

CHARTERED 
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

EU LABOUR LAWS, EMPLOYMENT LEGISLATIONS AND DIRECTIVES



**Fully Accredited
By:**

Chartered Institute of
Professional Certifications

CPD
Certification Service

PROGRAM OVERVIEW

Employment laws in the European Union (EU) are complex. With a complex interplay of EU directives and national EU state member regulations, this multi-layered system can create overlapping or even conflicting rules, making it difficult for HR leaders to navigate the legal landscape. In addition, **the EU has over 70 directives related to labour law, with an average of 5 new labour law directives introduced every year.** These frequent changes make it difficult for HR leaders to stay compliant with the latest requirements.

This comprehensive certification program is designed to arm you with the knowledge and skills necessary to navigate the intricate web of EU employment laws. Throughout the program, you will gain a deep understanding of the key principles, objectives, and specific directives that shape the EU labour law landscape, including crucial areas such as **working time regulations, part-time and fixed-term contracts, temporary agency work, and employee consultation requirements.**

Participants will explore the **differences and interplay between EU directives and individual EU member national labour laws** and learn about the specific directives covering various aspects of employment. You will learn how to develop **HR policies and procedures that align with relevant EU and national laws, understand the legal requirements for dismissals, redundancies, and restructurings,** and develop strategies for compliance with EU directives and national regulations.

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW

Throughout the program, you will learn how to apply **EU law to hiring practices and recruitment processes, manage cross-border employment issues within the EU, gain insights into diversity and inclusion regulations, including the gender pay gap, and learn how to handle disciplinary and grievance procedures** in line with EU and national laws. This program will also cover the intricacies of handling **labour disputes and litigation**, providing you with an understanding of the mechanisms for resolving labour disputes within the EU, strategies for preventing and managing employment litigation, and knowledge of the relevant courts and tribunals for labour law matters.

Upon successful completion of the program, you will attain the **Certification in EU Employment Laws**. This certification serves as a testament to your expertise in navigating the complex landscape of EU labour law and your ability to develop and implement compliant HR strategies. The benefits of this certification are numerous, including recognition as a **subject matter expert in EU employment laws, enhanced credibility and marketability within the HR profession, and improved ability to mitigate legal risks and ensure compliance for your organization**.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**EU LEGAL FRAMEWORKS
TUPE APPLICATION
TRANSFER RIGHTS
DISMISSAL PROCESSES**

**DISPUTE RESOLUTION
COURT ENGAGEMENT
CROSS-BORDER ISSUES
DISPUTE ALTERNATIVES**

**SAFETY PRIORITIZATION
SAFETY FRAMEWORK
WORK-LIFE BALANCE
GIG ECONOMY**

**BREXIT ADAPTATION
DATA PRIVACY
EUROPEAN CONVENTION ON HUMAN RIGHTS
CROSS-BORDER RECRUITMENT
ANTI-DISCRIMINATION LAWS**

**FAIR DISMISSAL PROCESSES
COORDINATING SOCIAL SECURITY AND TAXES**

YOUR FACULTY DIRECTOR



Roger Kiska

Respected Solicitor Advocate in EU Labour Laws

Roger Kiska is a **highly respected solicitor advocate for England and Wales** and a Member of the Michigan State Bar, with a deep expertise in EU labour laws, employment legislations, and directives. He has dedicated his career to providing expert guidance to clients navigating the complex landscape of employment regulations across the European Union. **With a keen understanding of the intricate interplay between EU directives and national labour laws, Roger helps organizations ensure compliance and mitigate legal risks in their employment practices.** In addition to his advisory work, Roger has played a significant role in shaping labour law policies at the highest levels of government. His experience as an **advisor to the Office of the Prime Minister of the Slovak Republic** showcases his ability to provide strategic legal insight that crosses boundaries and influences decision-making at the highest echelons of power.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before



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IKEA



VOLVO



HYUNDAI



Pfizer

Life is our life's work



Nestlé

PROGRAM AGENDA

MODULE 1 - THE EUROPEAN INSTITUTIONS

- Overview of the Institutions
- Directives, Regulations, the Development of EU Law, and the Charter of Fundamental Rights
- The European Convention on Human Rights

MODULE 2 - THE BUILDING BLOCKS OF LEARNING EU EMPLOYMENT LAW

- Definition of Worker
- Different Employment Relationships
- Cross-Border Hiring and Recruiting

MODULE 3 - ANTI-DISCRIMINATION

- EU Anti-Discrimination Legislation
- ECHR Anti-Discrimination
- Prohibited Conduct and Case Study

MODULE 4 - WORKING TIME DIRECTIVE

- Definition of Working Time and Calculation of Hours
- Minimum Rest Breaks
- Night Work

MODULE 5 - WORKING TIME DIRECTIVE (CONTINUED)

- Paid Annual Leave
- Case Study on Paid Annual Leave Lesson
- Rights to an Allowance in Lieu of Annual Leave

MODULE 6 - EMPLOYMENT TERMINATION AND TRANSFERS

- Directive on Transfer and Undertakings (TUPE)
- Rights of Employees During Business Transfers and Case Study
- Conditions for Fair Dismissal, Consultation Requirements and Redundancy Rights

MODULE 7 - EMPLOYMENT DISPUTE RESOLUTIONS

- Mechanisms for Resolving Employment Disputes
- Role of National Courts and the CJEU, Cross-Border Disputes and Applicable Law
- Alternative Dispute Resolution Methods

PROGRAM AGENDA

MODULE 8 - HEALTH AND SAFETY

- Health and Safety at Work and Article 153 TFUE
- The Occupational Safety and Health Framework
- European Social Charter

MODULE 9 - DEVELOPMENTS IN EU POLICY

- Work Life Balance for Parents and Carers
- Gig Economy Workers in the European Union
- Brexit Impact

MODULE 10 - APPLYING EU LAW TO HIRING AND RESTRUCTURING

- Data Protection Lesson
- Diversity and Recruitment
- Organization Change and Restructuring

MODULE 11 - CROSS-BORDER EMPLOYMENT ISSUES

- Legal Aspects of Cross-Border Employment
- Posting Workers Directive
- Social Security Coordination, Taxation and How to Avoid Double Taxation

MODULE 12 - EQUALITY AND EQUITY IN THE WORKFORCE

- Gender Pay Gap and Pay Equity Overview
- Which Directives Apply
- The Future of the EU Pay Transparency Directive

MODULE 13 - EMPLOYMENT CONTRACTS AND WORKING CONDITIONS

- Types of Employment Contracts: Fixed-Term and Indefinite Contracts
- Part-Time Work and Temporary Employment
- Apprenticeships and Youth Employment Contracts

MODULE 14 - CHARTER OF FUNDAMENTAL RIGHTS

- Trade Union Rights
- Freedom of Assembly and Association
- Right to Engage in Work and the Living Wage Doctrine

MODULE 15 - CONCLUSION

- Drafting Your Company's Policies
- Subsidiarity and National Courts Lesson
- Final Thoughts and Summary

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded with the **Certification in EU Employment Laws** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity. Globally demanded and recognized, this designation will affirm your expertise in navigating the EU employment legislations and positions you as a key influencer capable of shaping future-proof, compliant, and socially responsible workplace environments across borders. This program is developed by **Chartered Institute of Professional Certifications** and the content of this program has been certified by CPD Certification Service as conforming to continuing professional principals

ABOUT US

49,525

Business Leaders Have Attained Their Chartered Certifications Since 2009

390

Certified and Fully Accredited Programs

87%

Chartered Leaders Have Reported Career Promotions and Enhancements

Chartered Institute of Professional Certifications

All of Chartered Institute of Professional Certifications programs are fully accredited programs. The professional charters and designations are trademarked credentials that can only be used by professionals who have completed and passed our accredited program. It is also independently accredited by CPD as adhering to the highest standards of continuing professional principles.

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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

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