

Be Global: On the Horizon in 2018

BE GLOBAL SERIES

Be Global: Employment law newsletter

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In December's Be Global we looked back at 2017, highlighting developments in data privacy, employment status, working time, global mobility, gender equality, anti-corruption and whistleblowing, and pensions as well as looking at the impact of the shifting political landscape on employment reform. In this January 2018 edition, we are pleased to provide you with a look ahead at the key changes expected to come into effect during the course of 2018.

Highlights

Brazil: eSocial online HR/payroll database implementation The new online payroll and social security database was introduced on 8 January for companies with gross revenue of over BRL 78 million in Brazil, with a phased implementation for other businesses. **Implementation: January 2018.**

Belgium: Labor Law Reforms 2018 Following the introduction of the Flexible and Workable Work Act in 2017 to modernise employment laws, the legislator has adopted additional legal reforms, focused on job creation, increasing the sustainability of work, and increasing the international competitiveness of the Belgian labour market. **Implementation: During 2018 and beyond.**

EU Wide: New data protection rules with significant impact on employers The EU General Data Protection Regulation (GDPR) heralds a new dawn in data protection and for many employers require a wholesale change in culture with a brand new approach to processing personal employee data. **Implementation: 25 May 2018.**

France: Macron labor law reforms Macron's reforms implement the most significant changes to French employment regulation for many years. They impact on collective negotiation and collective agreements, staff representative bodies, dismissal damages and dismissal procedures, and redundancies. **Implementation: To continue during 2018.**

Ireland: Action on gender pay The Government in Ireland has pledged to introduced measures to reduce the gender pay gap and a draft bill proposes publication of gender pay gap information. **Implementation: During the course of 2018.**

Netherlands: Government Agreement The new Coalition Government has published a government agreement, a political agreement which sets out its policy plans. The agreement, which will impact various aspects of employment law, may be adjusted before a policy plan is formally implemented through legislation. **Implementation: During 2018 and beyond.**

Poland: New Labor Code The Polish Government is working on the publication of an entirely new Labor Code which will bring all labor regulation into one place. **Publication of Code expected in March 2018.**

UK: Brexit In December 2017, an agreement in principle was reached between the UK and the EU on the future rights of EU citizens currently living lawfully in the UK and of UK citizens currently living in the EU. **Brexit negotiations will continue throughout 2018.**

US: Tax Cuts and Jobs Act signed into law This Act contains the most significant changes to the US Tax Code in more than 30 years and makes changes to taxation of executive compensation and employee benefits. **Implementation: 2017/2018 Fiscal Year.**

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