

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Immigration		
Amended work permit quotas	<p>The Swiss Federal Council has increased the available work permit quotas for non-Swiss nationals working temporarily in Switzerland:</p> <p>(1) Non-EU countries: 8500 (4500 B-Permits and 4000 L-Permits)</p> <p>(2) EU/EFTA countries: 3500 (500 B-Permits and 3000 L-Permits).</p> <p>The above quotas are released progressively each quarter, so work permit requests should be made at the beginning of the respective quarter.</p> <p>Effective date: January 1, 2019.</p>	<p>Note the increase in available permits and continue to comply with the applicable immigration process.</p>
Discrimination		
Equal pay reviews to become mandatory	<p>Companies with more than 100 employees will be required to conduct an equal pay review every four years and have it audited by a third party. The aim is to ensure parity between male and female workers.</p> <p>Effective date: Unknown.</p>	<p>(1) Keep informed of developments in this area.</p> <p>(2) Assess the size of your workforce, and if in scope, start planning for a staff-wide equal pay review.</p>
Whistleblowing		
Specific 'whistleblowing legislation' to be introduced	<p>The Swiss Federal Council plans to implement a specific statute regulating whistleblowing activity to clarify what is and is not permissible.</p> <p>Currently, the Swiss Courts determine whether whistleblowing is lawful on a case-by-case basis, which leaves the law unclear.</p> <p>Effective date: Unknown.</p>	<p>Keep informed of developments in this area.</p>