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Problems at work

Working in a foreign country is challenging.

Unpleasant situations, problems or conflicts can arise in the workplace. As a result, you can experience psychological pressure and even get sick.

Quarrels in the workplace, bullying, sexual harassment or discrimination are not okay. You should do something about it.

For all these cases, there are professionals who can help you.

Conflicts in the workplace








There are often conflicts in the workplace. Don't wait too long, but take action to solve the problem. Such difficulties are, for example:

- Disagreements with your supervisor
- Problems with salary payment
- Your personal behavior in the workplace is constantly criticized
- Bullying in the team
- Termination is incomprehensible

Whenever possible, contact your direct **supervisors** or the **HR department**.

If your objections are not taken into account by the employer, contact a counselling centre.

If you are a member of a **trade union**, you can contact them. They will assist you throughout the entire process. You can find the contacts below.

-  [Arbitration Board for Employment Relationships of the Canton of St.Gallen](#)
-  [Free legal advice from the St.Gallen Bar Association](#)
-  [Zepira counselling and support services - psychological help](#)
-  [Information Centre for Women and Work](#)
-  [Cantonal Trade Union Confederation of St.Gallen](#)
-  [Legal advice in the hospitality industry](#)
-  [Gender equality](#)

Trade Unions and Workers' Associations Counselling Centres

If you are a member of a trade union, you can contact them. They will support and advise you throughout the entire process - often even in your native language.

Unia trade union

Unia is the largest trade union in Switzerland. It is cross-sectoral and organises employees in industry, commerce, construction and the private service sector. Unia also runs the largest unemployment insurance fund in Switzerland.

[↗ Answers from the Unia CLA Service](#)

Syna trade union

As a trade union, Syna represents workers from all kinds of professions in trade, service and industry. The advisors speak German, French, Italian, Spanish, Portuguese, Croatian and English.

[↗ Syna Region Eastern Switzerland](#)

SGB Swiss Trade Union Confederation

20 trade unions have joined forces in the Swiss Trade Union Confederation and form the largest umbrella organisation for the interests of employees in Switzerland.

[↗ SGB Topics](#)

Travail.Suisse

Travail.Suisse is the independent umbrella organisation of employees, to which 10 associations belong. These associations represent 150,000 members from a wide range of industries and areas of the private sector and the public service.

[↗ Information and advice](#)

trade union syndicom

syndicom organizes employees in the mail, courier, express, parcel market (incl. logistics), mail, traffic and infrastructure, **telecom**, IT, call centers, telecommunications industry, graphic arts and packaging, book and media trade, press and electronic media and visual communication.

[↗ free guide syndicom](#)

Hotel & Gastro Union

The professional organisation for the hospitality, hotel and bakery industries

[↗ Hotel & Gastro Union](#)

Bullying and sexual harassment

Are you **being sexually harassed** by one or more people?

Or are you being bullied by a work colleague, a group of colleagues or your supervisor? **Bullying** includes, for example:

- Insults
- Constant criticism
- Threats
- pointless tasks
- social exclusion
- and much more

It is important **to act quickly** so that the situation does not get worse. Contact the person or department in your company that is responsible for this, for example:

- Your direct supervisor
- Your HR support
- the personnel service
- the Personnel Commission
- a person of trust

If no satisfactory solution can be found, you must inform your employer of the situation in writing. Your employer is obliged to help you.

If no help is forthcoming, please contact the St.Gallen [Arbeitsinspektorat](#) ([? authority that audits and enforces labour laws on worker protection in companies](#)) :

Labour Inspectorate

Office of Economy and Labour
Davidstrasse 35
9001 St.Gallen

Phone 058 229 35 40

Email: arbeitsinspektorat@sg.ch




Discrimination and racism

In the workplace, you can become a victim of various types of discrimination:

- sexual discrimination
- racial discrimination
- Discrimination on the basis of disability
- and some more

If you are discriminated against in the workplace, you can **ask your employer** to intervene. Otherwise, you can find external help at counselling centres.

You will receive expert support from institutions specializing in such cases:

-  [HEKS/EPER Counselling Centre against Racism and Discrimination](#)
-  [Legal protection in the event of racial discrimination](#)
-  [Equality for people with disabilities](#)












Portal for job seekers: [arbeit.swiss](https://www.arbeit.swiss)



Canton of St.Gallen: Advice on employment law issues



Mental Health at Work Brochures

-  Gesundheit am Arbeitsplatz  DE  PDF, 709 kB
-  Gesundheit am Arbeitsplatz für Führungskräfte  DE  PDF, 957 kB
-  Impulse für psychische Gesundheit am Arbeitsplatz  DE  PDF, 1488 kB

Contact points

Find the right contact point, advice or authority in your area: [Contact points](#)

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