



OUR TRAINING PROGRAM

MGG ACADEMY

MGG Legal offers to its clients various training courses in order to keep them abreast with employment and labour developments, to increase their collective skills and expertise in French employment and labour law or simply to be able to exchange with their peers.

To exchange on the technical and legal subjects that impact each and all of our clients, to help grow the clients' collective knowledge and to bring practical solutions to the human resources teams to help them address the problems they are likely to encounter, the firm offers:

FREE REGULAR TRAINING

Hosted by a partner and an associate

- **ON LEGAL NEWS**, in the form of a "60-minutes" webinar during which we provide you with an update on the most recent legal news.
- **ON SPECIFIC TOPICS**, in English and French, in a short 30-minute format.

OUR PROGRAM FOR THE SECOND SEMESTER OF 2023

September 12th, 2023:	"Legal news in 60 minutes", from 9 A.M to 10 A.M <i>Register here</i>
September 28th, 2023:	30-minute training session in English on "Preventing the risk of litigation and navigating through the complexities of French procedure" <i>Register here</i>
October 19th, 2023:	"Legal news in 60 minutes", from 9 A.M to 10 A.M <i>Register here</i>
November 7th, 2023:	30-minute training session in English « Hiring people in France » (GDPR, backgrounds checks) <i>Register here</i>
November 21th, 2023:	"Legal news in 60 minutes", from 9 A.M to 10 A.M <i>Register here</i>
December 14th, 2023:	"Legal news in 60 minutes", from 9 A.M to 10 A.M <i>Register here</i>

OUR TAILOR-MADE TRAINING COURSES TO ADDRESS COMPANIES' IDENTIFIED NEEDS FOR AN AGREED BUDGET

These tailor-made training courses may be designed with you to meet your company's specific needs.

They last half a day or a full day, depending on the specific needs identified.

MGG Legal is Qualiopi certified for training activities. Our paid training courses can therefore be covered as professional training.

Among the training courses that we can deliver:

The fundamentals of employment law in France	Mastering fundamental basis of employment law: what every company needs to know when hiring its first employee
	Employment contract: understanding the content and mastering the essential provisions
Working time regulations	Flexible working time arrangements: identify the most suitable system
	Focus on the flat-rate agreements in days (" <i>convention de forfait en jours</i> ")
Remuneration	Securing and updating your compensation policy: mastering the tools to ensure compliance with legal provisions
Profit-sharing	Anticipating and implementing new statutory provisions on profit-sharing
Employment and company life	How to handle an internal complaint: whistleblowers and related provisions
	How to react in case of professional misconduct
	Teleworking, flex-office and new workplace organisations
Termination of employment contract	Terminating an employment contract: what are your options?
	How to deal with poor performance
Redundancy	Small scale redundancies (that do not incur the implementation of a job-protection plan)
	Collective redundancies: understanding the legal requirements and setting up a staff-reduction plan.
	Alternative solutions to the implementation of a job-protection plan
Health and safety	Setting up the risk assessment document (DUERP – <i>Document unique d'évaluation des risques professionnels</i>)
	What are the employer's obligations when it comes to health and safety on the workplace?

	Handling unfitness for work
Employee representatives	Social and Economic Committees (CSE - <i>Comité social et économique</i>) in companies with less than 50 employees: setting up the CSE and managing the employee representatives
	CSE and annual mandatory negotiations
	Managing social relations: mastering the timetable and avoiding the pitfalls
HR policies	Recruiting without discriminating: legal framework and practical issues
	Understanding the challenges of personal data protection (GDPR and French Data Protection Act) in the context of HR practices
	Equal employment: Is the company complying with legal requirements?
	Environment and corporate social responsibility: how can these issues be taken into account when implementing HR policy?

Depending on your needs, trainings can be:

- conducted remotely or in person;
- in English or German, the majority of firm's members speaking are fluent in at least one foreign language.

For example, the firm recently conducted a training on the *theme «Managing a social plan in France: a brief guide for international groups considering reductions in workforce in France»*.

To register, please send an email to office2@mgglegal.com, indicating "training" in the subject line or click on our webinar tool when you receive the invitation.