

# EMPLOYMENT LAW ADVICE IN THE CEE/SEE REGION

WOLF THEISS



# EMPLOYMENT LAW IN CEE/SEE?

AT WOLF THEISS  
WE KNOW IT'S

**A HARD JOB**

*A FEW EXAMPLES OF  
WHAT YOUR CLIENTS MAY FACE  
WHEN DOING BUSINESS  
IN THE REGION ...*

# STANDING UP AGAINST SPEAKING UP IN HUNGARY

## ATTILA IS JUST ABOUT TO POST HOW TERRIBLE HIS WORKPLACE IS



In Hungary, there are limits to an employee's free speech. Also, employees may not engage in any conduct – even outside their working hours – that can potentially or factually damage their employer's reputation or business interests.

Employers often face productivity and work-disturbing employee behaviours in the name of free speech. Additionally, they experience improper use of social media, unorthodox life-styles or even criminal misconduct of employees. It is often hard to evaluate whether certain conduct of employees actually harms the employer's legitimate business interests or reputation.

In such cases, Wolf Theiss is ready to help clients identify, analyse and solve the issues by conducting on-site investigations, preparing termination documentation and providing tailor-made policies to prevent future issues.

# WHAT'S THE LIMIT TO DAILY WORK HOURS IN AUSTRIA

## SEPP AND RESI WOULD LOVE TO WORK 12 HOURS A DAY!

A 12-hour day is generally prohibited in Austria, even working more than 10 hours per day can mean hefty penalties for employers.

But there are exceptions. For instance, in continuous shift work or in cases where there is a temporary increase in workload.

Some of these exceptions require authorization by a collective bargaining agreement or the works council.

Is Austria moving towards a more general 12-hour day? The topic is under discussion.

Many employers cover the salary implications of long working hours with all-in arrangements. Recently, the rules were made more employee-friendly and it is now more complex and potentially controversial to conclude all-in arrangements with new employees.



# WOLF THEISS UNDERSTANDS THAT EMPLOYMENT LAW HAS ITS SPECIAL CHALLENGES.

With Wolf Theiss you receive advice not just from local lawyers,  
but local employment law specialists.

Competent, coordinated experts covering 13 unique jurisdictions  
are just one click from you.

## STAY TUNED!

More exciting country specific cases will come through the region.



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