



Introduction to Swiss employment law

6 CPD



15 max

Switzerland is chosen by many multinational companies as a base for their European or global cross-border business activities, largely because of its advantageous investment climate. Swiss employment law is known as being more liberal than other adjacent jurisdictions. While the fundamental principle of contractual freedom is predominant, it is still important to understand the statutory minimal standard and the social protection mechanisms provided by Swiss law.

Led by a Swiss-qualified attorney, this course will give you an understanding of the implications of employing people in this European jurisdiction.

Who should attend?

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

Delegates will be able to:

- practical guidance on employment issues in Switzerland
- overview of key employment issues from recruitment to termination
- introduction to collective bargaining employment contracts

Cultural awareness issues in business will be addressed throughout this course.

Venues:

London 19 May 2020

Time: 09.00 – 16.30 **Fee:** £499 +VAT

“Good broad overview of key commonalities and pitfalls across Europe.”

Mundipharma International

“Applying various scenarios to different countries and across borders with case-studies was most useful.”

LAB 49 UK Ltd

Programme

Background

- sources of employment law
- cultural differences in inter-personal relations and contract drafting
- Swiss corporate structure and its impact
- key players: works councils and employers associations

Getting started

- recruitment issues: interviews, probation and references
- key terms in contracts of employment
- typical benefits

Day-to-day employee management

- equal treatment and discrimination
- managing under-performance
- discipline and grievance

Termination of employment

- general principles relevant to dismissals
- special dismissal protection
- claims and the Employment Court
- termination by agreement