



[Login](#)

EMCC

European Monitoring Centre on Change

Cyprus: Obligation to consider alternatives to collective dismissals

[Go to list page](#)

Cyprus

Phase:

Management

Type: [Obligation to consider alternatives to collective dismissals](#)

Last modified: 14 June, 2019

Native name:

N. 28(I)/2001 - Ο περί Ομαδικών Απολύσεων Νόμος του 2001

English name:

Collective Dismissals Law of 2001 (Law 28 (I)/2001)

Article

4, 6 and 8

Description

If an employer intends to proceed with collective dismissals (within 30 days, at least 10 dismissals in companies with 21-99 employees, at least 10% of workforce in companies with 100-299 employees or at least 30 dismissals in larger firms), he/she is obliged by Article 4 of the Collective Dismissals Law to enter in good time into consultations with the employees' representatives. The employer must have completed the consultations with the employees' representatives before he/she notifies the relevant authority on the intention to proceed to collective dismissals, since he/she has to provide information to the relevant authority also on the outcome of these consultations (Article 6). Collective dismissals can take effect at the earliest 30 days after the relevant authority has been notified (Article 8). These consultations should cover at least following issues:

- Possible ways and means for avoiding collective dismissals or the reduction of number of employees affected, and
- ways and means for lessening the impact of collective dismissals, by designing social measures, which should, among others, have the target of reemployment or retraining of dismissed employees.

Comments

The legislation is rarely activated in Cyprus, since the definition of collective dismissals requires the dismissal of at least 10 employees. However, during the economic and financial crisis, particularly in 2012 and 2013, an increased number of collective dismissals cases has been observed. The Labour Relations Department has reviewed more than 140 cases during these years.

According to trade unions' evaluation this particular provision is more likely to be applied in organised companies, i.e. in companies where trade unions are present, demand and ensure that the legislation is respected.

Cost covered by

Employer

Involved actors other than national government

Trade union

Thresholds



Company size by number of employees:

21

Number of affected employees:

10

Sources

-  Ο περί Ομαδικών Απολύσεων Νόμος του 2001 (Ν. 28(Ι)/2001)
-  Ministry of Labour, Welfare and Social Insurance / Labour Relations Department

Useful? Interesting? Tell us what you think. 

Eurofound welcomes feedback and updates on this regulation

Your name *

E-mail *

More information?

Homepage

Subject

Comment *

Save

Preview

European Monitoring Centre on Change - EMCC

[About EMCC](#)

European Restructuring Monitor

- [› About the European Restructuring Monitor](#)
- [› Restructuring events database](#)
- [› Restructuring support instruments](#)
- [› Restructuring related legislation](#)
- [› Restructuring case studies](#)
- [› ERM publications](#)

European Jobs Monitor

Labour market research

Case studies

Quick links

- Legal information
- Data protection
- Environmental policy
- Cookies
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map - how to get to Eurofound
- FAQ
- Sitemap



Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: information@eurofound.europa.eu

Press: media@eurofound.europa.eu



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

