

All countries

Maximum statutory notice from employer

Asia

China	No notice period in case of termination with just cause (limited statutory reasons). 30-days' notice period in other cases (also limited statutory reasons).
Hong Kong	<p>During probation period (a maximum of three months):</p> <ul style="list-style-type: none">- within first month of probation: notice not required.- After first month of probation: in accordance with the employment agreement (where the employment agreement makes provision for the required length of notice), but in any case not less than seven days. <p>After probation period:</p> <ul style="list-style-type: none">- where the employment agreement makes provision for the required length of notice: in accordance with the employment agreement, but in any case not less than seven days.- where the employment agreement does not make provision for the required length of notice: not less than one month.
Singapore	<p>For employees covered under the Employment Act (Chapter 91) the minimum statutory notice from employer:</p> <ol style="list-style-type: none">the length of notice must be same for both employer and employee and determined based on the terms of the contract of service.if there is no agreed length of notice in the contract of service, required notice of termination is dependent upon the employee's length of employment which could be up to four weeks.

United Arab
Emirates

Under the UAE Labour Law, the minimum notice period is 30 days and the maximum is 3 months. However, during the probationary period (6 months is the maximum allowable probation period under the Labour Law), the contract can be terminated by either party providing a minimum of 14 days' notice to the other. However, employees who want to move to another employer in the UAE during their probationary period may terminate their employment by giving a least one month's written notice.

In the DIFC, the minimum notice period is:

- 7 days, if the period of continuous employment is less than 3 months.
- 30 days, if the period of continuous employment is at least 3 months but less than 5 years.
- 90 days, if the period of continuous employment is 5 years or more.

Europe

Austria

Six weeks to five months depending on the length of service according to law.

Deviating contractual agreements in favour of the employee possible.

Czech Republic

The notice period must be the same for the employer and the employee and shall equal at least two months. The notice period may be extended only by agreement between the employer and the employee; such agreement must be made in writing. The notice period shall commence on the first day of the calendar month following delivery of the notice and end upon expiry of the last day of the relevant calendar month, with some statutory exceptions.

England & Wales

After one month, one week per year worked, up to a maximum of 12 weeks.

France

Depending on the terms of the contract and of the applicable Collective Bargaining Agreement: in practice between one and three months depending on status and seniority (in specific cases, up to six months).

- Germany
- 7 months to end of month (?20 years service)
 - 6 months to end of month (?15 years service)
 - 5 months to end of month (?12 years service)
 - 4 months to end of month (?10 years service)
 - 3 months to end of month (?8 years service)
 - 2 months to end of month (?5 years service)
 - 1 month to end of month (?2 years service)
 - 4 weeks to 15th or end of month (?6 months service)
 - 2 weeks (<6 months service, if a probationary period has been agreed between the parties).

Hungary

As a general rule, the period of notice is thirty days. The minimum notice period for dismissal increases with the length of the employment.

Where the employment is terminated by the employer, the thirty-day notice period shall be extended:

- by five days after three years
- by fifteen days after five years
- by twenty days after eight years
- by twenty-five days after ten years
- by thirty days after fifteen years
- by forty days after eighteen years
- by sixty days after twenty years of employment at the employer.

Ireland

The statutory notice period to terminate an employment contract depends on the employee's length of service. The maximum statutory notice is 8 weeks (where service exceeds 15 years). Typically, a contractual notice period applies to both the employer and employee, ranging from one month to six months depending on the seniority of the role.

Italy

Italian law does not directly provide a maximum notice period. Generally, it is regulated by the National Collective Bargaining Agreement ("NCBA") and it may vary depending on the working seniority and the level of classification of the employee. The only exception to the notice period is provided in case of dismissal or resignation for cause or communicated during the probationary period which are immediately effective upon their receipt by the other party.

Netherlands

The relevant notice period depends on the years of service of the employee whose employment agreement is being terminated.

- <5 years of service: 1 month.
- >5 to <10 years of service: 2 months.
- >10 and <15 years of service: 3 months.
- 15+ years of service: 4 months.

Poland	<p>The period of notice of termination of a contract of employment for an indefinite period and for a definite period depends on the period of employment with the given employer:</p> <p>(i) two weeks to end of week if the employee was employed for less than six months;</p> <p>(ii) one month to end of month - for at least six months;</p> <p>(iii) three months to end of month - for at least three years.</p> <p>If a contract for employment is made for a trial period (which is maximum three months) from three business days up to two weeks.</p> <p>Deviating contractual agreements in favour of the employee admissible (often used for managers).</p>
Portugal	<p>An employment contract may terminate in general due to:</p> <ul style="list-style-type: none"> • Expiration (temporary contracts / impossibility of work performance by worker / company closure); • Revocation (mutual agreement); • Disciplinary dismissal (for cause attributable to the employee); • Collective dismissal; • Dismissal due to elimination of job position; • Dismissal for inability to adapt; • Resignation by the employee; • Unilateral termination of the contract by the employee without just cause; • Unilateral termination of the contract by the employee with just cause. • Dismissal of an employee without just cause or for political or ideological reasons is forbidden. <p>Each of these types of termination must follow a specific procedure after which different statutory notices might apply (up to a maximum of 75 days).</p>
Slovakia	<p>One to three months depending on the length of service and the termination cause. The notice period starts on the first day of the calendar month following delivery of the notice.</p>
Spain	<p>For termination due to disciplinary reasons, no notice is required, unless otherwise agreed in the employment contract or the applicable collective bargaining agreement.</p> <p>During the trial or probationary period, no notice is required, unless otherwise agreed in the employment contract.</p> <p>In case of termination due to objective reasons, employees are entitled to a minimum 15-day notice period.</p> <p>Where applicable, in case of senior management, Spanish law provides with a mandatory notice period between 3 months and 6 months, although the senior management employment contracts usually provide with higher notice periods.</p>

South America

Brazil	30 days minimum.
--------	------------------