



# EMCC

European Monitoring Centre on Change

## Cyprus: Employers obligation to support redundant employees

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Cyprus

Phase:

Management

Type:

Employers obligation to support redundant employees

Last modified: 06 June, 2019

Native name:

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

English name:

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

### Article

4.2 (b)

### Description

The Collective Dismissals Law obliges the employer who intends to proceed with collective dismissals (within 30 days, dismissals of at least 10 workers in companies with 21-99 employees, 10% in firms with 100-299 employees or at least 30 workers in firms with 300 or more staff) to consult in good time with the employees' representatives with a view to reaching an agreement. 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).

Article 4.2 of the Collective Dismissals Law foresees that the above mentioned consultation shall cover, besides possible measures to prevent any collective redundancies or to reduce the number of the employees who would be affected, ways and means for easing the adverse consequences arising from such collective redundancies, through social measures, aiming - among others - at the 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 / Depart of Labour Relations
- 📖 Ministry of Labour, Welfare and Social Insurance / Depart of Labour Relations

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