

Employment in Financial Services

Contributing Editor

Louise Skinner at Morgan Lewis & Bockius

14. Are non-disclosure agreements (NDAs) potentially lawful in your jurisdiction? If so, must they follow any particular form or rules?



Brazil

Author: *Caio Medici Madureira, Rodrigo Souza Macedo, Ângelo Antonio Cabral, Rebeca Bispo Bastos*
at Tortoro Madureira & Ragazzi Advogados

Yes, non-disclosure agreements (NDAs) are potentially lawful in Brazil. The applicable rules are the same as for any legal transaction: expression of will, legality of the object, and compliance with the law.

As a rule, NDAs are a consequence of professional activity and do not require specific consideration.

Protected information is specific to the contractor (employer) and shared with the employee during the execution of the contract (strategies, customers, commercial secrets, etc).

General information belonging to the employee due to his or her academic training and previous professional experience is not included in NDAs.

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Switzerland

Author: *Simone Wetzstein, Matthias Lötscher, Sarah Vettiger*
at Walder Wyss

Non-disclosure agreements (NDAs) are generally lawful in Switzerland. However, NDAs are not regulated by statutory law and therefore do not have to follow any particular statutory form or rule. Nevertheless, most NDAs often contain a similar basic structure.

The core clauses of an NDA concern:

- manufacturing and business secrets or the scope of further confidentiality;
- the purpose of use;
- the return and destruction of devices containing confidential information; and
- post-contractual confidentiality obligations.

As a general rule, it is recommended to use the written form.

To ensure possible enforcement of an NDA in the employment context, the requirements of a post-contractual non-compete obligation (see below) must be met.

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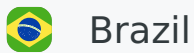


Author: *Rebecca Ford*
at Morgan Lewis & Bockius

Non-disclosure agreements may be used in the UAE (including DIFC and ADGM free zones). There are no particular requirements regarding the form or rules for those NDAs.

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Contributors



Caio Medici Madureira
Rodrigo Souza Macedo
Ângelo Antonio Cabral
Rebeca Bispo Bastos
Tortoro Madureira & Ragazzi Advogados



Simone Wetzstein
Matthias Lötscher
Sarah Vettiger
Walder Wyss



Rebecca Ford
Morgan Lewis & Bockius