

Capstan Avocats International Days

THURSDAY, OCTOBER 8, 2026

All sessions will be held in English

8:30 am - 9:00 am **Welcome Coffee**

9:00 am - 9:10 am **Introduction**

9:10 am - 10:00 am Heatwaves, fires, storms: How to Manage a Workforce
in a World in Crisis?

Fadi Sfeir – France
José Miguel Mestre Vázquez – Spain
Inger Verhelst – Belgium

10:10 am - 10:30 am Global Mobility: 5 Questions You Should Be Asking
**With our in-house expert Virginie Pecorella
and Guillaume Bordier**

11:00 am - 12:00 pm Mental Health, Sick Leave, Absenteeism: How to
Build an Effective HR Policy

Anne-Sophie Derouin – France
David Regan – United Kingdom
Jan Heuer – Germany

12:00 pm - 1:00 pm Pay Transparency in the EU: Navigating a
Fragmented Implementation Landscap

François Yang – France
Ornella Patanè – Italy

1:00 pm - 2:00 pm **Cocktail Lunch**

2:00 pm - 4:00 pm **Meet Your Ius Laboris Lawyer – One-to-One Meetings**