

## How to end a working contract in Austria

*Are there different kinds of contracts of working, providing services etc. in your country?*

### **“Echter” Arbeitsvertrag (employment contract)**

A employment contract is not bound by any form, it can be concluded.

- Verbal
- Written
- Conclusive

In a summer job people do have an employment contract.

A mandatory internship (Ferialpraktikum) can be an employment contract, but it doesn't have to.

Employment circumstances:

- Employees are bound on a certain job location and hours of labor
- Regular fixed monthly income
- No personal and economic dependence

### **Werkvertrag (contract for work and labour)**

- It is oriented on succes
- There is no personal obligation to work
- Contracting parties use their own work equipment.

At a contract of work it isn't dictated when, where and how you work. Other than the freelance contract, you work independent.

### **Freier Dienstvertrag (freelance contract)**

- Not bound to hours of labor and workplace
- Not bound to instructions
- Regularly claim of payment for provided service
- No claim on holiday or sickness payment

Freelance employees have to tax their income by themselves, that means, they have to provide an income tax return to the tax office.

### ***How can a contract of employment be ended?***

The majority of Austrian employment agreements are for an indefinite period. This type of employment agreement is created when an employer agrees to employ an employee and does not affix a specific length to the term of the contract. The employer has the possibility to terminate the employment contract effective immediately. This agreement only ends upon the employee's retirement or death. However, there are many options available to end an employment agreement.

- by expiration
- by a two-sided agreement on the termination
- by one-sided termination
- dismissal without notice

### ***Are there institutions who can help you if your employer wants to set you free?***

Arbeiterkammer (Chamber of Labour):

Gewerkschaft (Trade Union):

[https://media.arbeiterkammer.at/ooe/Social\\_partnership\\_in\\_Austria\\_-\\_English\\_presentation\\_2016\\_Fe.pdf](https://media.arbeiterkammer.at/ooe/Social_partnership_in_Austria_-_English_presentation_2016_Fe.pdf)

**AUT AUT AUT AUT AUT AUT AUT AUT AUT AUT**



# How to end a working contract in Bulgaria

***Are there different kinds of contracts of working, providing services etc. exist in your country?***

1. Temporary employment contracts
2. Permanent employment contracts
3. Employment contracts with a trial period
4. Employment contracts for internships
5. Additional employment contracts

***How can a contract of employment be ended?***

- by expiration
- by a two-sided agreement on the termination
- by one-sided termination with a notice
- dismissal without notice if the employer has done something wrong

***Are there institutions who can help you if your employer wants to set you free?***

Confederation of Independent Syndicates in Bulgaria  
Confederation of Labour Podkrepa

CZCZCZCZCZCZCZCZCZCZCZCZCZCZCZCZCZ

## How to end a working contract in the Czech Republic

***Are there different kinds of contracts of working, providing services etc. exist in your country?***

- 1 The employment contract for a fixed or indeterminate period
- 2 Short term contract
- 3 Agreement on temporary work

***How can a contract of employment be ended?***

Ending or changing of employment have to be in accordance with laws.

There are several different ways how we can end our employment:

- 1 Retirement
- 2 Agreement between the employer and employee
- 3 Redundancy by the employer or resignation by the employee
- 4 Dismissal by the employer due to breaking rules by the employee or quit by the employee due to missing compliance with laws
- 5 Termination of employment during the trial 3-month period without giving any reason by both sides
- 6 Contract has expired

***Are there institutions who can help you if your employer wants to set you free?***

Job centres

CZCZCZCZCZCZCZCZCZCZCZCZCZCZCZCZCZ

**ROMROMROMROMROMROMROMROMRO**

## How to end a working contract in Romania

*Are there different kinds of contracts of working, providing services etc. exist in your country?*

1. Working contract for a determined period of time
2. Working contract for an undetermined period of time (less than 5 years)

*How can a contract of employment be ended?*

1. At the end of the determined period of time or of the project - if the contract stipulated this situation. The employee must be notified 10 working days before the end of the determined period.
2. At employee's request - he / she has to announce the employer 14 days before leaving the job
3. If the employee is fired.

*Are there institutions who can help you if your employer wants to set you free?*

The syndicate - depending on the work field.

**ROMROMROMROMROMROMROMROMRO**

## How to end a working contract in Slovenia

***Are there different kinds of contracts of working, providing services etc. exist in your country?***

1. Employment contract: for a **definite** or **indefinite** period of time and for **full** and **part-time** work.
2. Copyright contract: enables an individual to perform copyrighted work
3. Contract for work: the production of items (this mostly applies to craft production and other major investment arrangements), the repair of items (craft services), physical and intellectual work.
4. Student work: The subject of a contract for work can be via an authorised organisation (student employment offices, Employment Service of Slovenia, work agencies)

***How can a contract of employment be ended?***

- upon the expiration of the period for which it was concluded,
- upon the death of the worker or the employer-natural person,
- by agreement,
- with a consensual cancellation,
- with an ordinary or extraordinary termination,
- by a court judgement,
- in other cases stipulated by law.

***Are there institutions who can help you if your employer wants to set you free?***

Yes. They can refer to **Association of Free Trade Unions of Slovenia**.







