



# Dernières nouvelles

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July 20<sup>th</sup> 2017

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### COMMENT: LDTs have arrived

Articles abound on the coming wave of labour displacing technologies (LDTs), but it is so easy to remain skeptical about future prospects for automation as current levels of employment appear to be fairly stable and the demand for people with key skills is higher than ever. But LDTs have already arrived and the visibility of their impact is only a matter of time.

Look closely and the picture is already startling. This is because although LDTs are compounding with other factors - like demographical trends - to undermine our economic system, the superficial evidence is so fragmented that the coming crisis is far from immediately evident. To understand what is happening right now we must look at several disguising strands that overlie reality. The first wave of LDTs has already passed and is so familiar to us that we take it for granted. Manufacturing jobs were once the

core of the labour market, then along came process technologies, CAD/CAM, CNC machines, and Cartesian robots, and the shop floor of many large engineering companies turned into a lonely landscape populated by a few maintenance engineers. Running almost in parallel was a second wave of office technologies that sped up administrative processes. These were less labour displacing, which lulled us into thinking that automation was not the enemy of jobs. If we look at the broader context, another factor disguising LDTs has been the decline in indigenous populations - particularly in Europe and North America. This has been eased to some extent by immigration, but longer term it will mean that technology will help sustain economic growth despite the shrinking workforce.

However, on a wider scale the period up to 2100 AD will see a 50% increase in world

population and 88% of the population growth will be in Africa.

Other factors have also been perceived as so socially beneficial that they are not taken as evidence that LDTs are having an impact. Hours of work, for instance, have been falling – only by 4% since 2000 across the OECD countries, but in specific countries such as Chile (-12.3%), Japan (-9.4%), and Costa Rica (-9.3%) the trend has been far more significant. Furthermore, although the unemployment rate for adult workers over age 25 has not fluctuated dramatically in many advanced economies since recovery from the last downturn the average duration of unemployment has been gradually increasing over the longer term. In fact, in the most advanced (G7) countries, the increase since the year 2000 has been over 200%.

Another key trend has been equal opportunities. Women have been entering the labour force in greater numbers in many countries around the world. In the OECD, since 2000 the proportion of adult women at work has grown from 59.2% to 63.6%, but male participation has remained stable and male unemployment has grown by 8%. Women are also more likely to work part-time and be paid less than men.

By far the most visible evidence of LDTs is youth unemployment. Globally it does not seem to be a factor because those aged 15–24 are progressively kept out of the labour market by increasing their time in the educational system. There is also a decline in the relative significance of this age cohort because of the aging population and social trends two decades ago to reduce family size. Thus, in Turkey those aged 20–24 used to account for 13.4% of the population in 2000,

but today account for just 9.4%. However, in more advanced economies – especially in Europe – youth unemployment has reached epic proportions – rising from 8.5% to 11.3% since 2000 in Germany, but climbing to 30-50% in Greece, Italy, Portugal and Spain. Much of this trend is due to an absence of jobs for inexperienced workers, as it is often perceived to be easier to train an automated system to perform tasks than all but the brightest graduates and also anyone with an uncertain work ethic.

One virtually invisible trend is the impact of LDTs on new job growth. Without such technologies, all increased demand would translate into jobs. However, much of potential job growth has been replaced by investment into capital equipment and new IT systems. Furthermore, LDTs are not generally realised in the form of humanoid robots. Therefore, offices remain highly social and “normal” phenomena. The fact that everyone is working faster and smarter than 20 years ago – and with far less paper – is something that has just evolved quietly into our modern consciousness.

An important disguising factor has been the post-recessionary recovery. The world has only just recovered from the huge 2008–11 downturn and therefore in G7 countries, job growth in recent years has been counteracting the effect of LDT. Outside the G7 the picture has been very different. As wages in the third world have risen and IT skill requirements transformed, the offshoring of production and routine services has begun to wane. Contracting out to take advantage of lower labour costs has been a huge block on the advance of LDTs. Whilst there was no need to invest in automation because manual labour was cheap, profitable growth

could be achieved without worrying about ROI. Tapping into the massive grey economies of, for instance, Bangladesh and Mexico was also a great way to save on tax and social security costs. But now that era is coming to a close.

What marks out whether a function can be automated is not that it is manual, but whether it contains either a set of distinguishable routines or relies on a large body of factual know-how. Thus, most activities like driving, accounting, programming, legal due diligence, and even some aspects of HR lend themselves to LDTs. The process of labour displacement has already begun and the major barrier to automation is no longer shortage of capital, but a luddite-like fear of its impact at all levels of management. But as with the nineteenth-century machine breakers, there is no way that conservative attitudes are going to hold back the inevitable. In fact, the longer it is resisted the more likely it will burst rapidly into the midst of corporate operations and lead to major job losses in the next few years.

The sector with the highest immediate vulnerability to LDTs is financial services. Since the year 2000, some 60,000 redundancies have taken place in Italian banks. Of the remaining 300,000 people left in the sector, it is estimated that at least half will be shed in the next decade. Funding has already been set aside for 25,000 redundancies in the next five years, but this is likely to account for only those losses that are due in the immediate future. Many banks are already merging to add economies of scale to LDTs. Wide-scale redundancies can also be expected in the insurance sector. Back in April, Aviva offered 16,000 UK

employees retraining because they faced redundancy as call centres are closed down because automatic online services are taking over their roles.

We estimate that in the world's economically advanced countries, the impact on jobs brought about by LDTs in the last five years has reduced latent employment by 12–15% (relative to the situation without such technologies). Because it has primarily affected job growth to date it has not been easily visible, however over the next ten years the cuts will hit directly at the stock of current jobs and reduce them by a further 35–40%.

The combined effect of LDTs and demographic change – especially in Africa – will no doubt have a revolutionary destabilising effect on the rest of the planet. What is good for company profitability may impoverish up to 60% of the population in the advanced economies unless governments respond with major new ways to distribute or redistribute wealth (something I doubt they are capable of doing). In Africa, the increasing number of university graduates with no jobs to utilise their skills will, when combined with a five-fold rise in populations, lead to the overthrow of current autocratic political leaders. What will lie in their wake is something all of us should be worrying about, but sadly this eventuality will just be ignored by the huge majority of people in the west – until it is all far too late.

## **FRANCE/CHINA: Green employees**

The French government is determined to maintain its commitment to the Paris climate agreement, even though the USA has opted largely to ignore rising CO2 and pollution levels. France has committed itself to ending

coal-generated electricity production by 2022 and intends to cut the proportion of power generated by nuclear energy from 75% to 50% by 2025. Most radical of all, however, is its announcement to end the sale of all petrol and diesel engine cars by 2040.

China too is rapidly moving away from dependence on fossil fuels and last year China overtook the United States as the biggest producer of renewable energy. The city of Shenzhen is the headquarters of BYD, the world's largest manufacturer of electric cars and buses, and by 2020 the government wants 12% of all new car sales to be powered solely by electric.

Large employers have a major potential role in the choices that employees make that will have a beneficial impact on the environment. Incentives could be as simple as offering priority for parking spaces to hybrid and electric vehicles or providing free electrical charging points on company premises. Ideas about making the organisation greener could also be encouraged and awards given for the best proposed energy-saving or pollution-reducing project. Such an approach has great PR value – as would modest support given for “green” initiatives in the local community.

## **GLOBAL: Precarious prospect**

Statistics on world grain production are probably the least expected data for a HR newswire, yet they are highly relevant for the multinational employer. This is because global grain production is not keeping pace with changes in population. The world is going to become a hungrier place in the next 5 years.

World population is growing by 83 million

people a year, or 0.92%. Yet over the last 4 years grain production (wheat, corn, rice, etc.) has been growing at just 0.7%. Realising the shortfall, countries have been stockpiling grain and stocks have increased by 4.5% a year. However, total stocks now only represent 27% of a year's consumption – or 3.24 months. Any climatic problem or natural disaster could easily reduce annual production by half.

In the European Union the situation is generally in line with the rest of the world, but because population growth is slower the shortfall has taken longer to build up. Over the period from 2008 until 2015 (the latest available year) the population grew by 1.6%. However, the area devoted to cereal production fell by 5.3% and in Italy fell by 25%. Fortunately, production has been sustained in Europe's grain producing haven – France - and major increases in land used for cereal production have taken place in Bulgaria and Romania.

What this means is that the cost of grain and its products is likely to rise sharply in coming years – particularly if there is any major crop failure. Additional production may be achievable and increased grain prices will encourage it, but there will be a time delay of at least one year before any improvement can be achieved. This will not particularly worry the better paid, but it could seriously endanger the fundamental welfare of those on minimum wages. It could also seriously destabilise some poorer nations or poorer districts in advanced economies.

## **JAPAN: New Data Protection Rules**

Effective at the end of May, several amendments to Japan's Personal Information Protection Act introduce a new



category of especially sensitive data and puts in place new restrictions on the export of personal data to other countries.

Sensitive personal data consists of that relating to race, religious belief, social status, medical history, and criminal records. Consent is generally required before collection can take place – unless it is needed to meet a legal or health and safety obligation. No exemption will exist, however, simply by asking employees to sign an opt-out.

Prior consent will also be required before making an international data transfer, unless the transfer is to a country regarded as safe by PPC – Japan's new regulatory authority; the parties are subject to an approved scheme under the Asia-Pacific Economic Cooperation (APEC) forum's Cross-Border Privacy Rules (CPBR) system or an agreement is in place between the parties guaranteeing the integrity of data processing. Multinational companies that transfer data between operations in Japan and other countries do not fall within the transfer exemptions because the transfer does not involve non-agent third parties – a drafting problem with the latest amendments. Therefore, strictly speaking, prior consent will be necessary before this can happen – with clear details communicated to employees about the purpose(s) of the transfer and safeguards in place.

### **USA: Atlanta Court rejects Title VII appeal**

For years lower courts in the USA have generally accepted the established principle that discrimination against people because of their sexual orientation was unlawful under the Title VII of the 1964 Civil Rights Act (DN, the 13<sup>th</sup> of April 2017). This principle was

reinforced in 2015 when the EEOC pronounced that sexual orientation did amount to “sex” as a factor under Title VII.

But recently judges in several lower courts have felt confident in asserting their individual value systems by declaring that sexual orientation is not subject to Title VII – even though they have to resurrect a Supreme Court case back in 1979 to make their assertion. The 11<sup>th</sup> U.S. Circuit Court of Appeals in Atlanta is the latest to jump on the anti-gay bandwagon by denying a full court rehearing to a terminated female security guard.

Although the case is being referred to the Supreme Court, it is by no means certain that the court will accept it. Meanwhile, employers should remain very cautious about dismissal on any grounds that could infringe LGBT rights under the more settled interpretation of Title VII. It will almost certainly lead to litigation as the gay movement has its own pro-bono/non-profit law firm – Lambda Legal – supporting it nationwide.

### **USA: Busy state legislatures**

Following the adoption of New York's Paid Family Leave Law, the state of Washington has adopted an even more generous provision. The New York scheme for 12 weeks family leave a year will come into force on the 1<sup>st</sup> of January 2018, but Washington employees will have to wait until the 1<sup>st</sup> of January 2020 for their entitlement to be in place. Under the new provisions, workers in Washington will become eligible for leave after 820 hours of employment and employees taking leave will receive up to 90% of their average weekly pay – capped at US\$1,000. The new law not only provides eligible workers with up to 12 weeks per year

paid medical leave for their own serious health condition, but also 12 weeks per year for family care purposes. If employees have claims under both categories, the allowance is capped at 16 weeks.

Employers in California are now required to give job candidates notice before making any adverse decision based on any criminal record obtained other than from the employee or job applicant. Moreover, they must allow the candidates a reasonable opportunity to present evidence that the record is factually incorrect. No criminal record data must be used when hiring someone from a protected class (those with rights derived from their race, sex, or national origin), whilst convictions for possession of marijuana for personal use are now “spent” after two years.

A number of changes have been made to the Missouri Human Rights Act that take effect on the 26<sup>th</sup> of August 2017. The principal amendment concerns the level of proof necessary to establish that workplace discrimination has taken place. It is no longer sufficient to establish that a protected characteristic was associated with adverse treatment. An employee must, in future, demonstrate that the characteristic was a motivating factor for discrimination. Employers will also be permitted to establish a business factor defence and the judge will, in such circumstances, have to instruct the jury to consider such factors.

## Pay, Tax and Benefit Trends

**CHINA:** As of the 1<sup>st</sup> of July 2017, the 3 levels of minimum monthly wage rates in Jiangsu province have increased to 1890 yuan (US\$277), 1720 yuan (US\$252), and 1520 yuan (US\$223). Corresponding minimum hourly wage rates are now 17 yuan (US\$2.5), 15.5 yuan (US\$2.3), 13.5 yuan (US\$2), respectively. Since the 1<sup>st</sup> of July 2017, minimum wages in Tianjin, Fujian, Hunan, and Guizhou have also been increased.

**FRANCE:** During Q1 2017, monthly pay in the non-agricultural market sector increased by an average of 0.7%. Year-on-year, pay rose by 1.6%. In comparison to the previous quarter, pay increased most rapidly in information, communications and administrative and support services.

**IRELAND:** According to latest figures from the Irish Central Statistics Office, average annual earnings for all employees (including regular overtime and irregular earnings) averaged 36,919 euros (US\$42,179) in 2016, an increase of 1.1% from 2015. Average hourly earnings of all employees stood at 22.04 euros (US\$25) in 2016 and total labour costs (including social security) rose by 4.1% from 2015.

**JAPAN:** Over the year to May 2017, gross regular pay in Japan climbed by an average of 0.9%, representing the biggest rise since March 2000. Total cash monthly earnings per worker, including base and overtime pay, increased 0.7% to an average ¥270,241 (US\$2,372). Average inflation-adjusted pay in Japanese companies with at least 5 employees rose 0.1% in May 2017, marking the first real growth in 5 months.

**LUXEMBOURG:** Payroll employment increased by 0.7% during the first quarter of 2017. The most dynamic sector was specialised support services (+6.1%).

**MONTENEGRO:** The average gross monthly pay level in Montenegro during May 2017 was 766 euros (US\$869), whilst the average net monthly pay level was 511 euros (US\$579). Over the year to May, net pay rose by 2.2%. Therefore, as the harmonised index of consumer prices rose by 2.6% during the year to May, real net earnings fell by 0.4%.

**POLAND:** Average employment grew between May 2016 and May 2017 by 4.5%, whilst average wages grew by 5.4% to PLN 4,391 (US\$1,181).

**TAIWAN:** According to recently published figures, Taiwan's working population in the 45 to 64 age group was 4.3 million in 2016, which gave rise to a labour force participation rate of 62.4%. Although there was an upward trend in the participation of women aged 45 to 64 (from 42.7% in 2006 to 49.9% in 2016), the rate was still lower than in South Korea, Japan, and the US. The monthly gross salaries of all full-time workers averaged NT\$43,946 (US\$1,437) last year, whilst part-time workers made an average of NT\$17,507 (US\$572) per month.

**TUNISIA:** The government has now taken control of collective bargaining in many sectors, although they still consult with "social partners" before altering pay rates. Earlier this month the Prime Minister, Youssef Chahed, signed an order increasing basic gross pay rates in 21 sectors by 6%. The sectors included tourism; the distribution of petroleum and its by-products; printing, binding and distribution; food, cleaning

services, wholesale and retail trade; and the manufacturing of cleaning products.

**USA:** Arizona is the latest US state to introduce a mandatory paid sick leave law. In companies with 15 or more staff, all workers now earn one hour of leave entitlement for every 30 worked. In smaller companies, employees are entitled to 24 hours paid sick leave each year. The leave can be used for a number of purposes – including looking after sick children. Any unused sick leave can be carried forwards to subsequent years or cashed in – provided at least 40 hours a year are retained as leave. Those terminated may not cash in outstanding leave and strict anti-retaliation rules mean that employees could challenge any dismissal or adverse treatment if it is within 90 days of the termination decision. Employers must also keep sick leave records for up to 4 years and payslips give details of outstanding leave – or the employer will face a fine of up to US\$1,000 per offence.

**USA:** Minneapolis City Council has approved a wage ordinance which will raise the minimum wage to US\$15 an hour by 2022 in large businesses (100+ employees) and 2024 for small businesses. Minneapolis thus joins New York, Seattle, Mountain View, Los Angeles, and the state California that plan to raise minimum wages to US\$15 by 2022. However, on the 28<sup>th</sup> of August 2017 the minimum wage in St Louis will fall from US\$10 to the federal rate of US\$7.70 an hour.

## Other Global HR News in Brief

**BRAZIL:** The Brazilian Senate has just passed a Bill reforming its rigid labour laws. If signed by President Temer, employees will no longer have to pay union dues. It will also be much easier for employers to outsource tasks and offer jobs on a part-time or casual basis. Furthermore, collective bargaining will be given the standing that allows its outcomes to prevail over statutory rights in a wide range of fields from working time to home-based working.

**EU:** Both Belgium and Cyprus currently top the league table for late transposition of European Union Directives, whilst Germany and Spain have the highest number of cases pending for incorrect transposition or faults with the application of EU laws. At the end of last year, Cyprus alone had 68 infringement cases open, 48 of which concerned late transposition of EU laws. The most compliant EU country was Estonia.

**EU:** Over the year to May 2017, unemployment amongst those aged 15–24 decreased by 585,000 in the EU to 3.762 million young persons. In May 2017, the youth unemployment rate was 16.9%. The lowest official rate (true rates are likely to be higher) was in Germany (6.7%), whilst the highest rates were in Greece (46.6%), Spain (38.6%), and Italy (37.0%).

**GERMANY:** As previously reported, the Act to promote transparency of pay structures (*Entgelttransparenzgesetz*) came into force on July 6th 2017. From January 6<sup>th</sup> 2018 employees in companies with 200+ employees will be entitled to obtain information about the average gross monthly

pay of at least six workers of the opposite gender who perform the same work or work of equal value, details about any two components of pay and the criteria for determining their remuneration package. Companies with 500+ employees will also have to implement equal pay measures and publish details of them in their annual statutory reports.

**ITALY:** A number of employment-related reforms are due to be passed by the Italian parliament and come into force this year. Since January, tax relief has been available for companies hiring unemployed and socially disadvantaged workers in the less well-developed south of the country. More recently, a new law on smart working has been introduced. Smart work differs from telework because there is no fixed location. The new law requires employers to enter into a special agreement before work may progress. Key to this law are security for data handled by mobile employees, ways to ensure that such workers comply with working time restrictions, and the protection of health and safety of employees working outside company premises.

**MALAYSIA:** The Malaysian government has decided to stop issuing work permits for North Korean manual workers following the assassination of the estranged half-brother of North Korea's leader Kim Jong Un in Kuala Lumpur earlier this year. The North Korean economy relies heavily on income appropriations from workers operating abroad. The Malaysian government has also been under pressure from the USA following the passing of a Bill in the U.S. House of Representatives in May, which extended sanctions against foreign companies that hire North Korean workers.



**MONGOLIA:** Ulaanbaatar is unlikely to be on your business travel list over the coming year, yet it could figure as a leading economy sometime after 2020. This is because during the Presidential election that has just been held, 9% of voters – who have a mandatory duty to vote – discovered for the first time that they could protest by returning a blank voting slip. This movement is likely to continue and after 2020 the country's succession of corrupt rulers could well be swept away. Mongolia is the world's 18<sup>th</sup> largest nation with a corporation tax starting at 10%, a personal tax-free allowance of US\$35,000 pa, and a flat-rate income tax of just 10%. Strategically it is in a key location between China and Russia and has huge potential as a regional hub – in a future world where the centre of gravity in EurAsia will have swept heavily to the east.

**SWEDEN:** There is a slight upward trend in Sweden concerning sickness absence in the business sector. Over the year to Q1 2017, the number of sick days per employee increased by 0.11 days, but amongst women the average increase was only 0.1 days, and amongst men it was 0.13 days. Moreover, in the business sector, the number of sick days per employee increased by 0.16 days.

**TANZANIA:** A further crackdown is taking place against homosexuality in Tanzania where the maximum penalty for such a "crime" is 30 years imprisonment. The Home Affairs Minister Mwigulu Nchemba has warned gay activists that they will be deported and the government has forcibly closed down 40 private HIV/AIDS clinics on the grounds that they are encouraging "carnal knowledge against the order of nature", even though HIV/AIDS is suffered equally by heterosexual people. Employers

with normal western equal opportunities policies may find themselves in difficulties if they attempt to apply them in this increasingly repressive state. Nchemba has warned that anyone found "protecting homosexual interests" will be arrested and charged "in courts of law".

**THAILAND:** The military government has recently promised a 120-day delay in enforcing parts of a new labour law, including the application of fines that can range up to 800,000 baht (\$23,557) for employers who hire unregistered foreign workers without permits. The private sector has been hit by the exodus of 100,000 migrant workers since June 23rd, most of them from Myanmar, as employers react in fear of the new regulations.

**UNITED KINGDOM:** The Taylor Review into modern working practices – that was commissioned by the UK Department for Business, Industrial Strategy and Employment – has come up with the recommendation for introducing a new category of "dependent contractor" who sits between employed and self-employed status. This new type of worker would have access to sick pay and paid holiday entitlements, but not employment protection. In distinguishing between employees, dependent contractors, and the self-employed, less emphasis would be placed on the right of an individual worker to substitute someone to perform their services and greater emphasis on the amount of control that the worker exerts upon their own activities. The UK government is expected to give its responses to the report later this Autumn but possibly the most important response will be from the Treasury on behalf of the HMRC revenue service.

## FedEE

The Federation of International Employers  
La Federación de Empresarios Internacionales  
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## Dates for your diary:

**September 24<sup>th</sup> 2017:** Federal elections will be held in **Germany**

**October 1<sup>st</sup> 2017:** Burqa ban comes into force in **Austria**

**January 1<sup>st</sup> 2018:** **New York** paid family leave law effective

**January 1<sup>st</sup> 2018:** Revision of Alberta's Employment Standards Code in **Canada**

**May 25<sup>th</sup> 2018:** Final effective date for **EU** General Data Protection Regulations

**June 1<sup>st</sup> 2018:** Renewal data for general collective bargaining agreement in **Montenegro**

**August 20<sup>th</sup> 2018:** End of Economic Adjustment (Austerity) Programme in **Greece**

**January 1<sup>st</sup> 2020:** **Washington state** Paid family leave law comes into force

## Travel Warnings

**BANGLADESH:** A viral disease called Chikungunya spread by the Aedes mosquito - which is also responsible for Zika virus - has hospitalized nearly 3,000 people since May 2017 in the capital Dhaka. Some of the major physical symptoms of chikungunya include fever, muscle ache, chills, rashes and nausea.

**COSTA RICA:** Recent activity within several volcanoes has caused national park and airport closures. Visitors should stay away from volcanic areas as a full-scale eruption could happen at any time.

**EGYPT:** Egypt has announced an end to visas on arrival for Qatari citizens. Qatari nationals with Egyptian mothers, spouses of Egyptians, and Qataris studying in Egypt will be exempt.

**INDIA:** The Gorkha Janmukti Morcha has called for an indefinite shutdown of state government and Gorkhaland Territorial Administration offices following clashes with the police in Darjeeling on the 12th of June 2017. There are ongoing instances of violence and arson in Darjeeling and Kalimpong.

**KENYA:** Visitors should exercise a heightened level of vigilance - as since the Spring of 2017 - there have been multiple attacks in Garissa county and mainland areas of Lamu county. These have involved improvised explosive devices, armed militia and fatal knife attacks.

**LEBANON:** Visitors should be particularly vigilant at this time – due to special operations by the Lebanese Army.

**NEPAL:** Local elections are scheduled for the 18th of September 2017. This will possibly result in violent demonstrations and disruptions in urban areas.

**NIGER:** Visitors are advised against all travel to the following parts of Niger due to terrorism attacks: all areas of the country north of the city of Abalak, including the Air Massif region; the province of Agadez; areas of Tahoua province north of the city of Tahoua; the area of Tillabéri province north of Niamey; areas within 40km of the border with Nigeria in Diffa, Zinder and Maradi provinces.

**NIGERIA:** A female suicide bomber has killed 8 people and wounded 18 at a mosque in northeastern Nigeria. This is the second time in a week that such incidents have taken place and visitors should avoid the entire northern region.

**PHILIPPINES:** Visitors are advised to avoid all non-essential travel to the city of Marawi, Mindanao and the Sulu Archipelago – including the southern Sulu Sea. Please stay vigilant when traveling to other regions of Mindanao, due to terrorist threats, insurgent activities and kidnappings.

**PORTUGAL:** Lisbon subway workers are planning to go on 24-hour strike on the 1st and 3rd of August 2017.

**RWANDA:** Presidential elections are due to take place on the 4th of August 2017, with the campaign period having already begun. Visitors are advised to take care in public places and gatherings.

**UAE:** Abu-Dhabi based Rotana Jet has suspended all flights indefinitely due to operational problems.

**UK:** Members of the Rail, Maritime and Transport union (RMT) will walk out for 24 hours on Tuesday, August the 1st 2017. This will severely reduce services on national rail networks.

**VIETNAM:** Over the year to June 2017 the number of dengue fever cases reported in Vietnam has increased by 11% to 45,074 cases. In the past 50 years, the incidence of dengue worldwide has increased 30-fold.

**ZAMBIA:** The President of Zambia has widened the powers of government and the police to preserve public security. Visitors are advised to strictly comply with instructions given by police officers and local authorities.

## FedEE News

**EMPLOYMENT LAW PROGRAMME:** The latest addition to our new-style video training modules [Germany](#) has now been posted on line. The next addition will cover the USA. Existing “old style” presentations will be withdrawn progressively from September 1<sup>st</sup> 2017.

**HR INNOVATION:** A new FedEE publication is in preparation that will bring together practical information on the latest techniques, methodologies, systems and automated/AI technologies that can be introduced by HRM to respond to five key trends in the way HR is conducted in multinational organisations. Each section of the eBook will be written by an expert in the field using simple English and clearly setting out its existing take-up, planned outcomes, risks, initial and ongoing costs, timing, key implementation stages and training required. Once published the book will form the basis for a round of half-day briefings in selected locations around the world this winter.

**EQUAL PAY TRANSPARENCY:** The Federation is currently considering whether to provide members with templates that would fulfill the coming equal pay transparency requirements in Germany – and also similar obligations in France, the UK and elsewhere. If this would be of interest to your company please give us some feedback with your requirements by contacting our legal team on [admin@fedee.com](mailto:admin@fedee.com)

**LEAVE IN CHINA:** Detailed tables covering all provinces and metropolitan areas of China are now available in our knowledgebase. These are presented in both English and Chinese. The tables relate to [minimum monthly wages](#), [minimum hourly wages](#), [Maternity, paternity and parental leave](#).

**LOBBYING:** The FedEE Secretariat has written to the Polish Data Protection Authority and European Commission concerning the failure of the Polish government to repeal its Act on National Archival Resources (1983) – particularly Article 51u. This law requires employers to maintain paper records about employees in Poland and to store paper files for 50 years. It should have been repealed when the 1995 Data Protection Directive was incorporated into Polish law – as one of the principal purposes of the Directive was to open up the EU so that personal data could be stored and processed centrally in any EU state. Meanwhile, Poland’s Labour inspectorate continues to enforce the use of paper files – even though they create an undue administrative burden (particularly on multinational companies) and the secure storage of paper files is inherently more problematic than digital records.

**LUGGAGE TAGS:** Please contact us for our attractive full-sized FedEE [flag](#) and also for our new extrasafe FedEE [luggage tags](#). All are free of charge to member companies and their nominated users.

**TAYLOR-MAYO LAW PRIZE:** The Federation shall be shortly launching a competition to encourage the study of International Employment Law at a post-graduate level. It is being named



after both the founder of “scientific management” and founding father of HRM. It will be open to post-graduates from around the world. This prize follows the successful completion earlier this year of the “employment law challenge” run in conjunction with the European University in Nicosia.

## Source and Disclaimer

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