Legal Framework

Issue	Austria	Belgium	Bulgaria
Grounds for collective dismissals			
Allowable reasons defined by law	Employers are not required to justify redundancies but the notification notice has to indicate the grounds for dismissal.	National legislation requires employers to justify planned redundancies by reporting directly to workers or to workers' representatives.	Employers can justify redundancies on the grounds of a reduction in business activity or plant or branch closure.
Definition of collective dismissals			
Minimum size of company covered	Companies must have a minimum of 21 employees.	A company must have at least 20 persons employed to fall within the scope of national legislation on collective redundancies. Since June 2009, however, companies employing less than 20 workers may also be subjet to	A company must have at least 20 persons employed in order to come within the scope of national legislation on collective redundancies.
Minimum redundancies required	To fall within the scope of legislation, employers must dismiss, or make redundant, five persons within 30 days.	An employer needs to plan to dismiss, or make redundant, a minimum of 10 employees within the following 60 days in order to fall within the scope of national legislation.	To fall within the scope of legislation, employers must plan to dismiss between 10 and 30 employees within 30 days, or 20 employees within 90 days.
Variation with enterprise size	The minimum number is five employees in a company with 21-99 employees, and at least 5% if compnies with between 100 and 600 employees. In establishments with 600 or more employees, or where five or more	The figure is 10 employees for companies or establishments with between 20 and 99 employees. For companies with 100-299 employees the figure is 10%, and companies with 300 or more employees,	If the company comprised between 20 and 99 employees, the employer must plan to make 10 redundant to fall within the scope of legislation, within 30 days. If there are between 100 and 299 employees, the figure
Groups excluded	No groups are excluded.	Merchant navy personnel and civil servants are excluded from the legislation.	There are no groups excluded.
Advance notice required			
Workforce	Employers are required to notify their workforce of redundancies at least 30 days before the planned first dismissals.	Employers are required to notify their workforce 30 days in advance of implementing redudancies;this can be extended up to 60 days.	Employers must notify their workforce three months in advance.
Public authorities	Employers are required to notify public authorities of redundancies at least 30 days before the planned first dismissals.	Employers are required to notify public authorities 30 days in advance of implementing redudancies; this can be extended up to 60 days.	Employers must notify public authorities 30 days in advance.

Employees to be made redundant	Employers are required to give at least 30 days notice to those employees whom they decide to make redundant, before implementing the planned first dismissals.	The period of advance notice that employers are required to give to employees whom they decide to make redundant depends on the length of service, and varies significantly between blue and	Employers must give notice of 30 days for employees with permanent contracts and up to three months if agreed by both parties (according to length of service).
Public authority to be notified	Employers need to notify the Public Employment Service (AMS) of their planned redundancies.	Employers need to notify the regional employment offices in Belgium's three main regions of any planned redundancies.	Employers must notify the Employment Agency of their planned redundancies.
Consultation with employees			
Parties to consult	It is compulsory to consult with the works council in line with the Labour Constitution Act.	The legislation specifies that employers must consult with workers' representatives – workers, trade unions, or works councils.	Consultation must take place with trade union or worker representatives.
Minimum period of consultation	The legislation specifies a minimum 30 day-period of consultation.	Belgian legislation specifies a minimum of a 30 day period of consultation.	A 45-day minimum period of consultation is specified.
Possibilities for extension	The law allows for the advance notice period to be extended if this forms parts of the collective agreement.	Although Belgian legislation specifies a minimum 30 day-period of consultation, this can be extended by an additional 30 days if the employer has not complied with legal procedures. Further time may be allowed in	This is no such possibiltiy stipulated in the legislation.
Issues to be covered specified	Employers are obliged to consult the works council, which can seek expert advice on ways of minimising the impact of planned redundancies, but has no right to veto them.	Belgian legislation requires that the employer consult on the following issues: the reasons for the projected redundancies; the number and types of worker to be made redundant; the number and types of	1. Information regarding latest and forthcoming changes in operations and economic status of the enterprise2. Information regarding condition, structure and development of employment in the
Ways of minimising redundancies included	Employers are required to consult possible ways of avoiding or minimising the impact of redundancies, although the social plan tends to focus on financial matters, such as paying for retraining, and severance pay.	The legislation specifically includes information on possible ways of avoiding or minimising redundancies.	The aim of consultation is basically to minimise the number of redundancies and to alleviate their effects.
Information to be provided by employer	Works council or employee representatives receive information as part of a procedure to inform the Public Employment Service (AMS).	Belgian legislation requires the employer to give the following information to employees: the reasons for the projected redundancies; the number and types of worker to be made redundant; the number	1. Reasons for the planned redundancies;2. Number of workers and employees to be made redundant and major economic activities, groups of occupations and jobs of the redundant employees;3. Number of
Other information	Consultation may be accompanied by social measures – the social plan.	Other possible social measures to minimise or avoid redundancies include re-training and re-grading	No information available

Employers required to take account of workers' views	No	Workers' representatives have the right to ask questions and make proposals to employers during the course of the consultation.	This is not stipulated in the legislation.
Employers required to modify plans	No. The social plan focuses on mitigating the effects rather than modifying the redundancy plans as such.	Both sides have to respect the procedure and produce an agreement during the consultation, but no agreement is required by law regarding the collective redundancy or social plan.	Change of planned redundancies is possible as a result of consultations, and not by virtue of the law.
Compliance arrangements			
Penalties for non-compliance	If an employer fails to respect the procedures and deadlines, the dismissals are null and void.	National legislation makes it possible to take action against employers who fail to comply with its requirements.	The scale of the fines that the General Labour Inspectorate may impose depend on the gravity of violation and vary from 100 to 30,000 Bulgarian levs.
Complaint procedures	The works council or the employees' representatives are entitled to apply to the court to have a collective dismissal declared null and void if the employer has failed to meet all the legal requirements.	If employers fail to comply with the requirements fo the legislation, objections can be lodged within 30 days in the case of collective dismissals. Individual workers who have been made redundant can also	Workers' representatives can lodge a complaint with the General Labour Inspectorate of the Ministry of Labour. The employees are also entitled to appeal against the dismissal before the court. The
Typical form of penalties	No penalties in the context of collective redundancies.	The main sanction that can be used involves halting the dismissal of workers in a collective redundancy, or even reinstatement, although this is exceptional.	The scale of the fines that the General Labour Inspectorate may impose depend on the gravity of violation and vary from 100 to 30,000 Bulgarian levs.
Cases brought for non-compliance	No information available	There are three famous cases of non-compliance in Belgium involved Renault, Kone and Continental.	No precise information exists.
Availability of guides			
Public authorities	The government website contains some information; in addition, some printed material is available.	Practical guides for Works Councils on the legislation concerning collective redundancies have been published by the Belgian Federal Public Service, Employment, Labour and Social Dialogue (see website for	There are general instructions on the GLA's web site.
Employer organisations	The website of the Austrian Federal Economic Chamber (WKÖ) provides detailed information and advice to employers.	The Belgian Federation of employers publishes a general guide on social legislation including new measures concerning restructuration	There are general instructions on the web site of BIA.
Trade unions	The Austrian Trade Union Federation (ÖGB) and the Chamber of Labour (AK) both produce detailed documentation, which is also available online.	The Confederation of Christian Trade Unions (CSC/ACV) and the Belgian General Federation of Labour (FGTB/ABVV) both publish information concerning the legal framework surrounding collective	There are no officially published guides, but information is provided during workshops.

Other bodies	The Chamber of Labour of Vienna provides a small leaflet, which is also available online.	No information available	
Redundancy compensation			
Amount to be paid	Compensation in the event of being made redundant comes under the general provisions for severance pay, met through employer contributions (1.5% of monthly pay). This can be used in cases of job loss,	The legislation requires employees to be compensated in the event of being made redundant, subject to certain conditions. For example, certain categories of worker are excluded, such as those on fixed-term	Redundancy compensation is paid by the employer for up to one month's wages (unless higher compensation is agreed between employer and employee) and by the social funds (for employees with
Collective agreements			
Collective dismissal procedure typically included	Not in relation to collective dismissals.	Collective agreements concluded with the National Labour Council in the 1970s, and agreements concluded with various Sector joint committees (of which 21 are still in force) contain conditions or specify	90% of collective agreements covering around 20% of the labour force contain conditions on collective redundancies.
Applicable to third parties	Virtually all firms in all sectors are effectively covered by the terms of the collective agreements, because of the extensive nature of these agreements.	No information available	A provision in the Labour Code exists for applying the terms of the agreements to third parties, but it has never been implemented.
Enforceable by law	Yes.	Agreements with the National Labour Council, which have been made compulsory by royal decree, are enforceable in law.	Employees can lodge a claim.

Cyprus	Czech Republic	Denmark	Estonia
The legislation refers to collective dismissals for reasons not related to the individual workers concerned (breach of workplace rules, etc). Redundancies due to economic or technical reasons fall within the scope of	There are no reasons defined by law.	No explicit allowable reasons for justifying planned collective redundancies are set out in Danish legislation.	Employee dismissals are only allowed for economic reasons, i.e. when the continuation of the employment relationship as agreed in the employment contract or collective agreement is not possible, due to
A minimum of 20 persons must be employed for the company to fall within the remit of the law. To fall within the scope of legislation, employers must plan to dismiss or make redundant 10 or more employees within 30 days. Employers must plan to make redundant 10 employees in a workforce of between 21 and 99 persons, 10% of the workforce if there are between 100 and 299 employed, and 30 if there are 300 or more employed. Civil servants, workers employed by semi-governmental organisations, local authorities, legal entities covered by public law, seamen and workers on fixed-term contracts are excluded from the legislation.	National legislation requires employers to justify planned redundancies by reporting directly to workers or to workers' representatives. An employer needs to plan to dismiss or make redundant a minimum of 10 employees within 30 days in order to come within the scope of national legislation. The minimum figure for planned redundancies varies according to the size of the organisation: the minimum is 10 if there are between 20 and 100 employees, 10% if there are between 101 and 300, and 30 if Civil servants are excluded from the legislation.	A company covered by the national legislation on mass redundancies should employ minimum 20 persons. Minimum 10 persons. 1) Minimum 10 in companies, which normally employ more than 20 and less than 100 persons.2) Minimum 10% of the number of employees in companies, which normally employ between 100 and 300 Seamen are excluded from the legislation. Collective agreements take precedence over national legislation	No minimum size of company is specified. However, as the minimum number of workers dismissed, to fall within the scope of collective redundancies, is five employees, then in reality the company To fall within the scope of collective redundancies, an employer must plan to make at least five employees redundant within 30 calendar days. The minimum figure for planned redundancies to fall within the scope of collective dismissals varies according to the size of the organisation: the minimum number of persons made redundant is 5 if Civil servants are excluded from the legislation.
The Collective Redundancies Law of 2001 does not specify a period of advanced notice concerning the workforce. Provision for information is made in the Industrial Relations Code (which is not legally The legislation states that employers should notify public authorities 'as soon as possible'.	Employers are required to notify their workforce at least 30 days in advance of any planned redundancies. Employers are required to notify public authorities at least 30 days in advance of any planned redundancies.	In terms of giving notice of upcoming redundancies, Danish employers are required to inform and enter into negotations with employees 'as early as possible' and before the final notice of The employer is required to notify the public authorities, i.e. the Regional Employment Council, at the same time as the first notice to employees.	Before deciding the extent of collective redundancies, the employer must inform and consult with its workforce in advance. No minimum term for this has been defined in legislation. Though, when informing the Employers must notify the Estonian Unemployment Insurance Fund at least 30 calendar days in advance of the planned collective redundancies during which the Unemployment Insurance Fund will find

The minimum period of notice depends on the length of service (one week's notice for 26 to 51 weeks of service/ two weeks' notice for 52 to 103 weeks of service / four weeks' notice for 104 to 155 weeks of Employers must notify the Ministry of Labour and Social Insurance.	Legislation requires that employers give prospective redundant employees one month notice. Employers need to notify the Labour Office of any planned redundancies.	Danish employers are required to give a minimum of 30 days' notice of impending redundancy to employees. When the planned redundancies make up at least 50% of the employees in a workplace with If collective redundancies are confirmed after the negotiations with the employees, the employer is obliged to notify the Regional Employment Council (i.e. second notice). The employees' reppresentatives	Employers must notify workers whom they are laying off before deadline at least 15 calendar days in advance in case the worker has been emloyed in the company for less than one year; at least 30 calendar days in Employers are required to notify the Unemployment Insurance Fund (Töötukassa).
Employers must consult with trade unions or employee representatives. Consultation, with a view to reaching an agreement, has to take place with employee representatives 'in good time'. No circumstances are foreseen in which the consultation period may be extended. Legislation specifies that at a minimum employers consult on a/ avoiding collective dismissals or reducing the number of employees affected and b/ moderating the impact through social measures such as the No information available. Employers must provide the following information: a/ reasons of the redundancies planned. b/ number and categories of employees to be made redundant. c/ number and categories of employees	The legislation requires employers to consult with the trade union or council of employees. Where there is no trade union, employers must consult with all the employees involved. No. No information available Czech legislation requires employers to consult with employees on ways of avoiding or reducing redundancies, the possibilities for re-training employees, and measures to mitigate the effects of redundancy on These issues include possible ways of avoiding or minimising redundancies, but only in general ways. The employer is required to provide the following information to employees: the reasons for the projected redundancies; the number and types of worker to be made redundant; the period over which the	Danish legislation specifies that employers must consult with the employees or the employees' representative, the shop steward, who will in most cases belong to a trade union. A minimum period of consultation is only specified in those cases where at least 50% of a workforce of 100 or more employees is being made redundant, in which case, the minimum period is 21 days. The minimum 21-day period of consultation can change during the process of negotiation and possible mediation, if new information or new possibilities (e.g. a new owner of the company) change the The legislation specifies that employers are required to consult on the following issues: the reasons for the projected redundancies; the number and types of worker to be made redundant; the number and types of Possible ways of avoiding or minimising redundancies are included as one of the objectives of the consultations. The legislation requires that employers provide the following information to employees: ~ the reasons for the projected redundancies; ~ the number and types of worker to be made redundant; The employer must indicate whether the planned redundancies include people with rights to redundancy payments, and the way in which these are calculated.	With respect to collective redundancies, employers are required to consult employee representative(s). In case there is no elected representative , employers must consult employees directly. There is no minimum period specified with respect to consultations on collective redundancies. Not applicable According to the Employment Contracts Act, the purpose of consultations should be to reach an agreement on the possibilities for avoiding redundancies or reducing their extent, and measures to alleviate the Ways of minimising or reducing redundancies are one of the issues that have to be included in consultations upon collective redundancies. As a minimum, employers are required to provide the following information to employee representative(s) or in case there are none, directly to employees in writing: a) the reasons for the projected

No information available	The aim of the consultation between employers and workers is to reach agreement.	Employers are not explicitly required by the law to take account of the views of employees or their representatives expressed during the course of consultation; however, the consultation	Should the employer reject the views of employees or their representatives as expressed during the consultation, employers are required to explain their reasons for doing so in writing. According to
No information available	No.	Employers have no specific legal obligations to modify their plans regarding redundancies as a result of the consultation.	There are no circumstances specified in legislation under which employers are required to modify their plans regarding redundancies.
The legislation specifies various low-level fines upon employers for failing to comply with legislation. Financial penalties cannot exceed 1708 euros. If the collective redundancies are effected before the Employees or others can take action in the courts against employers who do not comply with the legislation.	In the event of an employer not complying with legislation, labour authorities can impose a fine of up to €10,000 and stipulate the payment of wages until all requirements are met by the employer. If an employer fails to comply with the legal requirements, workers can address a complaint to the regional labour inspectorate, or to a court of law.	Legislation specifies that employers must pay fines and compensation amounting to 30 days' pay if they fail to comply with the provisions about the obligation to negotiate and notify. In those cases where at least Should employers fail to comply with legal requirements, employees have recourse to the regional employment council in cases where advance notification has not been given.	In cases where the employer has not provides reasons for the collective dismissal in writing, employees are entitled to compensation (but the amount is not specified). In case of non-compliance with Where an employer fails to comply with the requirements of legislation, employees can take the case to a labour dispute committee or to court.
No cases of non-compliance have been reported, hence no penalties have been imposed.	Penalties or sanctions typically take the form of fines.	Penalties or sanctions typically take the form of fines, and compensation for employees.	Penalties can be either financial (for non-compliance with respect to the information-consultation procedure, or to recover unpaid remuneration) or the termination of employment contracts can be declared
No cases of non-compliance have been reported, nor are any likely, since fewer than 2% of Cyprus businesses employ more than 20 people.	There are no known cases of companies being charged with non-compliance.	According to documents attached to the act on collective redundancies, no cases have been brought against employers for non-compliance with the legislation.	No information available
The Guide to Collective Dismissals has been issued by the Ministry of Labour. The guide is included in the "Basic Terms of Employment Comprehensive Guide" (pp 49-54)	Information on the application of legislation regarding collective redundancies can be obtained from local labour offices.	The Danish government website (the Ministry of Employment) provides guides to legislation on collective redundancies.	There is no separate guide published on collective redundancies. However, the Ministry of Social Affairs has published an on-line version of the Employment Contracts Act with their comments on the
No information available	Some of them provide information. However, no detailed information is available.	The Confederation of Danish Employers publish a guide to the legal framework at http://www.da.dk. The Danish Employers' Association for the Financial Sector (FA) has published a clear guide for its members	No information guides appear to be issued by employer organisations. However, the Estonian Employers' Confederation (Eesti Tööandjate Keskliit) has arranged a series of trainings/information days on the
No information available	Some of them provide information. However, no detailed information is available.	Some information (about rights) on the legal framework is available from the Federation of United Workers. Furthermore, the content of the law has been introduced in the collective agreements.	No specific guides appear to be issued by trade unions but, similarly to the Estonian Employers' Confederation, the trade unions have informed their members of the changes in labour law that took effect on 1

	Consultancy companies produce guides.	A commented edition of the law on collective redundancies is available online: Susanne Christensen et.al, Lov om kollektive afskedigelser, DJØF's Forlag, http://www.djoef-	There is no information concerning guides issued by other bodies.
The legislation specifies the same compensation for employees in the event of redundancy as for an ordinary termination of contract (as laid out in Laws on Termination of Employment). Employees	Employees must be compensated in the event of being made redundant, in the form of severance pay equal to three months average monthly wage. However, collective agreement can determine a higher amount.	The legislation requires employees to be compensated only in the event of the employer not complying with legislation.There is no legal redundancy payment. However, according to the act of	Upon redundancies, employees are entitled to a compensation of one month's average salary, which is paid by the employer. Employees are also entitled to an insurance benefit upon redundancies in cases where
The industrial relations Code was the main provision prior to the adoption of the EU Directive. According to the Code, "it is desirable that collective agreements should contain provisions on the issues of	No information available.	The Industry Agreement (DI) and all other important agreements have implemented the legislation on collective redundancies. The agreement must as a minimum contain the same protection as the act in order to	According to research with respect to working conditions included in collective agreements from 2004, 39% of all collective agreements analysed include provisions on redundancy benefits or
No information available	The extension of collective agreements is regulated by law, and the terms of collective agreement can be applied to third parties.	The legislation applies in cases not covered by collective agreements if the minimum criterias are met.	Only wage conditions and and working and rest time conditions can be extend to third parties through collective agreements. Thus, provisions on collective redundancies are not applicable to third parties.
No information available	Collective agreements are always enforceable in law, but no concrete cases of enforcement are known.	Collective agreements are enforceable in labour law (the Industrial Court) and non-compliance is sanctioned.	Collective agreements are enforceable by law, but there is no information on specific cases.

Finland	France	Germany	Greece
Employers must justify redundancies for financial or production-related reasons.		The law (§17 Protection against Dismissal Act) does not specify the allowable reasons, and operational difficulties are considered to be a sufficient condition to justify collective redundancies, provided the works council is	Under Greek legislation, employers can cite 'financial difficulties' as their reason for planning collective redundancies; there is no obligation to make any further justification.
The minimum size is a company of 30 people employed, but falls to 20 if more than 10 employees are affected. An employer must make a minimum of 10 people redundant to fall within the scope of legislation. No information available Government and public sector workers are excluded from the legislation.		Establishments of more than 20 employees To fall within the scope of national legislation, an employer must plan to make redundant five people within 30 days. The minimum number of redundancies is five in companies with between 21 and 59 employees, 10% of employees (or 25 employees) in companies with between 60 and 499 employees, and 30 if there are 500 Executive staff	The minimum size of companies covered is one with 20 employees. An employer must plan to dismiss four employees within one calendar month in order to fall within the scope of national legislation on collective redundancies. The minimum figure for planned redundancies varies according to the size of the organisation: the minimum is four if there are between 21 and 199 employees, 2%–3% if there are 200 or more employed Public sector workers, employees of businesses that have ceased trading because of court rulings, and the crews of ocean-going vessels are excluded from the legislation.
Employers must notify the workforce five days before negotiations begin if there are likely to be job losses – in practice, five days plus six weeks before any redundancies take effect. At the latest, employers must notify public authorities at the beginning of the cooperation negotiations.		The works council has to be informed in writing and 'in good time' (two weeks minimum) before the public announcement. The Federal Employment Agency has to be informed within a period of one to thirty days before the employees are notified for dismissal of redundancy. Following a 2005 ruling by the European Court of Justice, the	Employers are supposed to give the workforce reasonable advance notice of planned redundancies; however, a precise period is not specified. Employers are supposed to give the public authorities reasonable advance notice of planned redundancies; however, a precise period is not specified.

Employees are required to give employees between 14 days notice (if they have been employed for less than one year) and six months (if they have been employed for more than 12 years), depending on the Employers must notify the Employment Office of planned redundancies		Affected employees have to be informed by at least one day after the announcement of collective redundancies to the public authority. Federal Employment Agency (local site)	Employers are supposed to give reasonable advance notice to employees whom they plan to make redundant ; however, a precise period is not specified. Employers are required to notify the Prefect and Labour Inspector of any planned redundancies.
Legislation specifies that employers consult with workers or workers' representatives. Legislation specifies a consultation period of seven days if fewer than 10 employees are likely to be adversely affected; where 10 or more are likely to be affected, the consultation period is at least six weeks. No information available The employer provides an initial action plan for assisting employees to find new jobs or to retrain; this plan is then negotiated with staff representatives. Consultation on possible ways of avoiding or minimising redundancies is, in practice, part of the negotiation procedure. No information available Information about lay-offs for 90 or more days, or about changing employment contracts to part-time work is also included.		Works Council No minimum period defined. Works council has to be informed at least two weeks before public announcement. No extension period is defined. According to the Federal Employment Agency, consultation has to be terminated before the announcement of projected redundancies to the public authorities. This According to the Protection against Dismissal Act, the following issues should be covered: reasons for the projected redundancies; the number and occupational groups of the employees affected; the According to the Protection against Dismissal Act, projected redundancies require the agreement of the Federal Employment Agency. According to the Works Constitution Act, the works council The employer is not required by law to provide information on the reasons of dismissal to the employee, but if the redundancy letter does not give the reasons, the affected employee may appeal No information	The legislation specifies that employers must consult with workers' representatives. The legislation specifies a minimum 20 day-period of consultation. The 20 day-period of consultation can be extended by a up to a further 20 days if no agreement is reached. Employers are required to consult on these issues: the reasons for the projected redundancies; the number and types of worker to be made redundant; the number and types of workers normally employed; No information available The employer is required to provide the following information to employees: the reasons for the projected redundancies; the number and types of worker to be made redundant; the number and types of Any information that might facilitate the formulation of constructive proposals from the employee representatives' side

The opinions of both parties have to be reported in the minutes of the consultation and signed by both. No information available		No such requirement unless a works council exist (consultation process) No such circumstances are specified. Hoqwever, by law, the Federal Employment Agency may arrange for a blocking period of four weeks (in exceptional cases up to eight weeks) before giving approval to the	The consultation process between employers and employees should be held with a view to reaching an agreement. Employers may be required to modify their plans regarding redundancies if requested to by the Prefect or Minister of Labour.
Employers must provide pay for a maximum of 20 months and compensation of up to EUR 30,000 if the conditions of legislation are not respected. Employees can take action against non-compliant employers through trade union representatives and the Courts. No cases of non-compliance have been reported. No cases of non-compliance have been reported.		If the planned collective redundancies are not announced to the public authority, dismissals are 'null and void'. If the employer ignores the results of the consultation with the works council, the Should employers fail to comply with the legislation, the works councils can appeal to the labour court; in addition, each employee has a right to go to court. No penalty. No data	In the event of non-compliance with the legislation, labour authorities can declare the collective dismissals null and void, and severance payments may be required for dismissed workers. No specific provision is in place to enable employees to take action against non-compliance: the same regulation applies as in any case of termination of employment. In the event of penalties being implemented, dismissals are considered null and void and financial penalties are imposed. Only a few cases have been brought for non-compliance.
Legal texts are available online and some guidance is provided by the Ministry of Labour in 'Are you planning to move to Finland?' (available on http://www.mol.fi). This is also relevant for Finnish nationals. No information available. Information is included in the 'Guide for foreigners working in Finland' on http://netti.sak.fi		The Federal Employment Agency provides on-line based information and standard form for employers, but there is no guide for employees on collective redundancy. A guide on the legal framework regarding collective redundancies is available from BDA, the employers' organisation. No special guide is available on this issue although collective redundancy is dealt with in workers' education/training sessions and in workshops of works council members.	No information available No information available No information available

No information available		No data	No information available
No information available		The maximum payment stipulated by law is equal to 12 months' salary. This rises to 15 months' salary for employees aged 50 or older, with at least 15 years of continuous service, and to 18 months' salary for	If employees are made redundant, the law requires the same compensation as in cases of termination of an employment contract; this is calculated on the basis of employee's pay for their last month.
No information available		Collective agreements do not generally set out the procedures concerning collective redundancies, but may introduce delays in their implementation.	The law permits collective agreements to contain procedures relating to collective redundancies; generally, however, they do not contain such conditions or procedures.
No information available		No	No information available
No information available		No	No information available

Hungary	Ireland	Italy	Latvia
The employer is not obliged to prove that the decision is economically justified.	The law on collective redundancies has been strengthened since 2006. The Protection of Employment (Exceptional Collective Redundancies and Related Matters) Act 2007 provides for the establishment of a	National legislation requires proposed collective dismissals to justified in terms of a reduction, change or cessation of activity.	Not stipulated in the legislation (Labour law)
No information available	At a minimum, the company must have five persons employed.	A minimum of 15 persons must be employed.	Not stipulated in the legislation (Labour law)
To fall within the scope of legislation, 10 employees must be dismissed or made redundant within 30 days.	To fall within the scope of legislation, the employer must plan to dismiss or make redundant five employees within 30 days.	To fall within the scope of legislation, the dismissals must involve at least five workers within a time span of 120 days.	In order to be covered by the legislation, an employer must plan to make between five and 30 employees redundant within 30 days.
10 if between 20 and 100 are employed, 10 per cent between 100 and 300, 30 if 300 or more are employed. If redundancies occur in more than one establishment of a company, these will be counted together. In principle seafarers, but in practice no such vessels operate under Hungarian flag.	The minimum size is five employees (in a company with between 20 and 49 employees) and up to 30 (in establishments with 300 or more employees). Civil servants, seamen, and those employed under fixed-term contracts are excluded from the legislation.	No Senior executives are excluded.	To fall within the scope of legislation, the employer must plan to make redundant within a period of 30 days five employees if between 20 and 49 persons are employed, 10 if between 50 and 99 are employed, Mariners and public sector workers are excluded from the legislation.
Usually between 30 and 60 days in practice. This comprises the initial notification, the consultation period, and an unlimited decision period. However, it may last up to a year. More than one deadline is set: employers are required to notify public authorities during the consultation period and during the period of notice.	Employers planning collective redundancies are obliged to consult employees' representatives regarding the proposed redundancies. The consultation requirements are contained in section 9 of Employers are required to notify the Minister for Enterprise, Trade and Employment 30 days before the date of the planned redundancies, and to delay any redundancies for 30 days after the Minister	Between the moment the employer decides to begin the collective dismissal procedure and actual termination of employment, Italian law allows for recourse to the so-called 'mobility procedure' for up to 75 After the period of consultation with the trade unions (that may not last for more than 45 days) the parties must communicate the outcome of the consultation to the Provincial and the	Not specified Employers are required to notify public authorities at least 60 days in advance of planned redundancies.

Employers must give employees who are to be made redundant at least 30 days' notice.	Employers are required to give 30 days' notice to employees whom they plan to make redundant.	The law requires the employer to inform the workers concerned in writing. Moreover, the employer must communicate the names and addresses of the redundant workers, as well as their jobs, skill level, job	Employers must give employees one month's notice for individual redundancies (no specific provisions are made for collective redundancies)
Employers are required to notify Employment Centres (part of the Public Employment Service).	Employers are required to notify the Minister for Enterprise, Trade and Employment of planned redundancies.	Employers need to notify the Provincial Labour Office (or the Ministry of Labour, if more than one province is involved).	Employers are required to notify the State Employment agency (Nodarbinātības Valsts aģentūra, NVA) and the municipality of their redundancy plans.
Yes. Employers must consult with works councils or, in their absence, with a committee including trade union and non trade union members.	Legislation initially specified that employers must consult with trade unions, but this was extended in 2001 to cover employees in non-union firms.	The legislation requires employers to consult with trade unions.	Legislation specifies that employers consult with trade unions – if any exist in the workplace – or with employee representatives.
Legislation specifies a consultation period of 15 days or longer, lasting until agreement is reached.	A minimum 30 day period of consultation is specified in national legislation.	The legislation specifies a maximum consultation period of 45 days (with a possible further 30 days' consultation with the regional or provincial authority).	In practice, 60 days is considered the minimum period of consultation. (Dismissal cannot be implemented prior to the lapsing of a 60 day period after the public authorities have been informed).
The period of consultation can be extended by the agreement of the parties.	The minimum consulation period can be extended, following discussion.	The consultation period can be extended if employers and employees fail to reach agreement within 45 days.	If there is agreement between the parties, the State Employment agency (Nodarbinātības Valsts aģentūra, NVA) can extend the consultation period for up to 75 days.
The consultation agenda is required to cover the possible ways of avoiding collective redundancies, as well as the means of mitigating the consequences and reducing the number of workers affected.	Section 9 of the Protection of Employment Act sets out some of the issues that the employer should consult on, including: the possibility of avoiding the proposed redundancies; reducing the number of	The ‘mobility procedure’ requires the employer to send written notification to trade unions and public authorities with the following information: (a) the reasons for the projected redundancies; (b) the number	The legislation states that employers must consult on the number of employees it is planned to dismiss, the social guarantees for these employees, procedures for collective dismissal, and possible ways of
Not specified	Section 9 of the Protection of Employment Act sets out some of the issues that the employer should consult on including: the possibility of avoiding the proposed redundancies; reducing the number of	The law aims to encourage the parties to find agreement on ways of re-absorbing redundant personnel. During the 'mobility procedure' or during the period of recourse to the 'extra-ordinary' Wages Guarantee	Yes, possible ways of minimising redundancies are specified as an issue for consultation.
Employers are required to inform employees of the timing of the redundancies and the conditions concerning redundancy or severance payments.	Employee representatives receive informatio from the employer as part of the information and consultation process.	The legislation requires employers to inform the workers concerned in writing. Moreover, the employer must communicate the names and addresses of the redundant workers, as well as their jobs, skill level, job	Employers must provide information regarding social guarantees, process of collective redundancy.
No information available		Measures may be planned by the enterprise to reduce the social impact of the lay-offs	No information available

The consultation should be held with a 'view of reaching an agreement'. Employers are required to modify their redundancy plans If agreed with workers' representatives, but not otherwise.	Where an employer proposes to create collective redundancies, they must, with a view to reaching an agreement, initiate consultations with representatives of the employees' affected by the proposed No	Although the law encourages the parties to seek an agreement on ways of re-absorbing redundant personnel, it also leaves the employer free to reject the trade unions' proposals. Likewise, the unions are free not	According to the Labour Law, employers must consult with employees' representatives on the number of redundant persons, social benefits. The extent of practical assistance to workers to find new Not stipulated by legislation (Labour law)
Dismissals can be declared unlawful if the Employment Centre is not notified in advance, or if the employer breaches agreement during consultation; however, no real sanctions apply. In the event of non-compliance, action through the Labour Courts is possible but no sanctions are prescribed and little case law exists. Sanctions take the form of the payment of any unpaid wages to be paid together with compensation (equivalent to several months' wages). Only a few cases have been brought for non-compliance. These concentrate on failure to observe conditions regarding advance notice, or other employer obligations.	Reference can be made to the Rights Commissioner for legal action; however, but legislation introduced in 2007 substantially increases penalties – up to 250,000 euros plus proportionate remuneration In the case of non-compliance by employers, appeal can be made to the Rights Commissioner and Employment Appeals Tribunal, with fines for non-compliance. A system of fines has been in place, but legislation introduced in 2007 substantially increases penalties – up to 250,000 euros plus proportionate remuneration compensation for employees. The first case involving 'exceptional' collective redundancies under the 2007 legislation was heard by the Redundancy Panel on May 21, 2009. The case was subsequently withdrawn by the union	In the case of non-compliance, the layoffs can be considered null and void, and the dismissed workers can be reinstated. Employees or others can bringing the case to court or make a direct appeal to employers (or go through a trade union to do so) within 60 days. Sanctions typically entail the reinstatement of the dismissed workers and the payment of financial compensation. A significant number of cases have been brought for non-compliance.	No specific penalties are indicated with respect to non-compliance: the same penalties apply as for breaking labour laws. In the event of non-compliance, employees or employee representative can lodge a complaint to the Labour Inspectorate (VDI), as for individual dismissals. No cases of penalties for non-compliance in mass redundancy cases have been reported. Only rarely are cases brought for non-compliance.
      No informaion available	The Department of Enterprise, Trade and Employment produces concise and simple guides to legislation on collective redundancies. Ireland's main employer representative body, the Irish Business and Employers Confederation (IBEC), provides its affiliates with guides on employment law, including the issue of collective redundancies. Two trade unions – SIPTU and TEEC – have produced guides, including information on collective redundancies.	The Ministry of Labour and the Regional and Provincial Employment Offices supply guides to the legislation on collective redundancies. Confindustria, the main Italian employers' organisation, provides guides to legislation on collective dismissals. The main Italian trade union organisations - Cgil, Cisl and Uil - provide information and guides on individual and collective dismissals.	The Labour Inspectorate (VDI) can supply information on request. LDDK members can consultat the organisation on employment, social security, employment rights, labor safety issues LBAS provides informative publications, handbooks, and information leaflets concerning working conditions, social protection, etc

		Other bodies - such as Chambers of Commerce and Chambers of Labour - provide information on collective dismissals.	No information available
Yes – severance pay for those with three or more years' service, unless they are eligible for old-age pensions.	Yes. Under legislation introduced in 2003, compensation was increased to two weeks pay per year of service, with a weekly ceiling, and procedures were simplified.	Workers on the 'mobility lists' and with length of service of at least 12 months are entitled to a 'mobility allowance', equal for the first 12 months to the allowance paid by (or due from) the CIGS immediately prior to	If not otherwise specified in collective agreements or the employment contract, employees are (according to the legislation) due severance pay of between one and four month's average earnings. The sum
Most collective agreements repeat the conditions laid down in the Labour Code, although conditions tend to be more generous – see the registry of collective agreements at the Ministry of Social Affairs	The new stronger procedures introduced in 2007 under Protection of Employment Act are incorporated in national collective agreement.	None of the sector-level agreements specify procedures in relation to collective redundancies; however, such procedures are sometimes specified in enterprise-level agreements.	Enterprise-level collective agreements are regarded as a business secret.
Upon request of signatories, the Minister of Social Affaris and Labour can take action to extend the collective agreement to the whole sector, but this is rare, with only four known cases.	Aspects of the national agreement are applicable to third parties - including the law on collective redundancies.	No.	Collective agreements cover the entire sector if they are concluded by 60% of those employed.
Extended agreements are enforceable across the whole sector in principle, but this is rarely followed up in practice.	Aspects of the new national agreement are enforceable in law.	Collective agreement committment regarding collective dismissal procedures have full legal force. In cases of non-compliance, the employer, the signatory trade unions and the workers themselves	Collective agreements are enforceable, but no cases have been brought.

Lithuania	Luxembourg	Malta	Netherlands
Employers can cite economic or technical circumstances or restructuring of the enterprise; according to case law, economic necessity is generally a valid reason.	No specific reasons are given, but legislation states the grounds need to be 'reasonable' and should not be related to the particular workers concerned.	No specific reasons are referred to in the legislation.	
20 employees To fall within the scope of the legislation, employers must plan to dismiss between 10 and 30 employees within 30 days. 10 employees must be made redundant in enterprises with 20 to 99 employees, 10% if between 100 and 299 are employed, and 30 if 300 or more are employed. Seamen are excluded from the legislation.	The legislation does not specify a minimum size of the company but a minimum number of employees concerned in a defined period of time. To fall within the scope of legislation, employers must dismiss seven employees within 30 days, or 15 employees within 90 days. The minimum number of employee varies by the number of redundancies over a given period, rather than as a proportion of the workforce. Public sector workers are excluded from the legislation.	21 persons 10 persons An employer must plan to dismiss 10 employees if between 21 and 100 persons are employed, 10% if between 101 and 300 are employed; and 30 if 301 or more are employed. Terminations of fixed term contracts(except where such terminations take place prior to the date of expiry and the reason for such prior termination is the redundancy of the employees so terminated) and termination	
Employers must notify the workforce of planned redundancies between two and four months in advance. Employers must notify public authorities of planned redundancies between two and four months in advance.	No time period is specified. The employee should be informed before redundancies start, or at the latest at the start of negotiations, which must take place 'in good time'. Employers must notify public authorities, at the latest, at the start of negotiations.	The employer proposing to declare redundancies, shall not terminate the employment of any employees before he has notified the employees' representatives in writing of his intention, and has provided Public authority to be informed of notification on the same day.	

Employees are entitled to between two and four months' notice if they are to be made redundant. Employers need to inform the Labour Office of their planned redundancies.	After the social plan has been signed, otherwise redundancies are null and void. Employers must notify employees to be made redundant 75–90 days before the redundancy becomes effective. Employers need to notify the Employment Administration, which informs the Labour and Mines Inspectorate.	Employers are required to inform employees who are to be made redundant 30 days in advance. Employers must notify the Director of Employment and Industrial Relations.	
Employer must consult with employees' representatives Employer must consult with employees' representatives before notifying public authorities. Consultations about information (data) furnished by the employer and opinion of employees' representatives Not defined Consultations should be aimed at preventing the redundancy of a group of employees or reducing their number, and mitigating the negative consequences of the redundancy. The information disclosed by employers to trade unions on intended collective dismissals may be used to look at ways of avoiding or minimising the number of redundancies. Reasons of intended dismissals, total number of employees and the number of employees to be made redundant by categories, the time-limits for the termination of employment contracts,	Employers must consult with workers' representatives, defined as personal delegates, joint committees and trade unions (where the company is bound by a collective agreement) unless the company No minimum period of consultation is specified, but a social plan must be drawn up within 15 days. Parties can jointly decide to extend the minimum period of consultation, but this is rare. Negotiations must at least cover the possibility of avoiding redundancies, mitigating their consequences, actions to assist redeployment, and financial compensation. Negotiations must at least cover the possibility of avoiding redundancies, mitigating their consequences, actions to assist redeployment, and financial compensation. No information available	Legislation specifies that employers consult with trade union or worker representatives. Consultations between the employer and the employees' representative shall begin within seven working days from the day on which the employees' representatives have been notified of the intended collective The Director responsible for Employment and Industrial Relations may extend the 30 day period by a second period of 30 days if it appears that such extension may provide further opportunity for the resolution of the Consultations shall cover ways and means of avoiding the collective redundancies or reducing the number of employees affected by such redundancies and mitigating the consequences. Consultations shall cover ways and means of avoiding the collective redundancies or reducing the number of employees affected by such redundancies and mitigating the consequences. Employers are required to provide the following information: the reasons for the redundancies, the number of employees he intends to make redundant, the number of employees normally employed by him, the	

Consultations should seek to produce a mutually acceptable solution. No information available	Within 15 days of the negotiation, the parties must record the results, which can then go to the national conciliation service. The redundancies can only happen after the signature of an agreement	No information available No information available	
In the event of non-compliance, a fine of between 500 and 5,000 litas can be levied. Employees or employees representative can lodge a complain with the Labour Inspectorate (as in the case of individual dismissals). No information available No information available	No penalties are specified, but redundancy notices that fail to respect the procedures are null and void. In the event of non-compliance, employees can send a petition to the labour tribunal and claim for compensation. Financial compensation can be paid over and above any compensation to which the employee is entitled as a result of the redundancy Only isolated cases have been brought for non-compliance	In the event of non-compliance, the legislation specifies fines of not less than 1,164.69 EURO for every employee declared redundant. The Department of Industrial and Employment Relations can take action whether a collective redundancy has been notified or not (ex officio). It is empowered to take criminal action in case of a breach Criminal sanctions. If the principles of redundancy (such as 'last in first out') have not been adhered to during the dismissal, the injured party can also institute a case before the Industrial Tribunal. No recorded cases	
The Lithuanian Labour Exchange website (http:www.ldb.lt) contains recommendations. There is also an online handbook: 'Mass Lay-offs in Lithuania – Procedures and Mitigating Measures' No information available No information available	Government information is issued through the Employment Administration website. Information also available on the governmental website dedicated to entreprises Trade unions issue guides through the private sector employees' website.	At www.industrialrelations.gov.mt No information available	

	Chamber of wage earners	No information available	
If made redundant, employees are entitled to between one and six months' average pay (dependent on their length of service). During the period of the economic crisis, provision is made to allow for compensation	The legislation does not specify that employees must be compensated, but this is negotiated during the preparation of the social plan.	Payment rates as determined by the legislation. Collective agreements sometimes provide for further compensation.	
Only in a few enterprise level collective agreements	Collective labour agreements do not usually deal with collective redundancy procedures.	Some agreements specify procedures to follow. Others refer to the conditions laid down in law.	
A provision exists in the Labour Code, but is not applied because of the absence of sectoral collective agreements.	No information available	No	
Compliance with the law is checked by the State Labour Inspectorate and other institutions.	No information available	If there is a breach of law, the Department of Industrial and Employment Relations takes criminal action.	

Norway	Poland	Portugal	Romania
Economic reasons or restructuring are accepted in a legislation where dismissals need to be 'objectively justified', and the employer has to demonstrate that no suitable alternative work is available.	Employers need to justify collective redundancies but no allowable reasons are specified.	Legislation outlines a number of reasons for justifiying redundancies – market decline, financial reasons, greater efficiency, technological change, or closure of departments or units.	Employers are required to justify collective redundancies but no allowable grounds are specified.
No information available Ten employees must be laid off within 30 days, if the employer is to fall under the scope of legislation. No information available The sectors of shipping, hunting and fishing, and military aviation are excluded from the legislation. Civil servants are covered by other legislation.	The minimum size of companies is 20 persons. To fall within the scope of legislation, an employer needs to plan to dismiss between 10 and 30 employees within 30 days. An employer needs to plan to dismiss 10 people if under 100 are employed in the company, 10% if between 100 and 299 are employed, and 30 if 300 or more are employed. Appointed employees (e.g. in the public services) are excluded from the legislation; for them, specific rules for the professional group to which they belong apply.	No information available An employer must plan to dismiss between two and five employees to fall within the scope of legislation. For micro and small businesses, the minimum figure is two; for medium-size and large businesses, the minimum figure is five. Collective agreements, if more favourable to workers, will apply.	Employers must let between 10 and 30 employees go within 30 days to come within the scope of legislation. For businesses in the the Enterprise Restructuring and Professional Retraining To fall within the scope of legislation 10 employees must be let go if there are between 20 and 99 employed, 10% if between 100 and 299 are employed and 30 if 300 or more are employed. The Labour Code specifically excludes certains groups from individual dismissals (which may apply in collective dismissals), such as those temporarily disabled, those on quarantine leave; an employed woman
Employer must 'at the earliest opportunity' enter into consultation with employee representatives with a view to reaching an agreement. Employers are required to notify public authorities 'at the earliest opportunity'.	A general statement applies that the workforce should be notified in time to enable worker representatives to formulate proposals for the consultation process. Employers must notifiy public authorities at the same time as they do employees.	In general, employers need to notify their workforce of planned redundancies at least 60 days beforehand. Employers need to notify public authorities 60 days in advance.	Employers must notify their workforce 30 days in advance, or 60 days if they are in the in the Enterprise Restructuring and Professional Retraining (RICOP) Programme . Employers must notify their public authorities 30 days in advance, or 60 days if they are in the in the Enterprise Restructuring and Professional Retraining (RICOP) Programme .

Employers must give employees one month's notice, unless otherwise agreed in writing or in a collective agreement.	Employers are required to give employees at least 30 days' notice of impending redundancy.	Employers need to notify those employees who are to be made redundant at least 60 days beforehand.	Employers must give a minimum of 15 days' advance notice, or 60 days if they are in the in the Enterprise Restructuring and Professional Retraining (RICOP) Programme.
The employer must notify the labour and welfare service 30 days before the redundancies should come into effect. If the employer is considering closing down a company employing 30 workers or more, a	Employers are required to notify the Labour Office.	Employers need to notify the Directorate-General for Employment and Labour Relations of Ministry of Labour and Social Solidarity of their planned redundancies.	Employers must notify the Labour Inspectorate and Employment Agency; they may also need to notify other authorities, if they are in the Enterprise Restructuring and Professional Retraining (RICOP)
The employer has to enter into consultations with 'the employees' elected representatives' – normally trade union representatives.	Employers must consult with the trade union, if one exists, or with employee representatives.	Employers must consult with the trade union or, if one does not exist, with each employee.	Trade union or worker representatives must be consulted.
No information available	Within 20 days of notice being given of planned redundancy, employer and trade unions must draw up an agreement on the steps to be taken with respect to the employees to be covered.	Legislation specifies a minimum period of information and negotiation of 10 days.	Employees must submit alternative proposals 10 days after receiving notification (after 7 days under the Enterprise Restructuring and Professional Retraining Programme - RICOP). Employers
No information available	No extension of the minimum period of consultation is specified.	No period for extending the minimum consultation period is specified in the legislation.	The consultation period can be extended by up to 10 days if no agreement has been reached.
Issues cover: reaching an agreement to avoid collective redundancies or reduce the number of persons made redundant, addressing adverse effects including possible social welfare measures for	Employers are required to consult on the following issues: ~ the reasons for the projected redundancies; ~ the number and types of worker to be made redundant; ~ the period over which the projected	The legislation specifies that employers consult on the efffects of the redundancy measures to be applied and on other measures to reduce number of workers involved; the aim is to reach agreement on	Employers are required to consult on the time period in which employee representatives may propose alternative options to avoid or limit redundancies.
No information available	Yes: the consultation must include possible ways of avoiding or minimising redundancies.	No information available	Employers are obliged to make available to the trade union/employees' representatives all the relevant information about the collective dismissal, with a view to receiving proposals from them.
All necessary information, including the grounds, number of employees, categories of workers, number of employees normally employed, groups of employees normally employed, period during which such	Employers are required to provide employees with the following information: ~ the reasons for the projected redundancies ~ the number and types of worker to be made redundant ~ the period	No information available	
All relevant information	No information available		Measures to mitigate consequences of redundancy and to limit the number of dismissals; time period for employee representatives to propose alternative options

The consultation should be held with a 'view of reaching an agreement'. No circumstances are specified, but employers are expected to try to reach an agreement with employees.	Employers and trade unions must agree the steps to be taken as regards those employees who to be made redundant, but it is unclear how much onus there is on employers to compromise. No information available	A record of which issues have been agreed upon and which have not needs to be kept and sent to the Ministry of Labour.	According to Labour Code provisions, the employer is under an obligation to reply, in writing and stating 'good grounds', to the proposals forwarded by trade unions/ employees' representatives, within 5
The failure by an employer to comply correctly does not make the dismissals invalid, but may justify compensation or reinstatement.	The same financial penalties apply for non-compliance with the legislation as for any other infringement of employee rights – a maximum fine of EUR 1,250, if imposed by a municipal court.	It is a major 'administrative offence' not to comply with legislation.	In the event of non-compliance, collective dismissals can be declared null and void, the employer must pay a compensation equal to the indexed, increased, and updated wages, together with any other
Employees can take action through the courts following negotiation (for up to eight weeks, or six months if only compensation is claimed) with employees entitled to remain in their posts during this period.	No information available	The Labour Inspectorate supervises the procedures and can take action if they are not followed.	Employees can initiate a 'work conflict' or take their case to Court.
Penalties typically take the form of reinstatement and/or compensation of employees.	A financial penalty of up to EUR 250 can be imposed by a labour inspector and up to EUR 1,250 by a municipal court.	Sanctions take the form of financial penalties, which vary with the type of offence and the income of the company.	No information available
Several cases have been brought for non-compliance.	No information available	Agreement is usually reached between the parties involved; hence, no statistics exist on any cases brought.	No information available
Yes, eg www.bedin.no - company information provided by the Ministry of Trade and Industry.	No information available	There are help-desks designed to assist the parties.	A 'Guide to work relationships' (2006) is available from the Labour Inspection Office.
Yes, essentially for members of the employer organisation.	No information available	Employer organisations provide help-desks to provide assistance.	No information available
Yes. Various trade union sources produce guides.	No information available	At least one of the trade union confederations has produced a pocket guide, as well as putting in place help-desks.	No information available

Other texts are also available.	The Polish Supreme Court rulings, which employers and trade unions can consult, partly fulfils this role, making information available through its website – http://www.sn.pl/english/index.html	None known	No information available
No legal provisions are made regarding severance pay in case of collective dismissals, but severance pay packages are increasingly common, especially for large companies and for employees over 50 who	The legislation specifies a severance payment equal to between one and three months' pay, depending on the length of service, and with a ceiling of 15 times average earnings.	In the event of being made redundant, employees are entitled to compensation equivalent to one month's salary plus an additional amount for each year of service.	Yes. Redundancy pay is calculated according to legislation in force; under the Enterprise Restructuring and Professional Retraining (RICOP) Programme, pay is calculated on the basis of length of service.
Public and private agreements require employers to discuss early, with seniority being important in the private sector. Conciliation procedures are available. No information available No information available	Some collective agreements specify the conditions applying to collective dismissals in the event of restructuring or privatisation	No information available It is up to the Ministry of Labour to determine whether the agreements apply to third parties ('extension regulations'). Provided they are more favourable to employees than the Labour Code	The Unique national collective agreement for 2007–2010 sets out procedures to follow and a minimum period of consultations before starting collective dismissals: 45 days for companies with The minimum terms of the unique national collective agreement apply to all employees in the economy, unless specific agreements are concluded. The registered collective agreements have the power of law.

Slovakia	Slovenia	Spain	United Kingdom
Employers are required to justify redundancies for reasons of closure, or for technical or organisational changes specified by the Labour Code.	Economic, organisational, technological, structural or similar reasons.	Redundancies can be implemented for a range of reasons – corporate financial problems, technological change, organisational drivers, or production or market reasons.	A redundancy is defined as a dismissal for a reason unrelated to the individual employee concerned by the UK regulation governing redundancies. In practice, redundancies often result from economic difficulties faced
The minimum size of the company is not specified in the legislation.	Within the scope of legislation on collective redundancies, if at least 10 employees are to be made redundant when the employer employs more than 20 and less than 100 people.	5 employees, if the entire workforce is affected.	20 persons must be employed.
An employer must plan to dismiss 20 employees within within 90 days to fall within the scope of legislation.	An employer must plan to dismiss 10 employees within 30 days, to fall within the scope of legislation.	To fall within the scope of legislation, employers must plan to dismiss or make redundant between 10 and 30 employees within 90 days.	To fall within the scope of legislation, an employer must plan to dismiss 20 employees within 30 days.
There is no variation with enterprise size.	An employer must plan to dismiss 10 employees if between 21 and 99 persons are employed, 10% if between 100 and 300 are employed, and 30 if 300 or more are employed	The minimum figure varies – 10 if under 100 are employed in the company, 10% if between 100 and 299 are employed; and 30 if 300 or more are employed. (The company need only have a minimum of five	Where the employer is proposing to dismiss between 20 and 99 employees, consultation must begin at least 30 days before the redundancy notices take effect. Where the employer is proposing 100 or more
Seamen and those on fixed-term contracts are excluded from the legislation.	No specific exclusion	No information available.	Non-employees, police, members of the armed forces, parliamentary staff plus a few other categories or worker are excluded from the legislation.
Employers must notify their workforce one month in advance.	Employers must notify their workforce of planned redundancies as soon as possible.	Employers are required to notify their workforce of planned redundancies 30 days in advance (or 15 days if fewer than 50 people are employed).	Employers must notify their workforce of planned redundances 'in good time' (i.e. at least 90 days if 100 or more dismissals are due to take place, otherwise 30 days for dismissals numbering between 20 and 99).
Employers are required to notify public authorities one month in advance.	Employers must notify their public authorities as soon as possible.	Employers are required to notify public authorities of planned redundancies 30 days in advance (or 15 days if fewer than 50 people are employed in the company).	Employers must notify the public authorities of planned redundances 'in good time' (i.e. at least 90 days if 100 or more dismissals are due to take place, otherwise 30 days) in cases of redundancies of 20 or more.

The first dismissals cannot take place in less than one month after the submission of a report on the outcome of consultation to the trade union and the Centre for Labour, Social Affairs and Family. Employers need to notify the Centre of Labour, Social Affairs and Family of their planned redundancies.	Employers are required to notify employees between 30 and 150 days before the termination of contract (depending on length of service). Employers must notify the Employment Service of their planned redundancies.	Employers must notify employees whom they plan to make redundant 30 days in advance (or 15 days if fewer than 50 people are employed in the company). Employers need to notify the regional authority when the collective dismissal concerns work-centres based in only one region (Autonomous Community). However, if the collective dismissal affects more than	The advance notice that employers must give to employees depends on the length of service – it is one week for each year of service, up to 12 weeks. Employers must notify the Department for Business, Enterprise and Regulatory Reform of planned redundancies.
Consultation is required with employees representatives and the Centre of Labour, Social Affairs and Family. A minimum period of consultation is not defined, but trade unions must respond to employers within 10 days of notification. No information available Legislation specifies that consultation should cover measures enabling avoidance or reduction of collective dismissals and measures to mitigate the consequences of dismissals. Employers should make attempt to minimise redundancies. Presently, several anti-crisis measures are available for this purpose, e.g.flexokonto, limited state allowance to those maintaining Employers have to provide information/arguments to the employee representatives and to the UPSVAR as to why planned dismissals are unavoidable. No information available	Consultation must take place with trade unions at company level. The minimum period is not defined but consutation must be completed before advance notice is sent to the Employment Service. Not applicable Proposed criteria for determining redundant employees, dismissal programme, possible ways of avoiding and limiting the number of dismissals and possible measures to prevent or mitigate consequences. Within the dismissal programme for redundant workers, the employer is required to consult about the possible ways of minimising redundancies. The employer is required to give employees the following information: ~ the reasons for the projected redundancies; ~ the number and types of worker to be made redundant; ~ the number and types of	Legislation only requires that employers consult with worker representatives. The legislation specifies a minimum 30 day-period of consultation (or a 15 day-period if fewer than 50 people are employed). Since no mention is made in the legislation of extending the consultation period, it is not extendable. Legislation specifies that employers consult on the reasons for the restructuring and on ways to minimise its effects (while maintaining the viability of the business). The consultation must include discussion on ways of avoiding redundancies. Employers are required to provide the following information to employees: ~ the reasons for the projected redundancies; ~ the number and types of worker to be made redundant; ~ the number and types of Companies with 50 or more employees have to present a Social Plan with measures for minimising or alleviating effects.	Employers must consult with the trade union, if one is recognised. Otherwise they must consult with 'appropriate representatives' of the workforce. Often, in practice, these 'appropriate representatives' 'In good time' (i.e. at least 90 days if 100+ dismissals, otherwise 30 days) The minimum period of consultation can be extended, as long as redundancy notices have not been issued. If consultation is not completed after the period foreseen by law, the consultation must be completed. Adequate or sufficient information so as to make the consultation process 'meaningful'. These must include: the reasons for the proposals; the numbers and descriptions of employees it is proposed to dismiss as Possible ways of avoiding or minimising redundancies are discussed through the consultation process. These can include: natural wastage; recruitment freezes; stopping or reducing overtime ; offering Legislation has been legally tested to identify the issues on which information is required. No information available

Employees' representatives can present objections to the Centre of Labour, Social Affairs and Family.	Employers are not required to take explicit account of workers' views.	Employers must try to avoid restructuring, or reduce its effects, and both sides must act in good faith.	Employers must listen to employees or their representatives with a view to reaching agreement'.
Employee representatives can ask the employer to modify the plans, but the employers are not obliged to do so	Employers are obliged to take account of proposals from the Employment Service.	Employers 'only' have to comply with collective dismissals procedures and are expected to try to reach an agreement.	No specific circumstances are specified, but employers are expected to try to reach agreement with employees.
Legislation specifies compensation to employees of at least twice their average salary.	In the event of non-compliance, a fine of no less than EUR 4,173 and criminal proceedings will apply.	In the case of non-compliance with legislation, labour authorities can declare the collective dismissals null and void; furthermore, access to the Compensation Fund can be denied.	Failure to comply can lead to compensations claims, except in 'special circumstances', ie sudden disasters.
Employees can take action through the Court within two months of the termination of their employment contracts.	Employees can take action though the Labour Inspectorate.	If employers fail to comply with legal requirements, worker representatives can challenge the procedure and take action in the Industrial Court.	Complaints may be made to an Employment Tribunal who then deems the level of compensation necessary.
Sanctions take the form of financial compensation based on an employee's average monthly salary.	Financial penalties apply in the event of non-compliance.	Where penalites are imposed, the company may not be authorised to carry out dismissals.	Penalties take the form of payments to employees and fines. The maximum compensation that can be awarded if an employer fails to consult is 90 days pay.
The numbers of cases brought are relatively low (less than 10% of individual labour disputes).	Only infrequently are cases brought for non-complinace – just one case in 2004 and two in 2005.	A few cases of non-compliance have been bought, but this is not a common occurrence.	A significant number of cases have been brought for non-compliance.
No information available	No guides.	Each year, the Ministry of Labour and Inmigration publishes a guide to legislation (the Guía Laboral y de Asuntos Sociales, www.mtas.es/Guia/texto/guia_6_18_1.htm)	The Department for Business, Enterprise & Regulatory Reform produces a guide entitled 'Redundancy consultation and notification guidance'. The Advisory, Conciliation and Arbitration Service (ACAS)
	No guides.	The employer organisations (CEOE and its affiliated organisations) provide material for legal advice and counselling in case of collective redundancies.	Business Link has produced a guide entitled 'Dismissals, redundancies and other exits'; the Federation of European Employers has a guide entitled 'Collective Redundancy'; Online advice for small businesses is
Trade unions provide a guide for their officials on how to proceed in the implementation of anti-crisis measures to maintain employment.	No guides.	The major trade unions, CCOO (Trade Union Confederation of Workers' Commissions) and UGT (Worker's General Union), have produced guides to the legislation on collective redundancies.	Most trade unions – the GMB, the Royal College of Nursing, the Transport and General Workers' Union (TGWU) and Amicus – produce guides.

	No guides.	No information available	Some firms of solicitors have produced guides (e.g. Rowley-Ashworth, Prettys) as have the Chartered Institute of Personnel and Development (CIPD) – the HR practitioners' professional body.
Legislation requires that employees be compensated with at least twice – and at a maximum three times – their average salary, depending on length of service (whether it is more or less than five years).	In the event of being made redundant, employees are entitled to a severance payment of between one-fifth and one-third of the average wage of the last three months, depending on length of service.	In the event of their being made redundant, legislation requires that employees be paid a minimum of 20 days' pay for each year of service, up to maximum of 12 months' pay.	The specified compensation for redundancy depends on an employee's age and length of service – up to 30 weeks' pay (at a maximum of GBP 260 a week) for 20 years' service.
The collective agreements usually include more generous provisions than those set by the Labour Code. Collective agreements cover around 35% of employees.	Some major collective agreements contain provisions.	It is not usual to include provisions on collective redundancies in Spanish collective agreements.	Many collective agreements include provision for more consultancy for all redundancies: see, for instance, http://www.unison.org.uk/acrobat/B1332.pdf
Multi-employer collective agreements can be extended to third parties following a decision of the Ministry of Labour, Social Affairs and Famiy.	Coverage can be extended to the entire sector by the Ministry of Labour.	No information available	Unlikely under UK law
Disputes are rare and are mostly settled by a mediator.	Collective agreements are enforcable in law but no cases have been brought in this regard.	Collective agreements are always enforceable in law, but they do not usually include provisions on collective redundancies.	Collective agreements are rarely enforceable in law – only if they are specifically incorporated into workers' contracts of employment.