



The Law Firm **Network**
FAR - REACHING LEGAL SOLUTIONS

GLOBAL
EMPLOYMENT LAW
FACT SHEETS



2nd Edition
2019

Legal note

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Preface

Editor's Note

One of the characteristic features of employment law and related legal areas (in particular social security law and tax law) is its wide impact - national employment regulation concerns almost everyone – corporations, administrative bodies, non-profit organizations, and last but not least, individuals. However, with the exception of coordination of social security systems and double taxation avoidance agreements, employment law is traditionally subject to national regulation without any significant international interplay. The European Union is no exception.

However, in today's cosmopolitan world, borders are becoming more fluid as a growing number of people migrate for work to neighbouring and more distant countries where they encounter very different approaches to employment law. Similarly, investors extend their activities beyond the „safe“ territories of their headquarters and established offices, and venture more and more often too far away countries offering new business opportunities. The opportunity to get basic information on employment legislation in individual countries in one publication and to be able to easily and quickly compare different jurisdictions is therefore nowadays very convenient.

That is the purpose of this unique publication comprising information on employment regulation in 35 countries across the globe, which has been created thanks to the joint efforts and close cooperation of the members of The Law Firm Network and their partner law firms. The systematic structuring of texts will give the reader a comprehensive idea of employment regulation, human resource costing and national specifics in different jurisdictions. I strongly believe that this collection will serve its purpose well and will become a useful tool in the hands of employment lawyers.

As the editor, I would hereby like to thank to all the contributors without whom this publication would never have been possible. The joint efforts of all the individual members to provide their contributions for this collection are a great example that even though The Law Firm Network is a group of independent law firms, the global ties between its members are strong and The Law Firm Network may readily compete with international companies doing business under one brand. Thank you!

Alice Mlýnková
LTA Legal (Czech Republic)

Editor's Note – 2nd edition

After this compilation was published at the EMEA Regional Conference of The Law Firm Network in Prague, Czech Republic, in September 2018, we asked ourselves what the future of this unique project will be. Like any other legal field, employment law undergoes continuous legislative development, which might however proceed at a different pace in different countries. Certain information provided in the Fact Sheets might therefore become outdated and lose some of the information value expected and appreciated by readers.

Thanks to the efforts of a number of our colleagues, the project has evolved, and we are now able to present you with the second updated edition of the publication. We have added Fact Sheets on jurisdictions not covered in the first edition and all Fact Sheets are now accompanied by the date of their last update. We hope that regular updates of the compilation will ensure that it will maintain its high information value in the future.

The publication therefore remains a great example of close and efficient collaboration and strong ties between members of The Law Firm Network and their partner law firms. I would therefore again like to thank to all the contributors to this compilation. It is because of you that this publication will remain a relevant and helpful tool for its users and their business practices.

In Prague, 13 May 2019

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Executive Director's Note

As the Executive Director of The Law Firm Network (LFN), I am a "networker" by nature. So, I am always delighted to see if I can be of assistance to anyone anywhere. While I no longer practice corporate law, I believe I am attuned to the needs of commerce internationally.

With this in mind, please feel free to avail of my help or assistance in seeking out the answers you are looking for or who to contact for independent legal or other professional services anywhere - either from LFN's Member Countries or elsewhere.

LFN is a rapidly growing global network of mid-sized corporate law firms, basically one per country, admitted to LFN usually on Word of Mouth recommendation preferably by satisfied clients of existing Members. LFN has doubled in number to about 60 countries since the 2008 global financial crash and I have good contacts in over 140 countries.

I hope this Guide is of help.

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