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Portugal: Definition of collective dismissal

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Portugal

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 23 April, 2019

Native name: **Código do Trabalho**

English name: **Labour Code**

Article

359

Description

Collective dismissal occurs as a result of termination of the employment contract by the employer operated simultaneously or successively within a three-month period of either:

- At least two employees, if the company has fewer than 50 employees;
- At least five employees, if the company has 50 or more employees.

The grounds for collective dismissal which must be demonstrated by the employer are the following:

- market reasons - the reduction of business activity
- structural reasons - economic or financial unbalance, activity change, restructuring of productive organisation or replacement of dominant products
- technological reasons

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:

2

Number of affected employees:

2

Sources

- [Labour Code \(Law 7/2009, of 12 February\) - updated version](#)
- Sargent, M., 2007, Implementation Report Directive 80/987 EEC amended by Directive 2002/74/EC [protection of employees in the event of the insolvency of their employer], Human European Consultancy/Middlesex University Business School
- Morley, J., 2010, [Restructuring: support measures for affected workers](#), Eurofound

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