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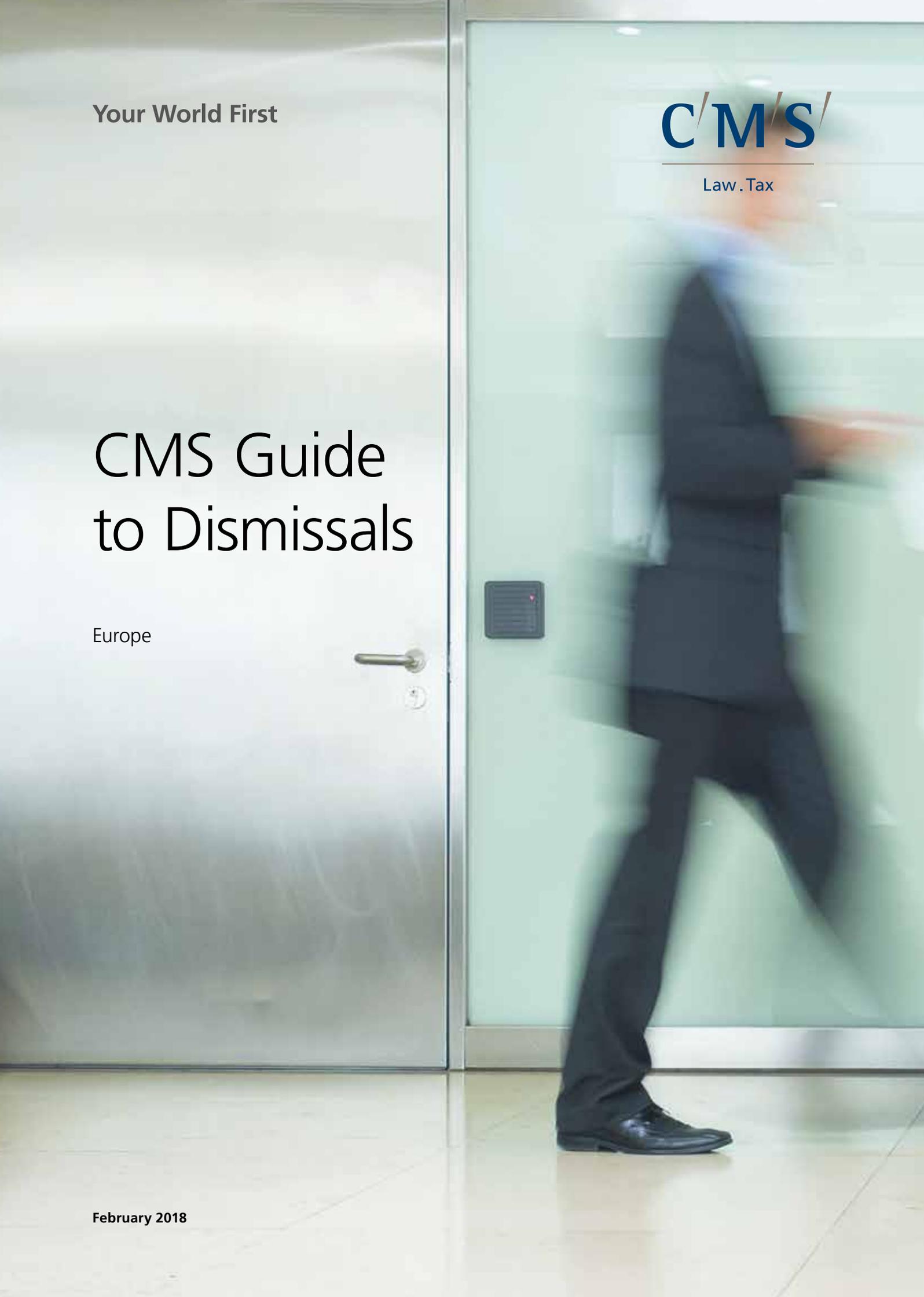
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CMS Guide to Dismissals

Europe

February 2018



Introduction

Although the European Union is underpinned by common principles, considerable differences remain even beyond simple linguistic barriers. These differences are particularly noticeable in the development and application of labour laws across the continent.

This Guide for Europe provides an overview of termination procedures for **employees** and **managing directors** in **24 European countries, plus Russia**. The first part of the Guide deals with termination procedures for employees and the second part for managing directors. The Guide is intended to provide CMS's international clients, with a summary of local laws across all 25 countries, making it easier to understand both the similarities and differences between each jurisdiction.

We are confident this Guide will help clients considering dismissals. If it encourages you to seek more detailed information, then please contact one of the members of the CMS Employment Practice Area Group who will be happy to provide further advice. We have a proven track record in understanding our clients' needs, and in delivering a professional and seamless service.

Caroline Froger-Michon and Christopher Jordan
CMS Employment Practice Area Group



The CMS Employment Group advises national and international organisations on the employment law issues which affect businesses operating across Europe and beyond. Our solutions are based on broad experience of specific business environments and industry sectors.

CMS has recently significantly expanded its presence in Latin America (Peru, Chile, and Columbia). With this move, CMS, already the largest law firm in Europe, continues to extend its global reach. Recently, the firm opened offices in Hong Kong and Tehran. In the UK, CMS merged with the law firms Nabarro and Olswang, creating a new firm that will be the sixth largest in the UK.

We offer coordinated advice through a single point of contact. This means clients can deal with a local firm in their own country in their own language whilst at the same time benefiting from the integrated expertise of a wide multi-jurisdictional team of round 400 practitioners.

Full range of employment law services

Our lawyers have specific expertise in the following areas:

- Compliance with national and international laws and standards
- Individual and collective dismissals
- Employee share/stock ownership
- Employee pension schemes
- Social security contributions
- Equal opportunities and discrimination
- Employee information and consultation
- Redundancy programmes
- Labour/trade union issues/disputes
- Employee and pensions aspects of mergers and acquisitions, outsourcing, nationalisation, privatisation
- Enforcement of restrictive covenants and confidentiality provisions
- Drafting employment contracts, company policies and collective agreements
- Works councils at company, national and international levels
- Collective bargaining
- Court litigation in labour matters
- Compliance with labour health and safety regulations

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