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German Labor and Employment Law

The German Labor and Employment Law system is not codified in a special labor code, but can be found in various laws, including the German constitution (Grundgesetz), regulations and collective bargaining agreements between employers, employers' associations, and unions.

März 2019, Dr. Jan Tibor Lelley

German Labor and Employment Law generally is intended to protect the employee.

As a consequence, human resources directors and executives need practical solutions to comply with the ever-changing legal framework Germany has created for its work force. This Hidden Secret is for them and their international businesses and German

operations who want an easy-to-use-legal resource.



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It is also available online, as Employment Law in Germany on the go.

The following key words, important to understand the Labor and Employment Law system in Germany are explained:

A

- Advance Notice (Redundancies)
- Advertising
- Applications for Employment

B

- Background Investigations
- Benefits

C

- Care Giver Leave
- Child Labor
- Covenants Not to Compete

D

- Disability Leaves
- Discrimination
- Discrimination Claims
- Drug Testing

E

- Employee Injuries/Workers' Compensation
- Employee Agreements, Forms of
- Employment Applications
- Employment References

F

- Family and other Medical Leaves
- Fingerprints
- Forms of Employment Agreements

G

- Giving Employment References

H

- Harassment

- Health & Safety
- Health Insurance

I

- Industrial Relations

L

- Lie Detector Test

M

- Meals and Rest Periods
- Medical Information
- Minimum Age
- Minimum Wage

N

- Negotiations with Works Council
- Non-solicitation of Employees and Customers

O

- Off-Duty Conduct
- Overtime Issues

P

- Paid Sick Leave
- Paid Time Off
- Paid Vacation
- Parental Leave
- Payment upon Discharge or Resignation
- Personnel Records
- Personnel Records and Information
- Pregnancy Leave
- Privacy
- Public Holidays

R

- Reconciliation of Interests
- Recordkeeping
- Recruitment
- References
- Required Postings
- Required Training

S

- Searches
- Separation Agreements, Use of
- Severance Pay
- Severance Pay (Redundancies)
- Social Compensation Plan
- Social Insurance Social Security Numbers
- Surveillance and Monitoring

T

- Temporary Worker (Leased Employees)
- Termination Claims
- Trade Secrets
- Transfer of Undertakings (TUPE)

U

- Unemployment Unions
- Use of Employment Contracts
- Use of Separation Agreements

W

- Wage Payments
- Workday
- Worker's Compensation
- Work Hours
- Works Council
- Workweek
- Wrongful Termination Claims

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Web Version: <https://buse.de/insights/employment-law-germany/>