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European Monitoring Centre on Change

## Czechia: Definition of collective dismissal

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Czechia

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 18 June, 2021

Native name: **Zákoník práce, zákon č. 262/2006 Sb.**

English name: **Labour Code (Law No. 262/2006 Coll.)**

### Article

62

### Description

A mass layoff is defined as the termination of work contracts by the employer in consequence of a business shut-down or relocation of the business or redundancy of the worker.

Within 30 days, an employer needs to be planning to dismiss or make redundant:

- at least 10 workers, if there are 20–100 employees in the company;
- at least 10%, if there are 101–300 employees in the company;
- at least 30 workers, if 301 or more are employed.

National legislation requires employers to justify planned redundancies by reporting directly or consult workers or workers' representatives. The employer shall inform in writing the regional branch of the Labour Office, too. In case that a trade union organisation or the work council is not established at the employer, the employer is obliged to fulfil the obligation to inform each employee who is subject of collective dismissal.

### Comments

Information obligations on collective dismissal are normally met by employers.

#### Cost covered by

Not applicable

#### Involved actors other than national government

Public employment service  
Trade union  
Works council

#### Thresholds

Company size by number of employees:  
20  
Number of affected employees:  
10

#### Sources

Ius Laboris (2011), Individual Dismissals Across Europe, Brussels

-  Ius Laboris (2009), Collective Redundancies Guide, Brussels
-  [EMCC legal framework of restructuring](#)
-  Balcar, J., Karasek, Z. (2009), National background paper Czech Republic, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report, Brussels, European Commission
-  [Labour Code \(Law No. 262/2006 Coll.\)](#)
-  [Zákoník práce](#)

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