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Sweden: Definition of collective dismissal

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Sweden

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 10 December, 2021

Native name: **Lag (1982:80) om Anställningsskydd**

English name: **Employment protection act (1982:80)**

Article

7

Description

Collective dismissals are all dismissals that are not due to the characteristics or behaviour of the individual worker, but for business reasons (such as shut down or restructuring due to introduction of new technology). There are no numerical lower bounds. The definition of the business reasons is the prerogative of the employer.

Comments

It is in general easier for an employer to dismiss a worker for business reasons than for personal reasons. While the employer is obliged to state what the business reasons are, the labour court very rarely questions the financial assessments made by the employer.

The ongoing reform of the Employment protection act will not affect the definition of collective dismissal.

Cost covered by

Not applicable

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- Storrie, D. (2005), 'Collective dismissals in Belgium, France, Germany, Sweden and the UK: Some legal, institutional and policy perspectives', Working paper from the MIRE project
- Ius Laboris (2009), 'Collective redundancies guide', Brussels
- [Lagen om Anställningsskydd](#)

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