



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 TRAININGS

Run in pairs by a partner and an associate

- **ON CURRENT EVENTS**, via “one hour webinar” to review recent legal news.
- **ON SPECIFIC TOPICS**, such as teleworking, disconnection, management of Social and Economic Committee meetings, restructuring and alternative tools to redundancies, securing delegations of power, etc.

OUR PROGRAM FOR THE 2025 FIRST SEMESTER

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| January 28, 2025: | “Social news: 60 minutes top on time”, led by Claire Chesneau and Maeva Lapierre
<i>Sign up Here</i> |
| February 11, 2025: | Free 30 minutes training course in English on “guidelines on pay transparency” led by Alexandra Frelat
<i>Sign up Here</i> |
| March 11, 2025: | “Social news: 60 minutes top time” led by Marijke Granier-Guillemarre and Louis Robineau
<i>Sign up Here</i> |
| March 25, 2025: | Free 30 minutes training course in English on “Performance management” led by Loïc Héron
<i>Sign up Here</i> |
| April 8, 2025: | “Social news: 60 minutes top time” led by Julien Delemarle et Célia Mamodaly
<i>Sign up Here</i> |
| May 20, 2025: | Free 30-minute training in English on “ <i>How to structure an independent contractor relationship in France?</i> ” led by Paul Romatet
<i>Sign up Here</i> |
| June 17, 2025: | “Social news: 60 minutes top time” led by Loïc Héron and Killian Blois
<i>Sign up 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:

Basic principles of French employment law	Mastering the basics of employment law : what every company needs to know when hiring its first employee
	The employment contract: understanding its content and mastering its essential clauses
Working time	Working time adjustments: which device for which need?
	Focus on fixed term working days
Compensation	Secure and modernize your compensation policy: acquire the tools to ensure compliance with legal provisions
Jobs and company life	Managing whistleblowing: whistle-blowers and related procedures
	How do you react to professional misconduct?
	Teleworking, flex-office and new work organizations
Breach of employment contract	Breach of employment contract: what are the options?
	What to do in case of professional inadequacy?
Economic dismissal	Collective economic dismissal without obligation to implement a social plan (French "PSE")
	Collective economic dismissal: understanding legal requirements and implementing a downsizing project
	Alternatives to a social plan (French "PSE")
Occupational health	Occupational health: set up an occupational risk assessment document
	Healthy & safety at work: what are the employers' duties?
	Managing incapacity
Employee representatives	The Social and Economic Committee in companies with less than 50 employees: setting up the Social and Economic Committee and managing employee representatives

	Social and Economic Committee and Mandatory Annual Negotiations
	Conducting social relations : master the calendar and avoid the pitfalls
Human Resources Policy	Recruiting without discrimination: legal framework and practical issues
	Understanding the challenges of personal data protection (GDPR et Data Protection Act) as part of HR practices
	Professional equality : does my company comply with legal requirements?
	Environment & CSR: how to take these issues into account when implementing human resources 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.