

This resource is provided as companion content to our podcast Global Solutions: Episode 7 and the information is current as of August 5, 2020. The global situation with regard to the COVID-19 pandemic is developing very rapidly. Employers may want to monitor applicable public health authority guidance and Ogletree Deakins' [Coronavirus \(COVID-19\) Resource Center](#) for the latest developments.

Redundancies in the Age of COVID-19—Quick Reference

Country	Minimum notice?	Statutory termination payments? ⁱ	Special issues ⁱⁱ	Different for Collective dismissals? ⁱⁱⁱ	Employee consultation?	Advance government notice?	COVID-19-related restrictions?	Risk Level (*, **, ***)
Argentina	15 days – 2 months	Severance: 1 month per year of service; 1 month when no notice provided.	Union, COVID-19 prohibitions	Yes	Yes (collective)	Yes (collective – when the business crisis preventive procedure applies).	Generally prohibited / double severance	***
Australia	1-5 weeks (or pay in lieu of notice)	Redundancy pay: 4-12 weeks Long-service leave / annual leave	Modern award, employment contract, enterprise agreement	Yes	Yes	Yes (collective)	If receiving subsidy	*
Belgium	1-18 weeks	Dismissal bonus; “redundancy allowance”	Union, works council	Yes	Yes (collective)	Yes (collective)	None	**

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		for collective dismissals						
Brazil	30-90 days	Statutory rights plus FGTS penalty for without-cause terminations	Applicable CBA, union negotiations	No	No	No	Restricted during furlough	*
Canada (province-specific)	By province; “reasonable notice” may apply unless contract limits notice period (Quebec: always required)	Severance in some provinces and under some conditions	By province	Yes	No	Rarely (unless collective dismissal)	If receiving subsidy / some per province	*
Chile	30 days	Severance: 30-330 days’ pay		No	No	No	No	*
China	30 days	Statutory severance /	Fixed-term expirations;	Yes	Yes (collective)	No	COVID-19-related	***

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		unfair dismissal damages (formula)	maternity protections; selection criteria				termination deemed unfair	
Colombia	15 days	Severance based on formula		Yes	No	Yes (collective requires approval)		*
Costa Rica	7 – 30 days	Severance (7 days if no more than 6 months, up to 22 days per year)		No	No	No	No	*
Czech Republic	2 months	Severance: 1-3 months' average pay		Yes	Yes (collective)	Yes (collective)		**
Denmark	1-6 months	1-3 months' pay		Yes	Yes (collective)	Yes (collective)		*
Dominican Republic	7-28 days	Severance and compensation up to 6	Layoff by special seniority scheme	Yes	No	Yes (collective)	No	*

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		months of salary						
Egypt	2-3 months	Redundancy payment based on formula	Approval of specialized committee on redundancy (not likely to be granted; mutual termination agreement common)	No	Yes	Yes (approval of specialized committee on redundancy)	No	**
Finland	14 days – 6 months	None		Yes	Yes (collective)	No		**
France	1-2 months	Severance (formula)	Industry CBA, local language requirement	Yes	Yes (collective or protected)	Yes (collective or protected)	Expectation to use subsidy	***
Germany	1-7 months	None		Yes	Yes (collective)	Yes (collective)	Expectation to use subsidy	***
Hong Kong	1 month	Severance or long-service pay (formula)	Sick leave protection	No	No	No	Cannot make workers redundant if	*

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							accepting subsidy	
Hungary	30-90 days	Severance: 1-6 months		Yes	Yes (collective)	No		**
India	1 month	Retrenchment compensation and end-of-service gratuity pay	State-specific Shops and Establishment Act, "workman" status, employment contract	Yes	Yes	Yes	Dismissals highly discouraged / other requirements may apply by state	**
Indonesia	None	Double severance and long-service pay	Contract	No	Yes	Yes (if not mutually agreed)		***
Ireland	14 days minimum	Severance (Formula)	Contract	Yes	Yes	Yes (collective or insolvent)	Expectation to use subsidy	*
Israel	1 day per month of service – 1	None unless unfair termination	Union, COVID-19 prohibitions	No	Yes (collective)	No	No	*

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	month depending on tenure							
Italy	1-6 months	Termination indemnity (often accrued by fund)	Industry CBA, COVID-19 prohibitions	Yes	Yes (collective)	Yes (approval required in some circumstances)	Yes (currently prohibited)	***
Japan	1 month	Negotiated as part of exit	Lifetime employment; rules of employment may set out "retirement allowance"	No (but likely necessary to meet the stringent standard for dismissal)	No (unless unionized)	Yes (if the dismissal exceeds certain threshold and/or meets other criteria)	No	***
Korea	30 days	Severance: 1 month's pay per year of service	Lifetime employment presumption; unconditional severance	Yes	Yes (collective)	No	No	***

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Malaysia	4-8 weeks	Severance: 10-20 days' pay per year of service (salary caps apply)		No	Recommended	Yes		**
Mexico	None by statute	Severance (formula)	Union	Yes	Yes (collective)	Yes (collective)		**
Netherlands	1-4 months	Severance (formula)	Labor authority involvement, works council	Yes	Yes (collective)	Yes, approval		***
New Zealand	"Reasonable notice" or by contract	None except by contract	Good faith principle	No	Yes (to satisfy good faith requirement)	No	Prohibited if receiving subsidy	*
Norway	1-6 months	None by statute		Yes	Yes			**
Peru	None by statute	Termination indemnity (by formula or under		Yes	Yes (collective)	Yes (collective)	No	**

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		collective procedure)						
Philippines	1 month	Severance (formula)	Entitlements depend on whether “redundancy” or “retrenchment”	No	No (must satisfy due process generally)	Yes		**
Poland	2 weeks – 3 months	Severance: 1-3 months’ pay	Local language translation	Yes	Yes	No	Prohibited if receiving certain subsidies	**
Russia	2 months	1-3 months’ pay / salary continuation	Severance cuts off if employee finds new job; administrative formalities; collective agreements	Yes	Yes (collective)	Yes (collective)		**

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Saudi Arabia (KSA)	30-60 days	End of service award (formula)	Expats versus local nationals, limitations on legal grounds for redundancy	Yes	No	Yes (collective), and approval	Restricted if company received or is receiving COVID-19 subsidies or other benefits	* (individual) *** (collective involving KSA nationals)
Singapore	1 day – 4 weeks	Advisory guidelines only	Expats versus local nationals	No	No	No	COVID-19 subsidies should be passed on to workers	* (generally) ** (during JSS)
South Africa	1-4 weeks	1 week's pay per year of service		No	Yes	No		**
Spain	15 days	Severance and unfair dismissal damages (formula)	Industry CBA, works councils	Yes	Yes (collective)	Yes (collective)	Prohibited generally unless unrelated to COVID-19	***
Sweden	1-6 months	None by statute	Union; white-collar / blue-	Yes	Yes (collective)	No	No	* (individual) ** (collective)

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			collar designation					
Switzerland	1-3 months	Severance of at least 2 months for employees over 50 years of age	Sick leave protections	Yes	Yes (collective)	Yes (collective)		* (individual) ** (collective)
Taiwan	10-30 days	One-half month – 6 months' pay	Lifetime employment presumption	Yes	Yes (collective)	Yes (collective)	If receiving subsidy	***
Thailand	1 month	Severance: 30-400 days' salary	Expat	No	No	No		*
UAE	1 month	End of service gratuity (formula)	Expat	No	No	Work permit deregistration		**
UK	2-12 weeks	Redundancy pay (formula)	Fair process	Yes	Yes (collective)	No		*
United States	None (except WARN)	None (except WARN)	Union, WARN, OWBPA, some state-	No (except WARN)	No (unless required by CBA)	No (except WARN)	Varies by state / PPP recipients	*

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			law differences				must maintain levels	
Vietnam	30-60 days	Severance / redundancy allowance (formula)	Duty to retrain / reassign	Yes	Yes	Yes		**

ⁱ “Statutory termination payments” refers to legally-required severance and other payments that may be owed on termination depending on service length or other factors. Where a severance formula is simple, the column specifies a range. Where a severance formula has multiple variables, salary caps, or other complexities, we use the parenthetical (formula).

ⁱⁱ The “special issues” column highlights one or two of the *most* important, unique, or unexpected decision drivers that arise in the particular jurisdiction. Note that an issue listed for one country may also be present in another country where it is not listed, but was not included simply because other issues are more prevalent. Employers may want to check for all possible threshold issues, including employees protected from termination, selection criteria limitations, and handbooks / policies that may provide additional entitlement.

ⁱⁱⁱ Some jurisdictions define “collective” or “mass” dismissals above a certain number or percentage of employees during a particular time frame, and impose special requirements on those terminations. Depending on the jurisdiction, special requirements may include additional procedures, employee consultation with specific information, waiting periods, government approvals, selection criteria, and/or additional payments.