



Webinar: Reductions in Force - The EU Process

An EU Series Webinar from the Littler Workplace Policy Institute (WPI)

This webinar is the second in our new series of quarterly webinars focusing on EU-wide employment and labour laws.

During the webinar, we considered the legal framework behind implementing large-scale redundancy programmes in the EU. These are known as “collective redundancies” in the EU.

There is a law at EU level which means that employers who are contemplating collective redundancies need to comply with additional obligations (in terms of informing and consulting with employees) when going through the redundancy process. The collective redundancy process can therefore be more onerous (and trickier to navigate) than the process for making individual or small-scale redundancies.

Although these legal obligations derive from the same EU law, the threshold at which the collective redundancy process is triggered is different in each country. The information and consultation process employers need to follow varies from country to country as well. This means that it is important for managers in the EU to have an understanding of the interaction between EU law and local law in this context.

Our speakers covered the following topics:

- A brief introduction to how EU employment and labour law works
- *European Collective Redundancies Directive (“ECRD”)* – what you need to know
- Relationship between the *ECRD* and local redundancy laws
- When a “collective redundancy” is triggered under the *ECRD*
- The information and consultation process
- Interaction between the *ECRD* and the *Acquired Rights Directive* in an M&A context

Webinar recording

Recording and slides

You can access the webinar recording and slides [here](#).

Speakers

- [Darren Isaacs](#), Partner, GQ|Littler
- [Chris Coombes](#), Associate, GQ|Littler

Contact Us

Please get in touch with [Darren Isaacs](#) or [Chris Coombes](#) if you have any queries about our recent webinar.

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