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# EMCC

European Monitoring Centre on Change

## Latvia: Obligation to consider alternatives to collective dismissals

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Latvia

Phase:

Management

Type: [Obligation to consider alternatives to collective dismissals](#)

Last modified: 14 June, 2019

Native name: **Darba likums**

English name: **Labour law**

### Article

106

### Description

During consultations regarding collective redundancies (within 30 days, dismissals of at least five employees in companies with 21-49 employees, at least 10 employees in companies with 50-99 employees, at least 10% in companies with 100-299 employees or at least 30 employees in larger firms) the employer and the employee representatives shall examine all the possibilities of avoiding the collective redundancy or of reducing the number of employees to be made redundant and how to alleviate the effects of such redundancy by taking social measures that create the possibility to further employ or retrain the employees made redundant.

### Comments

No information available.

### Cost covered by

Not applicable

### Involved actors other than national government

Trade union  
Works council

### Thresholds

Company size by number of employees:  
21  
Number of affected employees:  
5

### Sources

- [EMCC legal framework of restructuring](#)
- Karnite, R., 2011, Evaluation of the operation and effects of information and consultation directives in the EU/EEA countries, Fitness Check, National Report Latvia, European Commision, DG for Employment, Social Affairs and Inclusion
- [Labour law](#)

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## Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

Press: [media@eurofound.europa.eu](mailto:media@eurofound.europa.eu)



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