

Sweden

Definition of collective dismissal

Phase	Employment protection act (1982:80)
Native name	Lag (1982:80) om Anställningsskydd
Type	Definition of collective dismissal
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Article

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Description

Collective dismissals are all dismissals that are not due to the characteristics or behaviour of the individual worker, but for business reasons (such as shut down or restructuring due to introduction of new technology). There are no numerical lower bounds. The definition of the business reasons is the prerogative of the employer.

Commentary

It is in general easier for an employer to dismiss a worker for business reasons than for personal reasons. While the employer is obliged to state what the business reasons are, the labour court very rarely questions the financial assessments made by the employer.

The reform of the Employment protection act did not affect the definition of collective dismissal.

Additional metadata

Cost covered by	None
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Involved actors other than national government	National government
Involvement (others)	None
Thresholds	Affected employees: No, applicable in all circumstances Company size: No, applicable in all circumstances Additional information: No, applicable in all circumstances

Sources

- Storrie, D. (2005), 'Collective dismissals in Belgium, France, Germany, Sweden and the UK: Some legal, institutional and policy perspectives', Working paper from the MIRE project~~~ Ius Laboris (2009), 'Collective redundancies guide', Brussels~~~ [Lagen om Anställningsskydd](#)~~~

Citation

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