

SQUIRE
PATTON BOGGS

Award-Winning

GLOBALEDGE

Employment Law Resource for Legal and HR Professionals

Save Time. Save Money. Stay Ahead.

What Is Global Edge?

Created in collaboration with our global network of preferred firms, Global Edge is an award-winning, customisable tool that provides clear, reliable, up-to-date answers on key employment law topics around the world and maps out future legislative change to help you stay ahead.

Who Is It For?

General counsel, members of in-house counsel or senior regional or global HR professionals at a multinational organisation with employees around the world.

"Excellent for quick, easy-to-read advice. It gives a great summary of the law in foreign jurisdictions and enables queries to be answered without incurring the time and cost of instructing counsel abroad."



Key Benefits



Save Time

A multi-country report, high-level chart or bespoke global newsletter in seconds. Reliable, up-to-date and mobile compatible insights available on the go and offline.



Save Money

Answers straightforward employment law queries, so you can save on external legal spend.



Stay Ahead

Horizon scans are colour coded, so you know when to take action. Tailored notifications allow you to customise your key alerts.



Key Features

Customisable Global Employment Law Hub

- Regularly updated extensive content with access to up to 29 key topics from 39 countries (and the EU).
- Personalised experience with customisable dashboard and notifications.
- Automatically recognises and adapts to desktop and mobile platforms.
- Webinars, podcasts and special features.
- Intelligent search functionality for a streamlined experience.
- Employment News feed.
- Global HR Audit, which assists businesses with their strategic HR agenda by providing a list of HR documents and policies at country and global level.

“It’s terrific – I want Global Edge in my life.”

Global Edge

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Home

Countries

Topics

On the Horizon

Articles

At a Glance

Create a Report

Welcome

what are you looking for today?

Featured Articles

Recent Data Confirms Surge In Union Activity in US Workplaces - 12-APR-2023

Psychosocial hazards and poor organisational justice – necessary protection or a step too far for employers? - 04-APR-2023

Our Top tips for successful redundancy exercises - 29-MAR-2023

New GCC rules for employers, Part 4 - 29-MAR-2023

Latest Updates

Employment Rates and Limits – What Is Changing in April?

A quick reminder of the key new rates and limits coming into effect next month.

Last Updated 20-MAR-2023

UK Spring Budget 2023 - Tax Changes for Business

The Chancellor presented the Spring Budget as a “Budget for growth”. As expected, the increase in the main rate of UK corporation tax to 25% from April 2023 will go ahead, but the introduction of a three-year full expensing

Favourite Countries

AUSTRALIA

BRAZIL

CANADA

FRANCE

GERMANY

INDIA

MALAYSIA

NETHERLANDS

SINGAPORE

SOUTH AFRICA

SWEDEN

SWITZERLAND

TURKEY

UNITED ARAB EMIRATES

UNITED KINGDOM

UNITED STATES OF AMERICA

Notifications

UK – Employment Rates and Limits – What Is Changing in April?

China Releases the Standard Contract on Personal Information Export

Recently Viewed

Special Features

Site Navigation

Hint of the day

The Global Edge podcast player can be added to the bottom of your screen using the Settings (gear) icon at the top right of your screen.

This will allow you to listen to our podcast content as you navigate around the site.

Easy-to-Create Customised Reports, At a Glance Charts and Newsletters

- Create and share customised reports in seconds from your mobile device or desktop. Prepare a tailored country or multi-country report by jurisdiction or topic.
- Generate tailored high-level multi-country charts, which link back to the reports for further information.
- Create your own newsletter by country and article.

"Fantastic, a good investment; I look at it most days."

Law Summary Report

PDF

Law Summary Report

Report Format: Topic / Country ▼

Background checks

BELGIUMCHINAFRANCEITALYMALAYSIA

WORK REFERENCES

Key points to note

There is no general legal requirement in Belgium for employers to give or take up references on a prospective employee. Some employers do nevertheless take up references, the name(s) having been given by the potential employee. There are a number of rules regarding the giving of work references:

GDPR and 2018 Data Protection Act (DPA)

Given that work references will necessarily include personal data as defined by the GDPR (i.e. any information that would allow an individual to be identified), the giving, taking up and/or otherwise processing references may constitute a processing for the purposes of the GDPR, provided that:

- such processing would be (entirely or partly) automated; or processed that
- where such processing would not be automated, the personal data collected would be included (or intended to be included) in a "file" (i.e., essentially, any structured filing system that would permit access to personal data according to specific criteria, e.g. a personnel file).

Background checks

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Belgium

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Horizon Scanning and Tailored Proactive Key Alerts

- Anticipates upcoming legislative changes with a colour-coded system to flag the actions you should take. Customise your country or multi-country report by implementation date or need for action.
- Tailor your notifications to receive key alerts highlighting significant legal changes in countries and topics of your choosing.

“Provides access to top-level employment law advice, fully maintained and presented in plain English. Flexible and easily useable, this product is an essential part of every in-house lawyer’s toolkit.”

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Horizon Overview

PDF

United Kingdom Horizon Overview

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View: Implementation Date ▾
Summaries: Show ▾

No action required	To be considered	Take action
<h3>Diversity and inclusion on company boards and executive committees</h3> <p>Overview </p> <p>The Financial Conduct Authority issued a consultation document on proposals to change its Listing Rules to require companies to disclose annually on a comply or explain basis whether they meet specific board diversity targets and to publish diversity data on their boards and executive management.</p> <p>The response has been issued and full details of the changes are available in the Policy Statement, including detailed guidance for in-scope companies. On that note, the FCA has confirmed that the companies in scope for the new Listing Rules are UK and overseas issuers with equity shares, or certificates representing equity shares, but excluding open-ended investment companies and "shell companies" as defined in the Listing Rules.</p> <p>In summary of the key changes, the FCA is introducing new Listing Rules to require issuers to include a statement in their financial report setting out whether they have met specific board diversity targets on a "comply or explain" basis.</p> <p>The targets are: (i) at least 40% of the Board should be women; (ii) At least one of the senior Board positions should be a woman; (iii) at least one member of the Board should be from an ethnic minority background.</p> <p>Current Status: For FY 01/04/22</p> <hr/> <p>Consultation started: 28 July 2021.</p> <p>Consultation closed: 20 October 2021.</p>		

What Topics and Countries Are Covered?

Currently featuring 39 countries and the EU, Global Edge is continually being expanded. Topic reports from other countries are added as they are produced.

Topics Covered		
Agency workers	Dismissals for misconduct/ poor performance	Part-time employees
Alcohol and drugs	Employee representatives	Paternity leave
Background checks	Holidays	Parental leave
Business immigration	Homeworkers	Probation
Business transfers/outsourcing	Fixed-term contracts	Redundancies
Casual workers	Interns	Restrictive covenants
Changing terms and conditions	Maternity leave	Severance agreements
Confidential information and trade secrets	Minimum terms and conditions	Termination indemnities
Data protection	Monitoring, surveillance and screening	Whistleblowing
Discrimination	Notice of termination	

Countries Covered				
 Argentina	 Egypt	 Italy	 Portugal	 Turkey
 Australia	 EU	 Jordan	 Qatar	 UAE
 Belgium	 Finland	 Saudi Arabia	 Romania	 UK
 Brazil	 France	 Malaysia	 Singapore	 US
 Canada	 Germany	 Mexico	 Slovak Republic	
 Chile	 Hong Kong	 Netherlands	 South Africa	
 China (PRC)	 India	 Nigeria	 Spain	
 Czech Republic	 Indonesia	 Norway	 Sweden	
 Denmark	 Ireland	 Poland	 Switzerland	

How Much Does a Subscription Cost?

We understand that organisations have different geographical footprints and needs.

Subscriptions will automatically include five users as standard and pricing is based on the number of countries subscribed to. Additional user rights can be purchased.

First Five Countries	Following 10 Countries (Six to 15)	Remaining Countries (More Than 16)
Cost Per Country (Five Users)*	Cost Per Country (Five Users)*	Cost Per Country (Five Users)*
£700 each	£600 each	£500 each

*The prices listed are relevant as of 3 April 2023.

All annual subscriptions will be subject to value-added tax (VAT), where applicable.

How Do I Get Started?

Simply email global.edge@squirepb.com to request a demo and limited free trial.

Visit www.globoledge.legal for more details.

