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## Estonia: Definition of collective dismissal

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Estonia

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 06 June, 2019

Native name: Töölepingu seadus

English name: Employment Contracts Act

### Article

90

### Description

An employer may extraordinarily terminate an employment contract if the continuation of the employment relationship on the agreed conditions becomes impossible due to a decrease in the work volume or reorganisation of work or other cessation of work (lay-off). Lay-off is also an extraordinary termination of an employment contract upon cessation of the activities of the employer or upon declaration of bankruptcy of the employer or termination of bankruptcy proceedings, without declaring bankruptcy, by abatement.

Collective termination of employment contracts (collective dismissal) means cancellation, within 30 calendar days due to lay-off, of the employment contract of no less than:

- 5 employees in an enterprise where the average number of employees is up to 19;
- 10 employees in an enterprise where the average number of employees is 20–99;
- 10 % of the employees in an enterprise where the average number of employees is 100 to 299;
- 30 employees in an enterprise where the average number of employees is at least 300.

Civil servants are excluded from the legislation.

### 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:

19

Number of affected employees:

5

#### Sources

- [Source in Estonian: Töölepingu seadus](#)
- [Source in English: Employment contracts act](#)
- Ius Laboris (2011), Individual Dismissals Across Europe, Brussels

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