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Latvia: Definition of collective dismissal

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Latvia

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 10 December, 2021

Native name: **Darba likums**

English name: **Labour law**

Article

105

Description

Collective redundancy is a reduction in the number of employees where the number of employees to be made redundant within a 30-day period is:

- at least five employees if the employer normally employs more than 20 but fewer than 50 employees in the undertaking;
- at least 10 employees if the employer normally employs at least 50 but fewer than 100 employees in the undertaking;
- at least 10% of the number of employees if the employer normally employs at least 100 but fewer than 300 employees in the undertaking; or
- at least 30 employees if the employer normally employs 300 and more employees in the undertaking.

The calculation of the number of employees to be made redundant should take into account those cases of employment termination in which the employer has not given notice of termination of the employment contract but the employment relation has been terminated by the employer on grounds not related to the conduct or abilities of the employee.

The provisions of the labour law regarding collective redundancy do not apply to employees employed in state administrative institutions.

Following the amendments to labour law valid from 16 August 2017, crews of sea-going ships are included in the regulation on collective redundancy.

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:

21

Number of affected employees:

5

Sources

- EMCC legal framework of restructuring;
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- 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 Commission, DG for Employment, Social Affairs and Inclusion
- Labour law
- Eurofound (2018), Latvia: Developments in working life 2017

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