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EMCC

European Monitoring Centre on Change

Denmark: Public authorities information and consultation on dismissals

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Denmark

Phase:

Anticipation

Type:

Public authorities information and consultation on dismissals

Last modified: 22 July, 2017

Native name:

Bekendtgørelse af lov om varslng m.v. i forbindelse med afskedigelser af større omfang (LBK nr 291 af 22/03/2010)

English name:

The Danish Act on Collective Redundancies (Consolidation Act no. 291 of 22 March 2010)

Article

6 (2), 7 (1), 7 (3), 7 (4), Section 5

Description

Employers must inform the relevant regional employment council of the negotiations with the employees' representatives on collective dismissals (within 30 days, dismissals of at least 10 workers in companies with 21-99 employees, at least 10% in companies with 100-299 employees and at least 30 dismissals in larger firms). The outcome of such negotiations must be sent to the regional employment councils in writing at the same time as the first notice to employees.

Information to be provided: reason for the proposed redundancies, total number of employees employed and period during which the proposed redundancies will be made.

The earliest date that the dismissals can take effect is 30 days after notice of the dismissals has been given to the regional employment council and the staff.

In the case of a company with at least 100 employees where at least 50% of the workforce is to be dismissed, the dismissals cannot take effect until eight weeks after notification.

Comments

Collective agreements may provide for a longer period.

Cost covered by

Not applicable

Involved actors other than national government

Regional/local government

Trade union

Works council

Thresholds





Company size by number of employees:

21

Number of affected employees:

10

Sources

-  [Bekendtgørelse af lov om varsling m.v. i forbindelse med varsling af større afskedigelser](#)
-  [Bekendtgørelse af lov om lønmodtageres retsstilling ved virksomhedsoverdragelse](#)
-  [Lov om information og høring af lønmodtagere](#)
-  DG Employment, Social Affairs and Equal Opportunities/Héra (2011). Selected companies' legal obligations regarding restructuring
-  Ius Laboris (2009). Collective Redundancies Guide, Brussels
-  [EMCC actors in restructuring](#)
-  [EMCC legal framework of restructuring](#)
-  Alpha Consulting (2003). Anticipating & Managing Change - A dynamic approach to the social aspects of corporate restructuring, Brussels, European Commission

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