

Services in case of collective redundancies

Published: 15.03.2020.

An employer may commence collective redundancy not earlier than 30 days after the submission of a notification to the State Employment Agency, unless the employer and the employee representatives have agreed on a later date for commencing the collective redundancy. (Labour Law, Section 107, (1)).

In order to facilitate preparing of the announcement and to indicate all necessary information please use the template – Employer's announcement to the SEA on collective redundancies.

When indicating the profession of the redundant employees, please use the classification of occupations in accordance with the Cabinet of Ministers Regulation No.461 "Regulations Regarding the Classification of Occupations, Basic Tasks Corresponding to the Occupation, Basic Qualification Requirements and Procedures for the Use and Updating of the Classification of Occupations" adopted May 18, 2010.

Collective redundancy

Collective redundancy is a reduction in the number of employees where the number of employees to be made redundant within a 30-day period is:

- 1) at least five employees if the employer normally employs more than 20 but less than 50 employees in the undertaking;
- 2) at least 10 employees if the employer normally employs more than 50 but less than 100 employees in the undertaking;
- 3) at least 10 per cent of the number of employees if the employer normally employs at least 100 but less than 300 employees in the undertaking; or
- 4) at least 30 employees if the employer normally employs 300 and more employees in the undertaking.

(Labour Law, Section 105 (1)).

In calculating the number of employees to be made redundant, such employment legal relation termination cases shall also be taken into account as which the employer has not given notice of termination of the employment contract, but the employment legal relations have been terminated on other grounds, which are not related with the conduct or abilities of the employee and which have been facilitated by the employer.

The provisions of this Law regarding collective redundancy shall not apply to:

employees employed in State administrative institutions (Labour Law, Section105).

SEA offers the following to the employees at risk of unemployment:

- information and advice to individuals or groups;
- information on the latest developments in the labour market;
- information on the services provided by the Agency;
- possibilities to meet potential employers;
- Career consulting;
- Measures for increase of competitiveness.

Additional information is available in the nearest [SEA local office](#).

<https://www.nva.gov.lv/en/services-case-collective-redundancies>