

Termination of General Managers' functions in selected countries

Country	Does national law require fair ground to justify the termination of the Legal Representative's functions?	Does national law provide for compulsory termination indemnity when a Legal Representative's function is terminated?
 BELARUS	In case of a director, yes, as he is regarded as an employee	No, but can be agreed
 BRAZIL	No, that is a decision of the company's partners	No
 BULGARIA	No	No
 CHINA	No	No, exception if dismissed without good cause
 CYPRUS	No	No but can be agreed upon
 CZECH REPUBLIC	No	No
 DENMARK	No	No, but can be agreed upon
 ESTONIA	No	No, but can be agreed upon
 FINLAND	No (unless conclusion of an employment relationship)	No
 FRANCE	French "SAS": No by principle French "SARL": Yes (If applicable, employment relationship to be managed in parallel)	No by principle
 GERMANY	No	No
 HUNGARY	No (unless an employment contract has been concluded).	Yes, if conclusion of an employment relationship and specific conditions
 INDIA	Yes, depends on case-to-case basis. Mandatory for directors in case of dismissal	No, depends on the Company policy and on case-to-case basis. It can be mutually agreed upon
 INDONESIA	No	No
 ITALY	No	No
 KAZAKHSTAN	No	No
 KENYA	No, unless the legal representative has been engaged as an employee	No
 KINGDOM OF SAUDI ARABIA	No	No
 LATVIA	No	No
 LITHUANIA	No	Yes, if conclusion of an employment relationship and specific conditions
 MALAYSIA	Yes (in accordance with the principle of good faith and fairness - not arbitrary or discriminatory)	No, however notice of termination is required and contractual agreements/ company policies to check
 MEXICO	Yes	Yes, if conclusion of an employment relationship and specific conditions
 NORWAY	Yes, as the General Manager is regarded as an employee.	Not but possibility to relinquish termination rights for compensation
 POLAND	Yes, only in case of employment relationship	No (with some exceptions)
 PORTUGAL	No but some companies require a qualified majority (in case of just cause, simple majority)	Contractual compensation or compensation for the losses suffered
 ROMANIA	No (unless conclusion of an employment relationship)	No
 SERBIA	No for dismissal unless stipulated in articles of association. Yes, for employment relationship	No, unless specifically agreed.
 SINGAPORE	No (Employment relationship to be managed in parallel)	No
 SLOVAKIA	No, unless provision in the contract	No, unless provision in the contract

	SOUTH AFRICA	Generally, no, unless for Director (or representative with contract)	No
	SPAIN	No	No, unless mutual agreement
	THAILAND	No	No
	TURKEY	The LR is subject to the same labour law provisions as an employee but can be dismissed at any time and without stating a reason.	Yes, if the legal requirements are met
	UKRAINE	No	Yes, in the event of dismissal for no cause
	UNITED ARAB EMIRATES	No	No
	UNITED KINGDOM	No (If applicable, employment relationship to be managed in parallel)	No
	UZBEKISTAN	No (If applicable, employment relationship to be managed in parallel)	No
	VIETNAM	No (If applicable, employment relationship to be managed in parallel)	No (If applicable, employment relationship to be managed in parallel)