

SQUIRE  
PATTON BOGGS

Award-Winning

# GLOBALEDGE

Employment Law Resource for Legal and HR Professionals

Save Time. Save Money. Stay Ahead.



## What Is Global Edge?

Created in collaboration with our global network of preferred firms, Global Edge is an award-winning, customisable tool that provides clear, reliable, up-to-date answers on key employment law topics around the world and maps out future legislative change to help you stay ahead.

### Who Is It For?

General counsel, members of in-house counsel or senior regional or global HR professionals at a multinational organisation with employees around the world.

"Excellent for quick, easy-to-read advice. It gives a great summary of the law in foreign jurisdictions and enables queries to be answered without incurring the time and cost of instructing counsel abroad."



# Key Benefits



## Save Time

A multi-country report, high-level chart or bespoke global newsletter in seconds. Reliable, up-to-date and mobile compatible insights available on the go and offline.



## Save Money

Answers straightforward employment law queries, so you can save on external legal spend.



## Stay Ahead

Horizon scans are colour coded, so you know when to take action. Tailored notifications allow you to customise your key alerts.





# Key Features

## Customisable Global Employment Law Hub

- Regularly updated extensive content with access to up to 29 key topics from 39 countries (and the EU).
- Personalised experience with customisable dashboard and notifications.
- Automatically recognises and adapts to desktop and mobile platforms.
- Intelligent search functionality for a streamlined experience.
- Webinars, podcasts and special features.
- Employment News feed, Twitter feed and *Employment Law Worldview* blog.

"It's terrific – I want Global Edge in my life."

The screenshot displays the Global Edge website interface. At the top, a teal navigation bar includes a menu icon, a home icon, the text "Global Edge", and icons for notifications, heart, settings, and search. Below this is a dark purple secondary navigation bar with links: Home, Countries, Topics, On the Horizon, Articles, At a Glance, and Create a Report. The main content area has a light blue header with "Welcome Global Edge" and a search bar containing the text "what are you looking for today?". The interface is divided into several sections: "Featured Articles" on the left with a list of news items; "Favourite Countries" in the center showing a grid of 20 country flags with their names; "Latest Updates" on the right with a webinar announcement; and a bottom navigation bar with "Site Navigation" and "Recently Viewed" links. The background of the main content area features a blue and white geometric pattern.

Global Edge

Home Countries Topics On the Horizon Articles At a Glance Create a Report

Welcome Global Edge

what are you looking for today?

**Featured Articles**

- Qualified Disaster Tax Relief - Retirement Plans and Employee Retention Credits - 11-JAN-2021
- Stimulus Bill Extends the Availability of Employee Retention Credits - 08-JAN-2021
- If you have tiers, prepare to shed them now - thoughts for UK employers under lockdown v.3 - 07-JAN-2021
- Belgium's social inspection services on a mission to check observance with working from home rules - 06-JAN-2021
- President Trump Extends his Visa "Pause" Through March 2021 - 04-JAN-2021

**Notifications**

**Special Features**

**Favourite Countries**

ARGENTINA	AUSTRALIA	BELGIUM	BRAZIL	CANADA
CHINA	FINLAND	FRANCE	GERMANY	INDIA
ITALY	NORWAY	RUSSIA	SAUDI ARABIA	SINGAPORE
SOUTH AFRICA	SPAIN	SWITZERLAND	UNITED KINGDOM	UNITED STATES OF AMERICA

**Latest Updates**

2021 US Labor & Employment Webinar Week: Insights and Compliance Strategies for a New World

This complimentary webinar series will feature more than 20 individual sessions over the course of four days. The series of informative webinars will address business-focused labor, employment, business immigration and employee benefits developments and trends, as well as strategies for success moving forward. Click here to register.

**Site Navigation**

**Recently Viewed**

## Easy-to-Create Customised Reports, At a Glance Charts and Newsletters

- Create and share customised reports in seconds from your mobile device or desktop. Prepare a tailored country or multi-country report by jurisdiction or topic.
- Generate tailored high-level multi-country charts, which link back to the reports for further information.
- Create your own newsletter by country and article.

"Fantastic, a good investment; I look at it most days."

Law Summary Report

Report Format: Topic / Country

Background checks

BELGIUMFRANCEITALYSOUTH AFRICAUNITED ARAB EMIRATES

WORK REFERENCES

Key points to note

There is no general legal requirement in Belgium for employers to give or take up references on a prospective employee. Some employers do nevertheless take up references, the name(s) having been given by the potential employer. There are a number of rules regarding the giving of work references:

GDPR and 2018 Data Protection Act (DPA)

Given that work references will necessarily include personal data as defined by the GDPR (i.e. any information that would allow an individual to be identified), the giving, taking up and/or otherwise processing references may constitute a processing for the purposes of the GDPR, provided that:

- such processing would be (entirely or partly) automated; or provided that
- where such processing would not be automated, the personal data collected would be included (or intended to be included) in a "file" (i.e., essentially, any structured filing system that would permit access to personal data according to specific criteria, e.g. a personnel file).

Where the giving or taking up of references does constitute a processing for the purposes of the GDPR and 2018 Belgian Data Protection Act (DPA), such will only be permissible subject to the relevant employer complying with the relevant requirements under the GDPR and the DPA. In particular, references and/or any other personal data gathered in the framework of the recruitment process may only be gathered (or otherwise processed) in either one of six possible situations referred to in Article 6 of the GDPR.

Depending on the circumstances (e.g. the role to be filled by the job applicant), such processing may potentially be permissible where taking up work references would be "necessary for the purposes of the legitimate interests pursued by" the employer. The processing of work references on the basis of consent is not recommended, as it would require that consent is free, and that it would not be permissible to terminate the

Background checks

WORK REFERENCES

Key points to note

Do employees have the right to view references?

What happens if a reference is inaccurate?

Discrimination

Employee representatives

MEDICAL RECORDS

Key points to note

How would an employer obtain the individual's medical records?

What if the employee refuses?

Is the employee entitled to access this information?

Potential risks/liabilities

Confidentiality

SOCIAL MEDIA

Key points to note

Can an employer use social media material to assist with hiring decisions?

Is the employee entitled to access any such material?

Is an employer required to give prior notification of use of such material?

Potential risks/liabilities



# Horizon Scanning and Tailored Proactive Key Alerts

- Anticipates upcoming legislative changes with a colour-coded system to flag the actions you should take. Customise your country or multi-country report by implementation date or need for action.
- Tailor your notifications to receive key alerts highlighting significant legal changes in countries and topics of your choosing.

“Provides access to top-level employment law advice, fully maintained and presented in plain English. Flexible and easily useable, this product is an essential part of every in-house lawyer’s toolkit.”

Horizon Overview

PDF

United Kingdom Horizon Overview

8

6

1

View: Action Required

Summaries: Show

No action required

To be considered

Take action

New legislation: IR35 rules to change as they apply to the private sector

Overview

The IR35 rules (which concern the use of personal service companies (PSCs)) will change as they apply to the private sector. The changes will mean that the rules will broadly apply in the same way as they have done for the public sector since April 2017. The changes were due to come into force on 6 April 2020, but the implementation date has been pushed back to April 2021 in light of the COVID-19 pandemic.

The new rules will mean that the end-user business (rather than the PSC) will be required to determine whether IR35 applies and the responsibility for dealing with PAYE and National Insurance (NI) will, therefore, rest on the payer of the PSC, i.e. the end-user client or the agency. The expectation is clearly that those end-users will err on the side of caution in making that assessment and therefore that more tax/NI will be deducted to the benefit of the Treasury.

Current Status: 06/04/21

Implementation of the IR35 rules has been delayed until April 2021 in response to the COVID-19 pandemic.

Action Required

As the IR35 rules were due to change in April 2020, many end-users will have already taken steps to prepare for the changes. They should review what changes they have made and whether any additional steps may be necessary to ensure compliance.

Summary

The end-user (rather than the PSC) will be required to determine whether IR35 applies and the responsibility for dealing with PAYE and National Insurance where it does will rest on the payer of the service company (i.e. the end-user or, if applicable, the agency, rather than the PSC).

Large amount of preparation necessary for many end-users when considering their approach.

Take action

New Legislation: IR35 rules to change as they apply to the private sector

To be considered

No action required

Employment Bill

Consultation: Measures to address one-sided flexibility

Consultation: Proposals to reduce ill health-related job losses

Consultation: Sexual harassment in the workplace

Consultation: Extending Redundancy Protection for Women and New Parents

Consultation: Mandatory Ethnicity Reporting in the UK

Consultation: Employment Status

EU Directive updating the requirements for employers to provide information on terms and conditions

EU Directive on the protection of whistleblowers

EU Directive on work-life balance for parents and carers

# What Topics and Countries Are Covered?

Currently featuring 39 countries, Global Edge is continually being expanded. Topic reports from other countries are added as they are produced.

Topics Covered		
Agency workers	Dismissals for misconduct/ poor performance	Part-time employees
Alcohol and drugs	Employee representatives	Paternity leave
Background checks	Holidays	Parental leave
Business immigration	Homeworkers	Probation
Business transfers/outsourcing	Fixed-term contracts	Redundancies
Casual workers	Interns	Restrictive covenants
Changing terms and conditions	Maternity leave	Severance agreements
Confidential information and trade secrets	Minimum terms and conditions	Termination indemnities
Data protection	Monitoring, surveillance and screening	Whistleblowing
Discrimination	Notice of termination	

Countries Covered				
 Argentina	 EU	 Jordan	 Qatar	 Turkey
 Australia	 Finland	 Saudi Arabia	 Romania	 UAE
 Belgium	 France	 Malaysia	 Russia	 UK
 Brazil	 Germany	 Mexico	 Singapore	 US
 Canada	 Hong Kong	 Netherlands	 Slovak Republic	
 Chile	 India	 Nigeria	 South Africa	
 China (PRC)	 Indonesia	 Norway	 Spain	
 Czech Republic	 Ireland	 Poland	 Sweden	
 Denmark	 Italy	 Portugal	 Switzerland	



## How Much Does a Subscription Cost?

We understand that organisations have different geographical footprints and needs.

Subscriptions will automatically include three users as standard and pricing is based on the number of countries subscribed to. Additional user rights can be purchased.

Annual Access	Cost Per Country (Three Users)*	Cost Per Country, Per Additional User*
First 5 countries	£700 each	£300 each
Following 10 countries (6-15)	£600 each	£200 each
Remaining countries (16+)	£500 each	£100 each

\* Brochures including indicative currency conversions are available. The prices listed are relevant as of 1 February 2022, however, the final fee will be based on the UK pricing and the applicable conversion rate of the date of purchase.

All annual subscriptions will be subject to value added tax (VAT) where applicable.

## How Do I Get Started?

Simply email [global.edge@squirepb.com](mailto:global.edge@squirepb.com) to request a demo and limited free trial.

Visit [www.globoledge.legal](http://www.globoledge.legal) for more details.



