

ADVANT Pulse

Your Labour & Employment News

Issue N°1 - April 2022

WELCOME

We are pleased to provide you with the first edition of **ADVANT** Pulse, a periodic newsletter full of content and guidance on a number of important issues for Labour and Employment.

These articles come from across our member firms – **ADVANT** Altana in France, **ADVANT** Beiten in Germany and **ADVANT** Nctm in Italy – to provide you with valuable insights to navigate the many complex issues in the employment space.

We welcome your feedback on any of this content, or indeed your ideas for future articles which you would find helpful. Feel free to speak with your regular **ADVANT** contact if you have suggestions.

IN FOCUS

Your top recent Labour & Employment articles from **ADVANT** member firms.



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THE SECONDMENT OF EMPLOYEES SINCE BREXIT

- **ADVANT** Altana

The European Union has substantial legislation on seconded workers which aims to guarantee European workers who go to work temporarily in another EU Member State a set of social rights...

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START-UPS OFFER A "YOUNG TEAM": NO DISCRIMINATION BASED ON AGE

- **ADVANT** Beiten

A job advertisement referring to a "young team" could indicate discrimination against older applicants. However, depending on the wording of the advert, the assessment might be different in the case of a start-up.

[Read full article →](#)

[Watch our video with subtitles →](#)

THE ECOLOGICAL TRANSITION: A NEW RESPONSIBILITY FOR THE EMPLOYEES' REPRESENTATIVES

- **ADVANT** Altana

The Citizens' Climate Convention ("Convention citoyenne pour le climat") was created in France at the end of 2019 to define **structural measures to achieve**, in a context of social justice, **a reduction in greenhouse gas emissions...**

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POST-PANDEMIC SMART WORKING; THE GUIDELINES OF THE PROTOCOL OF 7 DECEMBER 2021

- **ADVANT** Nctm

On 7 December 2021, on the initiative of the Ministry of Labour and Social Policies, the major Employers' Associations and Unions signed the National Protocol on Agile Work.

[Read full article →](#)

SOCIAL SAFETY NETS: THE NEW ITEMS IN THE ITALIAN BUDGET LAW 2022

- **ADVANT** Nctm

The Budget Law 2022 introduced some important innovations in the field of social safety nets, without, however, revolutionising the general scheme of the system under Legislative Decree No 148/2015

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RIGHT OF ACCESS TO PERSONAL DATA

- **ADVANT** Altana

Employees and former employees can ask the employer for access to and disclosure of their personal data and request a copy, including copies of work-related e-mails, through the right of access to their personal data.

[Read full article →](#)

STRENGTHENED RIGHTS FOR (SEVERELY) DISABLED EMPLOYEES DURING THE FIRST SIX MONTHS OF EMPLOYMENT

- **ADVANT** Beiten

Most employees don't feel entirely secure in their employment relationship during the first six months – rightly so. The strong general protection against unfair dismissal, which applies to all employees equally...

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CORONA UPDATE FOR EMPLOYERS

- **ADVANT** Beiten

On 16 February 2022, Germany's federal and Land governments decided to lift and reduce key Corona measures by 20 March 2022. The public debate about mandatory vaccinations has also picked up speed, making it a good time...

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FAIRPLAY AND CANCELLATION AGREEMENTS – TIME TO THINK OR SIGN IMMEDIATELY?

- **ADVANT** Beiten

In 2019, the Federal Labour Court (Bundesarbeitsgericht, BAG) established for the first time that a cancellation agreement will be void when it was concluded in disregard to the principle of fair negotiations...

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WITH REGARD TO GENDER EQUALITY: GOVERNMENT AND UNI GUIDELINES

- **ADVANT** Nctm

On 16 March, UNI published a very interesting Reference Practice – a performance bonus relating to the "adoption of specific KPIs relating to Gender Equality Policies in organisations".

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