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Lithuania: Definition of collective dismissal

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Lithuania

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 14 October, 2019

Native name: Darbo kodeksas Nr. XII-2603

English name: Labour code No XII-2603

Article

Labour code (63)

Description

Collective redundancies are considered to be the termination of employment contracts when, within 30 calendar days, there are plans to dismiss employees at the initiative of the employer without any fault on the part of the employee, by agreement of the parties to the employment contract or due to employer bankruptcy. The following thresholds apply:

- 10 or more employees in a workplace where the average number of employees is between 20 and 99;
- at least 10% of the employees in a workplace where the average number of employees is from 100 to 299;
- 30 or more employees at a workplace where the average number of employees is 300 or more.

When calculating the number of employment contracts to be terminated, at least five employees need to be terminated for the calculation above. Collective redundancies do not cover cases where redundancies take place upon the expiry of the term of the employment contract (for instance, fixed-term and seasonal).

Labour relations on ships are regulated by Lithuanian labour law provisions if these ships sail under the flag of the Republic of Lithuania.

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:
20
Number of affected employees:
10

Sources

- Labour code No XII-2603
- Transposition table of the Directive 2015/1794 to the Lithuanian law

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