

How to get the most out of
**Membership of the
Federation of International
Employers (FedEE)**



KEY DELIVERABLES:

📍 **SPEED**

📍 **ACCURACY**

📍 **PRACTICALITY**

**SENSE
OUT
OF**
UNCERTAINTY
**HR WITHOUT
BORDERS**



Problem solving: We assist Member firms to overcome often complex and highly sensitive problems that confront them. We interpret the law and look for the most acceptable solutions. This can, for instance, be a special challenge in the Middle-East, command economies and much of the third World.

Compliance: We collate relevant data and summarize it into alerts, newswires and our huge knowledgebase covering over 90 countries Worldwide. FedEE does not remove the need to consult a lawyer, but we typically reduce HR department's expenditure on legal fees by over 40%.

Education: We help HR professionals in multinational environments improve and update their legal skills. Those wishing to gain a mastery of employment law in key jurisdictions around the World may take our Advanced Diploma Course in Multijurisdictional Employment Law – which also entitles graduates to use the professional title HR Counsel (A registered FedEE Trademark).

Monitoring: We track and subscribe to thousands of sources of up to date data relevant to employment law and HR trends. These are examined and evaluated in over 30 originating languages.

What FedEE Does?

FedEE does many things in support of the multinational HR practitioner. However, our principal services focus on problem solving, monitoring, compliance, and education.

We are now in the fourth decade since being founded in 1988, with assistance from the European Commission. FedEE has multinational corporate members all around the World and our membership includes many of the biggest companies across sectors such as – automotive, banking, chemicals, defence, electronics, engineering, food and beverages, government, IT, law and pharmaceuticals and professional services.

Our Board is Chaired by the Ford Motor Company and also has in membership the second largest law firm in the World. We have the expertise every HR department needs to remain effective. One important measure of our value and success is the fact that almost all organisations renew their membership each year.



WHY YOU CAN RELY ON FEDEE?

Webinars are available to take you through our Member-only website, on request

THE KEY STEPS IN OUR SUPPORT



FedEE assistance varies according to urgency and need - from data that can be looked up online, to tackling special circumstances where there may be no immediately obvious right answer and therefore risks are high. We do not alter accountability for risk, but we can help at least provide a temporary and workable solution. At every step of the way a FedEE user can stay on top of emerging issues and avoid sudden surprises. This is because FedEE provides:

› **Information:** Members are informed about new or potential laws, coming HR deadlines, and important court cases through our Newsflash and fortnightly Newswires. These cover subjects frequently not covered by any other international or English-language publication.

› **24/7 Data:** If there is a need to check any point of law, Members may go online and consult our comprehensive "knowledgebase". This contains our own legal summaries and links to primary legislation for each of over 90 countries.



› **A Legal Helpline:** Should the answer to a legal question not be answered by consulting our "knowledgebase" then you may either contact our helpline team through a special enquiry form (specifying its urgency) or give us a call. 90% of enquiries are resolved within 5 hours of an urgent enquiry being made during our normal operating hours (8am to 6pm - Monday to Friday). We do not refer you to other experts or offices - as is normally the case in a law firm. Most Members have an inclusive introductory allocation of enquiries each year, but may purchase inexpensive bundles of additional enquiries as required.

› **Special Research:** If an issue involves more than two countries, or requires extensive research in excess of the normal enquiry time, then we can undertake a customised investigation on a commissioned basis for you. This is not included in the standard membership fee, but corporate Members enjoy preferential reduced rates.

EXAMPLES OF WAYS YOU CAN USE FEDEE



MANAGEMENT TASKS

∞ Checking out advice from local management:

One of the greatest advantages of FedEE is the facility it offers for a company HQ HR professional to double check whether local advice they are receiving is true and accurate.

∞ **Introducing new working methods:** This may be the assessment of home-working to deal with office overheads, a distributed workforce or responding to a viral epidemic, establishing flexible working arrangements, term-time working or a continental shift system.

∞ **Drafting employment contracts:** The data on different aspects of the law will inform the drafting or modification of an employment contract for certain positions. It is seldom wise to draw up a contract entirely from scratch without obtaining an input from a lawyer - but a first draft could ensure all bases are covered and reduce the lawyer's fees.

∞ **Predicting the future:** The ideal way to avoid uncertainty is to rely on trusted predictions. FedEE predicts changes in prices and salary budgets over the coming year for many countries and also makes powerful broader predictions. For instance, we predicted the 2007/8 crash eighteen months ahead, the outcome of the Brexit vote and the coming recession - as far back as 2018. As reported in Wall Street Journal, we also successfully predicted the fall in the global incidence of flu deaths during the first three months of 2020.

∞ Drawing up employment policies:

Revising, extending or filling a gap in the existing array of HR policies. In some cases FedEE has drafted a model policy - such as that dealing with employee absence without leave.

∞ **Preparing to consult a lawyer:** Quickly getting up to speed on relevant areas of the law in a particular jurisdiction so that you can ask all the right questions and optimise the time spent with such an expensive resource.

∞ **Contingency planning:** Every company must, from time to time, have to face unexpected future events or trends. To overcome this contingency plans are drawn up. These need to be checked to ensure that - should they be triggered - it is lawful to act in the prescribed way. The FedEE knowledgebase is a good place to start this analysis.

Particular types of activity (examples)

International assignments: Understanding the rules for job posting in different countries, intra-company transfers, expatriate terms and conditions, relevant laws and pitfalls.

Greenfield sites: Comparative merits and demerits of alternative locations, local labour costs, relevant collective agreements, employee representation, health and safety obligations, payroll administration, employment incentives and labour inspection issues.

Recruitment: Knowing about the legal restrictions on career advertising – such as the language of the advert and inclusion of salary offered. Also about the interview/appointment process – such as enquiring about salary history, carrying out background checks and ensuring that a new hire has resigned their previous job.

The Transfer of Undertakings: Information and consultation rights, codetermination rights, legality of redundancies prior to, and immediately after, the transfer, notification obligations and competition issues.

Discipline and dismissal: Knowing about permissible grounds, the correct procedure, bringing a grievance, penalties for getting it wrong and the right to reinstatement.

Discrimination: What are the protected characteristics, types of multiple discrimination, mandatory arbitration and class actions, less well-known bases for discrimination, mitigation for sexual harassment, and various forms of indirect and statistical discrimination.

Pay and collective bargaining: Minimum wage rates, the existence of pay indexation, bargaining trends, labour agreements and median rates by job size and industry (through our JEAPS system). We do not list details of wage agreements – because they are far too numerous, constantly changing and subject to copyright – but we can generally identify what agreements may be applicable. In many countries, such as France and Germany, collective agreements are legally enforced across industry sectors.

and much more...

Testimonials



"The advice you have provided is very useful and helps direct how we should best handle this case."

- Leading credit card company

"This information is perfect and will go into a very important document on company expansion."

- Japanese life sciences company

"Many thanks for a great and beneficial event, I very much appreciated this opportunity."

- High-tech engineering group, Luxembourg

"I really enjoyed and learnt a lot with the few modules I achieved, and I am certain that being given with the opportunity to end up the course, will help me not only to my future HR development/ growth but to better face this period in my life."

- Leading hotel service provider

"I am very happy to have achieved my Diploma. I have found the course really interesting and I have learnt a lot especially about the law and practices in Asia and the US."

- Major branded footwear company



FedEE exists to enable you, as an HR professional in a multinational company, to operate effectively across national borders.



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**If you want to
know the future
consult FedEE**

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ABOUT US

The Federation of International Employers (FedEE) began at a meeting of HR Directors at BP PLC's Head Office in London during June 1988. It is now a leading corporate membership organisation for multinational companies.

CONTACT US

Head Office: Adam House, 7-10 Adam Street, the Strand, London, WC2N6AA, UK.

Email: membershipservices@fedee.com

Tel: +0044 203 807 9205

Website: <https://www.fedee.com>

FedEE

*Your Multinational
HR Alliance*





PLEASE NOTE:

FedEE is an employers' organisation and does not provide a legal service akin to that of a professional law firm. In many jurisdictions law firms seek to maintain a monopoly over the provision of legal advice. We thus work in tandem with them and will always refer our members to a relevant lawyer when it is appropriate – such as when litigation is in prospect. For liability reasons, all legal services are provided entirely independently by FedEE International Inc., a BVI company.