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# CMS Guide to Dismissals

Europe

2019



# Introduction

The CMS Guides to Dismissals are intended to help employers anticipate the possible courses of events when they decide to terminate an employment contract or dismiss a managing director. The better prepared and informed the company is, the easier the process is to handle for everyone involved. Dismissals are not just actions through which an employment relationship with a company ends, they can also be a part of a larger restructuring process, sometimes including several countries.

The Guide for Europe provides an overview of termination procedures for **employees** and **managing directors** in **25 European countries, including Russia**. The first part deals with termination procedures for employees, the second part with 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 compare and contrast each jurisdiction.

We are confident this Guide will help clients considering dismissals. If it encourages you to seek more detailed information, then please contact the CMS Employment Practice Area Group at [employment@cmslegal.com](mailto:employment@cmslegal.com) and we 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*



## 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
- New forms of employment
- GDPR

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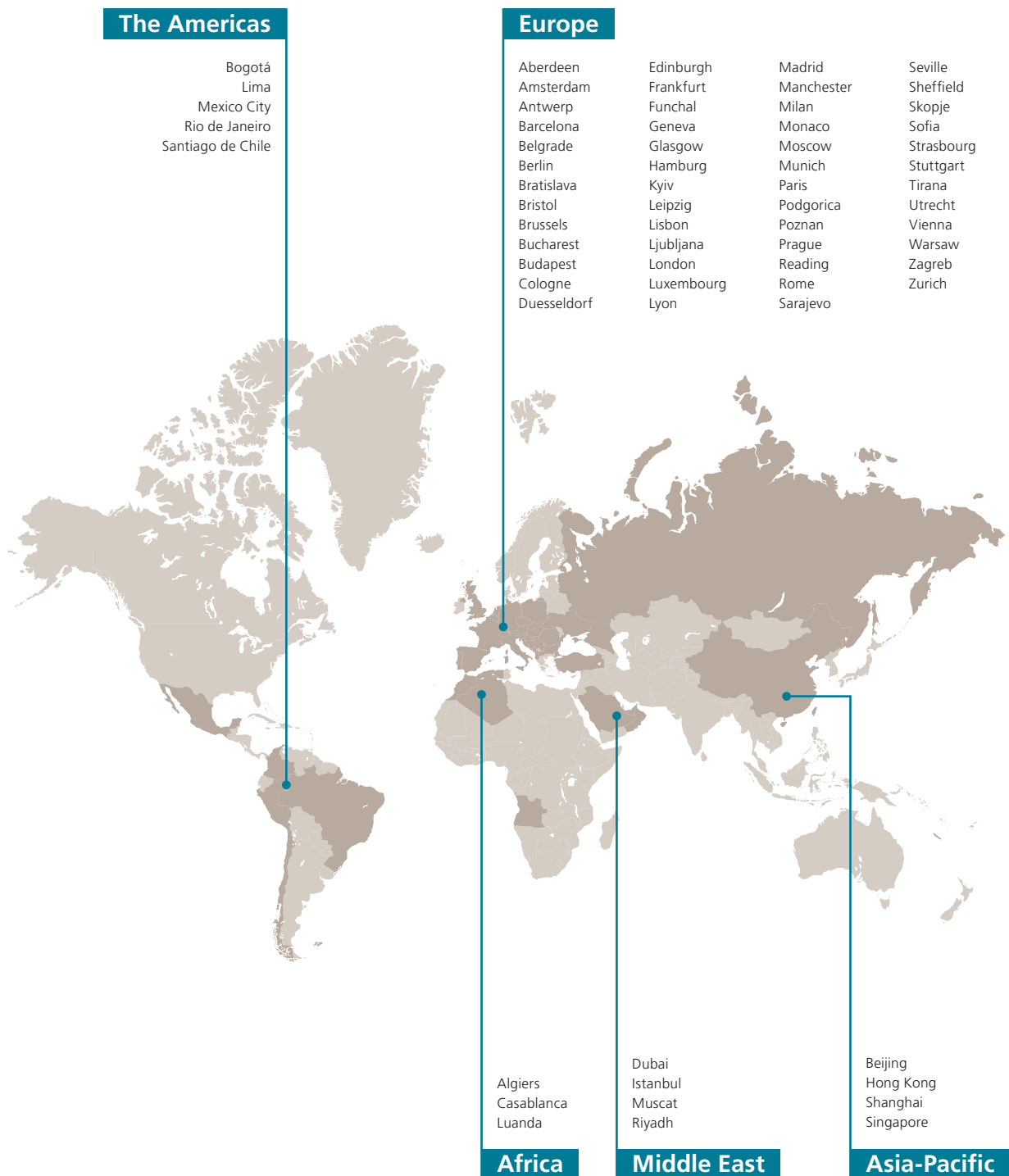
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