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**Changes to legislation:** There are currently no known outstanding effects for the Contracts (Applicable Law) Act 1990, Cross Heading: Individual employment contracts. (See end of Document for details)

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## SCHEDULES

### SCHEDULE 1

#### THE ROME CONVENTION

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##### Commencement Information

- II** Schedule 1 wholly in force at 1.4.1991 see s. 7 and [S.I. 1991/707, art. 2](#)

### TITLE II

#### UNIFORM RULES

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##### Commencement Information

- II** Schedule 1 wholly in force at 1.4.1991 see s. 7 and [S.I. 1991/707, art. 2](#)

#### *Individual employment contracts*

- 1 Notwithstanding the provisions of Article 3, in a contract of employment a choice of law made by the parties shall not have the result of depriving the employee of the protection afforded to him by the mandatory rules of the law which would be applicable under paragraph 2 in the absence of choice.

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##### Commencement Information

- II** Schedule 1 wholly in force at 1.4.1991 see s. 7 and [S.I. 1991/707, art. 2](#)

- 2 Notwithstanding the provisions of Article 4, a contract of employment shall, in the absence of choice in accordance with Article 3, be governed:
- (a) by the law of the country in which the employee habitually carries out his work in performance of the contract, even if he is temporarily employed in another country; or
  - (b) if the employee does not habitually carry out his work in any one country, by the law of the country in which the place of business through which he was engaged is situated;
- unless it appears from the circumstances as a whole that the contract is more closely connected with another country, in which case the contract shall be governed by the law of that country.

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### Commencement Information

**I2** Schedule 1 wholly in force at 1.4.1991 see s. 7 and [S.I. 1991/707](#), **art. 2**

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