

Issue	Austria	Belgium	Bulgaria
Support measures for workers losing their jobs			
<i>Access through public bodies to advice/guidance on career and training</i>	The services are available to all job seekers.	All workers have access to accompanying measures, but legislation of Dec 2005 makes this obligatory for redundant workers aged over 45. Accompanying measures are provided by 'reconversion	Basic advice and guidance is provided by local labour offices to all unemployed persons.
<i>Access through public bodies to Job interviews and preparation</i>	Services are available for all unemployed persons (who had previously been regularly employed for a minimum period of time).	Regional employment agencies in three Belgian regions are responsible for organising interviews.	Service are provided by local labour offices to all unemployed persons.
<i>Access through public bodies to Training/retraining</i>	Training is available to all unemployed persons (who have been regularly employed for a minimum period of time).	Regional employment agencies are responsible for organising training.	Training is developed by local labour offices for all unemployed persons.
<i>Access through public bodies to Assistance to set-up business</i>	The public employment service (AMS) runs a special enterprise start-up programme (providing financial and technical support) which is available to all unemployed.	Only in some instances.	General financial and technical assistance is provided for business creation (JOBS - Ministry of Labour and Social Policy and UNDP) but it is rare for the unemployed to start new businesses because of their
<i>Access through public bodies to Financial support to move to take up job</i>	The public employment service (AMS) provides a special long-distance assistance scheme available to all unemployed.	Geographical mobility allowance was introduced in Feb. 2006 for all workers.	Available to all unemployed persons under the Employment Promotion Act.
<i>Access through public bodies to Other support to improve employability</i>	Re-employment or outplacement scheme (Arbeitsstiftung) are designed to secure re-employment of employees threatened with imminent job loss.	No information available	The 'Pension support programme' secures employment for older workers who lose their jobs, but who have not worked long enough to be entitled to a pension. Broader opportunities are provided by the OP HRD
<i>Public support provided "on site"</i>	Public support is only provided 'on site' in particular instances. This depends on the content of the social plan or re-employment scheme that is in place.	Units, managed by regional employment agency, are set up within the enterprise or nearby.	The Labour office is responsible for all information, consulting and enterprise activity. Cases of 'on-site' support are on the increase.
<i>Support provided varies with scale of redundancies</i>	Social plans may be drawn up in cases of large-scale restructuring in order to address any adverse consequences.	No	In case of mass redundancies, support is generally organised by the employer. The law does not provide for the scale of support to vary in line with the scale of the redundancies involved, although there may

<i>Support provided varies with sector of activity</i>	Re-employment schemes have been set up only in few sectors, e.g. steel, paper, food and haulage industries.	No	There are no difference between the various sectors.
<i>Support provided varies with agreement between social partners</i>	The extent of involvement depends on the social plan agreed between the company management and the works council.	Social Plans' agreed between management and unions on accompanying measures are legally binding	The extent of support depends on the provisions contained in the agreements between the social partners.
<i>Men and women receive same support</i>	Yes.	Yes	Men and women receive same support.
Financial support			
<i>Financial support specific to redundant workers</i>	Yes in case of social plans and/or re-employment schemes.	Only in some cases, when this is included in the 'Social Plans' agreed between management and unions.	This can occur in large companies, based on agreement between the social partners, and also in sectors of strategic importance for economy.
<i>Source of funds: Companies</i>	Usually in the case of social plans and/or re-employment schemes.	The main source and form of support depends on the 'Social Plan' that has been agreed. Workers in outplacement are entitled to indemnities paid by the employer during six months.	From company's revenues.
<i>Source of funds: National government</i>	Not usually.	In cases where the company closes down, redundant workers receive a special indemnity	From the national budget, social security finds, and the European Structural Funds.
<i>Source of funds: Regional or local government</i>	Usually in the form of subsidies for education or training.	No information available	
<i>Source of funds: Other (specify)</i>	There can be a longer entitlement to unemployment benefits in the case of re-employment schemes; the AMS also may co-finance such schemes.	in case of bankruptcy and in case of insolvency of the company, workers receive a closing-down indemnity paid by a closing fund managed by the public employment services	No information available
<i>Financial support varies with agreement between social partners</i>	This depends on the social plan agreed between the company management and the works council.	This depends also on the health of the enterprise, the nature of the restructuring programme, and the types of worker made redundant.	Compensation usually amounts to 10-12 times gross monthly wages, but it was 16 times in the BTC case, and 17 times in Bulgartabak Holding.

<i>Financial support varies with sector of activity or region</i>	Regional employment offices have some autonomy over the provision of additional financial support.	No information available	
<i>Special financial support typically includes Wage subsidies</i>	Wage subsidies are generally used to promote employment in general rather than to limit or delay imminent redundancies.	No	No information available
<i>Financial support varies with scale of restructuring</i>	Only in the case of social plans and/or re-employment schemes.	The scale of the restructuring can influence discussions between the company management and workers' representatives regarding the content of the 'Social plan'.	No information available
<i>Special financial support typically includes Redundancy payments</i>	Many social plans provide for special severance payments.	The amount of financial support depends on the health of the enterprise, the nature of the restructuring programme and the types of worker made redundant.	No information available
<i>Special financial support typically includes Payment for those on training/retraining</i>	Only in the case of social plans and/or re-employment schemes.	Participants to outplacement receive indemnities paid by the employer for 6 months.	Training is provided by the Employment agency and the Labour office. Training may also be provided and financed by the employer if provision is included in agreement between the social partners.
<i>Special financial support typically includes Early retirement pensions/benefits</i>	No.	Early retirements are generally discouraged, but allowed in restructuring cases. Companies pay additional amounts on top of unemployment benefits.	The implementation of specific support is currently under discussion. Early retirement schemes exist for certain job categories, e.g. Teacher's Pension Fund.
<i>Special financial support typically includes Higher unemployment benefits</i>	As part of the re-employment schemes, the AMS may extend the period of entitlement to unemployment benefits.	If an unemployed person, after following a training or a retraining programme, finds a job but at a lower salary than their previous job, they are entitled to pay reduced social contributions.	It is possible to negotiate a single payment at the level of the firm.
<i>Special financial support typically includes Other (specify)</i>	No information available	If an unemployed person finds a job at a lower salary than their previous job, they are entitled to make reduced social contributions. Financial incentives are also available to employers hiring workers made	No information available
<i>Procedures in place to inform workers on financial assistance available</i>	The employer, the works council (if there is one) and local labour office inform employees.	Trade Unions usually inform workers on financial assistance available#. In companies with no union representation, workers are informed by Public Employment Service.	Information is provided by local labour office or trade unions in cases of companies paying compensation.
<i>Legal arrangements to compensate for company bankruptcy</i>	The employer-financed Insolvency Payment Insurance Fund pays employees insolvency guarantee payments to offset any outstanding pay entitlements in case of bankruptcies.	Workers only receive unemployment benefit and access to training/retraining programmes and closing indemnities in the case of closures	The law guaranteeing the employees' compensation in the event of the business becoming insolvent.

<i>Special measures provided under collective agreements</i>	No.	Every 'Social Plan' includes measures designed to meet the needs of workers, with reconversion cells set up in order to assist workers to find new jobs. In the SABENA case, some 80% of dismissed	No information available
<i>If yes, measures funded by sectoral fund</i>	No.	Such measures are financed from sector training funds.	No information available

Cyprus	Czech Republic	Denmark	Estonia
<p>No specific support for collective redundancies. Workers who lose their job because of restructuring fall under the same schemes as people that lose their job on an individual basis.</p> <p>At the District Labour Offices (Department of Labour), job seekers are assisted in finding suitable employment through registration and placement services, as well as through the provision of vocational training.</p> <p>The Human Resources Development Authority (under the Ministry of Labour) has issued an "Extraordinary Training Plan for Unemployed" aiming at providing training opportunities to persons who have lost their jobs.</p> <p>No specific support for collective redundancies.</p> <p>No specific support for collective redundancies.</p> <p>No specific support for collective redundancies.</p> <p>During the recession, the Labour Department of the Ministry of Labour and Social Insurance is playing an increasingly pro-active role in preventing job losses.</p> <p>Whenever cases that may lead to employee redundancies.</p> <p>No specific support for collective redundancies.</p>	<p>Not confined to restructuring cases. Individual action plans prepared for everyone registered at labour office after 5 months. Training, retraining, consultancy.</p> <p>The decision is up to the labour office.</p> <p>Not confined to restructuring cases. Free or subsidised training available to registered unemployed. Subsidies to employers also available for retraining when threat of mass redundancies.</p> <p>Not confined to restructuring cases. Decision up to the labour office whether or not to make financial and technical assistance available.</p> <p>Financial support available to employers to cover cost of private transport if public transport not available.</p> <p>Not confined to restructuring cases. Subsidies available for employers to create jobs for risk groups, for community work, for retraining measures or to subsidise reduced working hours.</p> <p>Not specified by law, but possible if all actors agree.</p> <p>Same conditions apply to all mass redundancies.</p>	<p>Through the local job centres, which are administered by the municipalities and supervised by four national employment regions and the Ministry of Employment.</p> <p>Through the local job centres.</p> <p>In case of mass redundancies caused by restructurings the local job centre can apply for funds from the Regional Employment Council covering up to 8 weeks of training/retraining and 2 weeks of courses.</p> <p>No.</p> <p>Support for moving to another locality can be given under the Act on active employment efforts. Support is given to unemployed, or employed in danger of redundancy. 50% of the documented.</p> <p>In some cases the local union and the employer, with help from the local job centres set up on-site job centres after announcement of redundancies to assist job search or to arrange retraining.</p> <p>In some cases the local union and the employer, with help from the local job centres set up on-site job centres after announcement of redundancies to assist job search or to arrange retraining.</p> <p>Retraining and job seeking courses provided by the notification pool is only available in case of collective redundancies. From 1 April 2009, in view of the financial crisis, the limit was lowered to cover companies.</p>	<p>According to the Labour Market Services and Benefits Act, all those who are registered in the Unemployment Insurance Fund are entitled to receive career counselling, which means receiving information and advice.</p> <p>According to the Labour Market Services and Benefits Act, all those who are registered in the Unemployment Insurance Fund, are to be provided with 'employment mediation' to help them find a suitable job.</p> <p>In the framework programme 'Increasing the Availability of Qualified Labour Force', persons who have received notice of redundancy are offered vocational training if it is necessary in order for them to find new work.</p> <p>Start-up assistance is only provided to the unemployed (registered at the Unemployment Insurance Fund). However, all persons have access to financial and technical assistance to start-up in business.</p> <p>There is no support provided for moving to take up job.</p> <p>Information days, where information is provided on the possibilities and rights before and after the actual loss of job.</p> <p>Provisions of other measures available in the programme is decided case-by-case.</p> <p>The statutory support (provided under the framework of the Labour Market Services and Benefits Act or by the Enterprise Estonia) is provided through local representations of the respective</p> <p>No.</p>

<p>The "Extraordinary Training Plan for Unemployed", issued by Human Resources Development Authority, aims at providing training opportunities to persons which have lost their job due to the current</p> <p>No information available</p> <p>No information available</p>	<p>Special state programmes for sectors particularly affected by restructuring, e.g. in the mining and steel industries and Czech Railways.</p> <p>To the extent that collective redundancies are subject to sectoral collective agreements.</p> <p>Gender discrimination is illegal although it is not always easy to ensure equality of treatment.</p>	<p>Support for training/education in the redundancy period is mainly provided for jobs where there is a lack of manpower (or a supposed future lack of manpower).</p> <p>Collective agreements take precedence over legislation. Therefore support could vary according to the agreements in place in the different sectors.</p> <p>Yes</p>	<p>No</p> <p>There are some cases where agreements have been concluded concerning additional support measures related to redundancies, but details on their content is not available. Also, it should be taken into account that</p>
<p>All redundancy payments are paid out of the Redundancy Fund. Compensation above the statutory provision is possible as a result of an agreement between employers and employees. This is not however a</p> <p>The Redundancy Fund is financed entirely by employer's contributions at a rate of 1,2% of employees earnings up to a maximum amount. In the industrial sector, collective agreements do not foresee higher</p> <p>No additional financial support.</p> <p>No additional financial support.</p> <p>No additional financial support.</p> <p>Yes, the termination of employment legislation mentions the possibility of having arrangements between employers and employees that involve compensation above the statutory provision.</p>	<p>Most redundancy payments amount to three average monthly earnings. Higher payments if included in collective agreement or offered by the employer independently of any agreement. Some companies offer higher redundancy payments in particular cases, usually to motivate workers to leave quickly.</p> <p>Not direct financial support, only non-financial measures.</p> <p>No direct financial support is available although indirect, non-financial, measures are used.</p> <p>NGOs do not offer financial support, but they can help with training and retraining. They also provide individual career counselling etc., usually focused on specific target group (disabled people, women...).</p> <p>Higher redundancy payments can be defined in collective agreements.</p>	<p>In case of collective redundancies, the local job centres can provide support (funded by the national notification pool) for up to 8 weeks of training/retraining, and 2 weeks of job search.</p> <p>it is up to the employer concerned to give financial support. It is also possible that the level of redundancy payment is laid down in a collective agreement at the local level.</p> <p>The Notification Pool is funded from the national budget and distributed to the local job centres by the employment regions.</p> <p>The employment region administers the Notification Pool for training/retraining and jobseeking courses in the notice period. The local job centres work in co-operation with the company (and in some cases the</p> <p>No</p> <p>Financial support can vary depending on local collective agreements or the agreement reached during the period of consultation between the employer and the employees' representative (as stipulated in</p>	<p>All those made redundant receive financial support.</p> <p>In all cases of redundancies, companies must pay redundancy benefit at one monthly average wage of the worker.</p> <p>In all cases of redundancies, the government will pay a redundancy benefit of one to two month's average salary, depending on the length of employment of the person made redundant. Until 2015 There is no information of any additional support provided by local governments</p> <p>There is no information of any additional support provided from other sources.</p> <p>According to 2004 research on the contents of 66 collective agreements, 39% of all collective agreements analysed included provisions on additional redundancy benefits or benefits upon termination of</p>

<p>Not systematically. More favourable agreements partly related to enterprise size as well as characteristics of the sector. For example, in the construction sector, collective agreements of certain companies</p> <p>No.</p>	<p>Not applied in general.</p> <p>No information available</p>	<p>Financial support from the notification pool is only given to training/retraining for jobs where there is (or supposedly will be) a lack of manpower, or where the individual worker has a contract with an employer</p> <p>No</p>	<p>Additional financial support does not vary between sector of activity or region.</p> <p>There are no wage subsidies included in financial support provided upon redundancies.</p>
<p>This is more likely in large firms or in cases of changes in activity of business (e.g. from production to commercial activities). The British American Tobacco case is a typical example of such procedures. Apart from the</p> <p>Yes.</p>	<p>Depends more on the individual employer.</p> <p>Depends more on the individual employer, though it can be determined by collective agreement.</p>	<p>Financial support can vary with scale of restructuring or the geographical overrepresentation of redundancies.</p> <p>Redundancy payments can be included in local agreements.</p>	<p>The availability and scale of financial assistance does not depend on the scale of the restructuring.</p> <p>There is no special financial support in cases of collective redundancies as compared to individual redundancies. In all cases of redundancies, the financial support takes the form of, and is limited to, redundancy</p>
<p>No.</p>	<p>Not specific to redundant workers but as part of general labour market measures.</p>	<p>Public financial support only cover training/retraining.</p>	<p>There are no special payments for those undergoing training/retraining, though additional support for participation in training is available to those who have already registered as unemployed.</p>
<p>Yes. During the summer of 2008, a draft bill has been prepared for around 125 dockworkers who where expected to retire via voluntary exit (retirement). The cost of the older dockworkers' compensation</p> <p>No.</p>	<p>Early retirement allowed, but with no specific benefit.</p> <p>No.</p> <p>No.</p>	<p>Voluntary early retirement pension for those over 62 or over 60 for some groups is generally available.</p> <p>No</p> <p>No</p>	<p>There is no information on the extent to which early retirement pensions are used in cases of redundancies</p> <p>None</p>
<p>Trade unions inform workers as part of the general information and consultation procedures.</p>	<p>Procedures are defined by law.</p>	<p>The Regional Employment Council is responsible of informing the job centre about the dismissals, and the job centre is responsible of informing the employees and the employer of the support measures</p>	<p>There is no specific procedure in place. Workers may be informed by the employer or by the Unemployment Insurance Fund.</p>
<p>Legislation for the Protection of Employees Rights in Case of Employer Insolvency covers workers against bankruptcies. In particular, all outstanding payments by employers to employees are safeguarded</p>	<p>In case of bankruptcy, labour offices can reimburse redundancy payments; conditions are determined by law.</p>	<p>Employees can apply to the Employees' Guarantee Fund (Lonmodtagernes Garantifond, LG) for wage and holiday compensation. LG is an independent national institution governed by the social</p>	<p>The Unemployment Insurance Fund pays employer insolvency benefits in case of company bankruptcies. This also covers benefits that had not been received on the termination of employment contracts.</p>

<p>In the industrial sector, collective agreements do not foresee higher compensations than those provided for by the law. Nevertheless, after negotiations between labour unions and employers, the No.</p>	<p>Particularly non-financial measures to protect jobs, ensure employees have relevant information and give advice to employees losing jobs.</p> <p>No.</p>	<p>The Industry Agreement entitles employees continuously employed for a minimum of nine months to participate in a 2-week training course.</p> <p>As from 1 January 2009 it has been possible to apply to the newly established Competence Development Fund of Industry for training allowances covering the two weeks mentioned in 34 above. All</p>	<p>There is no information of any significant or innovative practices.</p> <p>No information available</p>
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Finland	France	Germany	Greece
<p>Individual employment programme for those under 'Change Security Model', job search plan for those not covered by this.</p> <p>Only in some instances (for those with low employability).</p> <p>Available to all unemployed or those at risk of unemployment.</p> <p>Financial and technical assistance available to all unemployed.</p> <p>Available to all unemployed meeting certain conditions (e.g. recipients of minimum unemployment benefits and long-term unemployed).</p> <p>Retraining services (e.g. vocational training plan, work and training trials) and subsidies to employer (if hiring someone unemployed for over 6 months or those with low skills).</p> <p>Only in some instances. If redundancy affects at least 10 employees, information meetings provided on site. In cases of large scale redundancy, 'Change Security model' may include on-site service point.</p> <p>In cases of large scale redundancy, the 'Change Security Model' agreed by employers and employees may include planning of training, on-site service points and individual employment programmes.</p>		<p>Carried out by the Federal Employment Agency.</p> <p>Carried out by the Federal Employment Agency.</p> <p>The Federal Employment Agency provides vouchers to cover the costs of training measures for specific unemployed job seekers, whether or not they are unemployed as a result of collective</p> <p>The Federal Employment Agency provides financial assistance to unemployed people whose business plan has been approved (amount of unemployment allowance plus €300 for nine months; afterwards if</p> <p>The Federal Employment Agency provides a mobility grant to unemployed people covering the first two years after the new employment has been taken up.</p> <p>By law, the Federal Employment Agency, in specific cases, supports SME and large companies in providing outplacement services or in establishing a job creation or training company (if a works council exist, The Federal Employment Agency provides short-time allowances for employees transferred to an outplacement service or to a job creation department operating on site.</p> <p>The provision by the Federal Employment Agency of short-time allowances for job transfers are meant to prevent collective redundancy but depend on the number of workers affected.</p>	<p>Individual guidance and support is available to all unemployed from Employment Promotion Centres (KPA) and Information Offices for Unemployed and Business.</p> <p>Individual guidance and support is available to all unemployed from Employment Promotion Centres (KPA) and Information Offices for Unemployed and Business.</p> <p>Individual guidance and support is available to all unemployed from Employment Promotion Centres (KPA) and Information Offices for Unemployed and Business.</p> <p>Assistance is provided to all unemployed aged 18-64 by Labour Force Organisation (OAED) so long as certain conditions are met.</p> <p>Geographical mobility allowance payable to employers hiring unemployed who travel from a different area during harvest period.</p> <p>No information available</p> <p>No information available</p> <p>Special measures might be implemented for enterprises when there are a significant number of redundancies.</p>

<p>No information available</p> <p>Social partners very rarely agree arrangements above statutory provisions (e.g. when large enterprises need to secure production during period of notice).</p> <p>No information available</p>		<p>Not by law, but it varies in practice, as job transfer agencies and outplacement services are more common in manufacturing industries than in services.</p> <p>Social partners can agree a collective agreement, a works agreement or a social plan involving the establishment of a job creating company providing additional guidance, training programmes and job</p> <p>By law men and women receive the same support. In practice, however, differences exist because of segregation of the labour market (more men in manufacturing industries/more women in services).</p>	<p>Special measures for enterprises in specific sectors or regions.</p> <p>Amount and form of assistance varies according to existence and type of tripartite agreement.</p> <p>Special support measures might be provided for women (e.g. for reintegration) on initiative of the Ministry or the General Secretariat for Equality of local authorities.</p>
<p>Only if 'Change Security Model' applies.</p> <p>No information available</p> <p>Wage security system</p> <p>"The Paltamo Model". Explained in index "Job creation". Only at test phase for now.</p> <p>No information available</p> <p>No information available</p>		<p>Redundant workers receive unemployment allowance/benefit from the Federal Employment Agency. In specific cases (social plan, work contract), they may receive redundancy payments from the</p> <p>In specific cases from companies, if redundancy payments are collectively agreed or if specified in an individual work contract. Redundancy payments depend on particular criteria such as age and</p> <p>Federal Employment Agency: short-time allowance for job transfer, unemployment allowance, unemployment benefit</p> <p>No additional funds</p> <p>Cooperation of local social welfare departments and Federal Employment Agency in the provision of unemployment benefit, also German Pension Insurance</p> <p>There can be a huge variation in amount of financial support provided from a social plan or collective agreement. Variations also depend on whether the social plans or agreements include employees on fixed-</p>	<p>If employed in specific sectors or regions.</p> <p>No information available</p> <p>Additional support provided by the Ministry of Employment and the Labour Force Employment Organisation OAED.</p> <p>There is often an indirect financial support. Local authorities in cooperation with social partners and other institutions can finance for example the creation of companies, the training of unemployed through Local Pacts</p> <p>No information available</p> <p>Amount and form of assistance varies depending on existence and type of tripartite agreement.</p>

No information available	No regional differences in terms of the law. In practice, however, financial support varies according to sector, company size and works council representation, as these factors influence the establishment of job	Some special measures available to enterprises in specific sectors or regions.
No information available	If worker agrees to transfer to a job transfer agency, he/she is re-employed and receives short-term allowance for one year (60-67% of the wage cut, net of taxes, depending on the number of children), paid	Form of support is decided case by case.
No information available		Special measures might be implemented for enterprises when there are a significant number of redundancies.
See "wage security system" above.	Individual redundancy payments have to be paid if the dismissal is judged to be invalid by the labour court. However, redundancy payments can be arranged through a social plan or collective agreement, or by an	Form of support is decided case by case.
Only if 'Change Security Model' applies.	In specific cases.	Form of support is decided case by case.
In the form of 'unemployment pathway', or extended unemployment benefit for redundant workers reaching the age of 59 before the maximum period of entitlement to earnings-related unemployment benefit Only if 'Change Security Model' applies.	In specific cases. All employees of 55 or over who satisfy certain conditions are entitled to partial retirement.	Form of support is decided case by case.
No information available	No	Form of support is decided case by case.
Information provided by employment offices, unemployment security fund, pension institutions and by employer when 'Change Security Model' applies.	Human Resource department, works council, Federal Employment Agency	For example, the 350 or so employees (mostly women) made redundant by Triumph, received a 'payment break' from the Ministry of Employment on their loans from the Workers' Housing Organisation No established procedure. In most cases local bodies, the unions or other workers' representatives or the media inform workers.
See "wage security system" above.	Before the insolvency case is opened, workers made redundant are entitled to three months of financial compensation.	All employees are protected through an OAED account set up to cover cases of insolvency.

No information available		Social plans include provisions for redundancy payments and other financial compensation measures such as the establishment of job transfer agencies.	The social partners established in 1993 (through the National General Collective Agreement) a special fund against unemployment (EKLA) which is managed by the social partners themselves and the State (Triumph and Tricolan cases). In most cases, support provided by the State (Triumph and Tricolan cases).
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Hungary	Ireland	Italy	Latvia
<p>Provided by regional labour offices and/or accredited private adult education firms to registered unemployed and those at risk of losing their job.</p> <p>Available to all job seekers.</p> <p>Available to all job seekers.</p> <p>Financial assistance available to all registered job seekers.</p> <p>Available to all job seekers.</p> <p>Modest reimbursement of local travel costs for job search.</p> <p>Only in cases of large-scale restructuring. One-stop shop planned to be introduced in the 2007-2013 programming period under the ESF for all unemployed.</p> <p>Provision of on-site support depends on the extent/scale of restructuring.</p>	<p>Available to all unemployed aged 25-54 after 6 months of unemployment via the state employment and training agency (FAS).</p> <p>Available to unemployed aged 25-54 after 6 months of unemployment.</p> <p>Access for all unemployed jobseekers to FAS training programmes to update skills.</p> <p>Only in some instances</p> <p>No information available</p> <p>No information available</p> <p>Mostly in case of large firms, otherwise at local employment office.</p> <p>Large firms can provide in-house support services.</p>	<p>Available to all job seekers.</p> <p>Support is provided to all job seekers by public and private organisations to prepare workers for job search. employment agencies and authorised labour-leasing and intermediation agencies must conduct</p> <p>Recent legislation has extended, albeit temporarily and partially, the application of the Wage Guarantee Fund (CIG) – the most important measure of the Italian 'social shock absorber' system - to the employees</p> <p>Support is not just limited to those made redundant. Incentives are available for the creation and development of businesses by young people in economically depressed areas of the country, via various schemes</p> <p>Workers on the availability lists.</p> <p>Companies which decide to reduce staff may, unilaterally or through local-level agreements with the sectoral trade unions, set up 'offices' providing assistance to workers made redundant.</p>	<p>Advice and guidance is provided by State Employment Agency (NVA) to all those who have been unemployed for some time.</p> <p>NVA organizes vocational training courses, and provides information on vacancies and on opportunities to work abroad</p> <p>Advice and guidance is provided by State Employment Agency (NVA) to unemployed persons and job seekers.</p> <p>The State Employment Agency provides consultative support for unemployed persons, who plan to set up a new business. The Agency organises training courses for unemployed persons to enhance</p> <p>No information available</p> <p>NVA offers the possibility of providing services on site, but no cases are reported.</p> <p>No information available</p>

<p>No information available</p> <p>When cooperation agreements negotiated between the company, unions and local government.</p> <p>No information available</p>	<p>Large firms in high-tech sectors are more likely to provide support to redundant workers. (Skilled workers are also more likely than unskilled ones to receive support).</p> <p>A number of local level agreements include support measures specific to restructuring cases.</p>	<p>In general, workers of large industrial companies and some branches of the services sector (firms with more than 50 employees) enjoy higher levels of protection. Moreover, dismissed workers Employers and trade unions may reach company-level agreements to encourage employees to leave the company and use guidance, training and retraining services developed in order to help them get back to work.</p> <p>Measures providing greater protection are limited to certain categories of worker and may therefore indirectly affect women adversely.</p>	<p>No information available</p> <p>No information available</p> <p>The legislation requires equal support to be given to women and men</p>
<p>Only in cases of mass redundancy, often as a result of special agreements between company and works council.</p> <p>Confined to large-scale cases affecting a whole sector or region.</p> <p>Only sometimes</p> <p>Only in cases of special agreements between company and works council.</p>	<p>In some instances. May take the form of higher redundancy payments and/or funding for training.</p> <p>In some instances. May take the form of higher redundancy payments and/or funding for training.</p> <p>Redundancy Payment Acts: two weeks pay for each year of service; to qualify employees must have 104 weeks continuous service.</p> <p>No information available</p> <p>Local and national collective agreement can provide extra support. Pharmaceutical and food sectors are particular cases in point.</p>	<p>A 'mobility allowance' is available for collective redundancies along with the Wage Guarantee Fund (CIG) for the temporary suspension or reduction of business activity. In general, such 'social shock absorbers' Allowances under the CIG schemes are paid by the state (via the National Institute of Social Security – Istituto nazionale di previdenza sociale, Inps), but funded out of contributions by the employers.</p> <p>Allowances under the CIG schemes are paid by the state (via the National Institute of Social Security – Istituto nazionale di previdenza sociale, Inps), but funded out of contributions from employers.</p> <p>In order to extend the scope of the Wage Guarantee Fund and the 'mobility scheme', the government and the Joint State-Regions Conference – i.e. the body representing the Italian Regions – reached an agreement in</p> <p>The social partners may obtain, from the Ministry of Labour and Social Policies, an extension of the extraordinary CIG for longer periods. In some cases, agreements at company, sectoral or territorial level</p>	<p>There is no specific financial support for redundant workers, apart from compensation and unemployment benefits. In cases where the company becomes bankrupt, an Employee Claims Guarantee Compensation is paid from the financial resources of a company</p> <p>Unemployment benefits are paid from national government budget revenues</p> <p>No information available</p> <p>No information available</p>

Only in exceptional cases, e.g. electricity, coal mining.	Highest redundancy payments in pharmaceuticals.	The Wages Guarantee Fund (CIG) and the subsequent 'mobility allowance' are restricted to companies in specific sectors and of a certain size. Moreover, the duration of mobility allowance differs	No information available
Wage subsidies are available for preserving and creating jobs as a part of the ALMPs. New schemes (on a tendering basis) have been introduced to address the current economic crisis	No information available	Workers on the 'mobility lists' with lengths of service of at least 12 months are entitled to a 'mobility allowance', equal for the first 12 months to the allowance paid by (or due from) the CIGs immediately prior to the	No information available
No information available	Large-scale restructuring by large companies usually associated with higher redundancy payments.	The Wage Guarantee Fund schemes and the unemployment benefits are not equally available to all categories of workers since the availability and application vary according to the firm's size and the sector	No information available
Special procedures in place for collective redundancies entailing special treatment for redundant workers. Moreover, in most cases, collective agreements stipulate higher payments than mandatory minimum.	No information available	As stated above, the law 2/2009 introduced the possibility to receive the unemployment allowance (both 'normal' and 'reduced' depending on the eligibility of the individual worker), for a maximum of 90 days, in case	Available to all those who lose their jobs.
No information available about company level agreements. Support from the Government programme introduced in the course of the current recession has not become widely used.	Sometimes (e.g. Coca Cola)	Under the new measure introduced in 2009 for the period 2009-2011, workers who are 'suspended' will be able to attend vocational retraining or upgrading courses. These training programmes will be drawn up by	No information available
Conditions have been tightened, but early retirement is still very widespread.	In certain circumstances, when negotiated by social partners.	Company-level agreements may provide economic incentives for people who satisfy minimum legal requirements (in terms of contribution and age) for early retirement.	No information available
No	No information available	In order to tackle the current financial and economic crisis, the government introduced, at the beginning of 2009, the possibility to benefit from the unemployment allowance (both 'normal' and 'reduced' depending on	No information available
No information available		The law 2/2009 envisages a one-off payment as a form of severance pay for project workers, when they finish their service contract, provided they have a single customer and they meet a number of	No information available
Information provided by employers as well as by trade unions and works' councils if in place at the workplace concerned.	Several sources: Employer, trade union, Department of Enterprise, Trade and Employment.	The law regulates the procedures on collective dismissals, including information procedures. Moreover, trade unions inform workers on financial assistance available.	No specific procedures are in place. According to the Labour Law, employers must inform employees about the amount of any redundancy payment.
Wage Guarantee Fund (Bérgarancia Alap) could cover wage arrears and severance payment in cases of insolvency.	Employees are paid by Government from Social Insurance Fund.	Employees of companies in bankruptcy proceedings - of a certain size and operating in certain sectors - are eligible for the extraordinary Wages Guarantee Fund (CIGs) during the bankruptcy proceedings	Employees are paid from the Employee Claims Guarantee Fund, co-funded by employers.

<p>In some big restructuring cases, e.g Hungarian Telecom, Hungarian State Railways, Hungarian Post</p> <p>No sectoral funds, except in electricity industry.</p>	<p>Coca Cola is an example of an innovative deal, including specific retraining opportunities, post redundancy job search training, provisions for pension, tax and financial planning assistance.</p> <p>Company-specific</p>	<p>Collective agreements in banking sector have established a special fund corporate crises and restructuring, and the labour surpluses that may follow. The fund, managed by the National Social Security</p> <p>The collective agreement in banking sector has established a special fund. Likewise, the recent renewal of the collective agreement for craftworkers has established national fund to finance supplementary health</p>	<p>Collective agreements are considered as business secret, so there is no public information available about the content.</p> <p>No information available</p>
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Lithuania	Luxembourg	Malta	Netherlands
<p>General guidance/advice is provided by local labour offices (LDB) and the Labour Market Training Authority (LDRMT).</p> <p>General guidance/advice is provided by local labour offices (LDB) and the Labour Market Training Authority (LDRMT).</p> <p>Unemployed people and persons of working age facing dismissal are eligible for vocational training, organised and funded by the labour exchange</p> <p>The State provides considerable financial support (up to 40 MW or LTL 32,000/EUR 9,290 subject to the measure) to persons establishing new jobs for unemployed people. However, the creation of jobs can be costly. The costs of travelling to/from work and accommodation for unemployed people who find jobs away from home can be reimbursed when territorial labour exchanges have no job offers suitable for unemployed people and persons facing dismissal are eligible to assistance to acquire work skills funded by the labour exchange. For unemployed people and employees of companies undergoing restructuring, managed by regional labour office, might be set up within the enterprise.</p> <p>In some cases, e.g. mass redundancies, government can oblige social partners to set up task forces to prepare measures/actions to mitigate the social consequences.</p>	<p>Available to all jobseekers registered at the Employment Department (Adem).</p> <p>Available to all jobseekers registered at the Employment Department (Adem) and on request of employers.</p> <p>Available to all jobseekers registered at the Employment Department (Adem) through the National Continuing Vocational Training Centre.</p> <p>Financial and technical assistance available to all unemployed registered at the Employment Department (Adem).</p> <p>Available to all jobseekers registered at the Employment Department (Adem) under certain conditions.</p> <p>Available to all job seekers: "Job search strategy" workshops and "job clubs" (assistance/guidance in CV writing, free access to Internet).</p> <p>Only in cases of large scale collective redundancy.</p> <p>No information available</p>	<p>Available to all job seekers from the Employment and Training Corporation (ETC)</p> <p>ETC assists job seekers by matching their skills to vacant posts. If short-listed, this can lead to job interviews and subsequent employment.</p> <p>ETC is responsible for organising training available to all unemployed.</p> <p>The scheme 'Start Your Own Business' (INT) is available to all unemployed people including affected by mass redundancies.</p> <p>No information available</p> <p>The Redeployment Scheme retrains employees in order to help them find alternative work.</p> <p>In nearly all the cases ETC officials are allowed to intervene 'on site' through the Rapid Reaction Service taskforce.</p> <p>In some cases of large-scale redundancies, more support may be provided as in the case of GF where additional support could be offered because of funds made available through the EU Globalisation fund.</p>	

In some cases by special law, e.g. in the restructuring of the nuclear power industry (IAE).	No information available	Everyone is entitled to the same unemployment benefits, which do not vary between sectors of activity. More benefits are sometimes available through collective agreements negotiated at company level.	
In exceptional cases	A "plan of retention in employment" can be negotiated before any redundancies occur. A range of measures can be foreseen (re-appointments, early-retirement, reduction of working hours,...) in order to avoid	Either as result of negotiation or when included in collective agreements.	
No information available	Positive discrimination in favour of women (specific support services).	Support is the same for women and men	
In exceptional cases, e.g. restructuring of nuclear power industry (IAE). Additional support may be provided by the employer if it is included in the collective agreements.	Only if the redundancy programme is negotiated between social partners. Under specific conditions (particularly the fact that they were negotiated in a redundancy programme and if the dismissal is on a	In the case of mass redundancies if included in a collective agreement.	
If included in a collective agreement.	Except if a redundant worker is reassigned to lower paid job.	If stipulated in collective agreements.	
Optional	Only in case of re-assignment to a lower paid job (guaranteed pay equal to 90% of previous job for four years).	National funds support unemployment and other social benefits, which are available to all unemployed people fulfilling certain conditions	
In exceptional cases to mitigate social consequences.	No information available	Not applicable	
Exceptionally, e.g. in the case of the nuclear power sector (IAE).	No information available	EU Globalisation Fund	
Only in very rare cases. Few arrangements have been agreed so far.	Financial support/conditions are regulated by the redundancy programme.	Financial support can vary according to the collective agreement negotiated at company level between the employer and the union.	

Exceptionally, e.g. in the case of the nuclear power sector (IAE).	Only indirectly, since support provided depends on prospects of finding new job (and therefore sector of employment).	Financial support does not vary according to the sector or the region
Employees of companies facing economic difficulties might be involved into public works and receive a wage subsidy. Wage subsidies might be paid to employers who place unemployed people requiring	No information available	Financial support in Malta does not normally include wage subsidies
In specific cases (IAE) a special law providing additional support might be adopted.	This happens in practice though not in a systematic way.	The scale of redundancies may affect the support available
Only to workers made redundant by IAE. Otherwise, redundancy payments are available to all those losing their jobs.	Redundancy payments can be extended depending on age, number of years of service or disability.	Either as result of negotiation or when included in collective agreements.
Only to workers made redundant by IAE. Otherwise, redundancy payments are available to all those losing their jobs.	"Training" budget can be provided by employer	All labour market training programmes are free of charge for registered unemployed.
Only to workers made redundant by IAE.	Can be financed by the company and/or the Ministry of Work and Employment.	In some situations, as in the case of dockers. Unemployment benefits are the same for all.
In case of workers made redundant by IAE, additional financial support for family members was foreseen.	No information available	
Labour exchange offices inform workers (no specific procedure in place).	No specific procedure in place	Unions usually inform employees.
Employees are compensated with an amount equal to twice their average monthly wages. If the enterprise lacks the necessary funds, the administrator shall apply to the Guarantee Fund. In this case	Workers entitled to payments for 2 months plus 50% of monthly payments for the period of notice.	From the Guarantee Fund

Very few collective agreements include a reference to collective redundancies, noting that the level of social dialogue is very low.

Innovative measures taken on a case by case basis e.g. to lend labour to other companies during the period of notice.

No information available

Norway	Poland	Portugal	Romania
<p>No information available</p> <p>Support in preparing interviews provided to all job seekers.</p> <p>Available to all after they have been unemployed for some time.</p> <p>Daily allowance provided by Employment Service (NAV) to all unemployed setting up business.</p> <p>All unemployed may apply for this.</p> <p>No information available</p> <p>Usually at NAV office.</p> <p>In case of large-scale restructuring company often cooperates with NAV to provide support.</p>	<p>There is free and universal access to such advice/guidance in the local and regional employment offices.</p> <p>Free and universal access to preparation to job interviews and job interviews as such through the local and regional employment offices. Free and universal access to preparation for job interviews in the local</p> <p>Free training (various form and subjects of training) through the local and regional employment offices, which either carry the training themselves or contract training to external companies. Free training through</p> <p>The local employment offices offer non-returnable funds for setting up one's own business (self-employment) – these amount to as much as 6 times the average national wage.</p> <p>No information available</p> <p>Only in some instances where collective dismissals are taking place.</p> <p>Support depends on the scale of restructuring.</p>	<p>Support is provided by the Employment and Vocational Training Institute IEFP for all unemployed and not just those affected by restructuring. The Professional Apprenticeship Program (Programa Estágios The IEFP as mediator/intermediary organises interviews with potential new employers locally. The service is available to all unemployed.</p> <p>Most services are available to all unemployed people, apart from one specific programme: 'Training for new careers'. Not specifically for those who lose there jobs, but only for layoff situations, the 2009</p> <p>Available to all unemployed</p> <p>Available to all unemployed</p> <p>In order to help tackle the present financial and economic crisis, the Portuguese government has undertaken a wide-ranging Investment and employment initiative, (Iniciativa para o Investimento e Emprego)</p> <p>Only in some instances. Units for 'Fast and Personalised Intervention' (NIRP) can be set up to support workers affected by restructuring.</p> <p>The legal framework does not provide any information on this.</p>	<p>Available to all unemployed.</p> <p>Available to all unemployed.</p> <p>Available to all unemployed.</p> <p>Available to all unemployed.</p> <p>Mobility allowance available to all those living 50 km away from their place of work.</p> <p>Available to everybody - other measures include business incubators and job fairs.</p> <p>No information available</p> <p>No information available</p>

No information available		The legal framework does not provide any information on this. However, the Qualification Employment Program was initially only intended for the automobile sector. Other plans have since been	Higher level of support in the case of mono-industrial or disadvantaged areas with high unemployment or sectors covered by the Enterprise Restructuring and Professional Conversion Programme (RICOP), e.g.
Only as a result of negotiations at company level. Provisions not included in collective agreements.	Support varies depending on the conditions accepted in the agreement.	The legal framework does not provide any information on this.	In most cases set by collective agreements.
No information available	There is no differentiation between men and women.	Not known in practice but equal treatment is required under the law.	Yes
Only in special instances.	Same financial support (severance pay) is available to workers made redundant just as with workers who lose their jobs on an individual basis.		According to the law, the financial support is similar for collective and individual dismissals (one monthly base wage). The collective agreements contain provisions regarding compensatory payments received
Usually when worker leaves voluntarily. Frequency of measure unknown.	Severance pay is paid for by the employer.	No information available	As stipulated in collective agreements.
Except for civil servants who are entitled to 'stand off' pay.	Funds from national government are usually limited. In the case of major restructuring in the Polish shipyards, however, severance pay was provided by the national government.	No information available	From the unemployment insurance budget
No information available		Some ad-hoc measures have been put in place by municipalities at local level in order to help citizens tackle the negative impact of the crisis, with different anti-crisis budgets ranging from a few thousand of	No information available
No information available			Special programmes in sectors covered by RICOP programme and in mining supported by World Bank and IBRD.
Only as a result of negotiations at company level. Provisions not included in collective agreements.	Yes. Aside from the conditions and rules of financial support set out in the labour code and in the collective dismissal act, the level of financial support varies in accordance to agreements reached between social	During the consultation and negotiation period social partners may reach agreement on the extent of financial support, although this is not specific to collective dismissals.	Depending on collective agreements and negotiations between social partners during consultation.

Lower support likely in low-paid sectors, e.g. hotels, restaurants, etc.	The support does not depend on the sector of activity or region unless there is any special governmental programme.	No information available	Yes. The financial support varies according to the provisions of the collective agreement at branch level. For the period 2008-2010, the collective agreement for building material industry sets compensatory Wage subsidies are received by employers for any unemployed persons they hire.
No information available	Yes, wages are subsidised.	No information available	
Additional severance pay usually provided by employer in large-scale redundancies.	No information available		No.
Often only on condition of voluntary resignation. No common standards.	Yes, as set out in the labour code and in the collective dismissal act	No information available	Yes. According with the provisions of the collective agreements at branch and company level.
Often in combination with redundancy payment. No common standards.	Payments for those on training/retraining (usually called stipends) are paid by the local employment office.	No information available	Yes. Free access to training/retraining programmes with financial support from the public employment services.
Common for companies to pay difference between reduced and normal pension to encourage older employees to retire earlier.	Early retirement pensions/benefits are mainly sector-specific, and available to workers in e.g. the mining industry, the police force, the military.	No information available	In some cases, if included in collective agreement.
No information available.	Unemployment benefits cannot be any higher than set out according to the law.	No information available	No.
Companies may offer extra money for education or training or setting up a business as part of redundancy pay.	Special financial support can be set out by a special national aid programme for a particular sector of the economy.	No information available	Supplementary income if redundancy payment is lower than average net earnings over last 3 months. Duration varies with length of service.
No standard procedures. Voluntary arrangements.	Information provided within the company and from local employment offices.	Information on general support available provided by employers, workers' representatives, unions or the General Inspection of Labour.	Information provided by company, trade unions or employee representatives.
Employers are not responsible for redundancy payments, but wages due are paid by the state.	From the Guaranteed Employee Benefits Fund as well as based on the July 2009 Act which aims to 'smooth' the consequences of the economic crisis for employers and employees.	Special funds are in place to ensure that workers who lose their jobs because of companies going bankrupt receive any wages or salary owing to them. The Salary Guarantee Fund (Fundo de Garantia Social)	From Wage Guarantee Fund (financed through employers' contributions).

In most private sector agreements -
payment to employees aged 50 or more.

No information available

Mining industry strategy for the period 2004-
2010: employees are entitled to
redundancy pay, supplementary income,
unemployment benefits, two months' net
wages.

Slovakia	Slovenia	Spain	United Kingdom
<p>Advice and guidance is provided to all registered unemployed and is linked with the formulation of an Individual Action Plan, which is optional - compulsory for disadvantaged job applicants (within 4 months). Provided to all registered unemployed and is linked with the formulation of an Individual Action Plan for particular (disadvantaged) job applicants (within 4 months).</p> <p>Available to all registered unemployed on written request.</p> <p>Available to all registered unemployed after being registered for 3 months.</p> <p>This provision was abolished at the beginning of 2006 because of very limited use. However in 2008 it was re-introduced with increased financial support up to 1,328 euro (SKK 40,000).</p> <p>Allowance to 'job trial' with an employer for 90 days (max. 30 hours weekly) available to disadvantaged job applicants.</p> <p>Envisaged in the longer-term</p> <p>It does not vary.</p>	<p>Services available to all unemployed registered at Employment Service (ESS). In cases of large-scale redundancies workers have access to information before the termination of their employment.</p> <p>Only in some instances. Workshops (job clubs) including preparation for job interviews. In case of large-scale redundancies this access is almost a rule.</p> <p>Only in some instances. In case of large-scale redundancies this access is almost a rule.</p> <p>Lump-sum subsidy to promote self-employment of workers about to be or already made redundant.</p> <p>Legal provision exists but not effective.</p> <p>Work funds: private institutions financed by central government for redeploying workers to be made redundant or improving their employability so as to prevent them becoming unemployed.</p> <p>Only in some instances through work funds and ESS. In case of larger-scale redundancies ESS as a rule organizes "on site" support.</p> <p>Varies with level of employability of workers as well as scale of redundancies.</p>	<p>Available to all. Sometimes, specific advice/guidance measures are developed in order to address particular cases of restructuring.</p> <p>Workshops aimed at providing practical knowledge and giving guidance to job seekers are available to all unemployed.</p> <p>Available to all.</p> <p>Available to all.</p> <p>Available to all, in some instances.</p> <p>No information available</p> <p>No information available</p> <p>In general, all unemployed people are treated equally. However, additional specific measures of support may be taken in case of particularly relevant restructuring processes.</p>	<p>Companies - usually large employers - might offer own placement services. Public bodies might be involved before redundancies take effect in case of large-scale or politically significant job losses. In All employees made redundant are entitled to time off for job search and companies might offer own placement services. Local job centres also often provide redundant workers with advice on job interviews and In some cases (e.g. large scale redundancies) employers hiring redundant workers may obtain grants for retraining. The UK Government's NDYP also provides unemployed young people with subsidised In rare instances.</p> <p>The UK Government operates an income support scheme for workers who work less than 16 hours a week. The aim of this scheme is to subsidise workers who are looking for forms of employment. The NDYP and the UK Government's New Deal for those aged over 25 aims to boost the employability of unemployed workers. Local job centres also engage in work with the unemployed that aims to increase their Rarely, in case of large-scale or politically significant redundancies.</p> <p>Large and/or politically sensitive redundancies more likely to attract higher levels of support from government agencies.</p>

Usually does not vary.	In cases of large-scale redundancies in textile, leather, footwear, wood and paper industries.	It depends on the existence of a specific sectoral/regional plan.	Higher level of support provided in cases of large-scale, politically significant redundancies in manufacturing (e.g. when a local area depends on one employer).
Wage subsidies are usually not included.	For employers hiring redundant workers from industries involved in restructuring.	No information available	There are no national-level wage subsidy schemes in operation in the UK. However, the Welsh Assembly Government, responsible for the governance of the Wales region of the UK, has recently introduced a Large and/or politically sensitive redundancies more likely to attract higher levels of support from government agencies.
It depends on the financial resources available in the company concerned.	No information available		
Amount varies according to length of service and provisions in collective agreements.	May be included in the redundancy programme, but not frequent in practice.	The scale of redundancy payments are normally negotiated between the company and the workers representatives.	All workers made redundant (whether individually or collectively), are entitled to statutory redundancy payment, on meeting certain employment conditions. 61% of employers pay above statutory minimum.
Training/retraining is free of charge for registered unemployed.	May be included in the redundancy programme, but not frequent in practice.	Sometimes this kind of measures are agreed in the Social Plan.	No information available
Employees can apply if they satisfy entitlement conditions specified in the social insurance legislation. Presently, more severe preconditions are applied - maximum 2 years before the entitlement. Standard unemployment benefit is provided.	May be included in the redundancy programme, but not frequent in practice.	General early retirement measures apply. Sometimes, early retirement pensions/benefits are agreed in the Social Plan.	Relatively common as an alternative to redundancy.
No information available	No information available	Only in textile industry from 2006.	No information available
Information provided by employer, PES and local social insurance office.	information mainly provided by ESS, employer, trade unions and work funds	Workers informed by local employment services and trade unions.	Information provided by employer.
From the a Guarantee Insurance Fund, funded by employers' contributions.	From the Guarantee and Maintenance Payments Fund.	No specific compensation provisions. Workers must take legal action	From public National Insurance Fund (after ruling of Employment Tribunal) and public Pension Protection Fund for company pension scheme.

<p>In some cases of large scale redundancies, e.g. on railways, employees were entitled to extra financial compensations. According to the collective agreement of Slovak Railways, in 2006 this compensation varied. No sectoral fund are available.</p>	<p>Detailed provisions in national legislation.</p> <p>No information available</p>	<p>Collective agreements do not tend to include restructuring measures.</p>	<p>No information available</p> <p>No information available</p>
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