

CONFERENCE

27 NOVEMBER 2014 | COPENHAGEN

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LEGAL EXPERTS FROM
SCANDINAVIAN LAW FIRMS:

Horten (Denmark)

DLA Nordic (Sweden)

DLA Piper (Norway)

Borenus (Finland)

SCANDINAVIAN EMPLOYMENT LAW

UNIQUE OVERVIEW & UPDATE

PRACTICAL INSIGHT INTO DIFFERENCES & SIMILARITIES

EXPERT KNOWLEDGE & EXPERIENCES



In cooperation with

HORTEN

Mandatory training for lawyers
CONFERENCE: 6 LESSONS

SPEAKERS

Denmark (Horten)
Partner Finn Schwarz
Associate Partner Jonas Enkegaard
Junior Partner Marianne Lage

Finland (Borenius)
Partner Jani Syrjanen
Senior Associate Juhana Nevala

Norway (DLA Piper)
Partner Per Benonisen

Sweden (DLA Nordic)
Senior Associate Jonas Wiberg
Partner Johan Sundberg

Chairman: Junior Partner Marianne Lage, Horten

For years Horten, DLA Piper, DLA Nordic and Borenius law firms have cooperated on advising Scandinavian clients about differences and similarities on Scandinavian employment law.

Their common experiences were published in "Scandinavian Employment Law - a general overview on Danish, Norwegian and Swedish employment law", 2nd edition, 2009.

WHO WILL ATTEND?

Executive officers and persons responsible for staff, HR and communication, lawyers, attorneys and others interested in and responsible for issues related to Scandinavian employment law.

MANDATORY TRAINING FOR LAWYERS

CONFERENCE: 6 LESSONS

After the conference, IBC Euroforum will issue a certificate of participation for documentation purposes. Please remember to save the conference programme together with the certificate. If you have any questions, please contact *Advokatsamfundet* (DK).

SCANDINAVIAN EMPLOYMENT LAW

BE AWARE OF THE DIFFERENCES

Unlike Denmark, Finland, Norway and Sweden in general, Scandinavian employment law is characterized by major differences. Many companies are represented in several Scandinavian countries, and the differences are important when preparing and implementing HR policies.

PRACTICAL INSIGHT

The conference offers practical insight into current Scandinavian legislation and practice in relation to the most important and typical employment law challenges, including the obligations of employees and employers, terminations, etc.:

EMPLOYER OBLIGATIONS

Salaries, holidays, social taxes, pension, bonus agreements, share incentive schemes

EMPLOYEE OBLIGATIONS

Duty of loyalty, non-competition clauses, non-solicitation clauses

TERMINATION OF EMPLOYMENT

Dismissal, summary dismissal, suspension, release from the duty to work

A number of selected practical case studies from both Denmark, Finland, Norway and Sweden will concern employment law issues relevant to all the Scandinavian countries.

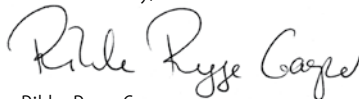
INTERACTIVE DISCUSSIONS, EXPERIENCE SHARING & FREE LEGAL ADVICE

During the conference, please contribute by asking questions to the speakers from the different countries. You may also want to share your experiences.

Furthermore, the participating law firms will also be available for questions by e-mail or phone up to 48 hours after the conference.

We are looking forward to welcoming you and your colleagues!

Yours sincerely,



Rikke Ryge Casper
Senior Project Manager
IBC Euroforum

SCANDINAVIAN EMPLOYMENT LAW

THURSDAY 27 NOVEMBER 2014

- 08.30 Registration**
Morning coffee/tea
- 09.00 Organizer's welcome remarks**
Senior Project Manager Rikke Ryge Casper, IBC Euroforum
- 09.05 Introduction**
Junior Partner Marianne Lage, Horten
- 09.10 Employment law in general - Denmark, Finland, Norway and Sweden**
- 10.00 Employer obligations**
- Salary and benefits
 - Social taxes
 - The Øresund Agreement
 - The employee's holiday entitlement
- 10.30 Break**
- 10.45 Employer obligations - continued**
- Salary during sickness and maternity
 - Pension
 - Bonus
 - Share incentive schemes
- 12.00 Lunch**

13.00 Employee obligations

- Duty of loyalty during employment
- Duty of loyalty after the effective date of termination
- Non-competition and non-solicitation clauses

14.00 Termination of employment

- Dismissal/summary dismissal
- Suspension/release from the duty to work
- Termination due to age
- Cases

15.15 Break

15.30 Termination of employment - continued

- Selection of employees
- Cases

16.45 End of conference

NETWORK RECEPTION

HORTEN invites you to a glass of wine and the opportunity to network with speakers and the other delegates.

SCANDINAVIAN EMPLOYMENT LAW

VENUE AND REGISTRATION

DATES AND CONFERENCE VENUE

Scandinavian Employment Law will take place on 27 November 2014 at Horten, Philip Heymans Allé 7, DK-2900 Hellerup.

PARKING

It is possible to park at Horten. There is a limited number of free parking spaces, other parking spaces are subject to a charge.

Please note: IBC Euroforum is not responsible for any parking violations that you receive while attending the event.

REGISTRATION FEE

All fees are in Danish Kroner and exclusive VAT.

	EARLY BIRD		
	Registration by 3 October	Registration by 7 November	Registration after 7 November
Conference	4,995	5,495	5,995

The registration fee includes all sessions, lunch, refreshments and available documentation.

REGISTRATION

To register for the conference the best and quickest way is to fill in the online registration form on www.ibceuroforum.dk/skar. We also accept bookings by post, phone: (+45) 35 25 35 45 or e-mail: registration@ibceuroforum.dk. Once we have received your registration you will receive an invoice and a confirmation which contains useful information. Your registration is binding.

CANCELLATION

All cancellations must be submitted in writing. All cancellations received by 12 November 2014 are subject to an administrative charge of 10 percent of the registration fee. All cancellations received between 12 November and 24 November 2014 are subject to an administrative charge of 50 percent of the registration fee. We regret that cancellations received after 24 June 2014 cannot be refunded or credited and the full fee will be due for ALL registrations submitted. Substitute delegates are welcome at any time. All substitutions must be received in writing.

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REGISTRATION FORM

SCANDINAVIAN EMPLOYMENT LAW | 27 NOVEMBER 2014

Name

Job Title

Department

E-mail

Would you like to receive information on future events by e-mail?

 Yes, please No thank you

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Name of immediate superior

 I am unable to attend the conference. Please send me the speaker presentations (DKK. 1,995 exclusive VAT).
I am attending the conference *All fees are in Danish Kroner and exclusive VAT.*

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4 WAYS TO REGISTER**Please disclose the registration code written in the address field**

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