

Czechia

Definition of collective dismissal

Phase	Labour Code (Law No. 262/2006 Coll.)
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Description

A mass layoff is defined as the termination of work contracts by the employer in consequence of a business shut-down or relocation of the business or redundancy of the worker.

Within 30 days, an employer needs to be planning to dismiss or make redundant:

- at least 10 workers, if there are 20–100 employees in the company;
- at least 10%, if there are 101–300 employees in the company;
- at least 30 workers, if 301 or more are employed.

National legislation requires employers to justify planned redundancies by reporting directly or consult workers or workers' representatives. The employer shall inform in writing the regional branch of the Labour Office, too. In case that a trade union organisation or the work council is not established at the employer, the employer is obliged to fulfil the obligation to inform each employee who is subject of collective dismissal.

Commentary

Information obligations on collective dismissal are normally met by employers.

Additional metadata

Cost covered by	None
Involved actors other than national government	Public employment service Trade union Works council
Involvement (others)	None
Thresholds	Affected employees: 10 Company size: 20 Additional information: No, applicable in all circumstances

Sources

- Ius Laboris (2011), Individual Dismissals Across Europe, Brussels~~~ Ius Laboris (2009), Collective Redundancies Guide, Brussels~~~ Balcar, J., Karasek, Z. (2009), National background paper Czech Republic, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report, Brussels, European Commission~~~ [Labour Code \(Law No. 262/2006 Coll.\)](#)~~~ [Zákoník práce](#)~~~

Citation

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