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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.”

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.”

The screenshot displays the Global Edge website interface. The top navigation bar includes 'Home', 'Countries', 'Topics', 'On the Horizon', 'Articles', 'At a Glance', and 'Create a Report'. A search bar is prominently featured with the text 'what are you looking for today?'. The main content area is divided into several sections: 'Featured Articles' with a list of recent news items, 'Latest Updates' with a highlighted article on 'Employment Rates and Limits', and 'Favourite Countries' showing a grid of country flags including Australia, Brazil, Canada, France, Germany, India, Malaysia, Netherlands, Singapore, South Africa, Sweden, Switzerland, Turkey, United Arab Emirates, United Kingdom, and the United States of America. A 'Notifications' section lists updates for the UK and China. A 'Recently Viewed' section and 'Special Features' are also visible. On the right, a detailed 'Law Summary Report' for 'Background checks' is shown, featuring a 'Report Format' dropdown set to 'Topic / Country', a list of countries (Belgium, China, France, Italy, Malaysia), and a 'WORK REFERENCES' section with 'Key points to note' for Belgium. The Belgium section states: '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:'. It also mentions the 'GDPR and 2018 Data Protection Act (DPA)' and provides a list of conditions for processing personal data.

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.”

Horizon Overview

United Kingdom Horizon Overview

0 12 3 View: Implementation Date Summaries: Show

To be implemented

- Diversity and inclusion on company boards and executive committees (FOR FY 01/04/22)
- Consultation: Statutory Code of Practice on Dismissal and Re-engagement (TBC)
- Private Member's Bill: The Workers (Predictable Terms and Conditions) Bill (TBC)
- Private Member's Bill: Tips for Workers (TBC)
- Private Member's Bill: Neonatal Care (Leave and Pay) Bill (TBC)
- Consultation: Changes to flexible working regime (TBC)
- Consultation: Sexual harassment in the workplace (TBC)
- Consultation: Extending Redundancy Protection for Women and New Parents (TBC)
- Consultation: Calculating holiday entitlement for part-year and irregular hours workers (TBC)
- Draft legislation: The Retained EU Law (Revocation and Reform) Bill (TBC)
- Private Member's Bill: Carer's Leave (TBC)
- Consultation: Reform post-termination non-compete clauses (TBC)
- Consultation: Proposals to prevent misuse of confidentiality clauses (TBC)

Already implemented

- Increased statutory benefit rates for 2023/24 (01-APR-2023)
- New National Minimum Wage and National Living Wage rates (01-APR-2023)

Diversity and inclusion on company boards and executive committees

Overview

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.

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.

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.

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.

Current Status: For FY 01/04/22

Consultation started: 28 July 2021.

Consultation closed: 20 October 2021.

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/outourcing	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)*
£750 each	£650 each	£550 each

*The prices listed are relevant as of 22 February 2024.

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.globaledge.legal for more details.

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