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INTERNATIONAL BAR ASSOCIATION CONFERENCE 2024

A conference presented by the IBA Employment and Industrial Relations Law Committee and the IBA Diversity and Equality Law Committee

Annual IBA Employment and Diversity Law Conference 2024:

Employment and diversity law: the future is here and now

10–12 April 2024, Excelsior Hotel Gallia, Milan, Italy

Working programme

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All speaker materials and biographies can be found at www.ibanet.org/conference-details/conf2429

Conference Co-Chairs

Caroline Andre-Hesse *Ayache, Paris; Co-Chair, IBA Employment and Industrial Relations Law Committee*

Karine Audouze *Watson Farley & Williams, Paris; Co-Chair, IBA Diversity and Equality Law Committee*

Ronnie Neville *Mason Hayes & Curran, Dublin; Co-Chair, IBA Diversity and Equality Law Committee*

Vikram Shroff *AZB & Partners, Mumbai, Maharashtra; Co-Chair, IBA Employment and Industrial Relations Law Committee*

Wednesday 10 April

1830 – 2030 **Welcome reception**

Galleria Foyer, Excelsior Hotel Gallia, Milan, Italy

Join fellow delegates and speakers before the conference to network at the welcome reception.

All registered delegates are welcome to attend.

Thursday 11 April

All plenary sessions are held in Duomo and streamed to La Scala once Duomo has reached capacity

Breakout sessions are held in both Duomo and La Scala

All coffee/ tea breaks and lunch will take place in the Galleria Foyer

0800 – 1715 **Registration**

0800 – 0900 **Welcome coffee/tea**

0845 – 0900 **Welcome remarks**

Speakers

Caroline Andre-Hesse *Ayache, Paris; Co-Chair, IBA Employment and Industrial Relations Law Committee*

Karine Audouze *Watson Farley & Williams, Paris; Co-Chair, IBA Diversity and Equality Law Committee*

Pascale Lagesse *Bredin Prat, Paris; LPD Secretary-Treasurer / IBA Treasurer*

Ronnie Neville *Mason Hayes & Curran, Dublin; Co-Chair, IBA Diversity and Equality Law Committee*

Vikram Shroff *AZB & Partners, Mumbai, Maharashtra; Co-Chair, IBA Employment and Industrial Relations Law Committee*

0900 – 0930 **Keynote address**

Marilu Capparelli is one of the managing directors of the EMEA Google Legal Department, she leads an international team of lawyers located in different countries and is also leading a copyright litigation strategy area in EU. Marilu is an Italian qualified lawyer with experience in major international law firms, at the Court of Justice of the European Union and as an in-house counsel. Before joining Google, she was Head of Legal and Government Affairs at eBay Inc, Skype and Paypal.

Keynote speaker

Marilù Capparelli *Director of Legal Affairs, Google, Milan*

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0930 – 1045 **AI in HR processes: navigating legal challenges and preserving human agency**

Organisations worldwide employ algorithms in HR management, including recruitment, task assignments, monitoring, performance evaluations, and disciplinary actions. In this session we will explore the growing impact of AI on employment decisions and the legal landscape. We will consider the employment law challenges posed by AI, the delicate balance between efficiency and fairness and the ethical and legal considerations surrounding human agency in AI-driven decision-making. Our panelists will anticipate the future of AI in employment and provide recommendations for international employment lawyers.

Session Co-Chairs

Frances Anderson *Victorian Government Solicitor's Office, Melbourne, Victoria; Treasurer, IBA Diversity and Equality Law Committee*

Lloyd Chinn *Proskauer Rose, New York; Treasurer, IBA Employment and Industrial Relations Law Committee*

Speakers

Richard Buchband *Senior Vice President, General Counsel and Secretary, ManpowerGroup, Milwaukee, Wisconsin*

Annalisa Reale *Chiomenti Studio Legale, Milan; Commissioner, IBA Future of Legal Services Commission*

Raniero Romagnoli *Chief Technology Officer, Almaxwave, Rome*

1045 – 1115 **Coffee/tea break**

1115 – 1230 **Breakout session one** *Duomo room*

Legal obligations in a borderless workplace

The rise of digital nomads, satellite employees and Employers of Record (EORs) are reshaping the employment landscape. How can global employers best deal with the legal and managerial challenges related to people working from various jurisdictions? In this session we will consider the contractual solutions, employment rights, social security, immigration and tax implications that employers need to be aware of.

Session Co-Chairs

Orly Gerbi *Herzog, Tel Aviv; Membership Officer, IBA Employment and Industrial Relations Law Committee*

Olivier Kress *Flichy Grange Avocats, Paris; Secretary, IBA Employment and Industrial Relations Law Committee*

Speakers

Vittorio De Luca *De Luca & Partners, Milan*

Veena Gopalakrishnan *Trilegal, Bangalore, Karnataka; Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

Luigia Ingianni *Commissioner of the Employment Standards Office, Qatar Financial Centre, Doha*

Ugo Ukabam *General Mills, Golden Valley, Minnesota*

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1115 – 1230 **Breakout session two** *La Scala room*

Diversity under attack

Leading HR professionals and discrimination lawyers will examine the HR and legal issues present in tense political contexts which lead to increasing incidents of racism, xenophobia and intolerance. Csaba Kőrösi, President of the United Nations General Assembly, says that racism adapts and mutates to different times and contexts; but the breadth of its harm remains intact, with online racism taking on new and covert forms and algorithms perpetuating racial stereotypes.

This is particularly topical in light of the US Supreme Court's decision in June 2023, which declared affirmative action policies in college and university admissions unconstitutional. There has also been an increased number of court cases in the US recently where it has been claimed that diversity, equality and inclusion (DEI) initiatives constitute reverse discrimination, or that they contribute to a presumption of discrimination in the context of decisions on recruitment, promotion and dismissal. These cases and decisions may have significant implications for diversity and inclusion (D&I) programmes in the workplace both within the US and abroad.

This session looks at the role employers must take in implementing effective D&I policies and eliminating all forms of discrimination.

Session Chair

Paul Bateman *Littler Mendelson, Chicago, Illinois; Diversity and Inclusion Officer, IBA Diversity and Equality Law Committee*

Speakers

Dayo Adu *Famsville Solicitors, Lagos*

Nohid Nooreyezdán *AZB & Partners, Mumbai, Maharashtra*

La'Resa Young *Administrative Director, Legal Operations, St. Jude Children's Research Hospital, Memphis, Tennessee*

1230 – 1330 **Lunch**

1330 – 1430 **Breakout session three** *Duomo room*

Personal branding, social media and success: unlocking opportunities for employment lawyers

In this workshop you will learn how to enhance and develop your personal brand. We will also consider presentation skills and how you can boost your social media presence in the global legal market.

Session Co-Chairs

Rebecca Ford *Morgan, Lewis & Bockius, Dubai; Corporate Counsel Forum Liaison Officer, IBA Employment and Industrial Relations Law Committee*

Ed Mills *Travers Smith, London; Diversity and Inclusion Officer, IBA Employment and Industrial Relations Law Committee*

Speakers

Annalisa Alberti *Human Resources, Facility Management, ICT Director, Rheinmetall, Rome*

Mikko Konturri *AURORALAW, Helsinki*

Amy Rodgers *11KBW, London*

Lauren Salt *ENS, Sandton*

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1330 – 1430 **Breakout session four** *La Scala room*

Gender pay equity – what are we waiting for?

According to the World Economic Forum's Global Gender Gap Report 2023, it will take 131 years to close the gender pay gap. How useful are initiatives such as the new EU Pay Transparency Directive and laws on quotas? Is it time for stronger action to call out gender pay inequality? Are social movements like #MeTooPay more effective than laws in bringing about cultural and systemic change? This session will debate these big questions while reviewing what's happening around the world in regards to gender pay equity.

Session Co-Chairs

Hector Gonzalez Graf *Marvan Gonzalez Graf y Gonzalez Larrazolo, Mexico City; Special Projects Officer, IBA Employment and Industrial Relations Law Committee*

Sophie Maes *Claeys & Engels, Brussels; Membership Officer, IBA Diversity and Equality Law Committee*

Speakers

Alessandro Camilleri *Group Human Resources and Organisation Director, Gruppo Hera, Bologna*

Gianluca Dardato *Chief HR Office, Esaote, Genova*

Luc Deshaies *Gowling WLG, Montréal, Québec*

Susannah Donaldson *Pinsent Masons, Glasgow*

Valeria Morosini *Toffoletto De Luca Tamajo, Milan*

1430 – 1530 **Modern work and health**

Dr Iff studied medicine at the Universities of Bern, Zürich and Sydney and is a specialist in public health and occupational medicine. After leaving university he worked as a clinical epidemiologist in medical research, before becoming an occupational physician at the State Secretary for Economic Affairs of Switzerland. For ten years he has been responsible for the occupational health aspects of health protection in the workplace and serves as the medical backbone of the labour law. His areas of expertise include motherhood protection, protection of apprentices, the organisation of first aid and also protection against psychosocial stress.

Keynote speaker

Dr Samuel Iff *Specialist in occupational medicine and public health, Cham*

1530 – 1600 **Coffee/tea break**

1600 – 1715 **Blurred boundaries: traditional employment vs the gig economy**

The future of the contingent workforce is shaped by various factors, including evolving labour market dynamics, technological advancements, changing worker preferences, legal developments and organisational needs for flexibility and cost-efficiency. As the contingent workforce continues to grow and play a significant role in many industries, it is increasingly important for employment lawyers to understand and navigate the legal implications associated with this evolving employment landscape.

Moderators

Roger James *Ogletree Deakins, London*

Szymon Kubiak *Wardynski & Partners, Warsaw; Committee Liaison Officer, IBA Employment and Industrial Relations Law Committee*

Speakers

Paolo Carbone *Senior Employment & Litigation Counsel, Deliveroo, Milan*

Luca Failla *Failla & Partners, Milan*

Judge Jonathan Forbes *Federal Circuit and Family Court of Australia, Melbourne, Victoria*

Patricia Medeiros Barboza *CGM Advogados, São Paulo; Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

Edith Nordmann *ACG International, Amsterdam*

1930 – 2230 **Conference reception and dinner**

Società del Giardino, Via San Paolo 10, 20121 – Milan, Italy

Join your fellow delegates and speakers for a standing networking dinner.

Please enquire at the registration desk as to availability of tickets.

Dress code: Jeans and sports shoes are not allowed.

For men: jacket and tie, dark suits are obligatory. For women: equivalent clothes for ladies, which are appropriate for the setting.

Please note:

The use of cellular phones or other hand-held PDAs is strictly forbidden inside the club.

Transport will not be provided.

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0900 – 0930 Keynote address

Lene Wendland is Chief of the Business and Human Rights Section in the Office of the UN High Commissioner for Human Rights (OHCHR). She contributed to the development and drafting of the UN Guiding Principles on Business and Human Rights (UNGPs), the authoritative global standard on business and human rights. Wendland oversees OHCHR's work on implementation of the UNGPs at national level and in global policy developments. She directs the UN Human Rights' Accountability and Remedy Project, which aims to enhance accountability and access to remedy in cases of business involvement in human rights abuses. She also directs the UN Human Rights B-Tech Project, applying the UN Guiding Principles on Business and Human Rights to key human rights challenges related to digital technologies. Wendland is currently a member of the International Olympic Committee's Advisory Committee of Human Rights, the Advisory Council of the Geneva Centre for Business and Human Rights and the Copenhagen Tech Committee.

Keynote speaker

Lene Wendland *Chief, Business and Human Rights Section, United Nations Human Rights, Geneva*

0930 – 1045 Managing an age-old issue: the multigenerational workforce

With increasing longevity and rising retirement ages, modern workplaces are witnessing a diverse mix of generations, each with unique expectations and values. This session will explore how employers can effectively navigate the recruitment and retention of multi-generational workers while preserving their organisational culture. Discover strategies to harness the advantages of a diverse workforce and proactively address the expectations of different generations. Additionally, this session will consider pertinent topics, such as the right to disconnect and how to manage generational differences.

Moderators

Luis Mendes *Pinheiro Neto Advogados, São Paulo; Website and Communications Officer, IBA Employment and Industrial Relations Law Committee*

Agnieszka Pytlas *Penteris, Warsaw; Corporate Counsel Forum Liaison Officer, IBA Diversity and Equality Law Committee*

Speakers

Erika Collins *Faegre Drinker, New York*

Doriana Di Benedictis *Diversity & Inclusion Leader, EY, Milan*

Hideki Thurgood Kanoh *Anderson Mori & Tomotsune, Tokyo*

Juan Ilich Pérez García *General Counsel, Samsung, Mexico City*

1045 – 1115 Coffee/tea break

1115 – 1230 Breakout session five Duomo room

Emerging trends in executive compensation: what you need to know

In this session we will explore the key issues and trends in executive compensation, these include: the increased focus on clawback provisions as a corporate governance and executive compensation issue; apprehension about inflation and a potential recession; changing priorities for C-suite executives; and increased government and public scrutiny. In this session we will discuss the trends likely to impact how executives are remunerated, in addition to shared experiences and best practices.

Moderators

Verónica Raffo *Ferrere, Montevideo; Conference Quality Officer, Employment and Industrial Relations Law Committee*

Lara Vivas Sanz *Cuatrecasas, Barcelona*

Speakers

Simone Carra *Littler Mendelson, Milan*

Robyn Diaz *St Jude Children's Research Hospital, Memphis, Tennessee*

Denis Langlois *Former Group HR Director, Paris*

Luis Parada *DLA Piper, Santiago*

Rashmi Pradeep *Cyril Amarchand Mangaldas, Bangalore, Karnataka*

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Friday continued

1115 – 1230 **Breakout session six** *La Scala room*

Remote Working – a review of today's evolved workplace

Working from home (WFH) is here to stay, for some it will be full-time, but hybrid models are favoured by many. Our panel will look at how this new model is working, highlighting the main challenges and opportunities arising from this redefined employment relationship. For many businesses, WFH increases productivity rather than decreasing it, but managing the relationship is sometimes problematic, giving rise to employment law issues like performance management, being monitored too much or too little as well as issues around 'visibility' and proximity bias. Are underrepresented workers better off or losing out as a result of WFH? Statistically, remote workers get promoted less often than their in-office peers and are being paid less, despite being considerably more productive on average. The panel will look at the potential discrimination or other employment claims which are emerging as WFH becomes more established as a norm.

Moderators

Pål Kvernaas *Haavind, Oslo; Senior Vice Chair, IBA Diversity and Equality Law Committee*

Carol Zhu *Zhong Lun, Shanghai*

Speakers

Pino Mercuri *HR executive, leader, author and speaker at Intrum, Milan*

Kara Preedy *KLIEMT HR Lawyers, Berlin*

Soo-Ja Schijf *Kennedy Van der Laan, Amsterdam*

Viola Zanetti *Head of Employment, Booking.com, Amsterdam*

1230 – 1330 **Lunch**

1330 – 1430 **Cultivate a growth mindset: 5 ways to adapt a growth mindset to grow your practice even faster**

Ever wondered what sets successful lawyers apart? It's not just luck or innate talent. It's about mindset.

Join us for a transformative session led by award-winning international speaker, bestselling author and attorney at law, Itzik Amiel. Discover how cultivating a growth mindset can catapult your career or firm to new heights.

In a world where change is constant, firms stuck in a fixed mindset risk falling behind. Research shows that embracing a growth mindset leads to greater resilience, innovation and overall happiness in the workplace.

Learn practical strategies to break free from limiting beliefs and embrace challenges with persistence. Find out how fostering a growth mindset can not only elevate your performance, but also create a more positive and productive work environment.

Don't let your mindset hold you back. Join us and unlock the key to personal and professional success. Don't miss out on this life-changing session!

Speaker

Itzik Amiel *Founder & CEO, THE SWITCH™; Commissioner, IBA Future of Legal Services Commission*

1430 – 1545 **Unions on the rise? Global insights into collective bargaining**

Are we seeing a resurgence of unions and worker cooperation? This session will explore the evolving landscape and global trends in collective bargaining. We will consider real-world examples and the challenges faced by employees in this new era, as well as how the judiciary plays a role in recognising and shaping trade union rights.

Moderators

Mikael Pelan *Lusis Avocats, Paris; Co-Chair, IBA Disability Rights Working Group*

Silvia Tozzoli *Legance, Milan; Senior Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

Speakers

Catherine Berger *Global Labor Relations Lead, MSD, Milan*

Enrique Betemps *Perez Alati Grondona Benites & Arntsen, Buenos Aires*

Chief Judge Christina Inglis *Employment Court of New Zealand, Wellington*

Katie Kiernan Marble *modCounsel, Portsmouth, New Hampshire*

Anshul Prakash *Khaitan & Co, Mumbai, Maharashtra*

Isabelle Schömann *European Trade Union Confederation, Brussels*

1900 – 2100 **Closing reception**

Horto

The Medelan, Via S. Protaso, 5, 20121, Milan, Italy

The closing reception is open to all registered delegates to attend.

The IBA, its officers and staff accept no responsibility for any views expressed, presentations or materials produced by delegates or speakers at the Conference.

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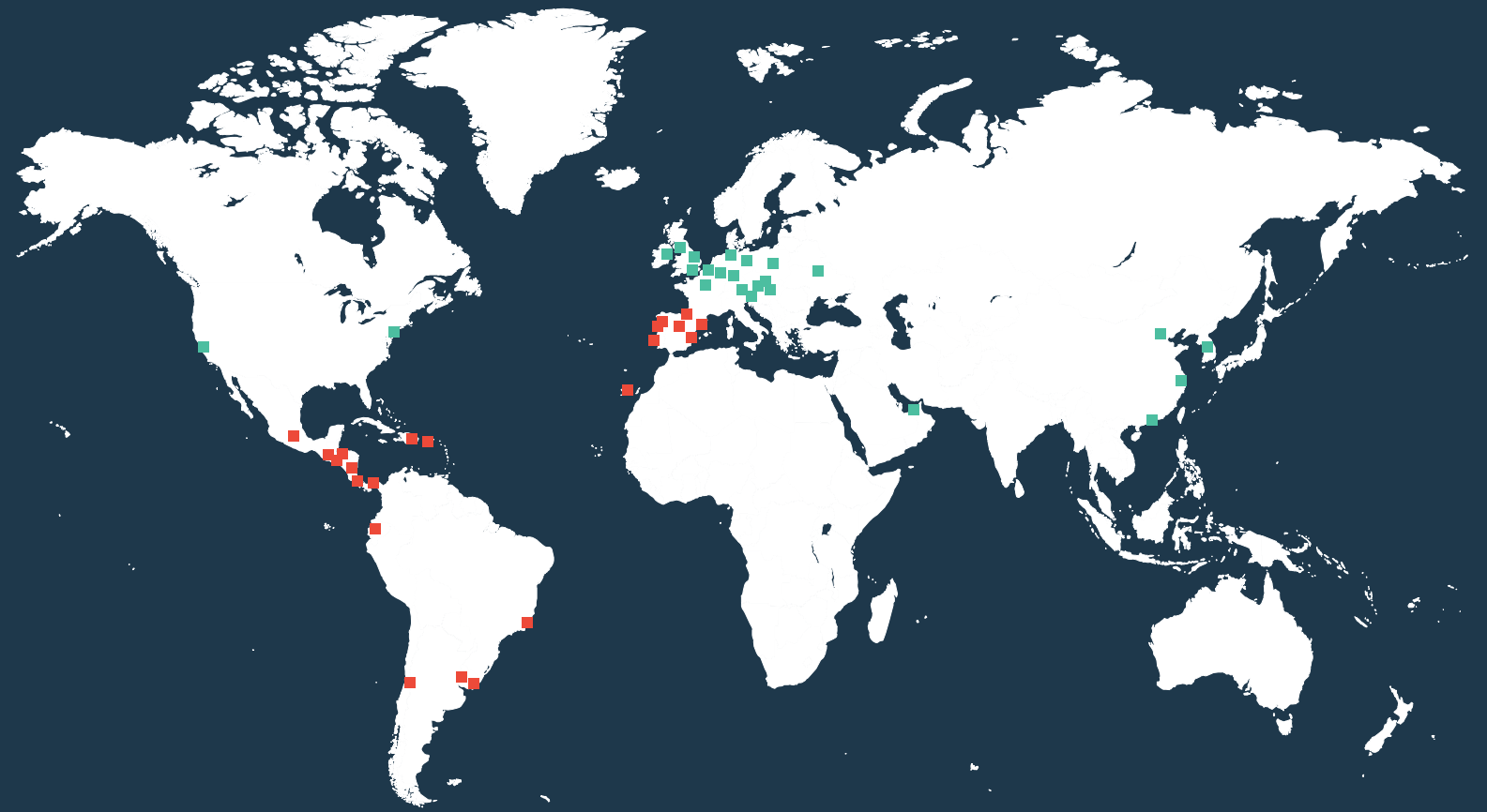


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