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Portugal: Definition of collective dismissal

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Phase: Management
Type: Definition of collective dismissal

🛗 Last modified: 23 April, 2019

Native name: Código do Trabalho

English name: Labour Code

Article

359

Description

Collective dismissal occurs as a result of termination of the employment contract by the employer operated simultaneously or successively within a three-month period of either:

- At least two employees, if the company has fewer than 50 employees;
- At least five employees, it the company has 50 or more employees.

The grounds for collective dismissal which must be demonstrated by the employer are the following:

- market reasons the reduction of business activity
- structural reasons economic or financial unbalance, activity change, restructuring of productive organisation or replacement of dominant products
- technological reasons

Comments

No information available.

Cost covered by

Not applicable

Involved actors other than national government

National government only

Thresholds

Company size by number of employees:

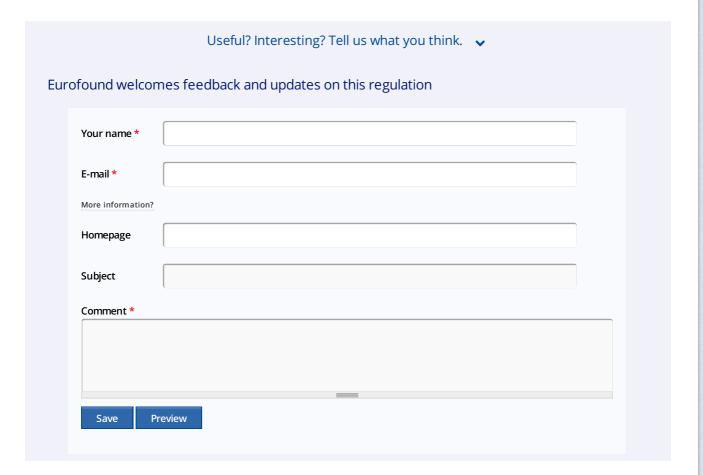
2

Number of affected employees:

2

Sources

- Labour Code (Law 7/2009, of 12 February) updated version
- Sargant, M., 2007, Implementation Report Directive 80/987 EEC amended by Directive 2002/74/EC [protection of employees in the event of the insolvency of their employer], Human European Consultancy/Middlesex University Business School
- Morley, J., 2010, Restructuring: support measures for affected workers, Eurofound



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