

**VIRTUAL 2024  
GLOBAL EMPLOYMENT  
LAW SYMPOSIUM**  
STRATEGIES AND CONSIDERATIONS FOR  
MANAGING A GLOBAL WORKFORCE



*\*All times below are shown in Eastern Time (ET).*

**Wednesday, June 5, 2024 • 11:00 a.m. – 1:15 p.m. ET**

**11:00 – 11:10 a.m. Opening and Welcome**

*Speaker:* Diana J. Nehro (New York/Boston)

**11:10 – 11:40 a.m. The Constraints and Challenges of DEI Initiatives Overseas**

In this session, the speakers will take a deep dive into the cultural and legal considerations related to diversity, equity, and inclusion (DEI) initiatives for a global workforce, including the collection and processing of demographic data of employees abroad, self-identification surveys, quotas, and pay equity and transparency developments and trends around the world. The speakers will also provide insights regarding the constraints and challenges related to the implementation of DEI initiatives abroad.

*Moderator:* Carlos G. Colón-Machargo (Atlanta)

*Speakers:* Shirin Aboujawde (New York); Skye Hao (Atlanta); Ryan Martin (Montréal)

**11:40 a.m. –  
12:10 p.m. The Digital Nomad Trend: Addressing Employee Requests to Work Abroad**

In this session, the speakers will unravel the intricate legal considerations surrounding the increasingly prevalent practice of allowing employees to work remotely from overseas. From complying with various tax, immigration, and employment laws that are implicated when allowing employees to work remotely from another jurisdiction to the intricacies of establishing a remote work policy that adheres to global regulations, the speakers will discuss the multifaceted landscape of international remote work. The speakers will share real-world examples and provide practical insights to help employers understand the legal obligations and potential pitfalls of entering into such arrangements with employees.

*Moderator:* Patty Shapiro (San Diego)

*Speakers:* Maximilian Colle (Berlin); Lina Fernandez (Boston); Eric M. Lee (New York)

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**Wednesday, June 5, 2024 • 11:00 a.m. – 1:15 p.m. ET (continued)**

- 12:10 – 12:40 p.m.    A Tale of Two Classes: How to Avoid Misclassification When Engaging Cross-Border Independent Contractors**  
Join this session to explore how misclassification is regulated in various jurisdictions outside of the United States and to learn practical strategies aimed at avoiding the misclassification pitfalls that often accompany international contractor engagements. The speakers will discuss the essential considerations, review compliance measures, and provide best practices to ensure a harmonious and legally sound working relationship with independent contractors across borders.  
*Moderator:* Eric M. Lee (New York)  
*Speakers:* Carlos G. Colón-Machargo (Atlanta); Kate Martin (London); Patty Shapiro (San Diego)
- 12:40 – 1:10 p.m.    Global Blueprint 101: Everything You Need to Know About Creating and Implementing Effective Policies**  
Many employers struggle with converting their U.S. policies into global policies or creating global policies from scratch. In this session, the speakers will walk attendees through best practice policy creation strategies. The speakers will also discuss the tips, tricks, and pitfalls of enforcing policies in a global organization.  
*Moderator:* Shirin Aboujawde (New York)  
*Speakers:* Ana Paula Delsol Espada (Mexico City); Lina Fernandez (Boston); Skye Hao (Atlanta)
- 1:10 – 1:15 p.m.    Closing and Prize Drawing**  
*Speaker:* Diana J. Nehro (New York/Boston)