

Introduction to Austrian employment law

London

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CPD

One-day course

Although there are similarities, it is dangerous to consider the German and Austrian employment law systems to be one and the same. Austrian law is distinct in many ways, most importantly in relation to probationary periods, the termination of employment contracts and severance. There are also sufficient differences in contract law to make the use of one model employment contract, for German and Austrian employees, a potentially expensive error for employers.

Who should attend?

This course is relevant to international HR managers and directors who have responsibility for employees in Austria. It will also be useful to managers and directors who anticipate entering the Austrian market and who will need to be aware of their responsibilities of their people.

Delegates will be able to:

- overview of key employment issues from recruitment to termination
- practical guidance on employment issues in Austria
- regulatory considerations when sending employees to Austria

The maximum number of delegates on this course is limited to 15.

Programme

Background

- sources of employment law
- key players like trade unions, different chambers and works councils

Getting started

- recruitment issues (advertisements, interviews, probations and discrimination)
- key terms in contracts of employment
- typical benefits
- equal treatment and discrimination
- discipline

Works councils

- forms of works council
- works council rights

Termination

- general legal framework
- general and special protection
- claims and the employment court
- termination agreement

Ex-patriots

- overview of the most important requirements