



Inhouse Seminar / Webinar German Labour Law

Your expert:

Nadja Roß-Kirsch, Lawyer, PwC Legal AG

Basic rules for employment in Germany

- Legal framework
- Requirement of written form
- Electronic personnel file vs. Law on Notification
- Employee vs. freelancer

Job vacancies, Application procedure and employment

- Avoiding discrimination
- Data protection
- Background checks
- Questions during job interviews

Design of employment contracts

- Written contract
- Probationary period
- Principle of clarity and transparency
- Problem with voluntary benefits/revocation of benefits
- Bonus schemes
- Restraint on competition

Special employment contracts

- Fixed term contract
- Part time contract
- Apprenticeship

Contracts with directors and board members

- Service contract
- Voluntary benefits
- Corporate aspects
- Executive staff – special regulations

Working Conditions

- Working time and overtime
- Vacation
- Continued pay in case of illness
- Homeoffice and mobile work
- Health and Safety

Special statutory regulations

- Motherhood and parental leave
- Disabled employees
- Other protected employees

Law on collective bargaining agreements

- Scope of collective bargaining agreements
- Generally binding collective bargaining agreements
- Reference to collective bargaining agreements
- Strike

Cooperation with the works council

- Works Council Constitution Act („Betriebsverfassungsgesetz“)
- Right of co-determination
- Other Rights
- Involvement re. HR matters

Supply with temporary workers

- Licences for agencies
- Exceptions for group companies
- Equal pay
- Maximum duration



In-depth knowledge for executives and HR-Managers

Your expert:

Nadja Roß-Kirsch, Lawyer, PwC Legal AG

Data protection and labor law compliance

- Basic principles of data protection
- The concept of labor law compliance
- Whistleblowing

Outsourcing and transfer of undertakings

- Provisions set out in § 613a German Civil Code (BGB)
- Duty to inform
- Automatic transfer
- Liability of the previous employer

Training information:

Inhouse seminar or webinar possible.

Termination of employment contracts

- Settlement agreements
- Different types of dismissal
- Labour court proceedings

Option: International Assignments / remote Work („Workation”)

- Business travel within EU
- International assignments (secondments)
- Restrictions re. choice of law
- Social security and international assignments
- Remote work from another country / “Workation”

