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## Problems at work

### Working in a foreign country is a challenge.

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

Arguments 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








Conflicts in the workplace often occur. Don't wait too long, but take action to get rid of the problem. Such difficulties are, for example:

- Disagreements with your supervisor
- Problems about 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. She will support you throughout the process. You can find the contacts below.

-  Conciliation Board for Employment Relationships 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
-  SBK - Legal advice for nursing professions
-  Legal advice in the hospitality industry
-  Gender equality

### Counselling centres, trade unions and workers' associations

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.

[!\[\]\(99f58673407353e96a019fbca558fd72\_img.jpg\) 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 counsellors speak German, French, Italian, Spanish, Portuguese, Croatian and English.

[!\[\]\(a870788d6ed9b8fd294b7654a8c8526b\_img.jpg\) 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.

[!\[\]\(6059a5aa8b4ca7bb793408023d6c6e42\_img.jpg\) 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 sectors and sectors of the private sector and public service.

[!\[\]\(9c2e8d1b5bd77cb5c9f83b7a9cff79fd\_img.jpg\) Information and advice](#)

### SBK Professional Association of Nursing

The Swiss Professional Association of Nurses **SBK** is the representative professional association of qualified nurses and health professionals in Switzerland. With around 25,000 members, it is one of the largest professional associations in the healthcare sector.

[!\[\]\(f1c5da15572e3e09d343161be98f508d\_img.jpg\) SBK Employment Law Advice Centre](#)

### Syndicom trade union

**syndicom** organises employees in the postal, courier, express, parcel market (including logistics), mail, transport and infrastructure, telecom, IT, call centres, telecommunications industry, graphic industry and packaging, book and media trade, press and electronic media and visual communication.

[!\[\]\(83bbbd261710c59db0214aa27b2edc0d\_img.jpg\) free guide syndicom](#)

### Hotel & Gastro Union

The professional organization for the hospitality, hotel and bakery industry

[!\[\]\(a73c1962d20a39dd8fd6a060ae69693f\_img.jpg\) Hotel & Gastro Union](#)

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## Bullying and sexual harassment

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

Or are you being bullied by a colleague, a group of colleagues or your superior? **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 responsible for this in your company, 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 in writing about the situation. Your employer is obliged to help you.

If no help is provided, contact the St.Gallen [Arbeitsinspektorat](#) (☺ Authority that examines and enforces labour laws in companies for the protection of workers) :

#### Labour Inspectorate

Office of Economy and Labour  
Davidstrasse 35  
9001 St.Gallen

Phone 058 229 35 40  
Email: [arbeitsinspektorat@sg.ch](mailto:arbeitsinspektorat@sg.ch)

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## Discrimination and racism

In the workplace, you can be a victim of different 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 **demand that your employer** intervene. Otherwise, you can find external help from counselling centres.

You will receive competent support from institutions that specialize in such cases:

-  HEKS/EPER Counselling Centre against Racism and Discrimination
-  Legal protection in the event of racial discrimination
-  Equality of people with disabilities



Portal for job seekers: [arbeit.swiss](https://arbeits-schweiz.ch)



Advice on employment law issues



### FAQ on private employment law

Information from the State Secretariat for Economic Affairs



### Quick information and advice (without registration)

Find contact points near you

## 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](#)