

## 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
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<b>Involved actors other than national government</b>	National government
<b>Involvement (others)</b>	None
<b>Thresholds</b>	Affected employees: 2 Company size: 2 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

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