelers changed? If so, why and how how?

- Virtual expats? What a concept!

3:15pm **Closing Remarks**

4:00 pm **Business Meeting of XBHR Management Committee**