

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



the global voice of the legal profession®

IBA Annual Employment and Diversity Law Conference



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7-9 September 2022

The Four Seasons Hotel, Madrid, Spain

Topics include:

- The post-Covid workplace (part one): Remote work and the impact on recruiting, training, compensation and evaluation, and organisational culture including the search for talent and employee retention
- Corporate social responsibility and employee activism
- Preventing and defending discrimination claims
- Equal treatment – how to balance regulation and affirmative action
- Workshop on negotiation skills, both in-person and virtual, while considering different cultures and jurisdictions
- The post-Covid workplace (part two): Work from anywhere (with tax and immigration), social isolation and mental health, work-life balance/blending, impact on the compensation of gig and part-time workers, greater use of technology and employee surveillance and privacy, right to disconnect
- Promoting equality and implementing modern working conditions through the collective bargaining process
- Compensation and benefits: generational differences (millennials vs baby boomers)
- New developments in legal technology on employment law
- Personal issues and social isolation impacting the workplace

Headline conference sponsor



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DISCOUNTS

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WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2162

Programme

Conference Co-Chairs

Patrick L Benaroché *Stikeman Elliott, Montreal, Quebec; Co-Chair, IBA Employment and Industrial Relations Law Committee*
Juan Bonilla Blasco *Cuatrecasas, Madrid; Co-Chair, IBA Employment and Industrial Relations Law Committee*
Ueli Sommer *Labour and Employment Law Solutions, Zürich; Co-Chair, IBA Diversity and Equality Law Committee*
Iván Suárez *Suárez de Vivero, Barcelona; Co-Chair, IBA Diversity and Equality Law Committee*

Wednesday 7 September

1800 – 2000 Welcome reception
Sol Ballroom, The Four Seasons Hotel, Madrid, Spain

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

All registered delegates are welcome to attend.

Thursday 8 September

0745 – 1715 **Registration**

0845 – 0900 **Welcome remarks from the Conference Co-Chairs**

0900 – 0930 **Keynote address**

Marta Machicot will address the challenges global companies have had when dealing with the situation arising out of Covid-19 and with all the uncertainties of the changed world. Marta will also address the opportunities for managing workforces in this new era.

Keynote speaker

Marta Machicot *Chief People Officer, Telefónica S A, Madrid*

0930 – 1100

The post-Covid workplace (part one): Remote work and the impact on recruiting, training, compensation and evaluation, and organisational culture including the search for talent and employee retention

Covid-19 has not only changed our lives; it has also changed the way in which we all work. In this first part of the Post-Covid Workplace session, we will cover the impact Covid-19 has had on recruiting, training, compensation and evaluation, and organisational culture. The search for talent and employee retention, particularly in light of the 'Great Resignation', will also be discussed.

Session Chairs

Phil Berkowitz *Little Mendelson PC, New York; Council Member, IBA Global Employment Institute (GEI)*

Vikram Shroff *Nishith Desai Associates, Mumbai, Maharashtra; Senior Vice Chair, IBA Employment and Industrial Relations Law Committee*

Speakers

Sub panel 1

Mario Barros Garcia *Uría Menéndez, Madrid*

Anna Jerndorf *Advokatfirman Törngren Magnell KB, Stockholm*

Katie Marble *Managing Director, Global Employment Law and Head of People for modCounsel, Lafayette, California*

Juan Pérez García *General Counsel, Samsung, Tijuana*

Todd Solomon *McDermott Will & Emery, Chicago, Illinois*

Sub panel 2

Silvia Bauza *Allen & Overy, Madrid*

Mike Delikat *Orrick, New York*

Sean Nesbitt *Taylor Wessing, London*

Silvie Poeth *Senior Legal Counsel, Vista, Barcelona*

1100 – 1130 **Coffee/ tea break**

Headline social event sponsors



MARVÁN, GONZÁLEZ GRAF Y
GONZÁLEZ LARRAZOLO
ABOGADOS

Associate conference sponsor



1130 – 1245 Breakout Session 1

Corporate social responsibility and employee activism

The workplace is often a confluence of economics, politics and social issues. While the workplace can be a battleground of rights, it can also play a very significant role in effecting positive change in society.

Employees are increasingly looking to organisational leadership to take a stand on issues such as race, gender, immigration, climate change, cross-border supply chain, and most recently the war in Ukraine.

This session considers the role employers and employment lawyers can play as agents of change, and the relative risks and rewards of doing so.

Session Chairs

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

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

Speakers

Atul Gupta *Trilegal, Bangalore, Karnataka*

Carolyn Knox *Ogletree Deakins Nash Smoak & Stewart, San Francisco, California*

Elise Margow *Legally Speaking, Melbourne, Victoria*

Carolina Rodrigues *Latam Senior Labour and Employment Counsel, GE Renewable Energy, São Paulo*

Marzena Sękul *Head of People & Development Poland, Ørsted, Warsaw*

Nils van Dijkman *HEUSSEN, Amsterdam*

1130 – 1245 Breakout Session 2

Preventing and defending discrimination claims

This session will present the differing ways that employers address and defend discrimination claims across jurisdictions. While discrimination may be illegal in most jurisdictions, differing regimes present different challenges in dealing with such claims. We will discuss how strategies should be determined based on various factors such as the burden of proof required, the type of tribunal or judicial process applicable, the nature of the claims and the remedies available.

Session Chairs

Yvonne Frederiksen *Norrbom Vinding, Copenhagen; Co-Chair, IBA Disability Rights Working Group*

Ronnie Neville *Mason Hayes & Curran, Dublin; Diversity and Inclusion Officer, IBA Diversity and Equality Law Committee*

Speakers

Laurianne Hôo *Senior Employment Law Partner, Ankorstore, Paris*

Blanca Mateu *Head of Employee and Labour Relations Spain and Portugal, Johnson & Johnson, Madrid*

John Sander *Jackson Lewis, New York*

Ajay Singh Solanki *Nishith Desai Associates, Mumbai, Maharashtra; Co-Chair, IBA Disability Rights Working Group*

1245 – 1400 Lunch

1400 – 1515 Breakout Session 3

Equal treatment – how to balance regulation and affirmative action

This session will consider whether complex and technical rules governing equal treatment are more effective to achieving their aim than general principles of non-discrimination and equal treatment. Employers are subject to increasingly burdensome and changing legislation on equal treatment so the effort involved in trying to keep up with this ever-changing landscape may potentially discourage efforts by employers to introduce positive and proactive changes that go beyond these (minimal) requirements.

Session Chairs

Björn Gaul *CMS Hasche Sigle, Cologne; Committee Liaison Officer, IBA Employment and Industrial Relations Law Committee*

Mikael Pelan *Lusis Avocats, Paris; Treasurer, IBA Diversity and Equality Law Committee*

Speakers

Héctor González Graf *Marvan Gonzalez Graf y Gonzalez Larrazolo, Mexico City*

Veena Gopalakrishnan *AZB & Partners, Bangalore, Karnataka*

Diana Rodríguez Redondo *Marimón Abogados, Madrid*

Sonya Zilka *Chief People Officer, CZ Biohub, San Francisco, California*

Conference dinner sponsors



1400 – 1515 Breakout Session 4

Workshop on negotiation skills, both in-person and virtual, while considering different cultures and jurisdictions

Session Chairs

Aoife Bradley *LK Shields Solicitors, Dublin; Conference Officer, IBA Employment and Industrial Relations Law Committee*
Olivier Kress *Flichy Grange Avocats, Paris; Secretary, IBA Employment and Industrial Relations Law Committee*

Speakers

Valerie Blandeau *Pinsent Masons, Paris*
Rafael Giménez-Arnau *Garrigues, Madrid*
Luigia Ingianni *Commissioner of the Employment Standards Office, Qatar Financial Centre, Doha*
Francisco Peniche Beguerisse *Creel García-Cuéllar Aiza y Enriquez, Mexico City*
Annalisa Reale *Chiomenti, Milan; Communications Officer, IBA Women Lawyers' Committee*

1515 – 1545 Coffee/ tea break

1545 – 1715

The post-Covid workplace (part two): Work from anywhere (with tax and immigration), social isolation and mental health, work-life balance/ blending, impact on the compensation of gig and part-time workers, greater use of technology and employee surveillance and privacy, right to disconnect

The second part of the post-Covid workplace discussion will analyse the impact of 'work from anywhere' (WFA) from a mobility standpoint. It will also discuss the social isolation and mental health aspects, and the impact on work life balance the pandemic has created. The right to disconnect and the requirements for

working time tracking rules will also be discussed.

Session Chairs

Caroline Andre Hesse *AYACHE Law, Paris; Vice Chair, IBA Employment and Industrial Relations Law Committee*
Luis Mendes *Pinheiro Neto Advogados, São Paulo; Treasurer, IBA Employment and Industrial Relations Law Committee*

Speakers

Erika Collins *Faegre Drinker Biddle & Reath, New York*
Jorge de Presno *Basham Ringe y Correa, Mexico City*
Raquel Florez *Freshfields, Madrid*
Orly Gerbi *Herzog, Tel Aviv; Newsletter Editor, IBA Employment and Industrial Relations Law Committee*
John Hamlin *Chief Counsel Employment Benefits and Governance, Marsh McLennan, New York*
Elena Ryolo *Legance, Milan*

1900 – 2230 Conference reception and dinner

Palacio Neptuno
Calle de Cervantes, 42, 28014 Madrid, Spain

Join your fellow delegates and speakers for an evening of networking and dinner under one of the most beautiful stained glass windows in Madrid created by Manuel Ortega. Please tick your attendance when completing your registration.

Ticket price: €160

Transport will not be provided.

Friday 9 September

0815 – 1530 Registration

0850 – 0930 Keynote address

Greg Vines will discuss global labour issues and labour market reform in the Covid-19 context and why employment is central to recovery from the pandemic.

Keynote speaker

Greg Vines *Deputy Director-General for Management and Reform, International Labour Organisation (ILO), Geneva*

Conference welcome reception sponsor

 HEUKING KÜHN LÜER WOJTEK

Conference luncheon sponsor

AGUILAR CASTILLO LOVE

0930 – 1100

Promoting equality and implementing modern working conditions through the collective bargaining process

The world has seen a trend towards increased unionisation in the last decade, expanding beyond typical industries such as manufacturing. Unions are trying to regulate the future of work, even though employees form only one half of the employment relationship. The range of collective platforms and regimes available varies significantly between Europe and North America, notably Canada and the United States, where cultural foundations and perspectives on the matter differ widely. To what degree do collective agreements concentrate on discrimination or equality? Where are the challenges in avoiding discrimination while implementing certain working conditions and/or a framework for equality, especially regarding gender, age, or union?

Comparisons between continents could provide an interesting starting point from which to establish a better understanding of the whole concept of collective relations.

Session Chairs

Ed Mills *Travers Smith, London; Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

Valeria Morosini *Toffoletto de Luca Tamajo e Soci, Milan*

Speakers

Miguel Ángel Bujá *Labour Relations Spain, Ericsson, Madrid*

Burkard Göpfert *KLIEMT.HR Lawyers, Munich*

Danny J Kaufer *Borden Ladner Gervais, Montréal, Québec*

Frank Kohls *Senior Counsel, IBM Germany, Stuttgart*

Claire Toumieux *Allen & Overy, Paris*

1100 – 1130 **Coffee/ tea break**

1130 – 1245 Breakout Session 5

Compensation and benefits: generational differences (millennials vs baby boomers)

A conversation on compensation on generational differences, including law firm developments. What are the expectations of millennials? How can we best recruit and retain younger and older workers? Should benefits and schemes be tailor-made for workers with different needs and, if so, should this also cover non-salary-related benefits (including working hours and work-life balance). Will the efforts be sufficient for Generation Z workers?

Session Chairs

Luis Enrique Fernández Pallarés *Pérez-Llorca, Madrid; Secretary, IBA Diversity and Equality Law Committee*

Rebecca Ford *Clyde & Co, Dubai; Diversity and Inclusion Officer, IBA Employment and Industrial Relations Law Committee*

Speakers

Pilar Bover *Employee Relations Manager, VMware, Madrid*

Carolina Porras *Philippi Prietocarrizosa Ferrero Du & Uria, Bogota*
Anders Etgen Reitz *Iuno, Copenhagen; Chair of Advisory Board, IBA Global Employment Institute (GEI)*

Stephan Swinkels *Little Mendelson PC, New York*

Liz Williamson *Senior Legal Counsel - Middle East, Turkey & Africa, Accenture, Dubai*

Thomas Winzer *Gleiss Lutz, Frankfurt*

1130 – 1245 Breakout Session 6

New developments in legal technology on employment law

The use of artificial intelligence applications in consultancy organisations and law firms across the globe is rapidly advancing as lawyers seek to adopt more efficient and cost saving work practices, namely by using digital technology for tasks such as e-discovery, contract review, e-filing and case management. This session will explore what the job of an employment lawyer might entail in five years' time globally, and the rapid developments in this space.

Session Chairs

Paal Kvernaas *Haavind, Oslo; Newsletter Editor, IBA Diversity and Equality Law Committee*

Veronica Raffo *Ferrere, Montevideo; Corporate Counsel Forum Liaison Officer, IBA Employment and Industrial Relations Law Committee*

Speakers

Akber Dattoo *CEO & Founder, D2 Legal Technology, London*

Román Gil Alburquerque *Sagardoy Abogados, Madrid*

Enrique M Stile *Marval O'Farrell Mairal, Buenos Aires*

Victoria Vergara *Legal Counsel Iberia, Abbott Laboratories S A, Madrid*

Lara Vivas Sanz *Cuatrecasas, Barcelona*

1245 – 1400 **Lunch**

Exhibitor



International Employment Lawyer

Friday continued

1400 – 1530

Personal issues and social isolation impacting the workplace

The increasing use of technology and reduction of genuine personal time has significantly tipped the work-life balance, with work stress leading to illness and suicides presenting significant legal and HR issues for global companies. How should employers respond to these issues? To what degree should, or can, an employer investigate or involve themselves with their employees' personal issues? What are best practices for addressing and preventing these problems?

Session Chairs

Karine Audouze *UGGC Avocats, Paris; Senior Vice Chair, IBA Diversity and Equality Law Committee*

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

Speakers

Mercedes Canos *Managing Director Iberia, Jaeger-LeCoultre, Madrid*

Maria Eugenia de la Cera Guerrero *Deputy Director of the Cabinet of the Minister of the Presidency, Real Casa de la Moneda, Madrid*

Feliciano González Muñoz *Head of Group Human Resources, Holcim, Zug*

Anne O'Connell *Anne O'Connell Solicitors, Dublin*

1900 – 2100 Closing reception

Casino de Madrid

C de Alcalá 15, 28014, Madrid

The closing reception is open to all registered delegates to attend. Please indicate your attendance on the booking form.

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

IBA Harassment Policy

IBA IBA conferences provide unrivalled professional development and network-building opportunities for international legal practitioners and their professional associates. The IBA values the participation of every delegate and member of the IBA and wants all attendees to have an enjoyable and fulfilling experience. Accordingly, all Conference attendees are expected to show respect and courtesy to other attendees, IBA staff and those involved with hosting the events throughout the Conference and at all Conference events, receptions, and parties, whether officially organised by the IBA or others. All delegates, guests, attendees, speakers, exhibitors, staff and volunteers at any IBA event are required to conform to the IBA Harassment Policy.

See www.ibanet.org/iba-harassment-policy

Continuing Professional Development/Continuing Legal Education

For Conference delegates from jurisdictions where CPD/CLE is mandatory, the IBA will provide a Certificate of Attendance for the Conference. Subject to CPD/CLE requirements, Conference delegates can use this to obtain the relevant number of hours' accreditation. The number of CPD/CLE hours available may vary depending on the rules applied by the members' bar association/law society on time recording criteria.

A Certificate of Attendance is available to Conference delegates on request. Please ask at the IBA Conference registration desk for information on how to obtain the certificate.

The organisers may at any time, with or without giving notice, in their absolute discretion and without giving any reason, cancel or postpone the Conference, change its venue or any of the other published particulars, or withdraw any invitation to attend. In any case, neither the organisers nor any of their officers, employees, agents, members or representatives shall be liable for any loss, liability, damage or expense suffered or incurred by any person, nor will they return any money paid to them in connection with the Conference unless they are satisfied not only that the money in question remains under their control but also that the person who paid it has been unfairly prejudiced (as to which, decision shall be in their sole and unfettered discretion and, when announced, final and conclusive).

Information

Date

7-9 September 2022

Venue

Four Seasons
Calle de Sevilla 3
28014 Madrid
Spain

Language

All working sessions and Conference materials will be in English.

How to register

Register online by **31 August 2022** at www.ibanet.org/conference-details/CONF2162 and make payment by credit card to avail of the ten per cent online registration discount or complete the attached registration form and return it to the Conference Department at the IBA together with your proof of bank transfer payment. You should receive an email confirmation of your registration within five days; if you do not, please contact confs@int-bar.org.

Conference registration criteria

By registering for the conference you agree to the following, the delegate code of conduct and all venue precaution notifications:

- You will not attend the conference if you are displaying any Covid symptoms
- Should you develop any Covid symptoms during your attendance at the conference you inform a member of IBA staff by email (1) and you agree not to attend any further conference sessions or related events
- comply with all local and national restrictions
- You travel at your own risk, and you agree that the IBA cannot be held responsible if you contract Covid during the conference or after returning from the conference
- You agree to the extent permitted by law that you shall not hold IBA responsible for: any travel costs incurred for travelling to and from the conference; any travel costs that may be irrecoverable due to the cancellation or postponement of the conference; any losses or liabilities associated with contracting Covid whether on the way to, during or after the conference.
- You agree that, if asked by the relevant local or national authorities, the IBA has permission to pass on your personal information and contact details to those authorities should contact tracing be required.

Fees

Online registrations received:

	on or before 29 July 2022	until 31 August 2022
IBA member	€980	€1085
Non-member *	€1140	€1245
Young lawyers (under 30 years)	€740	€1245
Academics/judges (full-time)	€740	€1245
Public lawyers	€740	€1245
Corporate counsel **	€885	€245

After 31 August 2022 registrations must be received in hard copy at the IBA office.

Hard copy registration forms and fees received:

	on or before 29 July 2022	after 29 July 2022
IBA member	€1090	€1205
Non-member *	€1265	€1380
Young lawyers (under 30 years)	€820	€1380
Academics/judges (full-time)	€820	€1380
Public Lawyers	€820	€1380
Corporate counsel **	€980	€1380

* By paying the non-member fee, we welcome you as a delegate member of the IBA for the year in which this Conference is held, which entitles you to the following benefits:

- Password access to certain parts of the IBA website.
- Receipt of IBA E-news and access to online versions of IBA Global Insight.
- Pay the member rate for any subsequent Conference registrations for this calendar year.

** A reduced rate is offered to IBA Corporate Group Members. Please register online to obtain a 25 per cent discount on the IBA Member fee.

If you would like to become a full or general member of the IBA, which includes membership of one committee or more – and inclusion in and access to our membership directory – we encourage you to do so now in order to register for this Conference at the member rate. You can find full details of how to join at www.ibanet.org.

A reduced rate is offered to lawyers who are over the age of 65, have been an IBA member for more than 20 years and are no longer practising law.

Full payment must be received in order to obtain your Conference documentation

Fees include:

- * Attendance at all working sessions
- * Access to the Conference materials from the IBA website (www.ibanet.org), including any available speakers' papers submitted to the IBA before 2 September
- * Access to live delegate search
- * Lunch on Thursday and Friday
- * Tea and coffee during breaks
- * Invitation to welcome reception on Wednesday and closing reception on Friday

Please note that registrations are not transferable.

List of participants

In order for your name to appear in the list of participants, your registration form must be received by 31 August 2022 at the latest.

Live delegate search

Delegates are able to use the live delegate search via the IBA website, in order to use this function delegates will need to be logged into their MyIBA. This will allow search access to up-to-date attendance lists.

Registration confirmation

Upon receipt of your payment for the Conference a confirmation email will be sent to you which contains information regarding your attendance at the Conference. You will also be able to view and download your payment information and manage your registration via your My IBA profile on the IBA website.

Book with confidence

- If the IBA needs to reschedule the event, your registration will be automatically transferred to the new date and no additional fees will be charged. If this date is not convenient for a delegate, a refund of the cost of the conference place will be available on request to the IBA.
- If the IBA is unable to reschedule the conference within 12 months of the original scheduled date, a full refund of the cost of the conference place will automatically be made to all delegates.
- Please note that the IBA will not provide refunds for any other costs incurred including any travel costs.

Please note, these terms are subject to any more restrictive or different local requirements, and may be altered and amended from time to time to reflect any changes to restrictions or government requirements.

Payment of registration fees by bank transfer or BACS payment

Registration forms received without proof of payment will NOT be processed until proof of payment has been received.

Euro: by bank transfer to the IBA account at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom.

SWIFT address NWBKGB2L, IBAN GB58NWBK60721106570631

Please ensure that a copy of the bank transfer details is attached to your registration form.

Online credit card payments: by Visa, MasterCard or American Express.
No other cards are accepted.

PLEASE ENSURE THAT YOUR NAME AND '[CON2162MADRID]'
APPEAR ON ANY TRANSFER OR DRAFT.

Conference sell-outs

The IBA places its conferences in venues of a suitable size for each event; however, there are times when our conferences may sell out. Should this happen, prospective delegates will be informed and a waiting list will operate. The waiting list will function on a 'first come, first served' basis, subject to receiving registered delegate cancellations. The waiting list for a conference will close once it has reached ten per cent of the conference venue capacity, as it is very unlikely a place will become available. The IBA will not be liable for any travel or accommodation expenses incurred by an individual who travels to a conference without a confirmed place at the event.

Cancellation of registration or social functions

If cancellation is received in writing at the IBA office by 26 August 2022 fees will be refunded less a 25 per cent administration charge. Refunds will be made minus any monies owed to the IBA.

We regret that no refunds can be made after this date. Registrations or social function bookings received after 26 August 2022 will not be eligible for any refund of fees. Please note that the IBA will however offer a full refund if you are required to cancel your registration due to Covid related reasons; we will require written confirmation of your cancellation by the end of business on the first day of the conference.

Photography and filming

Certain sessions and/or social functions may be photographed and/or filmed and some of this content may be used for future IBA marketing materials, member communications, products or services. Should you have any concerns with regard to this, or do not wish to be featured in any of these materials please contact the IBA Marketing Department at ibamarketing@int-bar.org.

Promotional literature

Please note that no individual or organisation may display or distribute publicity material or other printed matter during the Conference, unless by prior arrangement with the IBA. Organisations and companies wishing to discuss promotional opportunities should contact the IBA Sponsorship Department at sponsorship@int-bar.org.

No deductions or withholdings

All fees payable to us by you in accordance with the terms contained in this 'Information' section shall be paid free and clear of all deductions or withholdings whatsoever.

If any deductions or withholdings are required by law to be made from any fees payable to us by you under the terms contained in this 'Information' section you shall pay such sum as will, after the deduction or withholding has been made, leave us with the same amount as we would have been entitled to receive in the absence of any such requirement to make a deduction or withholding.

If we obtain the benefit of any tax credit or other relief by reference to any such deductions or withholdings, then we shall repay to you such amount as, after such repayment has been made, will leave us in no worse position than we would have been had no such deductions or withholdings been required.

Should you have difficulties in obtaining your visa and are not able to attend the Conference this cancellation policy will still apply.

Upon submission of your completed Conference registration form to the IBA you are considered 'registered' pending payment. Please note that the cancellation terms and conditions as indicated will apply as soon as your registration is received.

Provided you have cancelled your registration to attend an IBA Conference in accordance with the terms of the 'cancellation of registration' clause included in the 'Information' section of the relevant Conference programme, you must then confirm to us in writing at the IBA office as soon as possible, but in no event later than one year (12 calendar months) from the date of any such Conference, all necessary details to enable any reimbursement owed to you to be paid. We regret that no refunds will be made after the date that is one year (12 calendar months) after the date of the relevant Conference.



Travel arrangements and visas

Participants are responsible for making their own travel arrangements. It is recommended that you check your visa requirements with your local embassy or consulate. We are unable to dispatch visa invitation letters to support your visa application prior to receipt of your registration form and full payment of registration fees.

Please apply for your visa in good time.

Hotel accommodation

A limited number of rooms have been reserved at the Four Seasons for the nights of 7-12 September 2022:

Four Seasons
Calle de Sevilla 3
28014 Madrid
Tel: +34 910 88 33 33

The following rates are per room, per night and exclusive of buffet breakfast and 10% VAT.

Single occupancy: €580

Please click the accommodation link on the conference website www.ibanet.org/conference-details/CONF2162 for the promotion code and booking link to make your reservation. The hotel requires a credit card number to secure your reservation.

Cancellation and no-show policy

Please note that in the event of any cancellations or no-shows, rooms will be charged to the individual guest's credit card given at the time of booking.

As a limited number of rooms have been blocked at the hotel, availability cannot be guaranteed once the room block is full.

Delegates are responsible for making accommodation reservations directly with the hotel and entering into an agreement with the hotel regarding credit card guarantees, cancellation terms and conditions, and room rates (should these differ from the special IBA rate). The IBA cannot accept responsibility for hotel accommodation disputes between a delegate and the hotel.

Unauthorised accommodation agents

It has been brought to our attention that there are multiple companies contacting past attendees, claiming to represent the IBA, offering 'assistance' with registration and hotel bookings. They are operating by cold-calling and spamming companies whose names have appeared on previous List of Participants, Programmes and Sponsorship recognition. The only Accommodation Agent the IBA works with is Judy Lane ICS. Judy Lane ICS do not contact delegates on behalf of the IBA without delegates making initial contact. Please ignore any communication that does not come directly from the IBA or Judy Lane ICS.

Disabled access

The Four Seasons is wheelchair accessible. Please notify us if you require special assistance.

Social programme

Wednesday 7 September
1800 - 2000

Welcome reception

Sol Ballroom, Four Seasons, Madrid

The welcome reception is open to all registered delegates to attend. Please indicate your attendance on the booking form.

Thursday 8 September
1900 - 2230

Conference dinner

*Palacio Neptuno
Calle de Cervantes, 42, 28014 Madrid, Spain*

Join your fellow delegates and speakers for an evening of networking and dinner under one of the most beautiful stained glass windows in Madrid created by Manuel Ortega. Please tick your attendance when completing your registration.

Ticket price: €160

Transport will not be provided.

Friday 9 September
1900 - 2100

Closing reception

*Casino de Madrid
C de Alcalá 15, 28014 Madrid, Spain*

The closing reception is open to all registered delegates to attend. Please indicate your attendance on the booking form.

Registration form

IBA Annual Employment and Diversity Law Conference 2022

7-9 September 2022

The Four Seasons Hotel, Madrid, Spain



Please read the 'Information' section before completing this form and return it together with your bank transfer/cheque to the Conference Department at the address below.

REGISTER ONLINE AT WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2162 TO MAKE IMMEDIATE AND SECURE PAYMENT BY CREDIT CARD AND OBTAIN A TEN PER CENT DISCOUNT ON THE FEES BELOW

PERSONAL DETAILS *(Please attach your business card or write in block capitals)*

Title _____ Given name _____ Family name _____

Name and country to be shown on badge *(if different from above)* _____

IBA Membership number *(if applicable)* _____ Date of birth _____

Firm/company/organisation _____

Address _____

Country _____

Tel _____ Email _____

SPECIAL DIETARY REQUIREMENTS

If you have special dietary requirements, due to allergen intolerances, medical, religious reasons or a life choice, please specify the requirement below. The IBA is unable to cater for dietary requirements other than for the above reasons.

Please tick box if you have allergen intolerances and specify _____

Please state all other dietary requirements clearly, i.e. I am a vegetarian; I do not eat red meat.

Disclosure of dietary information denotes you have agreed to the IBA sharing this information with relevant third parties who are providing catering on our behalf.

TO OBTAIN A TEN PER CENT DISCOUNT ON THE FEES BELOW,
PLEASE REGISTER BY **31 AUGUST 2022** ONLINE AT WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2162
IBA MEMBERS CAN REGISTER ONLINE BY **29 JULY** FOR €980. PLEASE SEE 'INFORMATION' FOR FURTHER ONLINE REGISTRATION DETAILS.

HARD COPY REGISTRATION FORMS AND FEES RECEIVED:	on or before 29 July	after 29 July	amount payable
IBA member	€1090	€1205	€
Non-member*	€1265	€1380	€
Young lawyers (under 30 years)	€820	€1380	€
Academics/judges (full-time)	€820	€1380	€
Public lawyers	€820	€1380	€
Corporate counsel**	€980	€1380	€

Social functions

Price

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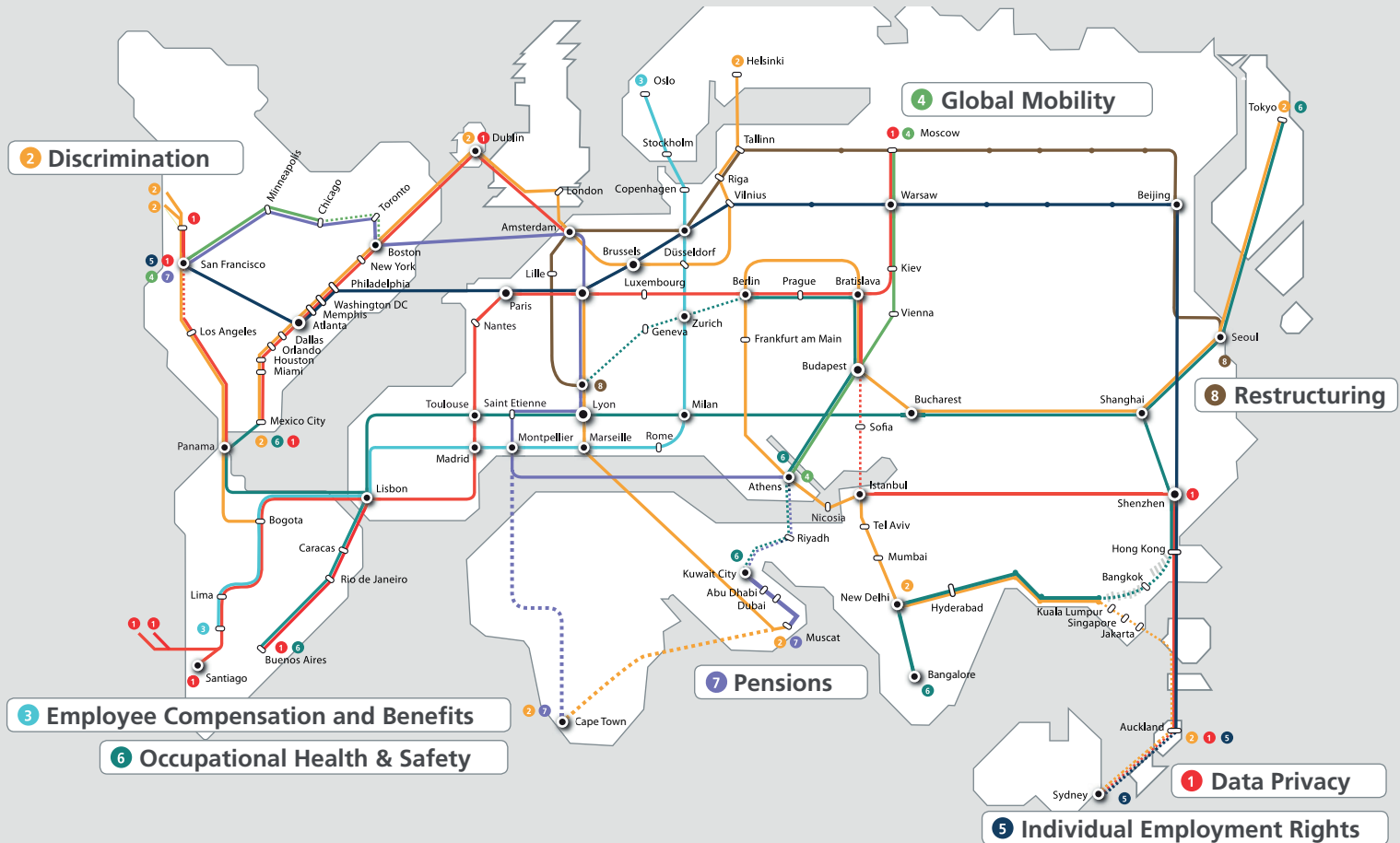
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Inspired by the vision of the United Nations, the IBA was founded in the same spirit, just before the Universal Declaration of Human Rights was proclaimed in 1948.

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