

Luxembourg

Definition of collective dismissal

Phase	Labour Code
Native name	Code du travail
Type	Definition of collective dismissal
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Article

Art.L.166-1

Description

Subject to rules applicable to collective dismissals as stipulated by the Labour Code, employers must dismiss 7 employees within 30 days, or 15 employees within 90 days, for reasons that are not related to the employee's behaviour, but for economic reasons or in the framework of recovery, reorganisation, restructuring measures resulting in job losses, liquidation, bankruptcy.

The layoffs must concern at least four dismissals for reasons not related to employees' behaviour. All other contract terminations by the employer (for reasons not related to employee's behaviour) on the initiative of the employer, such as voluntary departures, redeployment, early retirement, etc. are considered as redundancies in calculating the threshold.

Public sector employees are excluded from the regulation on collective dismissals.

Commentary

No information available.

Additional metadata

Cost covered by	None
Involved actors other than national government	National government
Involvement (others)	None
Thresholds	Affected employees: 7 Company size: 7 Additional information: Two company eligibility thresholds are applicable: - 7 employees within 30 days - 15 employees within 90 days

Sources

- [Labour Code](#) ~~~ [Guichet.lu \(governmental website\) - Collective redundancies \(English\)](#) ~~~ [Guichet.lu \(governmental website\) - Licenciement collectif \(French\)](#) ~~~

Citation

Eurofound (2015), Luxembourg: Definition of collective dismissal, Restructuring legislation database, Dublin