

## Portugal

# Definition of collective dismissal

|                          |  |
|--------------------------|--|
| <b>Phase</b>             | Labour Code (Law 7/2009 of 12 February)            |
| <b>Native name</b>       | Código do Trabalho (Lei 7/2009 de 12 de fevereiro) |
| <b>Type</b>              | Definition of collective dismissal                 |
| <b>Added to database</b> | 08 May 2015  |
| <b>Access online</b>     | <a href="#">Click here to access online</a>        |

## Article

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## 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

## Commentary

No information available.

## Additional metadata

|                        |               |
|------------------------|---------------|
| <b>Cost covered by</b> | Not available |
|------------------------|---------------|

|   |   |
|---|---|
| <b>Involved actors other than national government</b> | National government   |
| <b>Involvement (others)</b>                           | None  |
| <b>Thresholds</b>                                     | Affected employees: 2<br>Company size: 2<br>Additional information: No, applicable in all circumstances |

## Sources

- [Labour Code \(Law 7/2009, of 12 February\) - updated version](#)~~~ Sargant, 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~~~

## Citation

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