

Dechert  
LLP



## International Employment Law Review

January 2013 - Issue 3

Welcome to the latest edition of the *International Employment Law Review*, presented by Dechert's Labor and Employment Practice. In this issue, we examine the most significant employment law developments of the year thus far in Belgium, England and Wales, France, Germany, Russia, the United Arab Emirates and the United States, focusing on both new legislation and case law developments.



### Save the Date...

Spring International Labor Webinar: France, England and Wales, and the United States

A Webinar Presented by Dechert's Labor and Employment Group

February 28, 2012

12:00 PM - 1:00 PM EST (U.S.)



### Belgium

A new law sets forth a test for classifying workers in Belgium. Meanwhile, employers will have to establish their first employment plan for older workers in the year to come.

[Read more »](#)

### England and Wales

This update provides insight into the recent developments in labor and employment law in England and Wales, including information about restrictive covenants, redundancy, unfair dismissal, sick leave and holidays, harassment, misconduct, and the use of



personal devices at work.

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## France

This update examines recent events, legislation and case law addressing changes to paid leave, mandatory rest periods, discrimination in pay and workplace safety in France.

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## Germany

Our employment practice in Germany discusses recent progress in case law pertaining to video surveillance in the workplace, employer's use of employee computer records, and firing of employees via email.

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## Russia

This article discusses recent developments in Russian employment law including new measures restricting the ability of employers to fire fathers with three or more children, pension calculation, changes in the accessibility of work place safety inspections, and new laws requiring foreign workers to pass Russian language proficiency tests in order to become employed.

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## United Arab Emirates

In 2012, Dechert grew its international presence by expanding into the Middle East and opening an office in Dubai. This update provides an overview of labor and employment law in the United Arab Emirates.

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## United States

This update summarizes recent U.S. Supreme Court labor and employment decisions as well as other important decisions from around the country.

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If you have questions or comments, or for further information, please contact:



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