

iGlobal Law 2021 Annual Update : Switzerland

Legal Change	Effective Date	Action required
<p>Paternity Leave The father will be entitled to 2 weeks' leave after the birth of his child if he (1) is the legal father at the time of birth or (2) becomes the legal father within six months after birth.</p> <p>The leave must be taken within 6 months after the child's birth. The father is entitled to paternity allowance within six months after the birth.</p> <p>It does not reduce holiday entitlement and is not considered a period of protection against dismissal.</p>	January 1 st 2021.	Ensure HR is aware of the change.
<p>Continued Pay for Short-term Absences Where the employee is caring for a family member or partner who is ill.</p> <p>Maximum 3 days per case and 10 days per calendar year.</p>	January 1 st 2021.	Ensure HR is aware of the change.
<p>Up to 14 Weeks' Paid Leave if the Employee is Entitled to a Care Allowance because their Child's Health is Seriously Affected due to Illness or Accident.</p> <p>Period of protection against dismissal for 6 months from the receipt of the first indemnity.</p> <p>It does not reduce holiday entitlement.</p>	July 1 st 2021.	Ensure HR is aware of the change.
<p>Obligation to Carry Out an Equal Pay Analysis for Companies Employing at Least 100 people.</p> <p>In addition there is an obligation to inform the employees and shareholders of the result of the analysis.</p>	July 1 st 2021.	<p>The first equal pay analysis must be completed by June 30st 2021.</p> <p>In addition there is an obligation to verify the analysis by an independent body by June 30st 2022.</p>
<p>Obligation to Announce Job Openings</p> <p>In Professions with an Unemployment Rate of 5% or more there may be an obligation to announce job openings on the Website www.job-room.ch or at the Competent Regional Employment Office.</p>	January 1 st 2021.	<p>Verify if this obligation is applicable to your company in 2021.</p> <p>See www.job-room.ch</p>
<p>Short-time Work</p> <p>Swiss government decided to extend the maximum period for short-time work compensation (allowing eligible companies to claim covers 80% of the recognizable loss of</p>	September 1 st 2020 until December 31 st 2021.	Note the change.

<p>earnings; maximum insured income is CHF 148'200 per year) from 12 to 18 months in order to avoid further rise of unemployment due to COVID. The waiting period is reduced from 3 to 1 day.</p>		
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