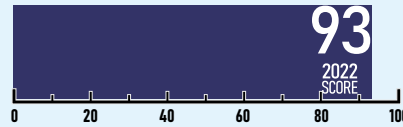




Latvia



93
2020 SCORE

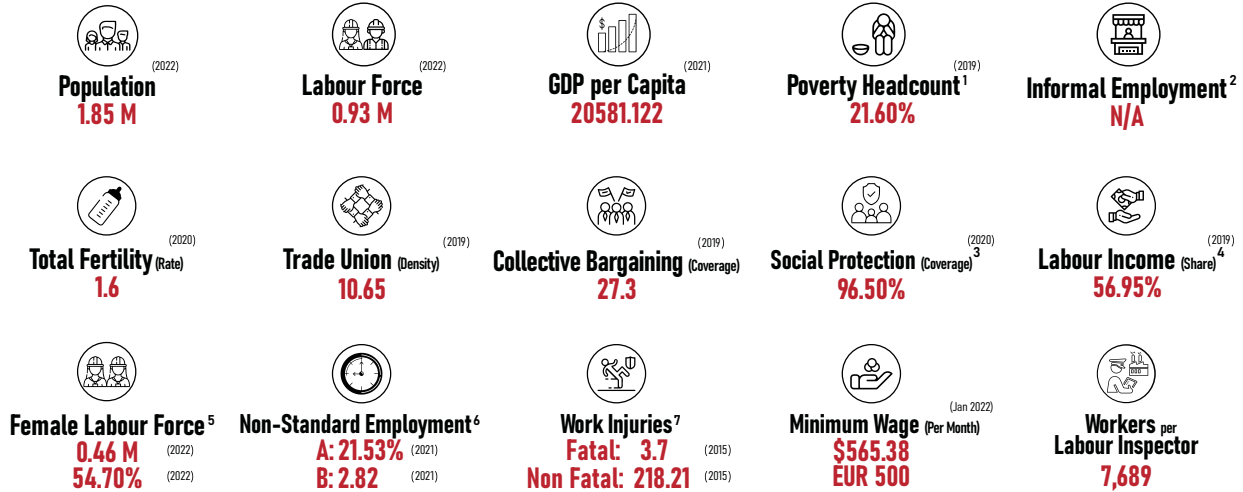
Eastern Europe

High Income

Decent Work

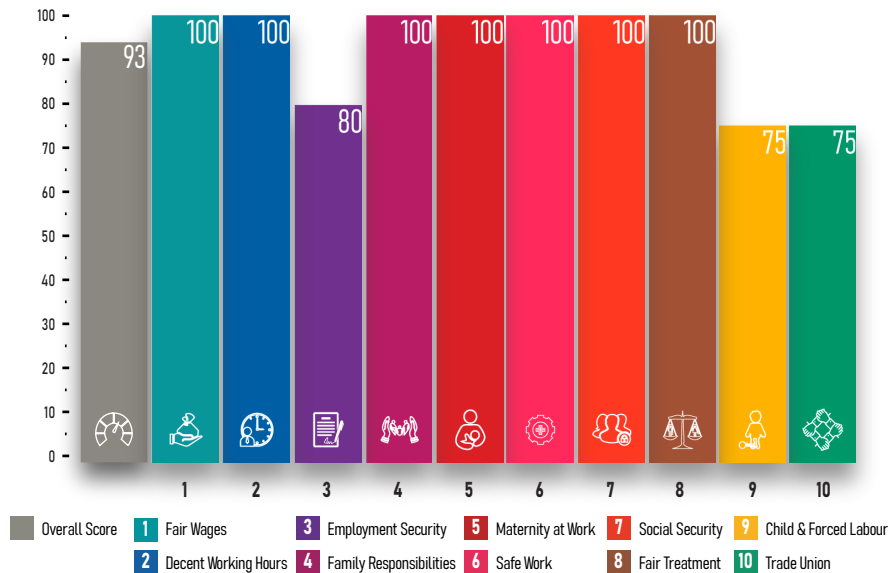


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Latvia's overall score is 93 out of 100. The overall score for Latvia is higher than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

| | Question ⁹ | Answer | Legal Basis | Trend ¹² |
|----------------------------|--|--------|---|---------------------|
| 1. Fair Wages | Does the law prescribe minimum wage rates in the country? | Yes | §61 of Labour Law, 2001; Cabinet Order No. 390 on Monthly Minimum Wage, 2011 | ● |
| | Does the law require regular payment of wages? | Yes | §59 & 69-71 of Labour Law, 2001 | ● |
| | Does the law require overtime compensation be at least 125% of the regular hourly rate? | Yes | §68 & 130-136, and 140 of Labour Law, 2001 | ● |
| | Does the law require additional compensation for working on a weekly rest day? | Yes | §68 of Labour Law, 2001 | ● |
| | Does the law require additional compensation for night work? | Yes | §67 & 138 of Labour Law, 2001 | ● |
| 2. Decent Working Hours | Does the law stipulate general working hours as 48 hours or lower? | Yes | §68 & 130-136, and 140 of Labour Law, 2001 | ● |
| | Does the law restrict maximum working hours including overtime to 56 hours per week? | Yes | §68 & 130-136, and 140 of Labour Law, 2001 | ● |
| | Does the law require a weekly rest of at least 24 hours? | Yes | §140, 142-143 of Labour Law, 2001; Order No. 278 of the Cabinet of Ministers for 2014, 2013 | ● |
| | Does the law require paid public holidays? | Yes | §135 & 144 of Labour Law, 2001 | ● |
| | Does the law require at least three working weeks of paid annual leave? | Yes | §69, 73 & 149-152 of Labour Law, 2001 | ● |
| 3. Employment Security | Does the law require written employment contracts or at least written employment particulars? | Yes | §39-41 of Labour Law, 2001 | ● |
| | Does the law restrict the hiring of fixed-term contract workers? | Yes | §43-45 of Labour Law, 2001 | ● |
| | Does the law limit the length of probation period including renewals to a maximum of 3 months? | Yes | §46-47 of Labour Law, 2001 | ● |
| | Does the law require a 30-day notice before contract termination? | Yes | §58, 100-110 of Labour Law, 2001 | ● |
| | Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service? | No | §100, 101, 112 and 149 of Labour Law, 2001 | ● |
| 4. Family Responsibilities | Does the law require parental leave for parents? | Yes | §156 of Labour Law, 2001; §10(6) of the Law on Maternity and Sickness Insurance 1997 | ● |
| | Does the law require at least one week of paid paternity leave for fathers? | Yes | §155 of Labour Law, 2001; §10(1-3) of the Law on Maternity and Sickness Insurance 1997 | ● |
| | Does the law require flexible work arrangements for workers with family responsibilities? | Yes | §134 of Labour Law, 2001 | ● |
| | Does the law require paid nursing breaks? | Yes | §146 of Labour Law, 2001 | ● |
| | Does the law prohibit inquiring about pregnancy during recruitment? | Yes | §33 of Labour Law 2001 | ● |
| 5. Maternity at Work | Does the law require paid maternity leave of at least 14 weeks? | Yes | §37(7) & 154 of Labour Law, 2001 | ● |
| | Does the law require cash maternity benefit be at least 67% of a worker's former wage? | Yes | §154 of Labour Law, 2001; §14 of the Law on Maternity and Sickness Insurance 1997 | ● |
| | Does the law require maternity benefit be paid through contributory social insurance or universal benefits system? | Yes | §154 of Labour Law, 2001; §14 of the Law on Maternity and Sickness Insurance 1997 | ● |
| | Does the law protect workers from dismissals during or on account of pregnancy? | Yes | §101(1)(1-5 & 10) & 109(1) of Labour Law, 2001 | ● |
| | Does the law require provision of free personal protective equipment to workers from employer? | Yes | §17(3), 18(2) & 25(3) of the Labour Protection Act, 2002; Cabinet Regulation No. 372 of 20 August 2002 | ● |
| 6. Safe Work | Does the law require the employer to train workers on health and safety issues? | Yes | §6(2), 14 & 17(6) of the Labour Protection Act, 2002 | ● |
| | Does the law restrict work that is prejudicial to the health of the mother or the child? | Yes | §37(7), 136(7), 138(1,6 & 7) & 99 of Labour Law, 2001 | ● |
| | Does the law provide for employment injury benefit? | Yes | Law on Compulsory Insurance against Accidents at Work and Occupational Diseases, 1997 | ● |
| | Does the law provide for an old age pension? | Yes | Law on State Pensions, 1995; MISSOC Comp. Table for Latvia | ● |
| | Does the law provide for a dependants/survivors' pension? | Yes | Law on State Pensions, 1995; MISSOC Comp. Table for Latvia | ● |
| 7. Social Security | Does the law provide for unemployment benefit? | Yes | Law on Unemployment Insurance 2000; MISSOC Comp. Table for Latvia | ● |
| | Does the law require paid sick leave for the first 6 months of sickness? | Yes | §17 of the Law on Maternity and Sickness Insurance 1997; MISSOC Comp. Table for Latvia | ● |
| | Does the law provide for invalidity benefit? | Yes | Law on State Pensions, 1995; MISSOC Comp. Table for Latvia | ● |
| | Does the law require equal remuneration for work of equal value? | Yes | §60 of Labour Law, 2001; §107 of Latvian Constitution, 1922 | ● |
| | Does the law prohibit sexual harassment in employment? | Yes | §29(4, 7-9) of Labour Law, 2001 | ● |
| 8. Fair Treatment | Does the law prohibit discrimination in employment matters? ¹⁰ | Yes | §7 & 29 of Labour Law, 2001; §91 of Latvian Constitution, 1922 | ● |
| | Does the law allow women to do the same jobs as men? | Yes | §106 of Latvian Constitution, 1922 | ● |
| | Does the law guarantee basic labour protections for gig economy workers? | Yes | Law on State Pensions, 1995; MISSOC Comp. Table for Latvia | ● |
| | Does the law prohibit employment of children? | Yes | §37(1-3) & 132(2) of Labour Law 2001 | ● |
| | Does the law set employment entry age equal to or higher than the compulsory schooling age? | No | §37(1-3) & 132(2) of Labour Law 2001; §30 & 32 of General Education Law, 2008 | ● |
| 9. Child and Forced Labour | Does the law prohibit the employment of children in hazardous work under the age of 18 years? | Yes | §37(4-6), 63, 132, 136(6), 138 & 150(5) of Labour Law 2001 | ● |
| | Does the law prohibit forced labour? | Yes | §94-97 & 106 of Latvian Constitution of 1922, reinstated in 1991 | ● |
| | Does the law allow workers to form and join unions of their own choice? | Yes | §102 & 108 of Latvian Constitution, 1922; §7-10 of Labour Law, 2001; Trade Union Law, 2014 | ● |
| 10. Trade Union | Does the law allow workers to bargain collectively with employers through their representative unions? | Yes | §108 of Latvian Constitution, 1922; §17-24 of Labour Law, 2001; Trade Union Law, 2014; Statute of the National Tripartite Council, 1998 | ● |
| | Does the law provide for the right to strike? | No | §108 & 116 of Latvian Constitution, 1922; §11-12 & 16-17 Strike Law 1998; §21 of Labour Disputes Law 2003 | ● |
| | Does the law prohibit employers from terminating employment contracts of striking workers? | Yes | §108 of Latvian Constitution, 1922; §26 of Strike Law 1998; §21 of Labour Disputes Law 2003 | ● |

Covid 19 and Labour Market in Latvia*

| | |
|--------------------|--------------|
| Total Covid Cases | 0.85 Million |
| Total Covid Deaths | 5,878 |
| Partial Vaccinated | 70.0% |
| Fully Vaccinated | 68.0% |

| | |
|---|---|
| Wage Subsidies | ● |
| Social Security Contributions (deferrals/waivers) | ● |
| Paid Sick Leave | ● |
| Add. Unemployment Benefits | ● |

| | |
|--------------------------------|---|
| Protection from Dismissals | ● |
| Telework/flexible work | ● |
| Improved Health Access | ● |
| Training (activation measures) | ● |

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Latvia on SDG 8.8.2 is 0 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change