



(Sitges sunset pic courtesy of Rick Warters)

European Employee Relations Academy:

Managing Employee Relations in Europe Today

Tuesday to Thursday, April 8 – 10, 2025

Hotel Estela, Sitges, Barcelona, Spain

Managing Employee Relations in Europe Today focuses on what we in HR Policy Global Europe know best. How to manage information, consultation, and engagement with employees' representatives, whether at the level of European Works Councils, or at national and local level, involving issues such as pay transparency, collective redundancies, due diligence, or platform workers.

Five EU Directives could change the ground rules on employee voice in the workplace over the coming few years.

Corporate Sustainability Reporting Directive (CSRD) is already in force. It will soon be joined by the **Corporate Sustainability Due Diligence Directive (CSDDD)**. Both will involve engaging with employees' representatives around issues of due diligence. CSRD also requires engagement with employees' representatives in the value chain. How is this to be done?

Pay Transparency will see management needing to talk with employees' representatives when analysis shows gender pay gaps of more than 5%. **Platform Workers Directive** will, for the first time impose an obligation to talk with representatives about the use of algorithms in human resource decision making.

A rewritten **European Works Council Directive** will see an end to A13 agreements and enhanced information and consultation procedures, with new entitlement on the part of EWCs to funding for experts, training, and legal advice.

All of these developments are happening against a background of continuously declining trade union membership in Europe, despite the best efforts of the European Union to promote collective bargaining, as in the Adequate Minimum Wage Directive.

Our April program will focus on how you develop a labour and employee relations strategy to manage these new challenges.

Logistics + Program Details:

Attendance fee is: €4,765 / \$ 5000 – for valid HRPG member companies
\$6995 for non-member companies

The workshop runs from 09h on Tuesday, April 8 until shortly before midday 12h, on Thursday, April 10, in the Hotel Estela, Sitges. There will be group dinners in local restaurants on the Tuesday and Wednesday nights.

The program fee covers all accommodation and meal costs, as well as pick-up and drop-off from and to Barcelona airport, or train station:

- *Accommodation and breakfast at the 4 Star Hotel Estela.*
- *Collection and return to Barcelona airport / rail station*
- *All coffee breaks, lunches and dinners (three-course lunch and dinner, including wines)*
- *All conference materials in soft copy*
- *The meeting is conducted in English*
- *The dress code is business casual*

As always with our training programs, there will be plenty of time for “one-to-one” discussions with the program faculty.

Book the April 2025 Academy now

Venue Hotel:

The Hotel Estela “Hotel del Arte”

Av. Port d’Aiguadolç, 8, 08870

Sitges, Barcelona, Spain

Tel. (+34) 93 811 45 45

hotelestela.com/en

[Google Map URL](#)



Event Co-ordinator:

Once you have booked, you can co-ordinate travel arrangements and discuss all specific requirements you may have (food allergies, specials requests etc) with our expert event co-ordinator: **Miriam Del Val** : m.delval@hrpolicy.org

Draft Program:

Eve of program welcome networking reception in Estela Hotel bar: 19h – 20:30h on Monday April 7th

Day 1: YOUR SKILLS - Tuesday April 8

TIME	TOPIC	SPEAKERS
09:00 – 09:30	Opening: introductions program outline and objectives.	<i>Tom Hayes</i>
09:30 – 11:00	Understanding the European political, legal and social partner frameworks in which you must work.	<i>Tom Hayes & Alan Wild</i>
11:00 – 11:30	Coffee Break	
11:30 – 13:00	Art of managing European change in an American company	<i>Rick Warters</i>
13:00 – 14:00	Lunch	
14:00 – 17:00	Negotiation simulation exercise	<i>Led by Alan Wild and Rick Warters</i>
	<i>(15:30 Coffee break)</i>	
19:00 – 22:00	Aperitif in hotel bar and short stroll to a local restaurant	

Day 2: Your Knowledge - Wednesday April 9

TIME	TOPIC	SPEAKERS
09:00 – 11:00	10 things you need to know on AI in the workplace + What do the unions want?	<i>Oliver Patel</i>
11:00 – 11:30	Coffee Break	
11:30 – 13:30	The new Directives: <ul style="list-style-type: none"> • <i>CSRD/CSDDD</i> • <i>Pay Transparency</i> • <i>Platform Workers</i> • <i>AI/AI in the Workplace</i> Engaging with employees' reps – What national laws say	<i>Tom Hayes</i>
13:30 – 14:30	Lunch	
14:30 – 17:30	Planning for the new EWC Directive	<i>Alan Wild, David Hopper, Bryan Dunne</i>
	<i>(15:30 Coffee break)</i>	

20:00- 22:00 Aperitif in the hotel bar and short stroll to a local restaurant

Day 3: LOOKING AHEAD - Thursday April 10

TIME	TOPIC	SPEAKERS
09:00 – 10:00	The Global Outlook: <i>Labour relations in a changing world. Developing risk analysis to get you “ahead of the game”.</i>	Alan Wild
10:00 – 11:00	Thinking about your own role in labour relations.	Rick Warters
11:00 – 11:30	Pulling it all together - an open discussion	Tom Hayes + Alan Wild
11:30	<i>Finish, coffee, and checkout.</i>	

The Faculty

Program led by:

- [Tom Hayes](#) *HR Policy Global Europe*
- [Alan Wild](#) *HR Policy Global*
- [Rick Warters](#) *former VP Global Labor Relations, UTC*

They will be joined by:

- [Bryan Dunne](#), *Partner, Matheson LLP*
- [David Hopper](#), *Partner, Lewis Silkin LLP*
- [Oliver Patel](#), *Head of Enterprise AI Governance, AstraZeneca*