Industrial Relations

Latvia: Developments in working life 2018

Working life in 2018 – Annual review
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**Disclaimer:** This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.
Political context affecting working life aspects

On 6 October 2018 the new Latvian Parliament (Saeima) was elected. Out of 100 parliamentarians only 34 were re-elected, remaining 66 are new in parliament. The combination of elected parties also changed - seven parties instead of six were elected, among them several new parties (New Conservative Party, KPV LV, Development/For). Some of traditional coalition parties hardly overstepped 5% (of voices) barrier that is necessary for being elected.

Pre-election period was full of promises, including those affecting working life – increasing minimum wage up to EUR 500, increasing the non-taxable minimum up to EUR 500, increasing pensions and the non-taxable part of pensions.

Due to the fact, that none of parties have a large representation in the parliament, the new Saeima has struggled to form a coalition and has not been able to find consensus about the new government for a long time. Finally, with a third attempt, the new government was formed and approved in Saeima on 23 January 2019. The new Prime minister is Krisjānis Kariņš, representing the New Unity party.

The political instability caused delays in the adoption of the state budget. The previous government has prepared the draft state budget for 2019, but it still has to be approved by the new parliament. It is expected that state budget for 2019 might be approved in beginning of April.

Labour market reforms or major packages of working life regulations

On 28 November 2018 two amendments to the Latvian Labour law went into force. Several norms of the Labour law have been changed.

Some amendments to the law concern the employer’s requirements for the employee to know foreign languages. Section 56 of the Labour Law is supplemented by the fourth part, which states: the employer has no right to require a particular foreign language proficiency of an employee, if its use is not part of the work duties. If the use of a foreign language is not necessary for the performance of the duties, the employer is not entitled to deny the employee the use of the official language. In the annotation of the amendments it is explained that in the Latvian labour market there is an increasingly frequent situation where the knowledge of a specific foreign language is required from the employee, even in the cases when the business activity is not related to the provision of services to foreign clients. In order to stop linguistic discrimination, the employer will be prohibited to demand such requirements. At the same time, the amendments also provide solutions for disputes in cases of direct or indirect discrimination on language basis.

Other amendments to the law concern the requirements regarding the content of a job advertisement. The employers’ duty is now to indicate in the advertisement the expected monthly or yearly salary of the proposed position in total, or a proposed range of hourly tariff.
Section 90 of the Labour Law which regulates procedure of reproof and reprimand has been changed. Amendments add Paragraph 4 to the section that prescribes more explicitly how an employee’s complaint should be examined. If the employer does not cancel the reproof or reprimand after the complaint has been processed, the employee has the right to go to court within one month from the date of receipt of the employer’s refusal. In turn, if the employer has not responded to employee within seven days, the reproof or reprimand shall be considered as cancelled. Such a principle would balance the interests of the parties and encourage the employer to respond in good faith to the employees’ submissions.

The regulation on termination of the employment contract for an employee - a trade union member has also been reviewed – some changes on how and in what way the information and consultation should be organised has been introduced.

Section 112 on Severance pay and Section 122 on Time periods for bringing an action for the invalidation of a notice of termination by an employer has been changed. An amendment to Section 112 of the Labour Law states that in situations where an employee, in accordance with the provisions of Section 100 (5) of the Labour Law, praises the employment contract and the employer agrees that the reason given by the employee is important, the employer is obliged to pay the employee a severance grant.

The solidarity tax rate has been unified to the lowest level of 25.5% from more than ten different levels before. Changes have been made to the microenterprise tax rules as well. To keep the status of microenterprise tax payer, one should assure, that employees is employed only in one microenterprise.

Social partners’ views and reactions on changes in governments and working life policies

Social partners worked with the existing government as usual. During pre-election period social partners collaborated also with candidates for new Saeima, and, in end of year – with candidates for a new coalition and possible government. The situation was ambiguous – president of Latvia invited three different parties to form a government, still, none of them succeeded in this until end of 2018. Social partners not only demonstrated readiness to work with any political power, but also regularly informed politicians about their positions in key issues. For instance, the Latvian Employers’ Confederation (LDDK) has sent a letter to the state president in which it informed about the issues that should be the priorities of the new government. These are:

- to work in compliance with long-term planning documents – Latvia 2030 and National Development plan 2027;
- to promote involvement of social partners in consultation and decision making process and to work within the framework of social dialogue;
- to strengthen reputation and competitiveness of Latvia in the region and external economic relations;
- to facilitate welfare and increase of quality of life for every individual.
LDDK even recommended their candidate for the Prime minister position, but this was not accepted.

President of the Free Trade Union Confederation of Latvia Egils Baldzens admits that the Declaration of the new government is a compromise among differing positions of elected political parties.
Developments in industrial relations 2018

Changes affecting the national-level actors and institutions in 2018

**Actors**

The composition of the peak level representativeness has not changed. Employees are represented by a single trade union organisation – the Free Trade Union Confederation of Latvia (LBAS), and employers are represented by a single employers’ organisation – the Latvian Employers’ Confederation (LDDK).

LBAS has obtained a new member – the Trade Union of Latvian Interior Employees (LIDA). Consequently, LBAS now has 21 affiliates – sector level trade unions.

According to LDDK homepage, members of LDDK employ 44% of the total number of employees in Latvia.

**Representativeness**

Representativeness clauses were not changed.

**Institutions**

Legislative or institutional changes to the main social dialogue institutions did not occur.

Changes affecting the sectoral and company level social dialogue 2018

Social partners (LBAS and LDDK) continued the implementation of the twin project supported by the ESF: “Development of the bilateral social dialogue of the Free Trade Union Confederation of Latvia for the development of a better regulation for the improvement of the business environment”. The project is aimed at promotion of the bilateral sector social dialogue in five sectors – woodworking, chemical sector, construction, transport and logistics, and telecommunications.

Through the year, the main construction sector employers’ organisation - the Partnership of Latvian Construction Entrepreneurs, with support of the Latvian Building sector trade union and national level social partners continued actions aimed at facilitating of the sector level collective agreement, called in Latvia as general agreement.

**Innovation in collective bargaining**

Innovation is essential for the sector level bargaining in particular because large part of employees in small and medium size enterprises, that typically do not have trade unions, are not covered by collective bargaining at all, while, the sector level collective bargaining that could include small and medium size workers is weak. Social partners intensively seek for new approaches in order to meet this challenge.

One of innovations in practice of bargaining is a model, when entering into collective agreement is connected with real economic benefit. Trade-off between general agreement (important for trade unions and employees) and lower pay for overtime work (important for
employers) is one example. At company level, such example is trade-off between company level collective agreement (important for employees) and non-taxed (by personal income tax) amount of employers’ expenses for meals provided at workplace (important for employer) (was introduced in 2017).

There is an idea about including cooperation elements into the bargaining process in order to cover workers of small and medium size enterprises, however, practical solutions are not yet proposed.
### National social dialogue in 2018 – Scope and Contribution

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<th>Themes</th>
<th>Description</th>
<th>Social dialogue interaction</th>
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<tr>
<td><strong>Employment - Labour market information</strong></td>
<td>Trade unions involved in forecasting of labour market</td>
<td>Following activities are planned: experience exchange trips - 12 LBAS experts will visit transport sector enterprise in Germany examining issues such as skills raising, involvement of trade unions in vocational training and involvement of workers in the informing and consulting procedure; elaboration of training aid how to use better information and consultation procedure; organization of 11 national seminars; organisation of conference for all project partners and representatives from ETUC where not only results of the project will be presented but also a discussion will be developed on the New skills program for Europe, conducted by the European Commission, and recommendations for European trade unions’ strategy regarding information and consultation in workplace aimed at improving of employers’ skills and adjusting to changes in labour market. organisation of campaign including 280 leaders of trade unions from enterprises and representatives from work councils from 5 EU member states in order to promote better information exchange and better use of procedures for employees’ involvement in trade unions.</td>
<td>Two guidebooks were elaborated: How to organise training in workplace. Practical guidebook for trade unions, 2017. Forecasting of changes at labour market or skills development by involving representatives of trade unions in information and consultation in workplace. Practical guidebook for trade unions, 2018.</td>
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<td><strong>Employment - Labour shortages</strong></td>
<td>Seeking solutions concerning lack of labour force: social partners discussed with the government lack of workforce. Employers appeal to the government that immigration of workforce could be a solution for limitation of tension at the labour market, fast growing wages and lower productivity caused by dramatic lack of workers. The Ministry of Economics has taken some steps towards opening of labour market for some categories of foreign workers.</td>
<td>Regarding foreign workers, where opinions of employers’ organisation and trade unions differ, separate discussions are organised with the relevant ministries. For instance, LBAS has appealed to the Ministry of Economics in cooperation with the Ministry of Education and Science to implement employment policy and education and training policy so that local unemployed and youth can be involved in the labour market instead on import of workforce. The problem of local unemployment and youth can be involved in the labour market instead on import of workforce. The problem of local unemployment and youth can be involved in the labour market instead on import of workforce.</td>
<td>No evident outcome, ongoing process.</td>
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### Themes

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<td>workers and have expressed wish to think about conditions that would encourage more foreign workers to come in Latvia, and, at the same time, to protect local workers against losing jobs. Trade unions oppose expanding of immigration referring to still high level of unemployment and a threat of social dumping.</td>
<td>workers immigration is increasingly discussed in media.</td>
<td>The expected outcome is: improved 14 sectoral qualification programs; elaborated 160 professional standards and/or professional qualification requirements; contents of the professional qualification exams for 210 professional qualifications; and method of evaluation of one content of the professional qualification exam and achieved results; elaborated modular professional education programs for 184 professional qualifications; and elaborated and/or purchased 80 teaching aids (including simulation aids). Since August 2017 LDDK has attracted experts from sectors for evaluation of 35 modular programs of vocational education; 16 exams of professional qualification; five teaching aids, 16 simulation equipments. Since July LDDK has elaborated 70 standards and basic requirements for professional qualification.</td>
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**Skills, training and employability - Vocational training**

In 2017 the Minister of Employment, Troels Lund Poulsen, established an expert committee on working environment. The task for the committee was to rethink the working environment (occupational health and safety) system in Denmark. The committee consists of four researchers, four representatives of the social partners and a chairman appointed by the government. There is a long-standing tradition in Denmark to have a tripartite dialogue on working environment issues. In September 2018 the committee came up with 18 recommendations for an improved Occupational health and safety effort. The recommendations are backed by the social partners. The recommendations have not yet been followed by political action.

References: Statement from LO (2018); Statement from DA (2018); Ministry of Employment (2018b); Ministry of Employment (2018c).

Within the project LDDK and LBAS are responsible for:
- elaboration of professional standards of first to third professional qualification level and/or elaboration of basic requirements for professional qualification;
- experts’ evaluation of: modular vocational education programs and contents of professional qualification examination scheme that are elaborated within the project; and experts’ evaluation before obtaining of teaching aids and simulation equipment and teaching aids made up within the project.

The expected outcome is: improved 14 sectoral qualification programs; elaborated 160 professional standards and/or professional qualification requirements; contents of the professional qualification exams for 210 professional qualifications; and method of evaluation of one content of the professional qualification exam and achieved results; elaborated modular professional education programs for 184 professional qualifications; and elaborated and/or purchased 80 teaching aids (including simulation aids). Since August 2017 LDDK has attracted experts from sectors for evaluation of 35 modular programs of vocational education; 16 exams of professional qualification; five teaching aids, 16 simulation equipments. Since July LDDK has elaborated 70 standards and basic requirements for professional qualification.
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| **Skills, training and employability - Vocational training**  
Development of working environment based education  
LDDK is a leading organisation for implementation of the ESF project “Participation of students of vocational education institutions in working environment based education and traineeships in enterprises”. The project is implemented from 27 January 2017 to 31 August 2023. Partners are vocational education institutions and enterprises. The goal of the project is to increase number of students of vocational education institutions who have participated in working environment based education or have had traineeship in enterprise. The project is financed from ESF and the state budget. | Within the project LDDK operates in two directions: promoting of working environment based education and organising of traineeships.                                                                                   | Planned outcome: 3150 students of vocational education institutions who have participated in working environment based education, including 756 until 31 December 2018; 11,025 students have had traineeship in enterprise. |

| Benefits - Sickness benefit  
New requirements for sickness benefit: From 1 January 2019 new requirements for the qualification period for sickness benefit became valid. Only individuals who have paid social insurance payments not less than three months within last six month or six months within last 24 months are eligible for sickness benefits. Qualification period is not required for “sick notes A” that are paid by an employer; and if an employee takes care on a sick child in age less than 14 years old. New order is a step towards health insurance system that binds free of charge service basket to payments of social contributions. | Social partners participated in the debate in a normal consultation procedure                                                                                   | Sickness benefit is paid as planned. No protests are heard up to now.                                                                                           |
### Taxation and non-wage related labour costs - Microenterprise tax

The micro-enterprise tax law was amended in 2017 within the framework of tax reform. The proposals regarding micro-enterprise tax varied between liquidation of the tax and change of its norms. From 1 January 2018, the eligibility limit for a micro-enterprise tax in terms of maximum turnover is lowered from EUR 100 thsd. to EUR 40 thsd. An individual can be employed only in one micro-enterprise.

Social partners participated in the debate in a normal consultation procedure, seeking for possible solutions of the problem that the microenterprise tax provides for convenient tax regime, but, on other hand, not only employees, but also employers of micro-enterprises are poor covered by the social security guarantees.

Amendments restrict expanding of number of micro-enterprises and wrong use of the idea of micro-enterprise tax.

### Pension reforms - Broader package of pension reform

Pensions increase: Three amendments to the pension law can be related to 2018: regarding increase of insurance salary used for recalculation of pension depending on the insurance period (30-39 years, more than 40 years) and supplement to the pension depending on insurance period accumulated before 31 December 1995; establishing right that survived spouse is eligible to receive 50% of pension of a spouse who has died for the period of 12 months (this norm valid from 01.01.2019); regarding increase of insurance salary used for recalculation of pension depending on the insurance period (40 - 44 years and 45 years and more, additional to previous classification for longer insurance periods) and larger supplement to the pension depending on insurance period accumulated before 31 December 1995.

Since 2014 retirement age gradually increases by 3 month annually until the retirement age of 65 years will be reached. In 2019, retirement age is 63 years and three months, and insurance period should be at least 15 years. Early retirement is available for persons in age 61 years and 6 months and insurance period is 30 years.

Changes regarding retirement age are agreed in the pension conception adopted in 1995. Other changes are discussed with government in a normal consultation process. All available forms are used, including National Tripartite Cooperation Council Social issues sub council. Principal contradictions among partners concerning adopted changes in the Pension law were not fixed.

Proposed amendments in Pension law adopted.
### Themes

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<td><strong>Wage setting - Wages in the education sector</strong></td>
<td>In September 2018, minimum wage rate of pedagogical workers was increased by EUR 30 if compared to previous school year (from EUR 680 to EUR 710). Such decision was announced by President of Ministers on 28 August 2018, just some days before beginning of a school year, after meeting of the coalition cooperation council with the Latvian Trade Union of Education and Science Employees. However, payment of increased salary was delayed.</td>
<td>Negotiations. It is important that trade union used effective negotiation technique. First, the basic principles of increasing of teachers’ salaries were agreed and approved in beginning of 2018 (the schedule for increasing of pedagogical workers for the time period from 1 September 2018 to 31 December 2022). In following negotiations agreed principles were used for obtaining of a real monetary increase. In addition to direct negotiations, protest letters and precisely formulated proposals for the Ministry of Education and Sciences were elaborated. The trade union actively worked with media, explaining teachers’ demands and demanding the government to fulfil its promises.</td>
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<td><strong>Wage setting - Construction sector</strong></td>
<td>Construction sector employers’ organisation, the Partnership of Latvian Construction Entrepreneurs proposed sector level collective bargaining as a mean to solve problems with shadow economy in the sector. Larger construction firms supported the organisation, and the process started. The Latvian Building sector trade union and national level social partners supported the process.</td>
<td>Negotiations with sectors’ enterprises, trade union and government, proposals for change in normative regulation.</td>
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<td>Working time - overtime</td>
<td>Overtime working for medical workers was discussed. This issue is dealt in the Medical Treatment Law. The law prescribed special overtime regime for medical workers (longer hours allowed to work as overtime without additional pay, called as normal prolonged working time). Such regime was introduced in 2009. The Ombudsman challenged the norm. It was changed in 2017, but transition period until 2020 was introduced. Later Constitutional Court ruled that normal prolonged working time do not correspond with Constitution and thus should be abolished already from 1 January 2018.</td>
<td>The Latvian Hospital Association warned that the hospital sector can find itself in a state of emergency next year because of the Constitutional Court’s ruling. The changes in the regulation adopted in accordance with the court ruling had restricted overtime work to the amount allowed in Labour Law. It could affect medics’ income and threaten provision of round-the-clock emergency medical services in hospitals. The head of the association called for amendments to the Labour Law that would let the medics work regular extended working hours at their own free will. The Trade Union of Health and Social Care Employees of Latvia was a strong opponent to this proposal. After long discussions on 18 December 2018, LVSADA agreed, that medics could work 16 overtime hours a week (twice as much as others) during next three years.</td>
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<td>Other aspects of working life - Health care insurance</td>
<td>Introduction of health care insurance system: On December 2017 Latvian parliament approved the new Healthcare Financing Law. The Law divides the healthcare system into two baskets - the so-called “full basket” and “minimum basket”. The “full basket” of healthcare services is available for persons who make social contribution payments and persons for whom health insurance contributions is paid by the state (including children, pensioners, the unemployed registered with the State Employment Agency, certain categories of persons with disabilities, and others). People who are not paying social contribution payments (for example some of micro-enterprise workers, seasonal workers, other) will have the possibility to make voluntary health insurance payments. 2018 was planned as transition period, and system was planned to be fully functional from 1 January 2018.</td>
<td>The transition period did not go smoothly. On August 2019 the National Health Service representative estimated that 30,000 - 40,000 people will not qualify for full basket of healthcare services from 1 January 2019 (Public Broadcasting of Latvia, 2018a). On 28 December 2019 3,000 have voluntarily paid health insurance contributions (Public Broadcasting of Latvia, 2018b). At least four newly elected political parties have considered that the new system is unjust. Employers’ organizations and particular doctors strongly opposed introduction of health care insurance system until its infrastructure is not perfect for use. Doctors argue that they are made as judges who should determinate access to service for a person without reliable information about his or her payments of social contributions. The Latvian Medical Association had been the strongest opponent. The Trade Union of Health and Social Care Employees of Latvia had been the strongest opponent.</td>
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<td>2019.</td>
<td>supports the reform, as it will bring stability in financing of health care.</td>
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*No major social dialogue debates were held on the following themes: Health, safety and well-being at work; Terms and conditions of employment; Work-life balance*
Selected major social dialogue debates

General wage agreement in the construction sector

Research on the shadow economy index reveals that year by year the level of hidden economy is the highest in the construction sector (35.2 in construction, compared, for instance, with 13 in trade). It is one of reasons why the shadow economy index in Latvia is the highest among Baltic States – in 2017 it was 22% in Latvia, compared to 18.2 in Lithuania and Estonia (Sauka, 2018).

Social partners have agreed mutually and with the government that sector level general agreement is effective mean for fighting shadow economy in the construction sector. Moreover, it is necessary to introduce such minimum wage level that would correspond to the real wage level in the construction, which, taking into account hidden payments, is estimated higher than in economy in general. However, the existing practice shows that employers are not interested in concluding general agreements because of often changing economic conditions that might hamper ability to fulfil conditions of agreement.

The question about collective agreement in the construction sector was raised as early as in 2012. However, well aimed activities started just in 2016, when the Partnership of Latvian Construction Entrepreneurs introduced the idea to start fighting of hidden economy in the construction sector. The first idea was to improve account of working time.

Later it proposed sector level collective bargaining as a mean to solve problems in the sector. Larger construction firms supported the organisation, and the process started.

To promote sector level bargaining, national level social partners agreed that sectors where sector level collective wage agreement is concluded might receive additional benefit. The construction sector was seen as the first where such model – valid general wage agreement in combination with the real economic benefit - could be introduced. As a benefit LBAS agreed on changes in double pay for overtime work. In other words, partners agreed, that in sectors (not only construction but in construction as the first example) where there is valid general wage agreement, overtime work should be paid by extra 50% in addition to normal pay.

During the first half of 2018 the construction sector employer’s organisation when the Partnership of Latvian Construction Entrepreneurs put efforts for fulfilling representativeness criteria for concluding of the general wage agreement set by the Labour law. In September 2018 sufficient amount of supporters for signing of general agreement in the construction sector was collected and general agreement was concluded with a disclaimer that it will become valid when amendments to the Labour law are adopted.

Despite political tension caused by elections and forming of the new government, social partners continued promotion of amendments to the Labour law regarding special regime for those economic sectors that have concluded general wage agreement.

- Partnership of Latvian Construction Entrepreneurs:
  Savāktsniecīšamaisparakstuapjomsbūvniecībasģenerālvienošanāsnāsnoslēgšanai, 13 September.

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.
All conditions for introducing of this model in the construction sector were provided: general wage agreement was concluded and amendments to the Labour law were approved by the Cabinet of Ministers and adopted in Saeima. Still, state’s President did not sign them and thus amendments were rejected and the general wage agreement remained invalid. Ombudsman also has opposed special preferences to particular sectors, referring to crippling of fair competition. On 3 December 2018, the European Federation of Building and Woodworkers in its official letter asked the Latvian Parliament to support the national collective agreement for the construction industry. On 6 December 2018 LBAS and LDDK commonly organised an international conference on „Sector level general agreements and sector level competition: experience of social partners in Europe” where the case of the construction sector was specifically reported. Special Recommendations for Action addressed to state’s President, Saeima and the Cabinet of Ministers, inviting them to understand the importance of the social dialogue and general agreements were adopted.

LBAS and sector level trade union, as well as LDDK supported activities of the Partnership of Latvian Construction Entrepreneurs. LDDK opposed to the argument that adoption of amendments to the Labour law might cripple fair competition.

Activity was evident also in other sectors. The Latvian Trade Union of Public Service and Transport Workers LAKRS have started negotiations on signing the general agreement in the public catering sector. Positive move in the development of the sector level bargaining was provided by the financial assistance from the ESF, but also by amendments in the local legislation. In 2017 LBAS has achieved amendment in the Personal income tax law, that in sectors with have concluded general agreements part of employers’ costs on employees meals are excluded from the tax base. In the construction sector, the most important impact was done by amendments in the Labour law that envisages 50% extra pay for overtime work. Regarding the public catering sector, the Ministry of Finance promised to introduce 12% rate for value added tax (instead of current 21%) if the sector will show progress in fighting envelope payments of work reimbursement and avoiding taxes. This condition also is tied to conclusion of sector level general agreement in the public catering sector.

**Unilateral government actions – without social dialogue**

There are no examples where government decided unilaterally, without consultations with social partners, on issues concerning social dialogue.
Collective labour disputes in 2018

Changes in the regulation of collective labour disputes


Selected major labour disputes of national significance

In August 2018, the Trade Union of Health and Social Care Employees of Latvia (LVSADA) instigated a collective interest dispute and submitted a claim to the Ministry of Healthcare against further reductions in the number of 24-hour emergency services in the Latgale, Vidzeme and Zemgale regions. The negotiation process ended with the promise that the reorganisation of emergency medical services in the three regions would be put on hold for an undefined period (Latvijas Sabiedriskie Mediji, 2018a).

On 16 August 2018, industrial action was organised in Liepaja in order to solve a conflict between passenger bus drivers and their employer, Liepajas Autobusu Parks. The dispute arose because the drivers, backed by the Latvian Trade Union of Public Service and Transport Workers (LAKRS), demanded higher wages and the company could not meet the demands. Further action was organised at national level near the Ministry of Communication on 4 October 2018 (Latvijas Sabiedriskie Mediji, 2018b). Still the negotiations continue and no result has been achieved.

On 28 September, workers from social assistance service institutions announced an eight-hour hunger strike (Latvijas Sabiedriskie Mediji, 2018c). The strike was because their wages did not change as part of recent important wage increases in the health sector, and remain extremely low in relation to the specialist nature of their work. If their voices are not heard via the hunger strike, the workers are ready to take further industrial action. As the result, the government promised to consider wage increase in next budgetary periods.

On 9 November 2018, the State Emergency Medical Service (SEMS) announced emergency situation in the health care emergency service in the Riga city. On 27 November 2018 the employees of (SEMS) had a meeting with the current Minister of Health Anda Caksaand representatives of the parties newly elected in the Saeima. After the meeting SEMS representatives acknowledged that not all answers to crisis resolution were received. The trade union organisation said that it is ready to wait until the beginning of 2019 before getting more active in defending its interests, but if the wage issue is not solved, it will not rule out protest actions and even strike (Public Broadcasting of Latvia, 2018c).
Working time 2018

Changes in the regulation of working time 2018

*Legislation on working time duration or organisation*

Working time is regulated by Part D on Working Time and Rest Time of the Labour law. This part of the law was not amended in 2018.

Specifically for medical workers working time is regulated by the Medical Treatment Law. This law was amended regarding specific working time regime for health care workers, as described in the next paragraph.

*Collective bargaining outcomes on working time duration or organisation*

No collective agreements concerning working time

*Major debates concerning working time duration or organisation*

No issue debated concerning working time duration or organisation in general.

Health and well-being at work 2018

Physical working environment

No issues debated in this area.

Psychosocial working environment

No issues debated in this area.

Employment status 2018

No major changes in 2018 for: ‘Standard’ employment contracts; Self-employed; Fixed term contracts; Temporary agency workers; Posted workers; Seasonal workers; Zero hour contracts.
References


Public Broadcasting of Latvia (2018a), *New healthcare system will leave up to 40,000 uninsured*, web page accessed 30 August 2018.

Public Broadcasting of Latvia (2018b), *Over 3,000 people have paid health insurance contributions so far*, web page accessed 28 December 2018.


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The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127