HAMBURG
19-20.06.2009

THE GLOBAL EMPLOYER –
EXPATRIATION INTO AND
OUT OF THE EU

Germany
The following sets out a proposed program for a joint seminar to be hosted by the employment law section of the International Association of Young Lawyers (AIJA) and the American Bar Association (ABA) Section of International Law. This event, which will be aimed at an international audience, shall take place in Hamburg, Northern Germany in June 2009.

The seminar will be entitled “The global employer – Expatriation into and out of the EU”. At a time when many companies are going global, the question of sending employees abroad to work has become increasingly important and it is accompanied by a number of challenges. The issues arising in connection with the secondment of employees abroad will be discussed at the Hamburg seminar in an international context and will be of particular interest to legal advisors.

Globalisation is an important issue for large, mid-sized and small companies alike. Even law firms are becoming more and more global. Companies are obliged to operate flexibly at an international level in order to be able to open up new markets. This world-wide situation means that companies send their employees abroad to ensure the transfer of expertise and implementation of company strategies for the establishment of their overseas branches or the development of new business. According to a recent report, over the past four years three out of four companies continuously increased the number of employee secondments overseas. Secondments from North America to Europe and in the reverse direction are just as common as secondments to Asia. A good 30% of seconded employees are from middle-ranking or management levels although the secondment of newcomers for the purposes of training is becoming increasingly important. The deployment of employees for activities overseas entails considerable financial outlay. On average, an expatriate costs its employer 240,000 Euros per year. Adequate supervision of secondees and sufficient legal support are therefore required.

Although the number of seconded employees is continuously increasing, the planning of such secondments by many companies is improvable. Many employers realise too late that they have not sufficiently considered the financial, tax and employment law implications of the employee’s secondment. A pre-prepared solution that deals with all issues including repatriation contributes considerably to the best possible opportunities to be gained from an overseas secondment. This is particularly important since overseas secondments are often effected at very short notice and advance planning can minimise risks.

The joint seminar to be hosted by the Labour Law Commission of the AIJA and the International Employment Law Committee of the ABA Section of International Law should give legal advisers an in-depth insight into the problems associated with overseas secondments from, within and to Europe. The focus of the seminar will be directed at the requirements of internationally active US American and European companies. The seminar will also focus on expatriations within law firms as attorneys are also moving across the globe for their clients.

The joint seminar of the ABA Section of International Law and AIJA will offer a unique forum to explore the international issues of overseas secondments from a number of locations under various legal systems with experts from several nationalities. Both AIJA and ABA Section of International Law will have the opportunity to present themselves and their respective work in an international context. The event will contribute to closer cooperation between the two organisations in the field of international employment law and shall lead to a broadening of the international network.
Program

Thursday, 18 June 2009
18.00 Welcome Barbeque reception Hotel Le Royal Meridien

Friday, 19 June 2009
8.30 Welcome by Duarte de Athayde, AIJA President

Topic 1: “The United States of Europe...or not quite yet?”: Arrangements for secondments within the European Union
Program Chairs: Alexander Lentz, Taylor Wessing, Hamburg
Dirk Jan Rutgers, DLA Piper, Amsterdam
Speakers: Salli Swartz, Phillips Giraud Naud & Swartz, Paris
Els de Wind, Van Doorne, Amsterdam
Giuseppe Bologna, Ceriani & Associati, Milan
Warren Wayne, Bird & Bird, London

10.40 Coffee Break at Montparnasse Foyer

11.00 Topic 2: Corporate Expatriate Tax Management – finding a way through the maze of international tax regulations
Program Chairs: Frans Duynstee, Van Mens & Wisselink, Amsterdam
Speakers: Peter Schonewille, EU Commission, Brussels
Philip McQueston, A&L Goodbody, Dublin
Mark van Casteren, Loyens & Loeff, Amsterdam
Isabelle Vendeville, Nixon Peabody, Paris

12.40 Lunch at the Restaurant “Le Soleil”, 9th Floor

14.30 Topic 3: Obligation to make social security payments in the case of international employee secondments considering in particular the social security agreement between the USA and the European core markets
Program Chairs: Dr. Thomas Griebe, Taylor Wessing, Hamburg
Marta Trindade, Abreu Advogados, Lisbon
Speakers: Sonia Cortés, Cuatrecasas, Barcelona
Marjorie Culver, Paul Hastings, New York
Martine Hoogendoorn, Van Mens & Wisselink, Amsterdam
Regina Glaser, Heuing Kühn Lüer Wojtek, Dusseldorf

16.30 Topic 4: The stony path overseas: legal requirements for working in Europe and the actual arrangements for the secondment in the home country
Program Chairs: Philip Berkowitz, Nixon Peabody, New York
Anja Mengel, WilmerHale, Berlin
Speakers: Carl Bevernage, Nieuwdorp Bervernage Gori, Brussels
Alan Koral, Vedder Price, New York
Patrick Govaert, Fragomen, Brussels
Carsten Domke, CMS Hasche Sigle, Cologne

19.00 Reception at the Hamburg Harbour
20.00 Boat trip with dinner Hamburg Harbour and “Speicherstadt”

Saturday, 20 June 2009
8.45 Topic 5: “Eastern Promises”: Secondments from countries in the European Union to emerging markets in the East
Program Chairs: Anders Etgen Reitz, Magnusson, Copenhagen
Thomas Müller-Bonanni, Freshfields, Düsseldorf
Speakers: Aleksandra Minkowicz-Flanek, Salans, Warsaw
Hans Laimer, Schönherr, Vienna
Michelangelo Cicogna, De Berti Jacchia, Milan
Alexander Horvath, Head of International Assignments, SEB, Stockholm

10.40 Coffee Break at Montparnasse Foyer

11.00 Topic 6: “Go West ??!”: Special aspects of employment, tax and social security laws to consider for secondments from the European Union to the USA
Program Chairs: Ueli Sommer, Walder Wyss, Zurich
Salvador del Rey, Cuatrecasas, Barcelona
Speakers: Chris Bracebridge, Paul Hastings, London
Scott Landau, Pillsbury Winthrop Shaw Pittman, New York
Arnd Haller, Chief Counsel, Member of Managing Board Google (Germany), Hamburg
Chris van Olmen, Van Olmen – Wynant, Brussels

13.00 Closing Lunch reception (Le Soleil, 9th Floor)
**Venue of the Seminar**

Le Royal Meridien Hamburg  
An der Alster 52-56, 20099 Hamburg  
Phone +49-40-2100 2991  
Fax +49-40-2100 2029

**Language – Number of participants – Cancellation**

The Seminar will be held in English without simultaneous translation. The number of participants is limited. Enrolment takes place on a first-come, first-served basis. The organisers reserve the right to cancel or modify the Seminar. In the event of cancellation by a participant, no money can be refunded. A participant, who cannot attend, may send a substitute participant.

**Registration Fees**

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<td>Speaker</td>
<td>EUR 470,-</td>
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<td>EUR 470,-</td>
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<td>EUR 595,-</td>
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The registration fee includes attendance at the seminar, documentation, coffee breaks, lunches, receptions and boat trip with dinner. The accompanying persons’ fee includes welcome barbeque reception and boat trip with dinner. Registration will only be effective after payment.

**Payment** should be transferred in EUR with no cost to the organisers to the following account:

**IBAN LU77 0030 6270 3965 0000 – BIC BGLLLULL**  
BGL – Agence Royale Monterey, 27, avenue Monterey,  
L-2951 Luxembourg  
Ref: AIJA HAMBURG

**Accommodation**

Accommodation is not included in the registration fee. A limited number of rooms have been reserved at special rates at the hotel conditions indicated below. These rooms will be held only until 21 May 2009.

**Hotel information:**

Le Royal Meridien Hamburg  
An der Alster 52-56, 20099 Hamburg  
Phone +49-40-2100 2991  
Fax +49-40-2100 2029  
Bookings via:  
http://www.starwoodmeeting.com/Book/ABAAIJA  
189 EUR /night/person (including breakfast)

**Dress code:** Business (working sessions) or smart casual (evening program).
**REGISTRATION FORM**

**HAMBURG, 19-20.06.2009**

To be returned before **08.05.2009** to: AIJA, Avenue Louis Lepoutre 59/20, 1050 Bruxelles, Belgium, Fax +32-2-347-55-22. Or register online at [www.aija.org](http://www.aija.org).

| Name | ................................................................. |
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| Law firm | ........................................................................ |
| Address | ........................................................................ |
| Zip Code | .................................................. City | ........................................................................ |
| Telephone | .............................................................. Fax: | ........................................................................ |
| E-mail | ................................................................... Website | ........................................................................ |
| Date of birth | .......................................................... Gender: M □  F □ |
| Accompanying person(s) | ........................................................................ |
| First AIJA Event? | Yes □  No □ |
| Special dietary requirements | ........................................................................ |
| Delegate/Participant | ........................................ Acc. pers | ........................................................................ |

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☐ I attach proof of payment by bank transfer to account no. The payee is not liable for any charges.

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BGL – Agence Royale Monterey, 27, avenue Monterey, L-2951 Luxembourg

Ref: AIJA “HAMBURG”

☐ PAYMENT VISA / MASTERCARD

I authorise AIJA to debit my credit card (Visa/Mastercard/) of the amount

of: .................................................. EUR (+ 20 EUR for bank costs/registration)

Credit card Number: ..................................................

Exp. Date: ..................................................................

Security Code: ...........................................................

(3 last digits, printed at the back of your credit card under the signature panel)

In the event of cancellation by a participant, no money can be refunded. A participant, who cannot attend, may send a substitute participant.


☐ Yes □ No: full autorisation to print my details on the list of participants

☐ Yes □ No: full autorisation do forward my details to a sponsor

Date | Signature

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The International Association of Young Lawyers is a non-political organization whose objective is to promote mutual cooperation and understanding among young lawyers from all over the world.

In addition to its annual Congress, AIJA organizes Courses and Seminars on various topics of current interest to professionals in the field, allowing active experts.

Given AIJA’s goals, its Courses and Seminars are not limited solely to academic study. They also include meals and social gatherings which give attendees from around the world the opportunity to exchange experiences, to become better acquainted and to engage in further discussions of the seminar and course topics.

Courses and Seminars are open to members and non-members alike.

The American Bar Association Section of International Law (ABA International) is the leader in the development of policy in the international legal arena, including the promotion of the rule of law, international humanitarian efforts and the education of international law practitioners.

Membership in ABA International will give you access to a network of 23,000+ legal professionals and students in 90 countries, continuing legal education opportunities and information on the latest international legal news and cases.

Section membership provides for the following opportunities:

- Global networking via more than 60 special interest and regional committees, listserves, and an interactive website to network, exchange ideas, offer client referrals, and collaborate with other members.
- Leadership and advocacy opportunities, which impact international law and legal practice and shape ABA policies.
- Continuing education programming

ABA International can help you stay up to date with your continuing legal education (CLE) requirements and career goals via our seasonal meetings, which bring together 1,000+ legal professionals to discuss crucial and late-breaking issues in International Law. Additional CLE programs (including teleconferences) are conducted throughout the year.

As a Section member you would enjoy free subscriptions to The International Lawyer, a quarterly journal on international practice, and International Law News, the quarterly ABA International newsletter.