Workplace Investigations

Contributing Editors

Phil Linnard at Slaughter and May Clare Fletcher at Slaughter and May

08. Can the employer search employees' possessions or files as part of an investigation?



China

Author: *Leo Yu, Yvonne Gao, Tracy Liu, Larry Lian* at Jingtian & Gongcheng

Article 13 of the Constitution of the PRC provides that the lawful private property of the citizens shall not be violated. Therefore, during the process of investigation, without the employees' consent, the employer has no right to search the employees' personal possessions or files. If it is necessary to search the employees' personal possessions or files, the employer may require the employees to sign a Letter of Informed Consent before searching; or the employer may call the police and the search will be conducted under the escort of the public security authorities or directly by the public security authorities.

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Author: *Sergio Ponce, Daniel Cerrutti* at Uría Menéndez

Please see question 7. Last updated on 15/09/2022



Author: *Laura Widmer, Sandra Schaffner* at Bär & Karrer

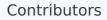
The basic rule is that the employer may not search private data during internal investigations.

If there is a strong suspicion of criminal conduct on the part of the employee and a sufficiently strong justification exists, a search of private data may be justified.[1] The factual connection with the employment relationship is given, for example, in the case of a criminal act committed during working

[1] Claudia Fritsche, Interne Untersuchungen in der Schweiz: Ein Handbuch für regulierte Finanzinstitute und andere Unternehmen, Zürich/St. Gallen 2013, p. 168.

[2] Claudia Fritsche, Interne Untersuchungen in der Schweiz: Ein Handbuch für regulierte Finanzinstitute und andere Unternehmen, Zürich/St. Gallen 2013, p. 168 et seq.

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China

Leo Yu Yvonne Gao Tracy Liu Larry Lian *Jingtian & Gongcheng*



Spain

Sergio Ponce Daniel Cerrutti *Uría Menéndez*



Switzerland

Laura Widmer Sandra Schaffner *Bär & Karrer*

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