

# Course : HR legal news: the latest reforms

*Practical course - 1d - 7h00 - Ref. AJR*

**Price : 800 € E.T.**

★★★★☆ 4,7 / 5

At a time when society is in a state of flux and reforms are multiplying, employment law is undergoing rapid change. This training course will enable you to understand its evolution and impact on different organizations. You will update your legal skills in social management.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Understanding changes in employment law
- ✓ Know the new obligations when hiring a new employee
- ✓ Applying safety obligations
- ✓ Preventing legal risks
- ✓ Understanding the latest reforms

## Intended audience

All employees in charge of Human Resources. VSE and SME company directors, managers.

## Prerequisites

Knowledge of Human Resources.

## Practical details

### Exercise

Quiz on the points covered during the day.

## Course schedule

### PARTICIPANTS

All employees in charge of Human Resources. VSE and SME company directors, managers.

### PREREQUISITES

Knowledge of Human Resources.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Hiring obligations

- Understand the new obligations when hiring.
- Anticipate mandatory compensation transparency.
- Identify the principles, obligations and sanctions relating to non-discrimination.
- Appreciate the challenges of class actions.

### Storyboarding workshops

Feedback and exchange of best practices.

## 2 Employee relations

- Understand changes in working hours, daily and hourly rates.
- Apply and develop teleworking and disconnection rules.
- Applying rights related to parenthood in general and paternity in particular
- Integrate value-sharing and valuation obligations.
- Preserving individual freedoms: religion, dress code, right of expression on social networks...

### Storyboarding workshops

Discussions on the topics covered. Key points, things to watch out for, etc.

## 3 Health and safety at work

- Know the provisions of the "health" law of August 2, 2021.
- Understand the changing context and issues surrounding harassment.
- Preventing sexist behavior.
- Understanding the notion of inexcusable fault.

### Group discussion

Discussions based on case studies and participants' experiences. Exercise in identifying situations of sexism and sexual harassment.

## 4 The latest news

- Adapt to the latest developments in case law.
- Integrate the acquisition of paid leave during sick leave.
- Learn about the latest developments in the gender equality index.
- Understand the principles of corporate social responsibility and current legislation affecting HR.

### Exercise

Quiz on all the points covered during the day and discussion.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 19 June, 30 Sep., 16 Dec.

### PARIS LA DÉFENSE

2026 : 19 June, 30 Sep., 16 Dec.