

## iGlobal Law : 2022 Annual Alert : Switzerland

Legal Change	Effective Date	Action required
<p><b>Administrative simplification of night work permits on certain construction sites</b></p> <p>The requirement to obtain a permit for night work on certain construction sites on national roads is removed. The authorization requirement is replaced by a requirement to publish the work.</p>	1 November 2021	Be aware where relevant and consider any changes necessary.
<p><b>Administrative simplification concerning the publication of job advertisements</b></p> <p>The amendment to the Employment Service Ordinance simplifies the administrative implementation of the cantonal extensions of the vacancy announcement obligation. The decision-making authority has been transferred to the Federal Department of Economic Affairs, Education and Research.</p>	1 October 2021	Be aware where relevant and consider any changes necessary.
<p><b>Entitlement to maternity benefits extended</b></p> <p>The amendment introduces a provision for a longer maternity allowance in the loss of earnings benefit scheme for cases where a new born child has to be hospitalized for at least three weeks.</p>	1 July 2021	Be aware where relevant and consider any changes necessary.
<p><b>Administrative simplification concerning the RHT</b></p> <p>The revision of the "LACI" simplifies the provisions concerning the compensation for reduced working hours (RHT) and the compensation for bad weather (IEM). It also reduces the administrative work for companies. At the same time, the legal basis for the implementation of the e-government strategy in the field of unemployment insurance (UI) is created.</p>	1 July 2021	Be aware where relevant and consider any changes necessary.
<p><b>Introduction of an extended allowance for people who lose their jobs before retirement age</b></p> <p>People who lose their jobs shortly before retirement age find it more difficult to find a new job. If their entitlement to unemployment benefit lapses after the age of 60, they must be able to claim a transitional benefit that sufficiently covers their living needs until the normal AHV retirement age.</p>	1 July 2021	Be aware where relevant and consider any changes necessary.

<p><b>Extension of the right to the RHT</b></p> <p>The amendment to the Unemployment Insurance Act allows for the costs of compensation for reduced working hours to be paid by unemployment insurance for the year 2021 through an extraordinary federal contribution to the UI compensation fund. The law went into effect on 20 March 2021 and is valid until 31 March 2022.</p>	<p>20 March 2021</p>	<p>Be aware where relevant and consider any changes necessary.</p>
<p><b>COVID -19 Rules</b></p> <p>The measures against the coronavirus will be tightened in Switzerland. From now on, only vaccinated or "cured" persons will be allowed to enter restaurants, cultural establishments, sports and leisure facilities and indoor events (the "2G rule").</p> <p>The Federal Council is also reintroducing the requirement to work from home (home-office) to reduce contact. When people have to work on the premises, masks must be worn in all shared premises with more than one person.</p> <p>Compensation for reduced working hours. The Federal Council has decided to extend the summary settlement procedure for compensation for reduced working hours (RHT) for all companies until 31 March 2022. From 1 January to 31 March 2022, the waiting period will also be abolished for all companies. For companies subject to the 2G+ rule, the entitlement to reduced working hours compensation will be reactivated for on-call workers on permanent contracts, workers on fixed-term contracts and apprentices.</p>	<p>20 December 2021</p>	<p><b>Employer duties</b></p> <p>Employers must apply and tell their employees and clients the recommendations of the authorities (Federal Office of Public Health, Federal Council, State Council of the canton concerned) regarding hygiene, respect of distances, closing of establishments, etc. Employers must ensure that employees can comply with the OFSP's recommendations on hygiene and distance.</p> <p>Currently, the following measures are in force:</p> <ul style="list-style-type: none"> <li>- Masks must be worn whenever two people are in the same enclosed space (indoor spaces and vehicles); and</li> <li>- In the company cafeteria, it is mandatory to wear a mask when moving around, even if the cafeteria is only open to holders of Covid certificates.</li> </ul> <p>Other measures taken by the employer under the STOP principle (substitution, technique, organization, personnel) include the possibility of working from home, the implementation of physical separations, the separation of teams, and regular ventilation / the wearing of a face mask.</p> <p>Working from home is currently strongly recommended by the authorities in all situations where possible and where its implementation does not involve disproportionate efforts.</p> <p>The protection of vulnerable employees is the subject of a specific legal provision (art. 27a of the ordinance 3 COVID-19 of 19 June 2020).</p>