



the global voice of
the legal profession®



Follow us
@IBAEvents
#IBAEmploy

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

Join us as we discuss the most recent legal developments and best practices of the new workplace with international employment lawyers from across the globe.

TOPICS INCLUDE:

- AI in HR processes: navigating legal challenges and preserving human agency
- Legal obligations in a borderless workplace
- Diversity under attack
- Personal branding, social media and success: unlocking opportunities for employment lawyers
- Gender pay equity – what are we waiting for?
- Blurred boundaries: traditional employment vs the gig economy
- Managing an age-old issue: the multigenerational workforce
- Emerging trends in executive compensation: what you need to know
- Remote Working – a review of today's evolved workplace
- Unions on the rise? Global insights into collective bargaining

HEADLINE CONFERENCE SPONSOR



L&E GLOBAL
Alliance of Employers' Counsel Worldwide

REGISTER BEFORE
1 MARCH 2024
TO RECEIVE EARLY
REGISTRATION
DISCOUNTS

For more information and to book online visit www.ibanet.org/conference-details/CONF2429

Programme

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*

Virkam 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

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*

Virkam 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*

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*

Nicolas Mialhe *Co-founder and CEO, PRISM Eval, Paris*

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**

Headline social event sponsors

CHIOMENTI

CMS
law·tax·future

DE LUCA & PARTNERS
LABOUR & EMPLOYMENT LAWYERS. IN MILAN SINCE 1976.

GIANNI ORIGONI &

MGGL

MARVÁN, GONZÁLEZ GRAF Y
GONZÁLEZ LARRAZOLO
ABOGADOS

TaylorWessing

Ius Laboris Italy Global HR Lawyers
Toffoletto De Luca Tamajo

Z&P
ZAMBELLI
& PARTNERS

1115 – 1230 Breakout session one

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*

1115 – 1230 Breakout session two

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*

Stefania Maglianti *Legal HR Director, Loro Piana, Milan*

Nohid Nooreyzedan *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

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*

Associate conference sponsor



Conference dinner sponsors



1330 – 1430 Breakout session four

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.

Ticket price: €125

Transport will not be provided.

Conference opening reception sponsor



Conference luncheon sponsor



Exhibitor



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**

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 *Little Mendelson, Milan*

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

Denis Langlois *Former Group HR Director, Paris*

Luis Parada *DLA Piper, Santiago*

1115 – 1230 **Breakout session six**

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 *Greenberg Traurig, 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. Please indicate your attendance when registering.

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).

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.

IBA Harassment Policy

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

Information

Date

10–12 April 2024

Venue

Excelsior Hotel Gallia
Piazza Duca D'Aosta, 9
Milan
Italy
20124
Tel: +39 02 67851

Language

All working sessions and Conference materials will be in English. Translators are not authorised to register for the conference or attend the conference working sessions without the prior written permission of the Conferences Director.

How to register

Register online by **2 April 2024** at www.ibanet.org/conference-details/CONF2429 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.

Fees

Online registrations received:

	on or before 1 March	until 2 April
IBA member	€1095	€1200
Non-member*	€1250	€1355
Young lawyers (under 30 years)	€825	€1355
Academics/judges (full-time)	€825	€1355
Public lawyers	€825	€1355
Corporate counsel**	€985	€1355

After **2 April** registrations must be received in hard copy at the IBA office.

Hard copy registration forms and fees received:

	on or before 1 March	after 2 March
IBA member	€1215	€1330
Non-member*	€1390	€1505
Young lawyers (under 30 years)	€915	€1505
Academics/judges (full-time)	€915	€1505
Public lawyers	€915	€1505
Corporate counsel**	€915	€1505

List of participants

In order for your name to appear in the list of participants, your registration form must be received by **2 April 2024** at the latest.

All conference delegates must provide full and accurate information regarding their identity and contact information. Failure to do so will result in their conference registration being cancelled.

By registering for the conference you agree to the following delegate code of conduct, the host country's local and/or national requirements and venues restrictions and precautions:

- 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 (confs@int-bar.org) and you agree not to attend any further conference sessions or related events and 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.

*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 contact confs@int-bar.org 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 4 April.
- Access to live delegate search
- Lunch on Thursday and Friday
- Tea and coffee during breaks
- Welcome reception on Wednesday
- Closing reception on Friday

Please note that registrations are not transferable.

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 costs incurred including any travel costs.

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.

PLEASE ENSURE THAT YOUR NAME AND '[CONF2429MILAN]' 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 **27 March 2024**, 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 **27 March 2024**, will not be eligible for any refund of fees.

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.

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.

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 about 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.

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.

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.

Hotel accommodation

A limited number of rooms have been reserved at the Excelsior Hotel Gallia for the nights of 10–12 April.

Excelsior Hotel Gallia

Piazza Duca d'Aosta, 9, 20124, Milan, Italy
Tel: +39 02 67851

The following rates are per room, per night and inclusive of internet in the bedroom, VAT at ten percent and one breakfast per room and per night. Additional charges include city tax of €5 per person, per night:

Premium King room: €385,00 + applicable VAT (currently 10%)
+ city tax for single use

Premium King room: €415,00 + applicable VAT (currently 10%)
+ city tax for double use

Please use the following hotel website [link](#) to make your reservation. The hotel requires a credit card number to secure your reservation.

Cancellation and no-show policy

Cancellation deadline is up to 15 days prior to arrival, cancelling after this date will be charged 100% of the cost of reservation. No shows will be billed for the entire length of stay at 100% of the room rate per night. 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.

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 hotel is wheelchair accessible. Please notify us if you require special assistance.

Social programme

Wednesday 10 April

1830 – 2030 **Welcome reception**
Galleria Foyer, Excelsior Hotel Gallia, Milan, Italy

All registered delegates are welcome to attend.

Thursday 11 April

1930 – 2230 **Conference reception and dinner**
Società del Giardino
Via San Paolo 10, 20121, Milan, Italy

Ticket price: €125

Friday 12 April

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. Please indicate your attendance when registering.



IBA 2024

ANNUAL CONFERENCE OF THE INTERNATIONAL BAR ASSOCIATION

MEXICO CITY

15 - 20
Sept



CENTRO CITIBANAMEX, MEXICO CITY, MEXICO

The 2024 IBA Annual Conference will be held in Mexico City. Located between the USA and South America, Mexico has a rich history and is the largest Spanish-speaking country in the world. With a population of almost 130 million, a rich cultural history and diversity, and abundant natural resources, Mexico is the world's 11th largest economy* and the fourth-largest economy and a significant financial centre in the Americas.

* Source: www.imf.org

WHAT WILL IBA 2024 OFFER YOU?

- Access 5,000+ attendees representing over 2,700 law firms, corporations, governments and regulators from more than 130 jurisdictions
- Hear from leading international figures, government officials, general counsel and experts from across all practice areas and continents
- Opportunities to win more work and referrals at the world's best networking and business development event for lawyers and law firms
- Save time and money by meeting all of your legal contacts under one roof



BOOK NOW:

Visit: www.ibanet.org/conference-details/CONF2421

To receive details of all exhibiting and sponsorship opportunities for the IBA Annual Conference in Mexico City, email andrew.webster-dunn@int-bar.org

OFFICIAL CORPORATE
SUPPORTER





International Bar Association

the global voice of the legal profession



About the IBA

The International Bar Association (IBA), established in 1947, is the world's leading organisation of international legal practitioners, bar associations, law firms and law societies.

The IBA influences the development of international law reform and shapes the future of the legal profession throughout the world. It has a membership of more than 80,000 individual lawyers and more than 190 bar associations and law societies spanning over 170 countries.

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.

The IBA covers all practice areas and professional interests, providing members with access to leading experts and up-to date information, enabling them to better represent their clients' interests.

Through its various committees, fora, and task forces, the IBA facilitates the exchange of information and views among its members as to laws, practices and professional responsibilities relating to the practice of law around the globe.

IBA Employment and Industrial Relations Law Committee

Very few legal fields face the revolutionary changes that employment and industrial relations laws do. Issues such as technology, human rights, globalisation, corporate citizenship and increased movements of people have created unprecedented legal complexity as they interact with traditional laws often formulated decades ago. As the largest of the Human Resource Section Committees of the IBA, the purpose of the Committee is the identification, technical analysis and proactive management of national, regional and global developments in these rapidly evolving fields. The Committee takes a 'cutting edge' approach to its selection of topics and speakers and draws upon the combined experience of its officers and panellists to present the members with innovative solutions to the employment law problems of today.

For more information please visit the [Employment and Industrial Relations Law Committee home page](#).

IBA Diversity and Equality Law Committee

The Diversity and Equality Law Committee comprises private practitioners, in-house attorneys and academics, many of whom work with corporate clients in order to help them fulfil their key goals in such areas as pay equity, prevention of discrimination based on gender, race, religion, age, and disability (among other protected traits), and LGBTQ issues.

Many of these professionals are members of leading law firms or corporations. Of course, we welcome members from all areas and with all perspectives.

For more information please visit the [Diversity and Equality Law Committee home page](#).

International Bar Association

Chancery House, 53-64 Chancery Lane, London WC2A 1QS, United Kingdom
Tel: +44 (0)20 7842 0090 Email: member@int-bar.org Web: www.ibanet.org



Registration form



Annual IBA Employment and Diversity Law Conference 2024

10–12 April 2024, Excelsior Hotel Gallia, Milan

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

REGISTER ONLINE AT WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2429 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.

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 **1 MARCH 2024** ONLINE AT WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2429
IBA MEMBERS CAN REGISTER ONLINE BY **1 MARCH 2024** FOR **€1215**
PLEASE SEE 'INFORMATION' FOR FURTHER ONLINE REGISTRATION DETAILS.

HARD COPY REGISTRATION FORMS AND FEES RECEIVED:	on or before 1 March	after 1 March	amount payable
IBA member	€1215	€1330	€
Non-member*	€1390	€1505	€
Young lawyers (under 30 years)	€915	€1505	€
Academics/judges (full-time)	€915	€1505	€
Public lawyers	€915	€1505	€
Corporate counsel**	€1095	€1505	€

SOCIAL PROGRAMME

Wednesday 10 April – Welcome reception NIL

Thursday 11 April – Conference reception and dinner Price: €125 €

Friday 12 April – Closing reception NIL

TOTAL AMOUNT PAYABLE €

*JOIN THE IBA TODAY AND REGISTER FOR THIS CONFERENCE AT THE IBA MEMBER RATE.
PLEASE FIND THE MEMBERSHIP APPLICATION FORM AT WWW.IBANET.ORG.



****A REDUCED RATE IS OFFERED TO IBA CORPORATE GROUP MEMBERS.
PLEASE CONTACT [CONFS@INT-BAR.ORG](mailto:confs@int-bar.org) TO OBTAIN A 25 PER CENT DISCOUNT ON THE IBA MEMBER FEE.**

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. PLEASE CONTACT THE IBA OFFICE FOR FURTHER INFORMATION.

**FULL PAYMENT MUST BE RECEIVED IN ORDER TO PROCESS YOUR REGISTRATION.
PLEASE NOTE THAT REGISTRATIONS ARE NOT TRANSFERABLE.**

METHODS OF PAYMENT

By credit card

Register online at www.ibanet.org/conference-details/CONF2429 and make immediate and secure payment by credit card

Note: please do not send your credit card details on the registration form or within an email or fax.

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.

WHERE DID YOU FIRST HEAR ABOUT THIS CONFERENCE?

- | | | | | |
|---|---|---|-----------------------------------|--|
| <input type="checkbox"/> IBA CONFERENCE | <input type="checkbox"/> OTHER CONFERENCE | <input type="checkbox"/> DIRECT MAIL | <input type="checkbox"/> INTERNET | <input type="checkbox"/> ADVERTISEMENT |
| <input type="checkbox"/> EMAIL | <input type="checkbox"/> EDITORIAL | <input type="checkbox"/> RECOMMENDATION | <input type="checkbox"/> OTHER | |

Please provide further details, quoting code (if applicable)

The International Bar Association would like to keep in touch with you about relevant news, events, publications and membership. You can opt out of receiving information at any time by emailing member@int-bar.org or by logging into My IBA and updating your preferences. Your details will be included in the list of participants. If you do not want your details to be included in the list, please email confs@int-bar.org.

For further details on how your data is used and stored: www.ibanet.org/privacy-policy

PLEASE SEND THE COMPLETED FORM TO INTERNATIONAL BAR ASSOCIATION:

Conference Department

Chancery House, 53-64 Chancery Lane, London WC2A 1QS, United Kingdom

Email: confs@int-bar.org www.ibanet.org

**We share
the values and warmth
of a true Italian family.**

**Tozzini
Freire.**
ADVOGADOS

JacksonLewis

HAVEL & PARTNERS
CONNECTED THROUGH SUCCESS

CLYDE & CO

**Cariola Díez
Pérez-Cotapos**

**V&A VILLARAZA
& ANGANGCO**
THE FIRM · EST. 1980

**ESTUDIO
MUÑIZ**
MURIZ
OLAYA
PEREYRUE
CASTRO
ORDÓ
& HERRERA
Abogados

Helmr

LK SHIELDS
YOUR LEGAL COUNSEL

ALLENDE
ALLENDE & BREA

**Pusch Wahlig
Workplace
Law**

KLEJR | GRASSO
AVOCATS A LA COUR

Atsumi & Sakai

**Flichy
Grangé**
AVOCATS

CEDERQUIST

**Z&P
ZAMBELLI
& PARTNERS**

Van Olmen & Wynant

INDUSLAW
THOUGHT LEADERSHIP ... APPLIED

**CLYDE & CO
CLASIS SINGAPORE**
A HAVEL & PARTNERS FIRM

**HARMERS
WORKPLACE LAWYERS**

Sánchez & Salegna

MOROĞLU ARSEVEN

MAGDA VOLONCIU & ASOCIATI

**PALTHE
OBERMAN**

SOBCZYK
& współpracownicy

**中倫律師事務所
ZHONG LUN LAW FIRM**

**Filion Wakeley
Thorup Angeletti**
management labour and employment law

**LÓPEZ &
ASOCIADOS**
ABOGADOS

lelex
Labour & Employment Law

Suárez de Vivero

**De la Vega &
Martínez Rojas, S.C.**
ABOGADOS

The legal team making employment law work for the world

CMS Employment & Pensions team is more than 600 specialists networked globally across 46 countries. Together, we span every aspect of employment law – from hybrid working to diversity & inclusion, from M&A to talent retention.

Top ranked in Europe with growing teams across Asia, Africa and Latin America, be with the team helping to make employment law work for every client in every market.

Contact us at employment@cmslegal.com for advice and solutions specific to the situation of your organisation.



GIANNI & ORIGONI

Let's meet at the

**Annual IBA Employment and Diversity
Law Conference 2024**

450

Lawyers

11

Offices

Scan me



20

Practice
Areas

6

International
Desks

Looking forward to meeting you in Milan!



MGGL

MARVÁN, GONZÁLEZ GRAF Y
GONZÁLEZ LARRAZOLO
ABOGADOS

Navigating Tomorrow's Legal Landscape Today

Navigating the modern legal landscape requires expertise that adapts to evolving complexities and business dynamics. Transformative legislative reforms and novel workplace paradigms demand astute strategic counsel and forward-thinking advice.

At MGGL, our team of over 120 dedicated specialists is committed to delivering exceptional value. We are proficient in navigating conflict resolution, crafting bespoke operating and contracting frameworks, and offering comprehensive corporate labor advice to ensure our clients not only meet but exceed legal, social, and ethical standards.

Investing in our people—our greatest asset—is paramount. We cultivate a cadre of highly specialized attorneys in labor counseling and litigation, embodying the pinnacle of professionalism, service, and ethical practice.

Operating from our offices in Mexico City, Guadalajara, and Morelia, our team provides custom solutions with a personal touch. In addition, our extensive correspondent network spans over 50 cities throughout Mexico, ensuring that wherever you do business, we can transform risk and change into opportunity.

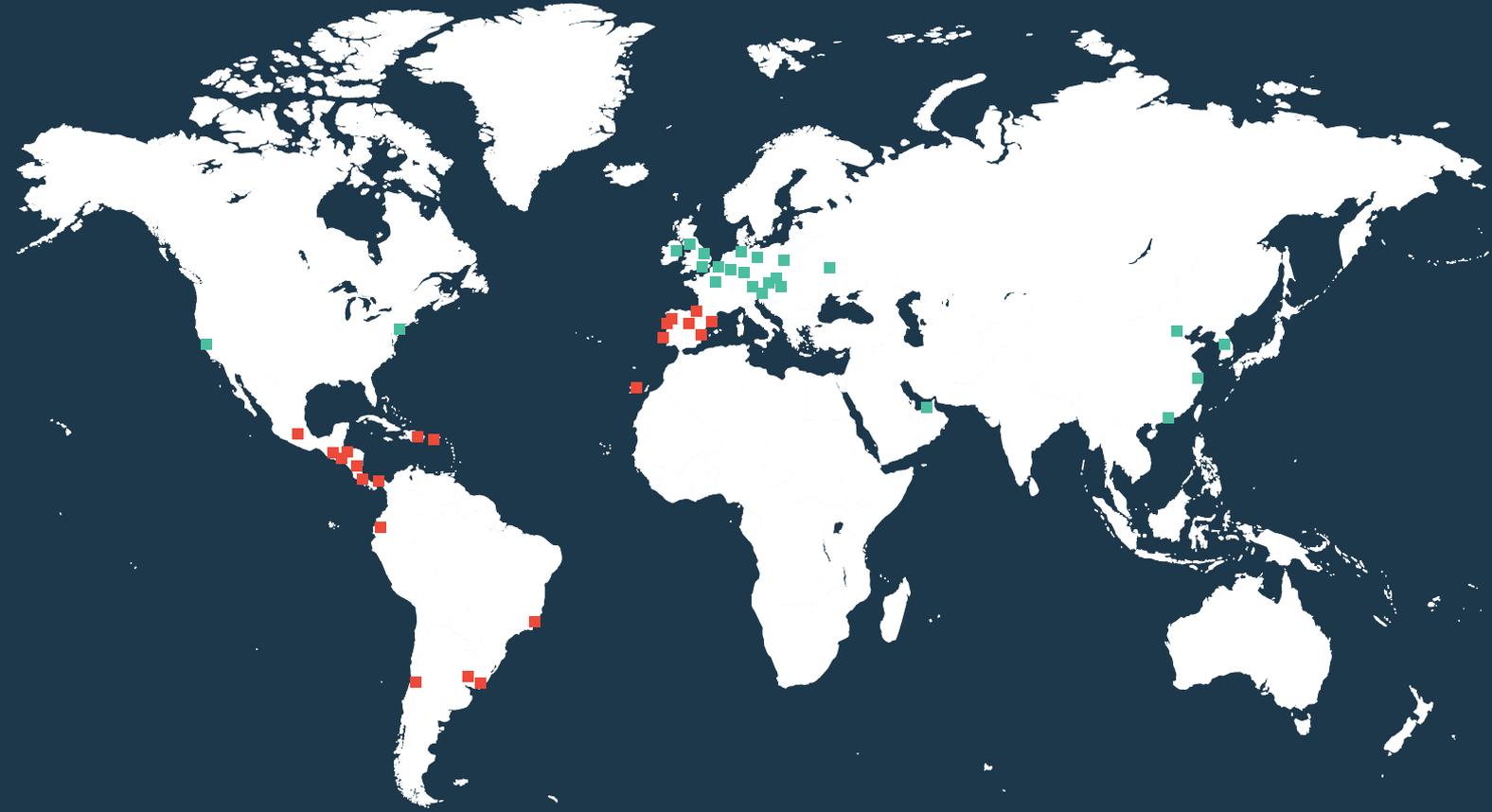


Mexico City
Guadalajara
Morelia



mggl.com.mx





Bridging Continents, Crafting Alliances

Taylor Wessing and ECIJA: two leading firms,
one enhanced international legal platform



64

offices*

2,100+

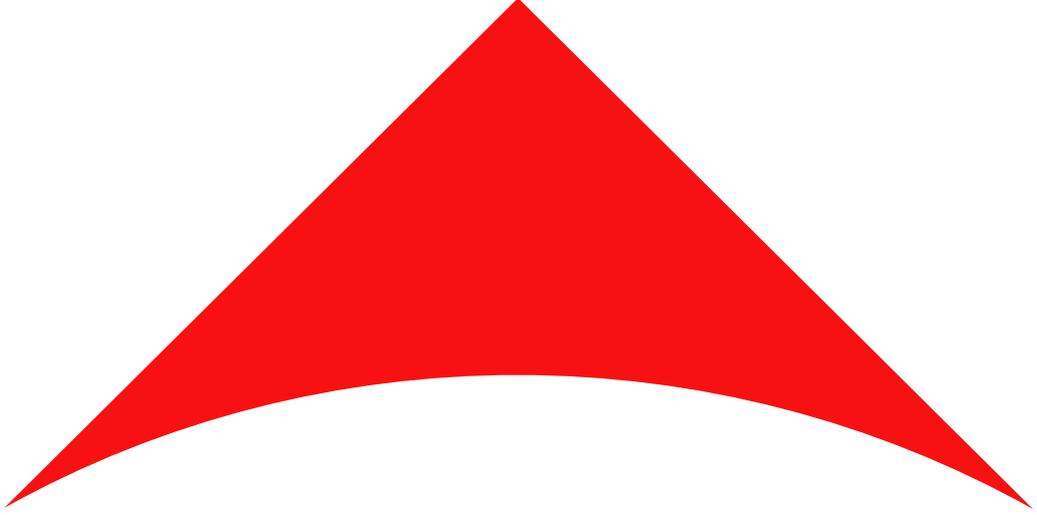
lawyers

34

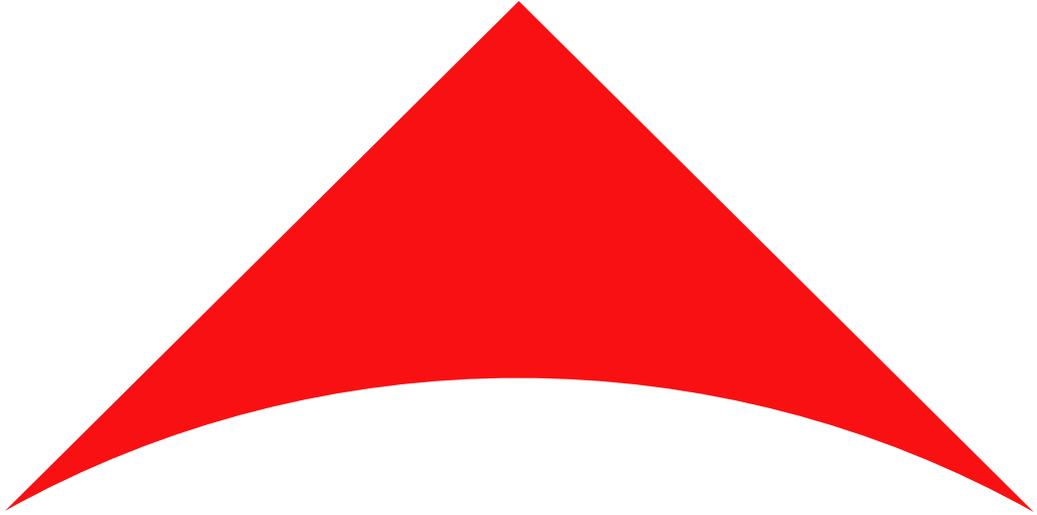
jurisdictions

taylorwessing.com
ecija.com

* representative offices in the US



**THE LEADING
LEGAL SERVICE
PROVIDER.**



lus Laboris Italy Global HR Lawyers

Toffoletto De Luca Tamajo

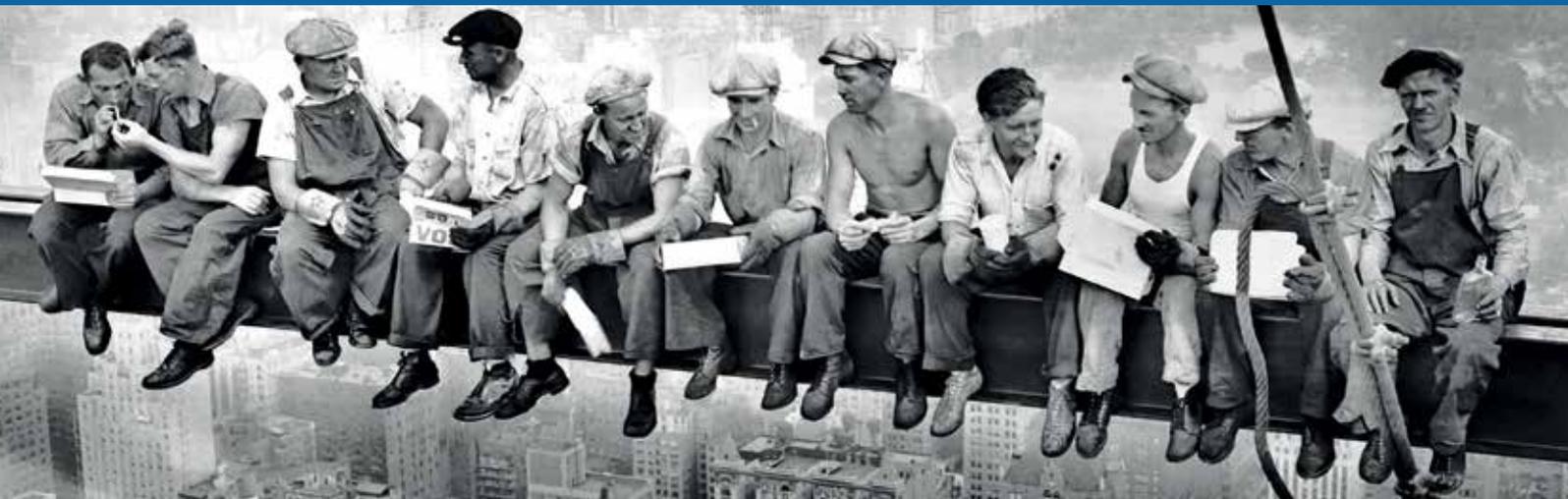


ZAMBELLI
& PARTNERS

LEADERS IN EMPLOYMENT LAW
AND INDUSTRIAL RELATIONS

IN ITALY AND WORLDWIDE

37 YEARS OF LEGAL ADVICE AND ASSISTANCE
TO MULTINATIONAL COMPANIES AND TOP MANAGERS



Zambelli & Partners - Studio Legale



PROUD MEMBER OF

L&E GLOBAL

Alliance of Employers' Counsel Worldwide

info@zambellipartners.com

www.zambellipartners.com



The best local HR lawyers in one group

With members operating in over 50 countries, Ius Laboris offers the best HR legal service to corporate counsels and HR professionals

MILAN

ROME

LONDON

Legance

*One word,
many meanings*

Practices in Italian Law: Administrative • Banking & Finance • Compliance • Corporate Finance • Data Protection and Data Law • Debt Capital Markets • Dispute Resolution • Employment and Industrial Relations • Energy & Infrastructure • Environmental • Equity Capital Markets • ESG and Impact • EU, Antitrust and Regulation • Financial Intermediaries Regulations • Food • Insurance • Intellectual Property • Investment Funds • Life Sciences & Healthcare • Non Performing Loans • Real Estate • Restructuring and Insolvency • Shipping, Aviation and Transportation • Tax • Telecommunications, Media and Technology • White Collar Crimes •

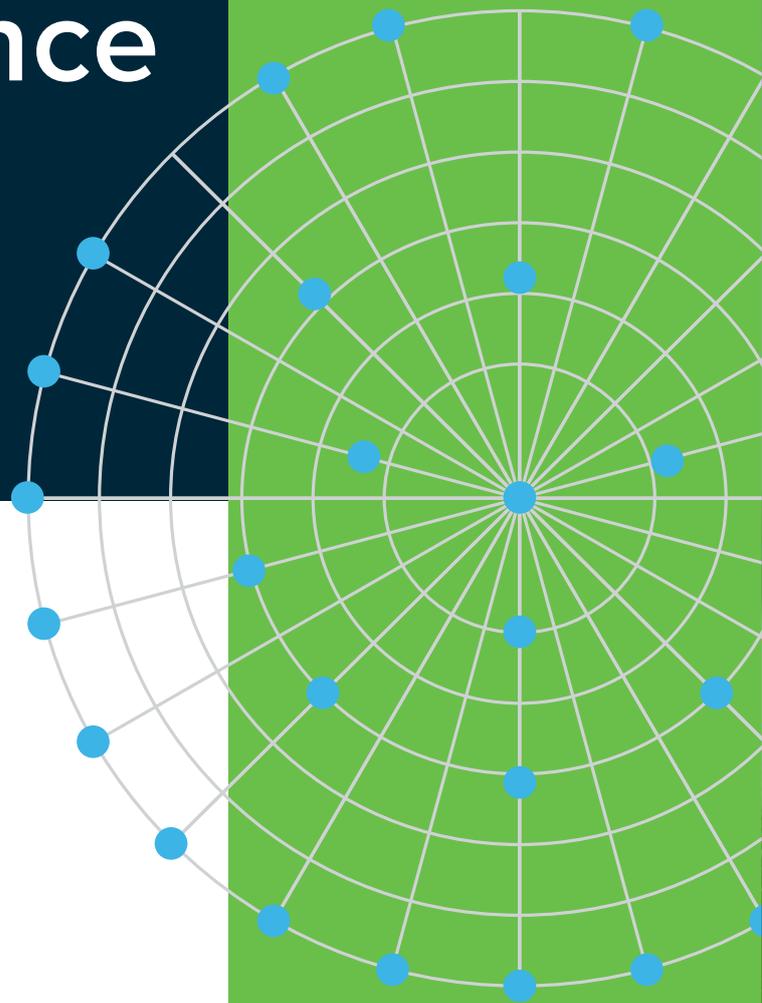
www.legance.com

Find us on 

Littler is proud to sponsor the Annual IBA Employment and Diversity Law Conference

Littler[®]

Labor & Employment Law Solutions | littler.com



MIJARES ANGOITIA CORTES Y FUENTES

30 YEARS OF LEGAL
DISTINCTION IN MEXICO

Discover brilliance at Mijares, Angoitia, Cortés y Fuentes, where **excellence meets innovation**. With three decades of setting benchmarks, **we redefine legal standards in Mexico**.

Recognized by the main
international legal rankings

Chambers
AND PARTNERS

LATINLAWYER

The
LEGAL
500

IFLR1000

GCR

ITR WORLD TAX