

Workers' Rights in Economic Crisis

Means to prevent dismissals

- „Soft“ means
- Using flexible working time and annual leave
- Short-time work
- Reduction of working hours without compensation

Soft means

- No overtime work
- Fixed-term contracts not renewed
- Temporary work cancelled

Using flexibility of working time

- Melting down of surplus hours on working time accounts
- Taking annual leave

Short-time work

- Reducing working time by the employer
- Conditions:
 - Provisional character of decreased demand on the market
 - Other means no more available
 - Authorization by collective agreement or labour contract
 - Works council supporting

Short-time work allowance

- 60 % of salary for not performed hours
- 67 % for workers with one child
- Payed by the national agency of labour, which is financed by employers and employees
- Social security contributions for not performed hours payed by the employer, reduced recently to 50 %

Reduced working time without compensation

- Legal basis: Collective agreements
- No short-time allowance
- Protection against dismissal for a defined period
- Limit: Two thirds of the income

Dismissal for economic reasons

- Lack of work for a indefinite time
- Selection according to social criteria (age, years of service, family obligations, handicaps)
- Exceptions
 - in favour of high performers
 - in order to keep the balanced structure of the personnel

Re-Instatement

- No legal basis
- Equality principle in new hiring
- Improvement of the economic situation during the period of notice – reason for re-instatement