

# Key employment law developments across Europe

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# Focus of this presentation

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- Directive on transparent and predictable working conditions
- ECJ judgment on registration of working time (Deutsche Bank)
- News from
  - Sweden
  - UK
  - Germany
  - France

# Directive on transparent and predictable working conditions

# Status in Denmark

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- New act takes effect on 1 July 2023
- New requirement to provide certain information no later than 1 week after commencement and on additional topics, which means that employers must change procedures and standard contracts
- Only duty to provide additional information to current employees upon request
- New requirements concerning working conditions, especially ban on restricting entitlement to sideline/parallel employment, cause concern
- Directive also implemented in many private-sector CBAs without requirements concerning working conditions

# Status in other countries

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Sweden?

UK?

Germany?

France?

# ECJ judgment on registration of working time (Deutsche Bank)

# Registration of working time

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- ECJ judgment of 14 May 2019 requires, on the basis of the working time directive (2003/88), that member states implement mandatory registration of working time
- Registration must be made in an “*objective, reliable and accessible system enabling the duration of time worked each day to be measured*”
- Status in Denmark is that no such requirement has been implemented 4 years after the judgment

# News from Sweden



# News from the UK

# News from Germany

# News from France

Questions from the audience?