



## Sara Rousselle-Ruffieux

Counsel, Head of Employment, Pensions  
and Immigration  
Attorney at Law, Certified Specialist  
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### EXPERTISE

Sara Rousselle-Ruffieux is a counsel at our Geneva and Lausanne offices, where she heads the Employment group. She is an accredited labour law expert (SBA-certified) and advises national and multinational companies, and international organisations, on employment, immigration and social security matters. Sara's expertise encompasses both individual employment relationships (contract, company regulation, participation or bonus plan, non-competition clause, termination agreement, secondment, etc.) and collective labour relations (hiring of services, mass-dismissals, social plans, or business transfers, etc.). She also regularly assists clients in administrative and judicial matters and represents them before administrations and courts. Sara shows a particular interest for cross-border cases especially the coordination of social security systems. She served for 12 years as secretary and then vice-chair of the Association of Accredited Labour Law Experts of Western Switzerland.

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### PROFESSIONAL EXPERIENCE AND EDUCATION

2023	Head of Employment law
2019	Counsel at Lenz & Staehelin
2017	Associate at Lenz & Staehelin
2013-16	Managing Associate in a prominent Swiss business law firm, Co-head of Employment law
2004-13	Senior Associate in a prominent Swiss business law firm
2004	In-house Legal Attorney in an international Bank
1998-04	Associate in a prominent Swiss business law firm
2011	Certified Specialist SBA Labour Law
1998	Admission to Geneva Bar
1995	University of Fribourg (lic. iur.)

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### SPECIALIST AREAS

Employment and Executives' Transfers, Data Protection and Privacy, Commercial and Contracts, Litigation

LANGUAGES	French, English
MEMBERSHIPS	Ordre des Avocats de Genève (ODA), Swiss Bar Association (SBA)
SELECTED PUBLICATIONS	<ul style="list-style-type: none"> <li>- Oertle M., Rousselle-Ruffieux S., Employment and Labour Law Switzerland - 2023, in: The legal 500 country Comparative Guides, 2023</li> <li>- Rousselle-Ruffieux S., Restellini J., Transfers of Undertakings in Civil Aviation, in: Restellini J., Labour Relations in Aviation (book), Aerospace Law and Policy Series, Volume 23, Wolters Kluwer, 2022</li> <li>- Oertle M., Rousselle-Ruffieux S., The Corporate Immigration Review 2022 - Switzerland, in: The Law Reviews, 12th edition, May 2022, 176-185</li> <li>- Rousselle-Ruffieux S., Equal pay principle - New measures to reduce the gender pay gap - the example of Switzerland, in: European Employment Law Cases (EELC), 2019/4, 244-247</li> <li>- Rousselle-Ruffieux S., Bettex ., Protéger aussi le dénoncé lors d'une enquête interne, in: Plaidoyer, 3/2019, 6-9</li> <li>- Rousselle-Ruffieux S., La sanction des infractions à la Loi sur les travailleurs détachés (LDét); analyse de l'arrêt du Tribunal fédéral 2C_150/2016, in: Newsletter DroitDuTravail.ch, August 2017</li> <li>- Rousselle-Ruffieux S., Cumul emploi en Suisse-chômage en France, du nouveau, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, October-December 2016</li> <li>- Rousselle-Ruffieux S., Paiement des charges sociales d'un collaborateur domicilié en France, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, April-June 2016, 94</li> <li>- Rousselle-Ruffieux S., Enregistrement du temps de travail des collaborateurs, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, January-March 2016, 91</li> <li>- Rousselle-Ruffieux S., Caractère accessoire du bonus et hauts revenus, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, October-November 2015, 79</li> <li>- Rousselle-Ruffieux S., Véhicule d'entreprise pour les salariés frontaliers, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, June-August 2015, 79</li> <li>- Rousselle-Ruffieux S., Puis-je payer mes employés en Euro ?, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, March-May 2015, 90</li> <li>- Rousselle-Ruffieux S., Prime de fin d'année, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, December 2014, 82</li> <li>- Rousselle-Ruffieux S., Obligation d'information de l'employeur, in: Avis d'expert - Chronique trimestrielle dans le Monde Economique, Revue des entrepreneurs, October-November 2014, 45</li> <li>- Rousselle-Ruffieux S., Gérer les conflits entre employés : le point sur les nouveaux mécanismes, in: Acquis de droit, Market Magazine n°106, February 2013</li> <li>- Rousselle-Ruffieux S., Activité dépendante ou indépendante au regard du CO et de la LAVS ; convergences et divergences, in: Panorama II en Droit du Travail, IDAT, Stämpfli 2012</li> <li>- Rousselle-Ruffieux S., Licenciement immédiat dans la fonction publique cantonale - comparaison entre Genève et Vaud, in: Panorama II en Droit du Travail, IDAT, Stämpfli, 2012</li> </ul>



- Rousselle-Ruffieux S., Doing Business 2011, Swiss report on employing workers, in: Annual publication of the World Bank Group and the IFC that benchmarks regulation in 181 economies worldwide, 2010
- Rousselle-Ruffieux S., Le licenciement pour motifs économiques peut être abusif, in: Agefi Magazine, May 2010

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OTHER ACTIVITIES

- Former Vice-Chairman of the Committee of Association romande des spécialistes de droit du travail (AROSDT).
- Member of the Training Committee for the judges of the Geneva Labour Courts.

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REFERENCES

I have been working with [her] for more than 12 years and have uniformly been extremely satisfied with the technical quality of legal work done.

*Legal 500, 2021*

I am really glad she was on our side when dealing with the complex and demanding situation and cases we have had to handle.

*Legal 500, 2021*

A brilliant employment law specialist

*Who's Who Legal, 2020*

She excels at handling social plans, transfers and contracts.

*Who's Who Legal, 2020*