

ANDERSEN®

European
Employment
Insights



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Andersen Global

Andersen Global® was established in 2013 as the international entity surrounding the development of a seamless professional services model providing best-in-class tax and legal services around the world.

Andersen Global Chairman and Andersen CEO
Mark L. Vorsatz, Andersen (U.S.)

Andersen Global is an association of legally separate, independent member firms, comprised of more than 14,000 professionals worldwide, over 2,000 global partners and a worldwide presence. Our growth is a by-product of the outstanding client service delivered by our people, the best professionals in the industry. Our objective is not to be the biggest firm, it is to provide best-in-class client service in seamless fashion across the globe. Each and every one of the professionals and member firms that are a part of Andersen Global share our core values. Our professionals share a common background and vision and are selected based on quality, like-mindedness, and commitment to client service. Outstanding client service has and will continue to be our top priority.

Core values



Best-in-class

We aim to be the benchmark for quality in our industry and the standard by which other firms are measured.



Stewardship

We hire the best and the brightest and we invest in our people to ensure that legacy.



Transparency

We value open communication, information sharing and inclusive decision making.



Seamless

Our firm is constructed as a global firm. We share an interest in providing the highest level of client service regardless of location.



Independence

Our platform allows us to objectively serve as our client's advocate; the only advice and solutions we offer are those that are in the best interest of our client.

Introduction



You may also be interested in:

European Employment Insights: September issue

The guide provides an overview from over 20 European countries of recent legal developments, tips for navigating complex legal issues, and staying up to date on notable cases.

[Read More](#)

Employment of Managing Directors

The guide provides an overview of the regulations concerning the employment and/or appointment of managing directors who also hold positions within the company's governing bodies. This guide focuses on the rules applicable mainly to limited liability companies (LLCs) in over 30 European countries.

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Context

Andersen Employment and Labor Service Line is your go-to partner for navigating the complexities of local and international labor laws and customs. We help you steer clear of employee-related issues while staying competitive in the global economy.

Our team comprises specialist lawyers and tax advisors who proactively guide both domestic and international companies of all sizes, spanning various industries. With a presence in more than 400 locations worldwide, Andersen offers top-notch advice through local experts. We stand by your side throughout the entire employment relationship, from its establishment to termination, making us your trusted partner in all employment-related matters.

We invite you to read in-depth employment information in our monthly **Andersen Employment Insights** newsletter. This newsletter provides an overview of the latest developments in employment law, guidelines, case law and collective agreements from various countries.

Stay well informed and maintain your competitive edge with Andersen.



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Malta



Malta has implemented EU directives promoting work-life balance, granting parents and caregivers individual rights, such as paid parental leave and flexible working arrangements.

LAW - Transposition of EU Directive on work-life balance for parents and carers

Malta has recently transposed the EU directive on work-life balance. These regulations aim to promote gender equality in the workplace by helping parents and carers to better reconcile work and family life. They establish individual rights such as paternity leave, parental leave and carer's leave, as well as flexible working arrangements for parents and carers.

These regulations guarantee paid parental leave for up to four months for parents who have had a child through birth, adoption, fostering, or legal custody until the child reaches eight years of age. Similarly, workers with children under eight and caregivers can request flexible work arrangements to fulfil their caregiving responsibilities. These regulations ensure that these workers can return to their jobs with the same conditions and benefits they would have had if they had not taken leave.

Ultimately, these laws protect against unfair treatment, consequences, and any form of discrimination, supporting the goal of equal opportunities and treatment for men and women in the labor market.

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COURT - Maltese Court and Industrial Tribunal's competence

The Maltese Magistrates' Court found that it did not have jurisdiction to hear a case concerning the recovery of funds resulting from the early termination of a fixed-term employment contract. It declared that such matters fall within the exclusive competence of the Maltese Industrial Tribunal. It disregarded the plaintiff company's submission that these proceedings were identical to another case, as it explained that no plea of competence was raised in the referenced proceedings. However, the Court asserted that this does not automatically imply the nullity of these proceedings as it may order the transfer of such proceedings to the Court, Board or other Tribunal which it considers as being competent to hear such proceedings.

COLLECTIVE AGREEMENTS - New collective agreement for Occupational Health and Safety Authority signed

A new collective agreement aimed at offering better conditions to employees at the Occupational Health and Safety Authority (OHSA) has been signed. This agreement covers technical and administrative staff and is the fifth collective agreement to cover this section since the

establishment of the Authority. It includes improvements in salary structures, new benefits, an increase in overtime rates, as well as better working conditions. Although the agreement was signed in September 2023, it includes a retroactive payment to January 1, 2022.



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