

# Bird & Bird

## Sharing our knowledge with the HR industry

*Seminars and events for HR professionals and in-house counsel*



Autumn/Winter 2014/15



# Safeguarding your trade secrets

## Date and time:

Wednesday 15 October 2014  
9.00am: Registration & breakfast  
9.15am – 12.30pm

## Venue:

Hotel Hesperia,  
Pº de la Castellana,  
57 Madrid



*Today, trade secrets are one of the most valuable assets of any business. The aim of the seminar is to explain ways to safeguard confidential information and employee issues as well as protect information security and intellectual property.*

*Bird & Bird lawyers from our IP, Employment and Commercial teams and our VIP speakers – in-house lawyers from pharmaceutical and financial sector companies – will explore Trade Secrets Protection from different perspectives, sharing their views with the attendees on the relevant legislature and enforcement and discussing approaches and practical measures to minimise threats and avoid losses.*

## Presenting at this event:



*Javier Fernández-Samaniego*  
Partner, Commercial/IT/Dispute Resolution -  
Madrid



*Miguel Pastur*  
Senior Associate and head of International  
HR Services in Spain

## Other speakers:

*We will be joined by representatives of Citibank, Chemo Group and technology companies.*

*The session will also include presentations from other Bird & Bird lawyers.*

## RSVP or for further details:

*Sarah Oliver*

sarah.oliver@twobirds.com  
+34 (0)91 790 6000

To find out more about our ongoing programme of events on trade secrets issues, please go to [www.twobirds.com/tradesecrets](http://www.twobirds.com/tradesecrets) or email [tradesecrets@twobirds.com](mailto:tradesecrets@twobirds.com)

# Chinese recruitment market in the UK: An overview of the immigration and employment legal system

## Date and time:

Tuesday 21 October 2014  
8.00am: Registration & breakfast  
8.30 – 10.00am

## Venue:

Bird & Bird  
15 Fetter Lane,  
London EC4A 1JP



*A breakfast discussion, in conjunction with London & Partners and People First, at which we will explore the issues relating to the Chinese recruitment market in the UK, for either Chinese nationals looking to work in the UK or UK employers exploring the market for Chinese talent.*

## Topics will include:

- *The Chinese employment market*
- *Introduction to immigration law*
- *Introduction to employment law*

In conjunction with:

**LONDON**  
& PARTNERS

**peoplefirst**  
TEAM CHINA

## Presenting at this event:



*Jonathan Goldsworthy*  
Senior Associate – International HR  
Services, London



*Timothy Goodwin*  
Associate – International HR Services,  
London

## RSVP or for further details:

*Bird & Bird Events Team*

events@twobirds.com  
+44 (0)20 7905 6366

To find out more about our ongoing programme of events in Asia, please email  
michael.cracknell@twobirds.com

# An exclusive roundtable on Singapore employment law developments in 2014

## Date and time:

Friday 24 October 2014  
8.00am: Registration & breakfast  
8.15 – 9.30am

## Venue:

ATMD Bird & Bird LLP  
2 Shenton Way  
#18-01 SGX Centre 1  
Singapore 068804



*2014 has been an eventful year for Singapore employment law. At this exclusive breakfast roundtable, we will review changes in legislation and case law, and discuss their practical impact for HR in your organisations. The session will be led by Employment Law partner Susan de Silva and her team. This will be an interactive roundtable for a selected group of senior HR specialists to learn from each other.*

*We will cover:*

- *Key changes to the Employment Act*
- *The Personal Data Protection Act and changes to HR practices*
- *The Fair Consideration Framework and changes to hiring processes*
- *The expected change to the Industrial Relations Act to allow rank and file unions to represent junior PMEs*
- *Protection from Harassment Act and harassment in the workplace*
- *Recent case law developments on:*
  - *Restrictive covenants*
  - *An employer's implied duty of trust and confidence*
  - *Constructive dismissal damages*

## Please note:

**Places for this event are limited and restricted to senior HR professionals**

## Chairing this event:



*Susan de Silva*  
Partner and head of International HR Services in Singapore

## RSVP or for further details:

*Audrey Goh*

audrey.goh@twobirds.com  
+65 6428 9446



# Use of non-solicitation and non-competition clauses and the protection of trade secrets

## Date and time:

Friday 31 October 2014  
8.30am: Registration & breakfast  
9.00am – 12.00 noon

Tuesday 4 November 2014  
8.30am: Registration & breakfast  
9.00am – 12.00 noon

## Venue:

Bird & Bird  
Pakus 4,  
Kalkbrænderiløbskaj 4, 2100  
Copenhagen

Bird & Bird  
Thomas Helsteds Vej 18, 8660  
Skanderborg



*We are seeing an increase in the attention given to the rules for the protection of company trade secrets and intellectual property rights in relation to both employees and external partners, suppliers and subcontractors.*

*During this brunch seminar, we will be discussing the basic rules on how a company can protect itself against competition from former employees, how a company can protect its trade secrets and the associated risks, and any penalties you can use to ensure that commercial secrets remain protected.*

*We will cover (amongst other things):*

- *Terms of use for customer and restrictive covenants in employment*
- *What do the clauses protect against and are there any specific pitfalls?*
- *Calculation of compensation particularly when the employee becomes self-employed*
- *What exactly is a trade secret?*
- *Protection of trade secrets by the Marketing Act*
- *Protection of other information, drawings, recipes, IPR etc.*
- *How you can guard yourself, and what sanctions you can choose?*
- *The new EU directive on the protection of trade secrets*

## Presenting at this event:



*Peter Lind Nielsen*  
Partner - Intellectual Property,  
Skanderborg



*Søren Narv Pedersen*  
Partner and head of International HR  
Services in Denmark

## RSVP or for further details:

*Tina Hansen*

tina.hansen@twobirds.com  
+45 39 14 16 43

# Confidence in China: Critical employment laws

## Date and time:

Tuesday 4 November  
8.30am: Registration & breakfast  
9.00 – 10.30am

Tuesday 11 November 2014  
8.30am: Registration & breakfast  
8.30 – 10.00am

## Venue:

Bird & Bird  
Carl-Theodor-Strabe 6,  
40213 Düsseldorf

Bird & Bird  
Fetter Lane,  
London EC4A 1JP



*Two breakfast briefings – one in Düsseldorf and the other in London – at which we will explore critical issues of employment law in China, whether you already have operations there or are looking to move into the region.*

*This session, aimed at HR directors and in-house employment counsel, will cover the fundamentals of Chinese employment law. This will help you to collaborate successfully in order to maximise the opportunities on offer and to escape any pitfalls for the unprepared. We will cover:*

- *The introduction of the Labour Contract Law*
- *The Shanghai Free Trade Zone*
- *Changes in Dispute Rules for employing local workers/expatriates*
- *Dealing with the unions*
- *Disputes and dismissals.*

## Presenting at this event:



*Ying Wang*  
Partner and head of International HR Services in China

## Chairing our events:



*Ian Hunter*  
Partner and co-head of International HR Services, London



*Martin Nebeling*  
Partner and head of International HR Services in Germany

## RSVP or for further details:

*Bird & Bird Events*

events@twobirds.com  
+44 (0) 20 7905 6366

To find out more about our ongoing programme of events in Asia, please email [michael.cracknell@twobirds.com](mailto:michael.cracknell@twobirds.com)

# Safeguarding your trade secrets

## Date and time:

Tuesday 4 November 2014  
8.30am: Registration & breakfast  
9.00 – 12.00 noon

## Venue:

Bird & Bird  
Norrlandsgatan 15, 10th floor  
Stockholm



*The European focus on trade secrets protection has never been at a higher level. In Sweden, a legislative process to reform the current law on trade secrets has been going on for some years now.*

*This seminar will highlight and discuss what a company or an organisation needs to consider in order to protect its trade secrets, both with respect to the current Swedish legislation and with respect to the proposed amendments to the law and the forthcoming Trade Secrets Directive.*

## Presenting at this event:



*Gabriel Lidman*  
Partner - Intellectual Property  
Stockholm



*Magnus Berterud*  
Senior Associate - International HR Services,  
Stockholm

## RSVP or for further details:

*Sara Dobareh*  
sara.dobareh@twobirds.com  
+46 (0)8 506 320 00

To find out more about our ongoing programme of events on trade secrets issues, please go to [www.twobirds.com/tradesecrets](http://www.twobirds.com/tradesecrets) or email [tradesecrets@twobirds.com](mailto:tradesecrets@twobirds.com)



# Employment law events in Germany

## Dates and times:

Monday 17 November 2014  
8.30am

Tuesday 18 November 2014  
8.30am

Monday 24 November 2014  
8.30am

Tuesday 25 November 2014  
8.30am

## Venues:

Bird & Bird  
Maximiliansplatz 22  
80333 Munich

Bird & Bird  
Carl-Theodor-Strabe 6  
40213Düsseldorf

Bird & Bird  
Taunusanlage 1  
60329 Frankfurt am Main

Bird & Bird  
GroBer Grasbrook 9  
20457 Hamburg



*Three times a year, our offices in Germany offer HR clients and contacts a roadshow of events in four different locations where we have offices.*

*The topic for November 2014 is yet to be announced – but for more information, please contact Jan Rass to ensure you receive early notification of the invitation.*



## RSVP or for further details:

*Jan Rass*

jan.rass@twobirds.com  
+49 (0)211 2005 6445

# An update on UK immigration issues

## Date and time:

Wednesday 19 November 2014  
8.00am: Registration & breakfast  
8.30 – 10.00am

## Venue:

Bird & Bird  
15 Fetter Lane,  
London EC4A 1JP



*As immigration continues to be a political hot topic, it can often be difficult to keep up with the seemingly never ending raft of changes to legislation, the Immigration Rules and Home Office guidance.*

*Indeed, since the introduction of the Points-Based System in 2008, the Government has published almost 50 Statements of Changes to the Immigration Rules as well as numerous updated guidance and practice notes.*

*Bird & Bird's specialist Business Immigration team has been advising clients on the Points-Based System since the rules were first proposed in the build-up to the 2005 General Election and has assisted hundreds of organisations with sponsor licence, compliance and visa issues; using a wealth of experience to navigate through the myriad of rules and processes. The breakfast session will provide an update on recent and proposed changes to the Points-Based System and will provide a forum for delegates to discuss immigration issues in a Chatham House Rules setting with Bird & Bird lawyers and other HR and immigration professionals.*

## Presenting at this event:



*Jonathan Goldsworthy*  
Senior Associate - International  
HR Services, London



*David Samuels*  
Senior Associate - International  
HR Services, London



## RSVP or for further details:

*Bird & Bird Events Team*  
events@twobirds.com  
+44 (0)20 7905 6366

# The employment law lifecycle: A view from the Nordics

## Date and time:

Tuesday 2 December 2014  
8.30am: Registration & breakfast  
9.00 – 10.30am

## Venue:

Bird & Bird  
15 Fetter Lane,  
London EC4A 1JP



*We are hosting a breakfast briefing in our London offices at which we will compare and contrast the employment laws in Denmark, Sweden and Finland.*

*The session, aimed at HR directors and in-house employment counsel, will cover the following 'need to know' topics across the employment lifecycle, looking at the differences and similarities from country to country. This will include discussion on:*

- *Recruitment and hiring*
- *Particulars during the course of employment*
- *Dismissal*

*A festive Nordics breakfast will be available.*

## Presenting at this event:



Katarina Åhlberg  
Partner and head of International HR  
Services in Sweden



Søren Narv Pedersen  
Partner and head of International HR  
Services in Denmark



Maisa Nikkola  
Partner and head of International HR  
Services in Finland

## Chairing this event:



Ian Hunter  
Partner and co-head of International  
HR Services, London

## RSVP or for further details:

*Bird & Bird Events Team*  
events@twobirds.com  
+44 (0)20 7415 6366

# Sense or sensibility: How to manage challenges in working life

## Date and time:

Thursday 5 February 2015  
8.00am: Registration & breakfast  
8.30 – 10.00am

## Venue:

Bird & Bird, Helsinki  
Mannerheimintie 8,  
00100 Helsinki, Finland



*Managing challenges in working life is one of the ongoing issues which HR directors and managers grapple with. We invite professionals in such roles to join us for an engaging discussion focused on exploring appropriate solutions to everyday work life balance challenges.*

## Presenting at this event:



*Maisa Nikkola*  
Partner and head of International HR  
Services in Finland

*Maria Vesanen,*  
Communications Specialist,  
Ellun Kanat Communications

## RSVP or for further details:

*Marjaana Vuori*  
marjaana.vuori@twobirds.com  
+358 9 622 66765

This is part of a wider seminar series on topical employment law issues in Helsinki. To register for this and future events, please email Marjaana Vuori.



# International HR Services group

*For further information on our international events programme, please contact any one of the team:*

**International group co-head**  
Ian Hunter, London

Tel: +44 (0) 20 7415 6000  
ian.hunter@twobirds.com



**International group co-head**  
Philip Hartman, Partner

Tel: +31 (0)70 353 8800  
philip.hartman@twobirds.com



**Belgium**  
Christophe Delmarcelle, Partner

Tel: +32 (0)2 282 6000  
christophe.delmarcelle@twobirds.com



**China**  
Ying Wang, Partner

Tel: +86 21 2312 1288  
ying.wang@twobirds.com



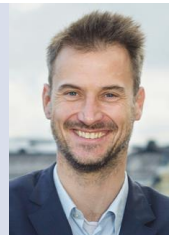
**Czech Republic**  
Michal Dejmek, Senior Associate

Tel: +420 226 030 500  
michal.dejmek@twobirds.com



**Denmark**  
Søren Narv Pedersen, Partner

Tel: +45 72 24 12 12  
soren.pedersen@twobirds.com



**Finland**  
Maisa Nikkola, Partner

Tel: +358 622 6670  
maisa.nikkola@twobirds.com



**France**  
Benjamine Fiedler, Partner

Tel: +33 (0) 1 42 68 6000  
benjamine.fiedler@twobirds.com



**France**  
Alexandra Stocki, Partner

Tel: +33 42 68 6000  
alexandra.stocki@twobirds.com



**Germany**  
Martin Nebeling, Partner

Tel: +49 (0) 211 2005 6000  
martin.nebeling@twobirds.com



**Hungary**  
Zoltán Tarján, Associate

Tel: +36 1 799 2000  
zoltan.tarjan@twobirds.com



**Italy**  
Caterina Rucci, Partner

Tel: +39 02 30 35 6000  
caterina.rucci@twobirds.com



## Italy

Amedeo Rampolla, Partner

Tel: +39 02 30 35 6064  
amedeo.rampolla@twobirds.com



## Netherlands

Philip Hartman, Partner

Tel: +31 (0)70 353 8800  
philip.hartman@twobirds.com



## Netherlands

Marcus Huisman, Partner

Tel: +31 (0)70 353 8800  
marcus.huisman@twobirds.com



## Poland

Karolina Stawicka, Senior Associate

Tel: +48 22 583 79 00  
karolina.stawicka@twobirds.com



## Singapore

Susan De Silva, Partner

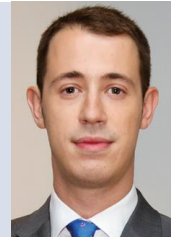
Tel: +65 6534 5266  
susan.desilva@twobirds.com



## Spain

Miguel Pastur, Senior Associate

Tel: +34 91 790 6000  
miguel.pastur@twobirds.com



## Sweden

Katarina Åhlberg, Partner

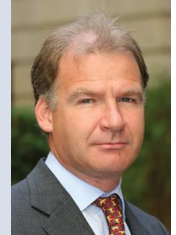
Tel: +46 (0)8 506 320 00  
katarina.ahlberg@twobirds.com



## United Kingdom

Ian Hunter, Partner

Tel: +44 (0)20 7415 6000  
ian.hunter@twobirds.com



## United Kingdom

Warren Wayne, Partner

Tel: +44 (0)20 7415 6000  
warren.wayne@twobirds.com



## United Kingdom

Elizabeth Lang, Partner

Tel: +44 (0)20 7415 6000  
elizabeth.lang@twobirds.com



## United Kingdom

James Froud, Partner

Tel: +44 (0) 20 7415 6000  
james.froud@twobirds.com



To find out more or to receive our event details direct, please email [employmentlaw@twobirds.com](mailto:employmentlaw@twobirds.com)





# Who to contact

## International HR Services Group Co-heads

### Ian Hunter

Partner, London

Tel: +44 (0) 20 7415 6000  
ian.hunter@twobirds.com

### Philip Hartman

Partner, The Hague

Tel: +31 (0)70 353 8800  
philip.hartman@twobirds.com

See inside for a full list of key contacts in Bird & Bird's  
International HR Services group

[twobirds.com/emplaw](https://twobirds.com/emplaw)

Abu Dhabi & Beijing & Bratislava & Budapest & Copenhagen & Dubai & Dusseldorf & Frankfurt & The Hague & Hamburg & Helsinki & Hong Kong & London & Lyon & Madrid & Milan & Munich & Paris & Prague & Rome & Shanghai & Singapore & Skanderborg & Stockholm & Warsaw

Bird & Bird is an international legal practice comprising Bird & Bird LLP and its affiliated and associated businesses. Bird & Bird LLP is a limited liability partnership, registered in England and Wales with registered number OC340318 and is authorised and regulated by the Solicitors Regulation Authority. Its registered office and principal place of business is at 15 Fetter Lane, London EC4A 1JP. A list of members of Bird & Bird LLP and of any non-members who are designated as partners, and of their respective professional qualifications, is open to inspection at that address.