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EUROPEAN SOCIAL CHARTER

8th National Report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF LATVIA

Articles 2, 4, 5, 6, 21, 22, 26, 28 and 29

for the period 01/01/2017 – 31/12/2020

Report registered by the Secretariat on

30 December 2021

CYCLE 2022

Appendix

Questions on Group 3 provisions (Conclusions 2022)

Labour rights

This questionnaire covers Thematic Group 3 - Labour rights, comprising Articles 2 (right to just conditions of work), 4 (right to fair remuneration), 5 (right to organise), 6 (right to bargain collectively), 21 (right of workers to be informed and consulted), 22 (right of workers to take part in the determination and improvement of working conditions and working environment), 26 (right to dignity at work), 28 (right of workers' representatives to protection in the undertaking and facilities to be accorded to them) and 29 (right to information and consultation in collective redundancy procedures).

However, the Committee will pursue the targeted and strategic approach adopted in 2019 and continued in 2020 (Conclusions 2020 and 2021 respectively). It is therefore not asking that national reports address all accepted provisions in the Group. Certain provisions are excluded, except:

- when connected to other provisions which are the subject of specific questions
- when the previous conclusion was one of non-conformity
- When the previous conclusion was one of deferral due to lack of information
- When the previous conclusion was one of conformity pending receipt of specific information.

Moreover, given the magnitude, implications and expected longer-term consequences of the COVID-19 pandemic, the Committee will pay particular attention to pandemic-related issues. In this connection, it is relevant to note that the reference period for Conclusions 2022 is 1 January 2017 to 30 December 2020. The Committee draws attention to relevant parts of its Statement on COVID-19 and social rights adopted on 24 March 2021.

Given the date of transmission of this questionnaire, the Committee requests that state reports be submitted by **31 December 2021** (and not the usual deadline of 31 October).

RESC Part I – 2. All workers have the right to just conditions of work.

Article 2 of the Charter guarantees the right of all workers to just working conditions, including reasonable daily and weekly working hours (Article 2§1), annual holiday with pay (Article 2§3) and weekly rest periods (Article 2§5).

The Committee refers to its long-standing jurisprudence on what constitutes reasonable working hours and recalls that the defined outer limits must not be exceeded except in situations of force majeure. In this respect, it also recalls that overtime work must be paid at an increased rate of remuneration pursuant to Article 4§2 of the Charter.

New forms of work organisation such as teleworking and work from home practices often lead to de facto longer working hours, inter alia due to a blurring of the boundaries between work and personal life. Consideration must therefore be given to ensuring that home-based workers can disconnect from the work environment.

The Committee has been alerted to grievances repeatedly expressed in some sectors of economic activity about working hours (upwards of 80 hours per week for example in the

health sector / hospital work). Allegedly, the pandemic and the demands placed on healthcare as a result of the COVID-19 crisis exacerbated this for many workers.

There is also a higher risk of abuse of working hours in the catering industry, sub-contracted non-unionised hospitality industry work, domestic and care work.

As regards the platform or gig economy, workers may be confronted with long working hours and inadequate rest periods in order to make a decent living, or they may have to accept unreasonable numbers of gigs in order not to lose the "privilege" of getting more or "better" work from the platform.

Precarious and low-paid workers, including in the gig economy and those on zero-hour contracts, are particularly vulnerable to the impacts of the COVID-19 crisis and States Parties must ensure that these categories of workers enjoy all the labour rights set out in the Charter. This includes not only those pertaining to safe and healthy working conditions, reasonable working hours and fair remuneration (see below), but also rights relating to notice periods, protection against deduction from wages, dismissal protection, trade union membership, information and consultation at the workplace (notably Articles 4, 5, 21, 22 and 24 of the Charter).

Article 2 – The right to just conditions of work

With a view to ensuring the effective exercise of the right to just conditions of work, the Parties undertake:

1. to provide for reasonable daily and weekly working hours, the working week to be progressively reduced to the extent that the increase of productivity and other relevant factors permit;

a) *Please provide updated information on the legal framework to ensure reasonable working hours (weekly, daily, rest periods, …) and exceptions (including legal basis and justification). Please provide detailed information on enforcement measures and monitoring arrangements, in particular as regards the activities of labour inspectorates (statistics on inspections and their prevalence by sector of economic activity, sanctions imposed, etc.).*

General information

In order to implement the reform of the regulation of administrative liability, the description of administrative violations and the penalties for such violations provided in the Latvian Administrative Violations Code of 7 December 1984 were incorporated (with slight amendments) into the respective branch legislative enactments, including in the Labour Law, Labour Protection Law, Strike Law. The said provisions on administrative liability came into force at the same time as the new Administrative Liability Law of 25 October 2018, i.e., on 1 July 2020. Until 1 July 2020, the violations and penalties were regulated by the Latvian Administrative Violations Code.

During the time period from 2017 to 2020 additional amendments were made to the Labour Law:

- in order to improve regulation of employment legal relations, considering proposals of the social partners' organisations representing the interests of employers and employees, on 27 July 2017 amendments were made to Article 136 (the amendments came into force on 16 August 2017) supplementing by new Paragraphs nine, ten and eleven. Paragraph nine provides that concurrently with an agreement on overtime work or with appointing to do it, an employee and an employer may come to an agreement that the supplement to the employee for overtime work is substituted with paid rest in another period of time according to the number of overtime hours worked, and also on the procedures for granting such paid rest time. For its part, Paragraph ten prescribes that if the supplement for overtime work is not granted to an employee, but it is

substituted with paid rest, then such paid rest shall be granted within one month from the day of doing overtime work, but if the aggregated working time is specified for the employee, then the paid rest shall be granted on the following accounting period, but not later than within three months. Upon an agreement between the employee and the employer the paid rest may be added to the annual paid leave, deviating from the general procedures laid down in this Paragraph. Paragraph eleven determines that if the employee and the employer have reached an agreement that paid rest will be granted to the employee for overtime work, but the employment relationships are terminated before the day of using the paid rest, the employer has an obligation to disburse the relevant supplement for overtime work.

The mentioned amendments to the Labour Law also Article 145, Paragraphs two and three were amended. Sentence four of Paragraph two now provides that a break shall not be included in the working hours unless otherwise provided for in the employment contract or the collective agreement. The paragraph tree was supplemented by a new sentence determining that if during a break the employee is prohibited from leaving his/her workplace and the employee cannot use this period of time as he/she deems necessary, such break shall be included in the working time.

On 17 October 2019 amendments were made to the Labour Law (the amendments came into force on 19 November 2019) in order to "decode" the description of administrative violations and the penalties for such violations and to include them in respective branch legislative enactments. According to the amendments, the description of administrative violations and the penalties for the violations provided in the Latvian Administrative Violations Code of 7 December 1984 were incorporated (with slight amendments) into the Labour Law. The said provisions on administrative liability entered into force at the same time as the new Administrative Liability Law of 25 October 2018, i.e., on 1 July 2020. Until 1 July 2020, the violations and penalties were regulated by the Latvian Administrative Violations Code.

According to Article 162 (Violation of Other Laws and Regulations Governing Employment Relationships) for violation of laws and regulations governing employment relationships, except for the cases specified in Articles 158, 159, 160, and 161 of this Law, a warning or a fine from seven to seventy units of fine[1] shall be imposed on an employer if it is a natural person, but a fine from fourteen to two hundred and twenty units of fine - if it is a legal person. The administrative offence proceedings for the offences referred to in Articles 158, 159, 160, 161, and 162 of this Law shall be conducted by the State Labour Inspectorate (Article 163 of the Labour Law).

When organizing seminars or other information events, State Labour Inspectorate always focuses, among other things, on issues related to the organisation of working time and the interpretation of normal working time in relation to the organisation of aggregated working time.

Table No.1

Violations detected by the State Labour Inspectorate

Chapter 31 of the Labour Law	Violations in total	Orders	Penalties	Number of surveys
2017	248	160	94	402
2018	193	117	77	326
2019	147	92	56	359
2020	52✡	33	19	214

Data source: State Labour Inspectorate

✡Incomplete data. From 1 July 2020, all applied administrative penalties are entered into the APAS system (Administrative Violation Support System) and are not available to the State Labour Inspectorate in an aggregated form, so they are not included in this table. The APAS was introduced to ensure a uniform record of administrative infringement proceedings in all state and local government institutions and is developed and maintained by the Information Centre of the Ministry of the Interior. The legal regulation of the APAS

[1] 1 fine unit is equal to 5 EUR

system is specified in the Criminal Register Law.

Table No.2

Number of surveys conducted by the State Labor Inspectorate in connection with Chapter 31 of the Labour Law by sectors and years

NACE Rev. 2 code[2]	2017	2018	2019	2020
A01	24	19	5	4
A02	4	3	8	3
B08			2	3
C10	21	10	23	10
C11			1	
C14	6	4	7	4
C16	14	12	13	6
C18	1			
C19	1			
C20		1		2
C22				4
C23	2	4		
C24				1
C25	6	6	4	4
C26			1	
C27				1
C28				1
C29		2		
C30		1		
C31	6	2	1	2
C33	1		2	1
D35		3		2
E38	3		4	1
E39			1	
F41	25	30	23	16
F42	7	5	4	3
F43	17	12	16	9
G45	9	15	6	3
G46	17	10	9	3
G47	50	62	54	33
H49	30	22	11	10
H50	1			2
H51		2		1
H52	4	4	7	4
I55	9	4	11	15
I56	48	29	53	17
J62	2			
J63		2		
K64			3	2
L68	5	6	9	5
M69		1	2	
M70				1
M71	1	1	6	
M73	1			
M74	4	1	2	
N77		1	3	
N78				1
N79			1	
N80	19	14	17	6

[2] https://ec.europa.eu/eurostat/documents/3859598/5902521/KS-RA-07-015-EN.PDF

N81	10	2	12	4
N82	1			3
O84	15	10	12	7
P85	8	5	9	3
Q86	3	5		5
Q87	1	9	6	4
Q88			3	2
R90	2		3	
R91		2		
R93	4			1
S94		1	1	2
S95	1			
S96	19	4	4	3

Data source: State Labour Inspectorate

Table No.3

Chapter 32 of the Labour Law	Violations in total	Orders	Penalties	Number of surveys
2017	65	49	16	90
2018	53	29	24	72
2019	38	24	14	67
2020	11✡	6	5	31

Data source: State Labour Inspectorate

✡Incomplete data. From 1 July 2020, all applied administrative penalties are entered into the APAS system (Administrative Violation Support System) and are not available to the State Labour Inspectorate in an aggregated form, so they are not included in this table. The APAS was introduced to ensure a uniform record of administrative infringement proceedings in all state and local government institutions and is developed and maintained by the Information Centre of the Ministry of the Interior. The legal regulation of the APAS system is specified in the Criminal Register Law.

Table No.4

Number of surveys conducted by the State Labour Inspectorate in connection with Chapter 32 of the Labour Law by sectors and years

NACE Rev.2 code[3]	2017	2018	2019	2020
A01	6	1	2	2
A02	1			
B08			2	
C10	2	5	4	1
C13	1			
C14	1			
C16	4	5	1	1
C19			1	
C20				1
C22		1		
C23			1	
C24			1	1
C25			1	1
C28	1			
C30		2		
C33	1	1		
D35	1		1	
E36		1		
E38	1			
E39			1	
F41	2	2	4	

[3] https://ec.europa.eu/eurostat/documents/3859598/5902521/KS-RA-07-015-EN.PDF

F42			1	
F43	1	2	1	2
G45	1			
G46	3			1
G47	24	21	14	2
H49	8	6	2	3
H50	2			
H51		1	1	1
H52		1	5	2
I55	2		2	
I56	6	6	11	2
J60				2
L68	1	1	1	
M70			1	
M71		1		
M73		1		
N78		1		
N79	2			
N80	4	2	1	3
N81	4	3	1	
O84	3	1	1	
P85				1
Q86	1	1	1	1
Q87	1	4	2	1
R90				1
R92		1	1	1
R93	4		1	
S94	1			
S96	1	1	1	1

Data source: State Labour Inspectorate

The rights of officials with a special service rank (hereinafter - official) to fair working conditions are stipulated in Law on the Career Course of Service of Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior and the Prisons Administration (hereinafter - the Service Course Law), Law on Remuneration of Officials and Employees of State and Local Government Authorities (hereinafter - the Remuneration Law). For employees with whom an employment contract has been concluded (hereinafter - the Employees) above mentioned rights are specified in the Labour Law and the Remuneration Law.

The Article 131 of Labour Law prescribes that regular daily working time of an employee may not exceed eight hours, and regular weekly working time – 40 hours. Daily working time within the meaning of this Law means working time within a 24-hour period. If daily working time on any weekday is less than the regular daily working time, the regular working time of some other weekday may be extended, but not more than by one hour. In such case the provisions of the length of weekly working time are complied with.

Articles 26, 27 and 28 of the Law on the Career Course of Service establish that the regular daily working time of an official shall be 8 hours during a period of 24 hours and 7 hours on the day before a public holiday, the regular weekly working time – 40 hours per week. Additionally, it should be noted that no amendments were made in 2017 - 2020 regarding this regulation.

If it is not possible to observe a regular length of daily or weekly working time due to the nature of work, the head of the Institution or his/her authorized official shall determine the aggregated working time. The aggregated working time shall not exceed the hours of regular working time for four months period.

In the Internal Security Bureau, aggregated working time has been determined only for few employees, most of the employees have regular working time.

If an aggregated working time has been specified, an official shall be granted a rest time not shorter

than 36 consecutive hours in a time period of 7 days.

According to Paragraph 1 Article 29 of the Law on the Career Course of Service, considering the necessity of the service, upon the order of the head of the Authority, an official may be involved in the performance of official duties over the specified service duties, weekly rest days and statutory holidays, as well as during the weekly rest period, not exceeding 144 hours in a four-month period.

Paragraph 2 Article 31 of the Law on the Career Course of Service provides that accounting of the time for the fulfilment of the duties of the service of officials shall be taken by filling in tables for accounting of the time for the fulfilment of the duties of the service.

In accordance with Paragraph one of Article 149 of the Labour Law, every employee has the right to paid annual leave. Such leave may not be less than four calendar weeks, excluding public holidays, but might be extended (for example, State Fire and Rescue Service`s officials after every five years of long service the annual paid leave is extended by three calendar days, but no more than 15 calendar days in total). In its turn, Paragraph one of Article 40 of the Remuneration Law stipulates that the leave of officials (employees), their duration and the procedure for granting it, as well as other issues related to leave shall be regulated by the relevant norms of the Labour Law, unless otherwise provided by this Law.

With regard to officials who have a normal working time (Article 27, Paragraph two of the Service Course Law) and employees who have a normal working time, the Regulation of Cabinet of Ministers No. 354 of 30 June 2020 “On Working Days relocation in 2021" is applicable. Payment for official holidays is made in accordance with the Remuneration Law and Labour Law.
For example, the employees of State Fire and Rescue Service for whom aggregated working time is specified, who performs overtime work or work on public holidays, receives a supplement of 50 per cent of the specified cent of the hourly wage rate. The employee, for whom regular working time is specified, does not work on public holidays.

SJSC “Latvijas dzelzceļš” in accordance with Labour Law, collective agreements and internal regulations stipulates length of working days and working week, paid annual 4 week vacation for employees who are working in special working conditions, additional paid holidays or reduced working hours, weekly rest which coincides as far as possible with national traditions or customs with rest days in accordance with the Labour Law and other regulatory enactments. When receding employment contract, deadlines are being strictly in compliance with the terms set out in the Labour Law.

In aviation sector flight and duty time limitations and rest requirements for aircrews are stated in the Regulation (EU) No.965/2012 and its corresponding Acceptable Means of Compliance (AMC), Guidance Materials (GM) and Certification Specifications (CS), as well as on national level Regulations of the Cabinet of Ministers No.505. Civil Aviation Agency of Latvia monitors air operators’ compliance with these rules as part of its continuous oversight by carrying out audits and inspections.
Working hours for Airport “Riga” staff, as well as for SJSC “Latvijas gaisa satiksme” are determined in accordance with the Labour Law and internal agenda rules. In 2019, the State Labour Inspectorate carried out an inspection and inspection of workplaces at the Airport in relation to the observance of working and rest time, during which no violations of the laws and regulations governing labour law or labour protection were found.

Should be mentioned also Regulations of the Cabinet of Ministers No 686 of 17 November, 2020 "Regulations of employment of fishermen", determining the requirements for the working conditions (including working hours) of fishermen.

With the amendments of 2018 to the Article 53.1 of the Medical Treatment Law, the Government has supported the full transition to normal working hours for all medical practitioners from 1 January 2022. After that date, medical practitioners will be bound by the Labour Law, which stipulates that overtime work may not exceed an average of eight hours in a seven-day period, calculated over a reference period not exceeding four months.

During the COVID-19 pandemic, the Government has decided (Cabinet Order No. 655 of 06.11.2020 “On Declaration of Emergency Situation" point 9 and Article 49.3 of the Law on the Management of the Spread of COVID-19 Infection issued by the Parliament on 10 June 2020), that state and local government medical treatment institutions providing inpatient health care services, employees of ports and capital companies controlled by them, as well as employees of the state and local government medical assistance service, the Ministry of Health, officials and employees of the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the system of the Ministry of the Interior, as well as officials of the system of the Ministry of the Interior with special service ranks shall determine such overtime work time which exceeds the work time specified in the Labour Law, officials of the institutions of the system of the Ministry of the Interior and the Prisons Administration with special service ranks laid down in the Law on the Course of Service and Article 53.1, Paragraph 2 of the Medical Treatment Law maximum overtime but does not exceed 60 hours per week. The provisions of Article 136, Paragraph 4 of the Labour Law shall not be applicable to the cases referred to in this Paragraph. Funds for the payment of overtime work, according to the information provided by medical treatment institutions regarding the overtime worked, is attracted from the State budget programme "Funds for Unforeseen Events".

b) *The Committee would welcome specific information on proactive action taken by the authorities (whether national, regional, local and sectoral, including national human rights institutions and equality bodies, as well as labour inspectorate activity, and on the outcomes of cases brought before the courts) to ensure the respect of reasonable working hours; please provide information on findings (e.g. results of labour inspection activities or determination of complaints by domestic tribunals and courts) and remedial action taken in respect of specific sectors of activity, such as the health sector, the catering industry, the hospitality industry, agriculture, domestic and care work.*

Table No.5

		(Q – Human health and social work activities)	(I – Accommodation and food service activities)	(A – Agriculture, forestry and fishing)	(T – Activities of households as employers)
2017	surveys	6	65	35	
	violations	4	41	28	
	orders	2	27	21	
	fines	2	16	7	
2018	surveys	19	39	23	
	violations	8	30	14	
	orders	1	14	8	
	fines	7	16	6	
2019	surveys	12	77	15	
	violations	3	30	10	
	orders	2	16	8	
	fines	1	14	2	
2020	surveys	13	29	9	
	violations	2	11	6	
	orders	1	8	5	
	fines	1	3	1	

Data source: State Labour Inspectorate

Incomplete data. From 1 July 2020, all applied administrative penalties are entered into the APAS system (Administrative Violation Support System) and are not available to the State Labour Inspectorate in an aggregated form, so they are not included in this table. The APAS was introduced to ensure a uniform record of administrative infringement proceedings in all state and local government institutions and is developed and maintained by the Information Centre of the Ministry of the Interior. The legal regulation of the APAS system is specified in the Criminal Register Law.

In the year 2018, at the request of the Ombudsman, the Constitutional Court of the Republic of Latvia passed a judgement in a case where extended normal working hours were designated for medical practitioners, in turn, wages for working time that exceed the normal working hours specified in the Labour Law were determined in proportion to the increase in working hours at an amount of no less than the one specified by hourly or daily wage rate, but if an accord (charter) salary is agreed, according to the charter price for the amount of work performed. According to the Labour Law, if an employee works overtime, he/she is entitled to a bonus of at least 100 per cent. Consequently, the medical staff received for working hours in excess of normal working hours, less than employees in other professions. Both the Ombudsman and the Constitutional Court saw in the specific case a violation of the principle of equality which is established in the Constitution. Consequently, the responsible authorities were obliged to eliminate the violation.

In 2020, upon the application of the Ombudsman, the Constitutional Court initiated a case regarding the increase of the remuneration of health care employees (judgement of 2021). Point 11 of the transitional regulation of the Health Care Financing Law provided for a gradual increase in the salaries of health care workers over the years (the said law set a specific amount of increase for a given year), however, only about half of the increase in funding was allocated to this need within the Law on State Budget of 2020, such need having been previously stipulated by the Health Care Financing Law. The Ombudsman pointed out that the allocation of insufficient funding for the salaries of health care workers does not comply with the principle of sustainability, either. The Constitutional Court drew attention to the fact that the Cabinet of Ministers had a corresponding discretion and freedom to pursue action in the process of preparation of the medium-term budget framework. This also applies to the assessment of whether and to what extent the financing of medium-term priority measures applied for by various institutions is planned, taking into account the rebalancing potential thereof, the state of public finances, as well as the urgency of the measures in question and the country's political priorities. The Cabinet of Ministers must also comply with the legal norms regulating the preparation of the budget, which requires ensuring a balanced, sustainable budget. The Parliament approved the budget submitted by the Cabinet of Ministers, thus assuming that the task stipulated by the Health Care Financing Law has been fulfilled in accordance with its will and the state's financial capabilities. Consequently, a violation by the Constitutional Court was not determined.[4]

c) *Please provide information on law and practice as regards on-call time and service (including as regards zero-hours contracts), and how are inactive on-call periods treated in terms of work and rest time as well as remuneration.*

In Latvia, on-call time and zero-hours are not regulated by the legal enactments. Only working time and rest time are prescribed, within which the work of an employee is organised.

d) *Please provide information on the impact of the COVID-19 crisis on the right to just conditions of work and on general measures taken to mitigate adverse impact. As regards more specifically working time during the pandemic, please provide information on the enjoyment of the right to reasonable working time in the following 3 sectors: health care and social work (nurses, doctors and other health workers, workers in residential care facilities and social workers, as well as support workers, such as laundry and cleaning staff); law enforcement, defence and other essential public services; education; transport (including long-haul, public transport and delivery services).*

Due to the worldwide pandemic of COVID-19 on 12 March 2020, the Order No.103 was adopted and came into force (expired on 10 June 2020).

According to the Order No.103 the emergency situation throughout the State territory was declared

[4] Constitutional Court; available in Latvian: https://www.satv.tiesa.gov.lv/press-release/2020-gada-valsts-budzeta-normas-kas-paredzeja-arstniecibas-personu-darba-atalgojuma-finansejumu-atbilst-satversmei/

from the moment by taking of the decision until 9 June 2020 with the purpose of containing the spread of COVID-19 during the validity of the emergency situation.

Subpoints 4.13., 4.13.^{2}, 4.13.^{4} of the Order No.103 prescribed the following:

“4.13. the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law and Article 53.^{1}, Paragraph two of the Medical Treatment Law but does not exceed 60 hours per week shall be allowed in State and local government medical treatment institutions which provide inpatient health care services, as well as for the persons employed in the State Emergency Medical Service, for the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the department of the Ministry of Defence, the department of the Ministry of Education and Science, the department of the Ministry of the Interior, and the Ministry of Foreign Affairs. The provisions of Article 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph. The Ministry of Health, the Ministry of Finance, the Ministry of Defence, the Ministry of Education and Science, the Ministry of the Interior, and the Ministry of Foreign Affairs shall request the additional financial resources necessary for overtime work remuneration from the State budget programme "Funds for Unforeseen Events";

4.13.^{2} the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week together with the normal work time shall be allowed for the employees of municipal police, Orphan's and Custody Court, and local government social service offices, as well as for the employees of providers of such social services which ensure accommodation, care, and supervision;

4.13.^{4} in order to ensure the safety of navigation, the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week shall be allowed for the employees of ports and capital companies controlled by ports. The provisions of Article 136, Paragraph four of the Labour Law shall not apply to the cases referred to in this Sub-paragraph.

Several other issues related to a different kind of organisation of work during the emergency situation were regulated by the Order No.103. For detailed information please see the Order No.103 attached in the Annex of this Report.

Later, on 6 November 2020, the Order of the Cabinet of Ministers No.655 “Regarding Declaration of the Emergency Situation” was adopted and came into force (the Order No.655 expired on 7 April 2021) taking into consideration the rapid spread of COVID-19 infection and the increasing risk of overloading the health sector, and also in order to reduce a repeated spread of COVID-19 infection in Latvia to a controlled threshold, ensuring the continuity of important State functions and services.

According to the Order No.655 the emergency situation throughout the State territory was declared from 9 November 2020 until 6 April 2021.

Sub-points 5.31.2., 5.35., 5.35.^{1}, 5.35.^{2}, 5.43. and Points 9, 10, 10.^{1}, 10.^{2}, 10.^{3} of the Order No.655 determined the following:

“5.31. the head of the Prisons Administration, the Chief of the State Police, and the Chief of the State Fire and Rescue Service have the right:

5.31.2. to employ the staff of the Prisons Administration, the State Police, and the State Fire and Rescue Service respectively continuously for more than 24 hours;

5.35. an employer has an obligation:

5.35.1. to provide the employees the possibilities to work remotely if the specific nature of the work allows it;

5.35.2. to ensure personal protective equipment to employees for work on site which are necessary for the performance of work duties (for example, mouth and nose covers, aprons, coveralls);

5.35.3. to specify measures for the containment of the spread of COVID-19 in the work collective, appointing a person responsible for the introduction of such measures at the working place and

informing employees of the abovementioned measures;

5.35.4. to specify employees who shall perform work duties on site in order to ensure continuity of work, concurrently specifying appropriate internal control measures at the working place;

5.35.[1] to organise work in a way that only such employees who ensure continuity of work and cannot perform it remotely at their place of residence would perform work duties on site. If the employee and the employer have not mutually agreed on the performance of work remotely, the employer has the right to unilaterally appoint the employee for remote work in conformity with Sub-paragraph 5.35.1 of this Order. After the end of the emergency situation, remote work shall be performed on the basis of an agreement between the parties;

5.35.[2] State and local government authorities, in conformity with Sub-paragraphs 5.35.1, 5.35.2, and 5.35.3 of this Order, shall ensure in addition that:

5.35.[2] 1. such officials (employees) who, due to the specific nature of work, perform work on site are specified, taking into consideration that:

5.35.[2] 1.1. only one official (employee) is present in the office;

5.35.[2] 1.2. not less than 15 m^2 of the available area of premises is provided for one official (employee) in an open-type office;

5.35.[2] 2. the requirements laid down in Sub-paragraph 5.35.[2] 1.1. or 5.35.[2] 1.2 of this Order cannot be complied with, a work schedule is drawn up;

5.43. mouth and nose covers shall be used in public indoor spaces, including working places, if more than one person stays in the premises, except:

5.43.1. by professional orchestra and choirs, theatre and dance collectives;

5.43.2. in the process for the acquisition of education related to learning how to play an instrument or the vocal art;

5.43.3. by athletes during sports trainings (sessions) and the sporting events referred to in Sub-paragraph 5.16 of this Order;

5.43.4. by the employees of electronic mass media if it is needed to fully perform their work duties;

5.43.5. for the cases when the broadcast or recording of a cultural or religious event is being prepared or taking place, remote learning process is ensured or audiovisual works are created if it is needed to fully perform work duties and the permission of the legal possessor has been received;

9. The determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law, the Law on the Career Course of Service of Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior and the Prisons Administration, and Article 53.[1], Paragraph two of the Medical Treatment Law but does not exceed 60 hours per week shall be allowed in State and local government medical treatment institutions which provide inpatient health care services, for employees of ports and capital companies controlled thereby, and also for the persons employed in the State Emergency Medical Service, for the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the system of the Ministry of the Interior, and also for the officials with special service ranks of the Ministry of the Interior shall be permitted. The provisions of Article 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph. The Ministry of Health, the Ministry of Finance, the Ministry of Defence, and the Ministry of the Interior shall request the additional financial resources necessary for overtime work remuneration from the State budget programme 02.00.00 "Funds for Unforeseen Events".

10. The determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week together with the normal work time shall be allowed for the employees of municipal police, Orphan's and Custody Court and local government social service offices, and also for the employees of providers of such social services which ensure accommodation, care, and supervision. The provisions of Article 136, Paragraph four

of the Labour Law shall not be applicable to the cases referred to in this Paragraph.

10.[1] In medical treatment institutions which provide outpatient or inpatient health care services and practices of general practitioners, and also for the employees of the State Emergency Medical Service and the State Blood Donor Centre, pharmacists and also the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control and the National Health Service, a supplement of up to 100 per cent of the monthly wage may be specified for work under conditions of increased risk and workload due to the outbreak of COVID-19 and elimination of its consequences in addition to the maximum amount of supplements laid down in Article 14, Paragraph two of the Law on Remuneration of Officials and Employees of State and Local Government Authorities. The Minister for Health shall decide on the use of the funding based on the actual needs and request the additional funds required by the Ministry of Health for supplements from the State budget programme 02.00.00 "Funds for Unforeseen Events".

10.[2] A vaccination process supervision project unit shall be established, and monthly wages for its employees shall be determined in accordance with Annex to this Order. The abovementioned employees may be additionally remunerated for overtime work.

10.[3] Based on Article 24 of the Law on the Suppression of Consequences of the Spread of COVID-19 Infection and in accordance with Article 15, Paragraph one of the Law on Remuneration of Officials and Employees of State and Local Government Authorities, and complying with the criteria referred to in Paragraph 10.[4] of this Order and the number of participation or contact hours of an official, a supplement in the amount of 75 per cent of the hourly wage rate may, from 1 January 2021, be determined for officials with special service ranks of the institutions subordinate to the Ministry of the Interior for work under conditions of increased risk and workload in relation to the outbreak of COVID-19 and elimination of its consequences. The expenditure resulting from the supplements shall be covered from the State budget programme "Funds for Unforeseen Events" based on the actuall required amount."

Several other issues related to the different kind of organisation of work during the emergency situation were regulated by the Order No.655. For detailed information please see the Order No.655 attached in the Annex of this Report.

The Law on Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19 (hereinafter – Crisis Law) of 20 March 2020 was in force from 22 March 2020 and expired on 10 June 2020. The Crisis Law determined measures for the prevention and suppression of threat to the State and its consequences, special support mechanisms, as well as expenditures which were directly related to the containment of the spread of COVID-19.

Article 14[2] of the Crisis Law regulated a possibility to determine a part-time work for an employee in case of temporary fall in the production of the undertaking if it is provided for in the collective agreement concluded with the trade union, upon mutual agreement and without reducing the total level of protection of employees. The mentioned provisions were introduced on the joint initiative and proposal of social partners.

Later, on 10 June 2020 the Law on the Suppression of Consequences of the Spread of COVID-19 Infection of 5 June 2020 (hereinafter – Law on Suppression) came into force instead of the Crisis Law. The purpose of the Law on Suppression is to determine the legal order during the spread of COVID-19 infection, providing for a set of appropriate measures for the suppression of consequences of the spread of COVID-19 infection and the special support mechanisms and expenditures directly related to the containment of the spread of COVID-19 in order to ensure the improvement of the economic situation of society and to promote the stability of the national economy.

Article 18 of the Law on Suppression regulates a possibility to determine a part-time work for an employee in case of temporary fall in the production of the undertaking if it is provided for in the collective agreement concluded with the trade union, upon mutual agreement and without reducing the total level of protection of employees. The mentioned provisions were introduced on the joint initiative and proposal of social partners.

During the COVID-19 crisis, the workload of social workers did not change much, but their job responsibilities changed, as in many places social workers provided children with lunch while schools were closed, as well as with teaching materials, etc. With regard to working hours, for the most part, however, the work was carried out within the statutory working hours. In cases where it was necessary to work overtime, each local government addressed the issue individually.
During the emergency, many social services worked completely remotely, providing advice to clients using available technology. Applications from clients were accepted electronically or left in specially designed mailboxes outside social services.

Concerning long-term social care services during COVID-19, emphasis is placed on changes in the organisation of care work and on measures to minimise the risks of infection of care persons and care staff.
Since May of 2020, long-term social care institutions are provided with disinfectants financed from the State budget and care personnel are provided with personal protective equipment financed from the State budget. Since April of 2020, both residents and staff in social care institutions are regularly tested at the expense of the State budget, and both groups were able to receive vaccination against COVID-19 as a priority group.
In order to provide the service also in situations where some of the care staff is ill, the division of work responsibilities between the employees is rapidly changed.
From March of 2020, national social care centres started to pay a supplement to staff for the intensity of work and the provision of additional jobs, involved in the care of residents infected with COVID-19 up to 50 per cent of the monthly salary. In the period from 1 December 2020 to 30 June 2021, expenditures for such supplements are financed from the State budget for all providers of social services with accommodation that provides a service provided by the State or local government. Allowances up to 50 per cent of the monthly salary can be received by social workers who provide care for COVID-19 infected clients and their contacts.

According to Article 12, Paragraph three of the Military Service Law, the length of a soldier's day of service depends on the need for service. Pursuant to Article 16, Paragraph four of the Military Service Law, active service provides for 24-hour working hours 7 days a week, at the same time Paragraphs 178 and 179 of the Ministry of Defense Regulation No. 21-NOT of 3 August 2012 “Regulations on Military Service” that the length of service in the unit shall be determined by the commander of the unit, providing the soldier with 8 hours of service if possible. In accordance with Sub-paragraph 4.2 of Annex 7 of the Ministry of Defense Regulation No. 28-NOT of 9 July 2013 “Regulations on Recruitment, Selection and Admission of Candidates in the Professional Service and Conclusion of the Agreement on Professional Services”, the person is informed and undertakes to perform active service depending on the need for the service.
The COVID-19 crisis had no effect on soldiers' working hours. In the National Armed Forces, at the height of the pandemic, the work was organized both remotely and in person, trying to minimize direct contact between the soldiers, but this did not affect the scope of the service.

Performance of official duties of competent authorities in the field of home affairs are related to the fight against crime and the protection of public order and security, the inviolability of the state border and the prevention of illegal migration, as well as other activities, mainly the officials of these competent authorities do not have “online” job opportunities to perform their direct tasks. According to the Regulations of the Cabinet of Ministers Nr. 360 of 9 June 2020 “Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection” (hereinafter - Regulation Nr. 360) institutions were invited to ensure possibilities of performing the service (work) duties of employees of the structural unit remotely, unless the character of service (work) duties establishes necessity to perform service (work) duties in a specified place, maintaining the defined length of performance of service (work) duties and ensuring uninterrupted performance of functions of the institution.
In accordance with Article 17, Paragraph one of the State Administration Structure Law, the head of a direct administration institution organizes the performance of the institution's functions and is responsible for it, manages the institution's administrative work, ensuring its continuity, efficiency and legality.

All institutions are constantly improving their work organisation measures to ensure that officials and employees are less exposed to the risks of infection with Covid-19.
In accordance with the specifics of the work to be performed, certain officials and employees are partially provided with the opportunity to work remotely. For example, according to the provided information, only 0.5 per cent of employees in the State Police currently work remotely and 5.3 per cent - partially remotely.
In the institutions, there is a developed internal regulation for the organisation of remote work in order to ensure the continuous performance of its` functions. The work schedule of the employees for the performance of "online" work is coordinated with the direct head of the structural unit of the respective institution, using the self-service portal.

The amount of workload for teachers is stipulated in Regulations of the Cabinet of Ministers No. 445 "Regulations Regarding Remuneration of Teachers"[5] (thereafter - Regulation No 445). In accordance with the Regulation No 445, workload of a teacher corresponding to the rate of one monthly wage is 30 hours of work per week for the teachers of general basic education, general secondary education, teachers of vocationally oriented education institutions and teachers of interest-related education, including lessons and optional lessons, the preparation thereof, correction of the written works of educatees, individual and group work with educatees and consultations, class education, methodological work in an educational institution, project management, and other activities related to the development of the educational institution.

The Regulation No 445 also specifies that the amount of workload for teachers of vocational education institutions is 1320 paid hours per year (30 hours of work per week), meanwhile for teachers of pre-school education - 40 hours of work per week.

The workload of a teacher – i.e., the total number of hours per week according to tariff classification - may not exceed the normal weekly working hours laid down in the Labour Law - 40 hours per week, excluding the substitution of an absent teacher. Upon determining the workload of a teacher, the head of an educational institution takes into consideration the number of educatees in the class and the study subjects, which are taught by the teacher, and also the procedures for the division of the workloads of teachers stipulated by the founder of the educational institution.

In Latvia, adult formal education operates under the same rules and conditions as initial formal education, including with regard to the organisation of work and support measures. Non-formal education is primarily provided by private service providers, where working conditions are determined by the employer within the framework of Labour law regulation.

No amendments in regulations concerning the amount of workload for teachers were adopted during the 2020/21 school year.

Due to COVID 19 situation, from 13 March 2020 distance learning was implemented in all education levels and continued until the end of the school year. In the school year 2020/21, 7th-12th grade educatees started distance learning from 26 October 2020, 5th-6th grade pupils - from 7 December 2020 and pupils of primary schools started distance learning from 11 January 2021. On 22 February 2021, according to the "traffic light" approach, in local governments where the morbidity rates were below 200 per 100,000 inhabitants, the 1st-4th grade pupils could study in person, respecting safety measures. The distance learning in the vocational education institutions started from 6 November 2020, in higher education institutions from 26 October 2020.

General education

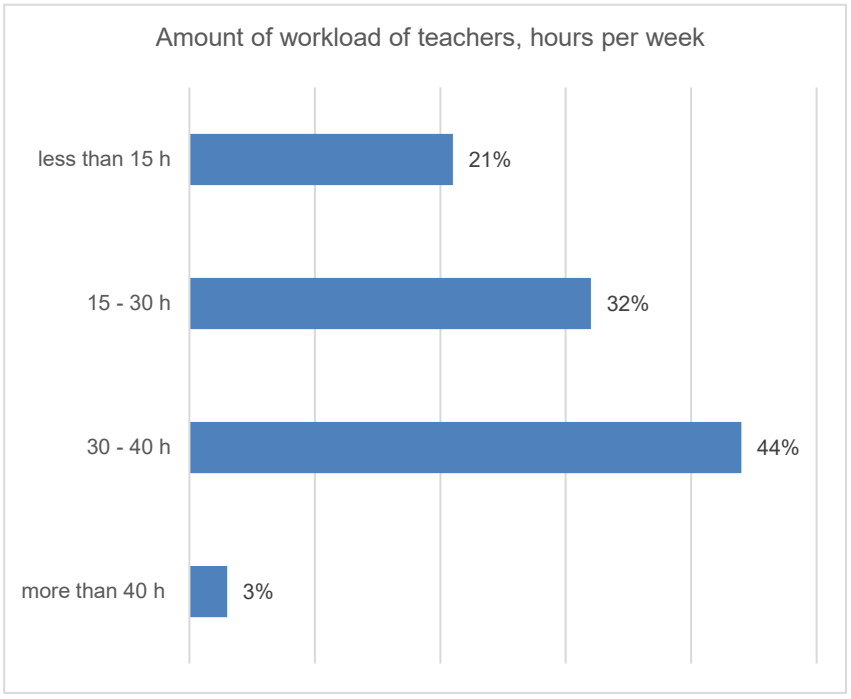
In order to mitigate the impact of the COVID 19 in general education sector, the following actions were implemented:

[5] https://likumi.lv/ta/en/en/id/283667-regulations-regarding-remuneration-of-teachers

- at the end of 2020, the Ministry of Education and Science (hereinafter – MoES) redistributed 1.1 million EUR from its budget in order to remunerate the increased workload of teachers during the distance learning process and to compensate psycho-emotional conditions in the work environment under the impact of the COVID-19 pandemic;
- the Cabinet of Ministers on 28 January 2021 adopted the Order to grant one-time allowance to teachers of pre-school and special education institutions for work during the COVID-19 pandemic. In total, the government allocated 6.3 million EUR from the State budget program "Contingency Funds";
- the Cabinet of Ministers on 18 February 2021 supported the allocation of 12.3 million EUR for teachers and support staff for individual consultations provided to pupils concerning learning content during the COVID-19 pandemic;
- MoES provided an opportunity for teachers to acquire digital skills for the provision of distance learning;
- MoES, in order to support teachers in implementation of the distance learning, designed educational TV channel "Your class" as an immediate solution to ensure the continuity of learning during the national school closure and to reach primary and secondary students, provide educational material and ensure remote lessons. Education TV channel "Your class" was broadcasted on TV and the video lessons were also available online.

Average total working hours of general education teachers for 2020/21 school year, per cent of the total number of teachers (18 122 teachers)[6]

Table No.6



Data source: Ministry of Education and Science

Vocational education

During the COVID-19 pandemic, the workload and work intensity of Vocational Education and Training (hereinafter – VET) teachers increased, as student groups had to be divided into subgroups and individual work was required. Teachers' workload was increased in view of the need to develop and adapt new teaching materials and methods, to improve work process, to learn

[6]Source: MoES, State Education Information System, 08.10.2020.

and use new software platforms and provide remote feedback to students.
Therefore, the Cabinet of Ministers issued three Orders to provide a one-time allowance from the State budget for extra work during the COVID-19 to pedagogical and support staff in all vocational education schools and vocational schools subordinated to the MoES, Ministry of Agriculture, Ministry Welfare, Ministry of Culture, Ministry of Health. One-time allowance of 300 EUR was allocated to schools founded by local governments:

- on 24 November 2020, the Order No. 680 to provide a one-time allowance of 88 EUR to vocational education teachers and support staff for additional and increased workload for the acquisition of compulsory curricula during the COVID-19;
- on 23 February 2021, the Order No. 110 to provide an allowance in period from the 1st February to the 31st May to teachers of general education subjects who prepare students for national examinations in VET schools during the COVID-19 pandemic;
- on 6 April 2021, the Order No. 236 to provide a one-time allowance of 300 EUR including a gross allowance and the employer's state compulsory social insurance contributions to vocational education teachers and support staff for additional and increased workload for the acquisition of compulsory curricula during the COVID-19 pandemic.

Higher education

The workload of the academic staff increased, for the existing study content had to be adapted to the distance form, including:

- a quick switch to the distance learning process, reviewing the content of lessons, and constantly adjusting the study process and even reorganizing it;
- adjustment to students' independent work and control tasks. For example, substantial work was related to laboratory work and research provision, where the established variable legal acts required to reduce the number of students who underwent training simultaneously, thus dividing students into several groups, as well development of work tasks for implementing digitally during online seminars;
- communication with students and providing feedback, which significantly increased the regular time devoted to consulting.

On the other hand, starting from April 7, 2021, the clinical practice in the residency was allowed, as well the acquisition of the practical part of all study courses of higher education programs, which is necessary for the acquisition of professional skills and which cannot be done remotely or transferred to further study stages. It was ensured that each group studying in person included no more than five students and epidemiological safety requirements were met. This meant that academic staff had to continue both the distance learning process and ensure the successful acquisition of the practical part in person and small groups. The practical part of study programs continued in the summer months, thus extending the spring semester of 2020/2021. As a result, the workload of the academic staff increased even more.
The MoES has considered the need to compensate the additional work of the academic staff for ensuring the remote study process in the conditions of the COVID-19 pandemic. However, given that higher education institutions are public derivatives with a high degree of financial autonomy, including the aspect of remuneration of academic staff, compensation mechanisms were left to the discretion of the higher education institutions.

Taking into consideration that during the first wave of Covid-19 pandemic in 2020 goods transport services by road ensured basic needs but professional drivers had additional delays because of epidemiological measures Latvia introduced temporary (from 26 March, 2020 to 25 April, 2020) derogations from some Articles of Regulation (EC) No 561/2006 of the European Parliament and of the Council of 15 March 2006 on the harmonisation of certain social legislation relating to road transport. These derogations were extended both to international and domestic transport operations.
In order to assess the quality of the provision of public transport services, a regular survey on the hours worked by public transport drivers and the remuneration received is carried out.

Table No.7

Number of hours worked by bus drivers in 2019 and 2018

Average hours worked per employee per month	2019	2018
Bus driving	122	128
Preparation of buses for the journey	12	12
Waiting time between journeys	17	19
Other jobs *	10	11

Data source: Ministry of Transport

* Other works: repair, reserve, training, downtime, secondment, technical work, bus preparation for roadworthiness.

In the whole world, the COVID-19 crisis had significant adverse impact on seafarers' right to reasonable working time. Please see relevant information provided by the International Maritime Organisation[7]. To mitigate this adverse impact, Latvia has prescribed that certain epidemiological safety measures for the containment of the spread of COVID-19 infection are not applicable to seafarers who must reach their workplace aboard a ship or must return from it (see Paragraphs 38.[46] 3., 38.[48] 4. and 38.[57] 3. of the Regulations of the Cabinet of Ministers No. 360 (adopted on 9 June 2020) "Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection"[8].

The measures put in place in response to the COVID-19 pandemic crisis are being regulated by uniform epidemiological safety measures to limit the spread of COVID-19 infection among SJSC "Latvijas dzelzceļš" employees, as well as with self-isolation of employees and certain actions in cases where self-isolation must be observed. The safety measures that were developed to limit the spread of COVID-19 infection among SJSC "Latvijas dzelzceļš" employees provide procedures for accounting time of self-isolation and payment procedures in observance with the Regulations of the Cabinet of Ministers No. 360 "Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection" (adopted on 9 June 2020), Law on the Management of the Spread of COVID-19 Infection (adopted on 5 June 2020), and principles set out in the Guidelines for work organisation, salaries and customer service in public administrations during the emergency and after it.

In the aviation sector, several exemptions on flight and duty time limitations and rest requirements were applied during the Covid-19 pandemic in accordance with the Article 71 of the Regulation (EU) No.2018/1139.

Airport "Riga"is planning its own resources and working hours based on the volume of airline fligh ts and
passengers significantly reduced during the pandemic and which, accordingly, did not affect the ri ght to fair working conditions in any way.

During the COVID-19 pandemic, the Government has decided (Cabinet Order No. 655 of 06.11.2020 "On Declaration of Emergency Situation" point 9 and Article 49.2 and Article 49.3 of the "Law on the Management of the Spread of COVID-19 Infection" issued by the Parliament on 10 June 2020), that outpatient and inpatient medical institutions, general practitioners' practices, employees of the State Emergency Medical Service and the State Blood Donor Centre, pharmacists, as well as the Ministry of Health, officials and employees of the Centre for Disease Prevention and Control, the National Health Service and the Health Inspectorate are permitted to determine a supplement of up to 100 per cent of the monthly salary for work in conditions of

[7] https://www.imo.org/en/MediaCentre/HotTopics/Pages/Coronavirus.aspx
[8] https://likumi.lv/ta/en/en/id/315304-epidemiological-safety-measures-for-the-containment-of-the-spread-of-covid-19-infection

increased risk and load in relation to the outbreak of COVID-19 infection. It may also determine such overtime work time for employees of the abovementioned institutions which exceeds the maximum overtime specified in the Labour Law and Article 53.1, Paragraph 2 of the Medical Treatment Law, but does not exceed 60 hours per week.

With the rapid spread of COVID-19 in November and December, the number of COVID-19 patients in hospitals increased significantly. This created an additional burden for the treatment and other institutions involved in containment of the pandemic. The health sector faced a shortage of human resources, a significant increase in staff morbidity with COVID-19, as well as the consequences of an increase in workload – the "burnout" of medical practitioners and other employees. In order to motivate medical practitioners and to attract additional necessary staff in these circumstances, the Government supported the request of the Ministry of Health to grant supplements in the amount of 100 per cent of the monthly salary to medical practitioners working in inpatient medical institutions and employees involved in the treatment and care of COVID-19 patients, employees of reception departments, employees of the State Emergency Medical Service, general practitioners and physician assistants and nurses employed in medical practice, as well as staff of the Centre for Disease Prevention and Control. Supplements of up to 30 per cent of the monthly salary were provided to other employees of inpatient medical institutions involved in solving the COVID-19 issues and dealing with the consequences. Supplements of up to 50 per cent of the monthly salary were also granted to individual employees of the Ministry of Health and the National Health Service who are involved in solving the COVID-19 issues. As the intensity of the spread of COVID-19 changed, the amount of the allowances was regularly reviewed and paid to employees according to the work performed.

e) *The Committee would welcome additional general information on measures put in place in response to the COVID-19 pandemic intended to facilitate the enjoyment of the right to reasonable working time (e.g. flexible working hours, teleworking, other measures for working parents when schools and nurseries are closed, etc.). Please include information on the legal instruments used to establish them and the duration of such measures.*

As regards information on the legal instruments, please see the information provided in response to the previous question d).

On 3 October 2019 the amendments were elaborated to the Labour Protection Law of 20 June 2001 (the amendments came into force on 1 July 2020) supplementing the Law with a definition of remote work and thereby prescribing that remote work is such way of work performance that the work which could be performed by an employee within the scope of the undertaking of an employer is permanently or regularly performed outside the undertaking, including the work performed by using information and communication technologies. The work which due to its nature is related to regular movement shall not be regarded to be remote work within the meaning of this Law. Also,Article 8 of the Law was supplemented with Paragraph $1.^1$ determining that an employee who is performing remote work shall cooperate with the employer in evaluation of the working environment risks and provide information to the employer on the conditions of the place of remote work which may affect the safety and health of the employee, when he/she is performing work. As well as Paragraph two of the mentioned Article 8 was expressed in the new wording prescribing that evaluation of the working environment risks in an undertaking shall be performed according to each type of activity thereof. If the working conditions are similar, an evaluation of the working environment risks in relation to one workplace or type of work shall be sufficient. If an employee is performing remote work at different places, the employer shall perform the evaluation of the working environment risks in relation to the particular type of work, however, if the employee is performing remote work permanently at one place, the employer shall perform the evaluation of the working environment risks in relation to the particular workplace, if the employer and the employee have agreed thereupon. The trusted person or the representative of employees and an employee who is familiar with the particular workplace shall be involved in the evaluation of the working environment risks.

During this period, many entrepreneurs, as well as local governments and state institutions switched to telework, the State Labour Inspectorate mainly provided advisory support in providing information on the organisation of working time and observance of working time when performing work remotely.

A new sickness assistance benefit was introduced for parents to care for children up to 10 years old (children with disabilities up to 18 years old) in cases when children cannot attend kindergartens, schools or day care centres due to COVID-19 and parents cannot work remotely. The sickness assistance benefit was initially introduced as lump-sum benefit for 14 calendar days in the period between 30 November 2020 and 31 December 2020.

The following socially insured persons had the entitlement to a lump-sum benefit for 14 calendar days in the period between 30 November 2020 and 31 December 2020, and to the sickness assistance benefit in the period between 1 January 2021 and 30 June 2021 (payable more than once):

1) one of the parents of a child, one of adopters under the care and supervision of which a child to be adopted has been transferred before adoption by a decision of the Orphan's and Custody Court, member of a foster family who has entered into a contract with a local government, a guardian or another person who actually cares for and raises a child in accordance with a decision of the Orphan's and Custody Court if this person cannot work remotely and the child to be cared for is up to 10 years of age (including) or a child with a disability of up to 18 years of age, and if the child may not attend a pre-school education institution due to the circumstances related to the COVID-19 infection, or learning in general education programmes is organised remotely;

2) a person who is an aid person to person with disability in the age from 18 years to whom a local government has granted a day care centre or day centre service and who may not visit the day care centre or day centre due to the circumstances related to the COVID-19 infection.

The benefit was paid in the amount of 60 per cent of a person’s average contributions salary.

The sickness assistance benefit was not be payable if the person was employed or performed economic activities and earned income, or the sickness benefit, parental benefit, continuation to the parental benefit, maternity benefit, paternity benefit was granted for the same period.

Since November 2020, payment of sickness benefit in cases related to COVID-19 is provided from the first day of incapacity by State Social Insurance Agency (hereinafter - SSIA). Previously sickness benefit from 2 to 10 calendar day was paid by the employer (75-85 per cent of average earnings). From the 11th day until the day of recovery of working capacity, (but not longer than 26 weeks from the first day of incapacity for work) the benefit is paid by SSIA - in the amount of 80 per cent of the person's insurance contribution salary.

On 12 November, amendments were made to the Law (the amendments came into force on 16 November 2020) supplementing the sickness benefit payment order - from 16 November 2020 until 30 June 2021 the sickness benefit is paid from the first day of the incapacity for work) in case, if the sick-leave certificate is issued due to contracting COVID-19 or being under quarantine. Amendments stipulated also that state also pays for the first 3 days of sick leave due to respiratory diseases. If the person is tested positive for COVID-19, the state continues to pay the sickness benefit until recovery. These measures are effective until 30 June 2021.

Amendments also extended the period until 30 June 2021 during which in total sickness benefit period shall not be included days of incapacity for work for which a person has been issued a certificate of incapacity for work due to illness with COVID-19 or quarantine.

Point 48 of the transitional regulation of the Law on Maternity and Sickness Insurance provides for sickness benefit for one of the child's parents or another person in whose care and supervision the child finds him/herself by court decision of the Orphan's Court, if this person is unable to work remotely and the dependent child is under 10 years of age (inclusive) or if the child with a disability under 18 years of age, and the child is not allowed to attend pre-school due to Covid-19 infection

or is in remote learning within the general education programme. In this case, the support benefit is paid in the amount of 60 per cent of the person's average insurance contribution salary, moreover, the law does not provide for a minimum amount of sickness benefit.
The regulatory framework provides for downtime support for employees, the self-employed and payers of patent fees. Compensation for idle/downtime employees is 70 per cent of the declared average gross monthly salary, for self-employed persons – 70 per cent of the average income from economic activity or royalties, for self-employed persons who are taxpayers of micro-enterprises, the compensation is determined in the amount of 50 per cent of the average monthly income of a micro-enterprise taxpayer from economic activity. The downtime allowance for the patent fee payers is 500.00 EUR. In addition, regardless of the current salary, the downtime support will not be less than 500.00 EUR (from January 1, 2021), but not more than 1000.00 EUR per one calendar month.

The Ombudsman noted that it must be welcomed that support was provided in various situations for those who could not work and earn an income due to circumstances related to the Covid-19 infection. Consequently, the end of the emergency situation and the payment of the support aid or benefit in question may adversely affect their entitlement to social security benefits.
For example, a person who received downtime support both from March to May 2020 and from November 2020 until the end of the emergency situation, will have been lacking social insurance contributions for more than six months in total. This means that the criteria for granting unemployment benefits will not be met. There is also a risk that downtime and time when a person's income due to a Covid-19 infection was lower than before the national emergency (*i.e.*, March 13, 2020) will adversely affect the amounts of sickness benefit, maternity benefit and parental benefit. The Ombudsman called for consideration to be given to the possibility of granting social insurance benefits to persons who had received one of the support measures, taking into account social insurance contributions prior to March 13, 2020, or to find another solution that is more favourable for the person.
The Government took note of this suggestion and amended the legislation accordingly.

f) If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

2. to provide for public holidays with pay;

3. to provide for a minimum of four weeks' annual holiday with pay;

4. to eliminate risks in inherently dangerous or unhealthy occupations, and where it has not yet been possible to eliminate or reduce sufficiently these risks, to provide for either a reduction of working hours or additional paid holidays for workers engaged in such occupations;

5. to ensure a weekly rest period which shall, as far as possible, coincide with the day recognised by tradition or custom in the country or region concerned as a day of rest;

6. to ensure that workers are informed in written form, as soon as possible, and in any event not later than two months after the date of commencing their employment, of the essential aspects of the contract or employment relationship;

7. to ensure that workers performing night work benefit from measures which take account of the special nature of the work.

a) <u>No information is requested on these provisions</u>, except insofar as they concern special arrangements related to the pandemic or changes to work arrangements following the

pandemic: public holidays (Article 2§2), annual holiday (2§3), reduced working time in inherently dangerous or unhealthy occupations, in particular health assessments, including mental health impact (2§4), weekly rest period (2§5), written information or worktime arrangements (2§6), measures relating to night work and in particular health assessments, including mental health impact (2§7).

- Due to the worldwide pandemic of COVID-19 on 12 March 2020 the Order No.103 was adopted and came into force (expired on 10 June 2020).

According to the Order No.103 the emergency situation throughout the State territory was declared from the moment of taking of the decision until 9 June 2020 with the purpose of containing the spread of COVID-19 during validity of the emergency situation.

Subpoints 4.8., 4.13., 4.13.^{2}, 4.13.^{4}, 4.49., 4.50., 4.51., 4.56. of the Order No.103 prescribed the following:

"4.8. it shall be ensured that persons with acute symptoms of respiratory infection are not employed in work related to a possible risk to the health of other persons (in accordance with Cabinet Regulation No. 477 of 24 July 2018, Regulations Regarding Work Related to a Possible Risk to the Health of Other Persons and Procedures for the Performance of Mandatory Health Examinations);,

4.13. the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law and Article 53.^{1}, Paragraph two of the Medical Treatment Law but does not exceed 60 hours per week shall be allowed in State and local government medical treatment institutions which provide inpatient health care services, as well as for the persons employed in the State Emergency Medical Service, for the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the department of the Ministry of Defence, the department of the Ministry of Education and Science, the department of the Ministry of the Interior, and the Ministry of Foreign Affairs. The provisions of Article 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph. The Ministry of Health, the Ministry of Finance, the Ministry of Defence, the Ministry of Education and Science, the Ministry of the Interior, and the Ministry of Foreign Affairs shall request the additional financial resources necessary for overtime work remuneration from the State budget programme "Funds for Unforeseen Events";

4.13.^{2} the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week together with the normal work time shall be allowed for the employees of municipal police, Orphan's and Custody Court, and local government social service offices, as well as for the employees of providers of such social services which ensure accommodation, care, and supervision;

4.13.^{4} in order to ensure safety of navigation, the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week shall be allowed for the employees of ports and capital companies controlled by ports. The provisions of Article 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Sub-paragraph;

4.49. during the emergency situation, the employer is entitled to employ a person without performing mandatory health examination in accordance with the laws and regulations governing the performance of mandatory health examination if the provision of health care services required for the performance of mandatory health examination has been discontinued by an order of the Minister for Health or another external regulatory enactment. The exception does not apply to initial health examination for persons intended to be employed in work in special conditions in accordance with Annex 2 to Cabinet Regulation No. 219 of 10 March 2009, Procedures for the Performance of Mandatory Health Examinations;

4.50. if the provision of health care services is renewed, the performance of health examinations (periodic health examinations) referred to in Sub-paragraph 4.49 of this Order shall be ensured

not later than within three months, whereas the initial or extraordinary health examination shall be ensured not later than within one month from the moment when the provision of health care services was renewed;

4.51. upon the request of an employer, the employee referred to in Sub-paragraph 4.49 of this Order has an obligation to provide information to the employer on his/her health condition, insofar as it is relevant for the performance of the intended work;

4.56. it shall be determined that contracting COVID-19 is not considered an accident at work according to Cabinet Regulation No.950 of 25 August 2009, Procedures for Investigation and Registration of Accidents at Work, Cabinet Regulation No. 16 of 1 March 2016, Procedures for Investigation and Registration of Accidents at Work Which Have Occurred to Officials with Special Service Ranks of the Institutions of the System of the Ministry of the Interior, and Cabinet Regulation No.42 of 21 January 2020, Procedures for Investigation and Registration of Accidents at Work Which Have Occurred to Officials and Employees of State Intelligence and Security Services, and the employer need not perform the investigation and registration of such case;".

As regards Subpoint 4.56. of the Order No.103, it was decided that infection cases are not defined as accidents at work since it was difficult to identify a specific event where infection by the COVID-19 had occurred (in the performance of work duties or outside work) in view of the current situation in the epidemiology and patterns of the infection of the COVID-19.

At the same time, on 4 June 2020 amendments were made (came into force on 6 June 2020) to the Regulation of the Cabinet of Ministers No.950 of 25 August 2009 "Procedure of investigation of and registration of accidents at work" with an aim to improve the accident investigation and registration procedures, thus clarifying the identification of accidents in situations related to the probability of health disorders (risk of infection), as well as clearly defining the extension of accident investigation and registration procedures to accidents performed in remote work. Taking into account that the Order No.103, Subpoint 4.56. contained a special regulation relating to accidents at work, it was necessary to specify the procedure for investigating and accounting accidents associated with a risk of infection at the end of the emergency situation. According to the amendments:

- Point 2 of the Regulation No.950 was supplemented by a new sentence determining that an illness with an infectious disease is considered to be an accident at work only if such illness is related to a specifically identifiable extraordinary event during the performance of work and this event is directly causally related to the illness of employee;

- Point 21 of the Regulation was supplemented by a new sentence prescribing that if the accident is investigated by the employer and due to objective reasons, it is not possible to investigate it and draw up a report within 15 working days, the term of the investigation of the accident may be extended up to 30 working days;

- As regards the performance of the remote work, Subpoint 6.2. was supplemented by the words "or performing a remote work" after the words "a work trip" prescribing that the investigation of accidents shall apply to all accidents referred to in Point 5 of this Regulation, which has occurred to an injured person, including: 6.2. when fulfilling employment or official duties outside the territory of an undertaking or outside the specified working time, including when on official travel or a work trip or performing a remote work. The provision regarding the remote work entered into force on 1 July 2020.

Several other issues related to the different kind of organisation of work during the emergency situation were regulated by the Order No.103. For detailed information please see the Order No.103 attached in the Annex of this report.

- Later, on 6 November 2020, the Order of the Cabinet of Ministers No.655 "Regarding Declaration of the Emergency Situation" was adopted and came into force (the Order No.655 expired on 7 April 2021) taking into consideration the rapid spread of COVID-19 infection and the increasing risk of overloading the health sector, and also in order to reduce a repeated spread of COVID-19 infection in Latvia to a controlled threshold, ensuring the continuity of important State functions

and services.

According to the Order No.655 the emergency situation throughout the State territory was declared from 9 November 2020 until 6 April 2021.

Sub-points 5.31.2., 5.32.2., 5.32.3., 5.35., 5.35.^{1}, 5.35.^{2}, 5.43. and Points 9, 10, 10.^{1}, 10.^{2}, 10.^{3} of the Order No.655 determined the following:

"5.31. the head of the Prisons Administration, the Chief of the State Police, and the Chief of the State Fire and Rescue Service have the right:

5.31.2. to employ the staff of the Prisons Administration, the State Police, and the State Fire and Rescue Service respectively continuously for more than 24 hours;

5.32. long-term social care and social rehabilitation institutions shall:

5.32.2. test employees with the SARS-CoV-2 rapid antigen test. Employees who can, within three months after the day of becoming ill or taking of the sample affirming the contraction of COVID-19 infection, certify that they have been ill with COVID-19, have recovered therefrom and cannot pose a risk of infection to other persons anymore, need not undergo the diagnostics of COVID-19. The authority shall ensure record-keeping of the SARS-CoV-2 rapid antigen tests according to the number of received and used tests, additionally including in such records information regarding the number of the used SARS-CoV-2 rapid antigen tests that have a positive AG test result;

5.32.3. suspend an employee from the fulfilment of duties if the SARS-CoV-2 rapid antigen tests of the relevant employee is positive, order this employee to immediately contact his/her general practitioner in order to undergo the laboratory testing for the diagnostics of COVID-19, identify in the staff those contact persons who are subject to the home quarantine requirements, and shall also inform the Centre for Disease Prevention and Control of the established case of possible infection;

5.35. an employer has an obligation:

5.35.1. to provide the employees the possibilities to work remotely if the specific nature of the work allows it;

5.35.2. to ensure personal protective equipment to employees for work on site which are necessary for the performance of work duties (for example, mouth and nose covers, aprons, coveralls);

5.35.3. to specify measures for the containment of the spread of COVID-19 in the work collective, appointing a person responsible for the introduction of such measures at the working place and informing employees of the abovementioned measures;

5.35.4. to specify employees who shall perform work duties on site in order to ensure continuity of work, concurrently specifying appropriate internal control measures at the working place;

5.35.^{1} to organise work in a way that only such employees who ensure continuity of work and cannot perform it remotely at their place of residence would perform work duties on site. If the employee and the employer have not mutually agreed on the performance of work remotely, the employer has the right to unilaterally appoint the employee for remote work in conformity with Sub-paragraph 5.35.1 of this Order. After the end of the emergency situation, remote work shall be performed on the basis of an agreement between the parties;

5.35.^{2} State and local government authorities, in conformity with Sub-paragraphs 5.35.1, 5.35.2, and 5.35.3 of this Order, shall ensure in addition that:

5.35.^{2} 1. such officials (employees) who, due to the specific nature of work, perform work on site are specified, taking into consideration that:

5.35.^{2} 1.1. only one official (employee) is present in the office;

5.35.^{2} 1.2. not less than 15 m^2 of the available area of premises is provided for one official (employee) in an open-type office;

5.35.[2] 2. the requirements laid down in Sub-paragraph 5.35.[2] 1.1. or 5.35.[2] 1.2 of this Order cannot be complied with, a work schedule is drawn up;

5.43. mouth and nose covers shall be used in public indoor spaces, including working places, if more than one person stays in the premises, except:

5.43.1. by professional orchestra and choirs, theatre and dance collectives;

5.43.2. in the process for the acquisition of education related to learning how to play an instrument or the vocal art;

5.43.3. by athletes during sports trainings (sessions) and the sporting events referred to in Sub-paragraph 5.16 of this Order;

5.43.4. by the employees of electronic mass media if it is needed to fully perform their work duties;

5.43.5. for the cases when the broadcast or recording of a cultural or religious event is being prepared or taking place, remote learning process is ensured or audiovisual works are created if it is needed to fully perform work duties and the permission of the legal possessor has been received;

9. The determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law, the Law on the Career Course of Service of Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior and the Prisons Administration, and Article 53.[1], Paragraph two of the Medical Treatment Law but does not exceed 60 hours per week shall be allowed in State and local government medical treatment institutions which provide inpatient health care services, for employees of ports and capital companies controlled thereby, and also for the persons employed in the State Emergency Medical Service, for the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the system of the Ministry of the Interior, and also for the officials with special service ranks of the Ministry of the Interior shall be permitted. The provisions of Article 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph. The Ministry of Health, the Ministry of Finance, the Ministry of Defence, and the Ministry of the Interior shall request the additional financial resources necessary for overtime work remuneration from the State budget programme 02.00.00 "Funds for Unforeseen Events".

10. The determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week together with the normal work time shall be allowed for the employees of municipal police, Orphan's and Custody Court and local government social service offices, and also for the employees of providers of such social services which ensure accommodation, care, and supervision. The provisions of Article 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph.

10.[1] In medical treatment institutions which provide outpatient or inpatient health care services and practices of general practitioners, and also for the employees of the State Emergency Medical Service and the State Blood Donor Centre, pharmacists and also the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control and the National Health Service, a supplement of up to 100 per cent of the monthly wage may be specified for work under conditions of increased risk and workload due to the outbreak of COVID-19 and elimination of its consequences in addition to the maximum amount of supplements laid down in Article 14, Paragraph two of the Law on Remuneration of Officials and Employees of State and Local Government Authorities. The Minister for Health shall decide on the use of the funding based on the actual needs and request the additional funds required by the Ministry of Health for supplements from the State budget programme 02.00.00 "Funds for Unforeseen Events".

10.[2] A vaccination process supervision project unit shall be established, and monthly wages for its employees shall be determined in accordance with Annex to this Order. The abovementioned employees may be additionally remunerated for overtime work.

10.[3] Based on Article 24 of the Law on the Suppression of Consequences of the Spread of COVID-

19 Infection and in accordance with Article 15, Paragraph one of the Law on Remuneration of Officials and Employees of State and Local Government Authorities, and complying with the criteria referred to in Paragraph 10.[4] of this Order and the number of participation or contact hours of an official, a supplement in the amount of 75 per cent of the hourly wage rate may, from 1 January 2021, be determined for officials with special service ranks of the institutions subordinate to the Ministry of the Interior for work under conditions of increased risk and workload in relation to the outbreak of COVID-19 and elimination of its consequences. The expenditure resulting from the supplements shall be covered from the State budget programme "Funds for Unforeseen Events" based on the actually required amount."

Several other issues related to the different kind of organisation of work during the emergency situation were regulated by the Order No.655. For detailed information please see the Order No.655 attached in the Annex of this report.

- The Law on Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19 (hereinafter – Crisis Law) of 20 March 2020 was in force from 22 March 2020 and expired on 10 June 2020. The Crisis Law determined measures for the prevention and suppression of threat to the State and its consequences, special support mechanisms, as well as expenditures which were directly related to the containment of the spread of COVID-19.

Articles 14, 14^1, 14^2 of the Crisis Law regulated determination of an allowance for an idle time, reduction of the remuneration for idle time specified in Article 74 of the Labour Law for the employee, granting of the unused annual paid leave to an employee, without observing the provisions of Article 150, Paragraph Two of the Labour Law and the possibility to determine a part-time work for an employee in case of temporary fall in the production of the undertaking if it is provided for in the collective agreement concluded with the trade union, upon mutual agreement and without reducing the total level of protection of employees. The mentioned provisions were introduced on the joint initiative and proposal of social partners. For detailed information please see the Crisis Law attached in the Annex of this Report.

- Later, on 10 June 2020 the Law on the Suppression of Consequences of the Spread of COVID-19 Infection of 5 June 2020 (hereinafter – Law on Suppression) came into force instead of the Crisis Law. The purpose of the Law on Suppression is to determine the legal order during the spread of COVID-19 infection, providing for a set of appropriate measures for the suppression of consequences of the spread of COVID-19 infection and the special support mechanisms and expenditures directly related to the containment of the spread of COVID-19 in order to ensure the improvement of the economic situation of society and to promote the stability of the national economy.

Articles 15, 17, 18 of the Law On Suppression regulate determination of an allowance for the idle time, reduction of the remuneration for idle time specified in Article 74 of the Labour Law for the employee, granting of the unused annual paid leave to an employee, without observing the provisions of Article 150, Paragraph two of the Labour Law and the possibility to determine a part-time work for an employee in case of temporary fall in the production of the undertaking if it is provided for in the collective agreement concluded with the trade union, upon mutual agreement and without reducing the total level of protection of employees. The mentioned provisions were introduced on the joint initiative and proposal of social partners. For detailed information please see the Law on Suppression attached in the Annex of this report.

In case of long-term care staff during the COVID-19 crisis working hours within the normal load were not increased or extended. Emphasis is placed on changing of the work schedule and modifying of work tasks of existing employees.

Considering the specific character of the functions of the Internal Security Bureau, no particular measures, related to the pandemic or changes to work arrangements following the pandemic, have been necessary.
The official of the Internal Security Bureau, responsible for epidemiological security, was granted

additional pay for separate occasions of work above the regular working time.

Special on work schedules and control mechanisms, including inspections by the State Labour Inspectorate were carried out in the field of Ministry of Interior. Work schedules were followed by line managers. Likewise, in June 2021, the State Police provided answers to the questions of the State Labour Inspectorate on “online” work by filling in the submitted questionnaire.

In the aviation sector, several exemptions on flight and duty time limitations and rest requirements were applied during Covid-19 crisis in accordance with the Article 71 of the Regulation (EU) No.2018/1139. In the context of the pandemic, there was no change in the night agenda in Riga airport.

Until 1 January 2022, Article 53.1 (2) of the Medical Treatment Law shall be in force, which provides that in order to ensure access to medical treatment, upon the initiative of a medical practitioner or medical treatment institution, overtime working time may not exceed on average 16 hours in a seven-day period, and it shall be calculated in the reporting period which does not exceed four months, if the general principles of occupational safety and health protection are observed. Overtime working time shall be permitted with the consent of a medical practitioner, it is prohibited to punish a medical practitioner or otherwise directly or indirectly cause adverse consequences the least, if the relevant person does not agree with the determination of overtime working time. If the overtime working time has been determined for a medical practitioner, then not less than once every four months the medical treatment institution must receive a written consent of the relevant person for the determination of the overtime working time. A medical treatment institution shall keep records of such medical practitioners for whom the overtime working time has been determined and shall ensure the availability of such information to the State Labour Inspectorate. As mentioned, in the epidemiological situation of COVID-19, overtime working time not exceeding 60 hours per week is permissible.

In accordance with the Law on the Suppression of Consequences of the Spread of COVID-19 Infection, the Cabinet of Ministers was instructed to develop a COVID-19 support telephone line for psychological and advisory support of persons affected by the crisis by 10 January 2021. Thus, in cooperation with the specialists of the crisis and consultation centre "Skalbes", a telephone line was created to apply for remote (online) free psychological support consultations for medical staff and police officers, which is necessary in connection with work in an enhanced, high-stress and burnout risk mode.

b) However, if the previous conclusion concerning provisions in Article 2, paragraphs 2 through to 7, was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

N/A

RESC Part I – 4. All workers have the right to a fair remuneration sufficient for a decent standard of living for themselves and their families.

Fair remuneration is a key Charter right (Article 4§1 of the Charter). This provision guarantees the right to a remuneration such as to ensure a decent standard of living. It applies to all workers, regardless of the sector or employment regime.

The requirement that workers be remunerated fairly and sufficiently for a decent standard of living for themselves and their families applies equally to atypical jobs and to emerging arrangements such as the gig or platform economy, and the work relations stemming from zero hours contracts. It goes without saying that circumventing through any means fair remuneration requirements is unacceptable. Areas of concern also include - but are not limited to - agriculture and food-processing sectors, hospitality industry, domestic work and care work.

In some cases, prevailing wages or contractual arrangements lead to a significant number of so-called working poor, including persons working two or more jobs or full-time workers living in substandard conditions. It should be underlined that the concept of “decent standard of living” goes beyond merely material basic necessities such as food, clothing and housing, and includes resources necessary to participate in cultural, educational and social activities.

“Remuneration” relates to the compensation — either monetary or in kind - paid by an employer to a worker for time worked or work done. It covers, where applicable, special bonuses and gratuities. On the other hand, social transfers (e.g. social security allowances or benefits) are taken into account only when they have a direct link to the wage.

To be considered fair, net minimum wages should not fall below 60 per cent of the average wage in thelabour market; 50 per cent if explained and duly justified as to how it amounts to fair remuneration sufficient for a decent standard of living for the workers concerned and their families. The Committee will only be satisfied that lower wages are fair on the basis of compelling or convincing evidence provided to it.

States Parties must devote necessary efforts to reach and respect this minimum requirement and to regularly adjust minimum rates of pay, including during the COVID-19 crisis. The Committee also considers that the right to fair remuneration includes the right to an increased pay for workers most exposed to COVID-19-related risks. More generally, income losses during lockdowns or additional costs incurred by teleworking and work from home practices due to COVID-19 should be adequately compensated.

Article 4 – The right to a fair remuneration

With a view to ensuring the effective exercise of the right to a fair remuneration, the Parties undertake:

1. to recognise the right of workers to a remuneration such as will give them and their families a decent standard of living;

The exercise of [this right] shall be achieved by freely concluded collective agreements, by statutory wage-fixing machinery, or by other means appropriate to national conditions.

a) *Please provide information on gross and net minimum wages and their evolution over the reference period, including about exceptions and detailed statistics about the number (or proportion) of workers concerned by minimum or below minimum wage. Please provide specific information about furlough schemes during the pandemic, including as regards rates of pay and duration. Provide statistics both on those covered by these arrangements and also on categories of workers who were not included.*

N/A

b) *The Committee also requests information on measures taken to ensure fair remuneration (above the 60% threshold, or 50% with the proposed explanations or justification) sufficient for a decent standard of living, for workers in atypical jobs, those employed in the gig or platform economy, and workers with zero hours contracts. Please also provide information on fair remuneration requirements and enforcement activities (e.g. by labour inspectorates or other relevant bodies) as well as on their outcomes (legal action, sanctions imposed) as regards circumvention of minimum wage requirements (e.g. through schemes such as sub-contracting, service contracts, including cross-border service contracts, platform-managed work arrangements, resorting to false self-employment, with special reference to areas where workers are*

at risk of or vulnerable to exploitation, for example agricultural seasonal workers, hospitality industry, domestic work and care work, temporary work, etc.).

N/A

c) *Please also provide information on the nature of the measures taken to ensure that this right is effectively upheld as regards the categories of workers referred to in the previous paragraph (b) or in other areas of activity where workers are at risk of or vulnerable to exploitation, making in particular reference to regulatory action and to promotion of unionisation, collective bargaining or other means appropriate to national conditions.*

N/A

d) *If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.*

N/A

2. to recognise the right of workers to an increased rate of remuneration for overtime work, subject to exceptions in particular cases;

a) *Please provide up to date information on the rules applied to on-call service, zero-hour contracts, including on whether inactive periods of on-call duty are considered as time worked or as a period of rest and how these periods are remunerated.*

In Latvia, on-call time and zero-hours are not regulated by the legal enactments. Only working time and rest time are prescribed, within which the work of an employee is organised. According to Article 130 of the Labour Law working time within the meaning of this Law shall mean a period from the beginning until the end of work within the scope of which an employee performs work or is at the disposal of the employer, with the exception of work breaks (Article 130, Paragraph one, of the Labour Law). The beginning and end of working time shall be specified by working procedure regulations, shift schedules, or by an employment contract (Article 130, Paragraph two of the Labour Law). For its part, in pursuant to Article 141 of the Labour Law rest time within the meaning of this Law shall mean a period of time during which an employee does not have to perform his/her work duties and which he/she may use at his/her own discretion (Article 141, Paragraph one of the Labour Law). Rest time shall include rest breaks during work, daily rest, weekly rest, public holidays and leave (Article 141, Paragraph two of the Labour Law). In addition, Article 145, Paragraph three of the Labour Law prescribes that during breaks an employee has the right to leave his/her workplace unless otherwise provided for by the employment contract, the collective agreement or working procedure regulations. Prohibition against leaving a workplace during breaks shall be adequately substantiated. If during a break the employee is prohibited from leaving his/her workplace and the employee cannot use this period of time as he/she deems necessary, such break shall be included in the working time.

b) *Please explain the impact of the COVID-19 crisis on the right to a fair remuneration as regards overtime and provide information on measures taken to protect and fulfil this right. Please include specific information on the enjoyment of the right to a fair remuneration/compensation for overtime for medical staff during the pandemic and explain how the matter of overtime and working hours was addressed in respect of teleworking (regulation, monitoring, remuneration, increased compensation).*

No studies on the impact of the COVID-19 crisis on the right to a fair remuneration as regards

overtime have been carried out.

In case, if the employer does not observe the provisions of the Labour Law, the employee may apply to the State Labour Inspectorate for protection of his/her rights. In pursuant to Paragraph one, Article 3 of the State Labour Inspectorate Law the function of the Labour Inspectorate is the implementation of State supervision and control in the field of employment legal relationships and labour protection. In addition, Paragraph one, Article 9 of the Labour Law also determines that sanctions may not be imposed on an employee or adverse consequences may not be, directly or indirectly, otherwise caused for him/her due to the fact that the employee, within the scope of employment relationship, exercises his/her rights in a permissible manner, as well as if he/she informs the competent authorities or officials of suspicions of the commitment of a criminal offence or an administrative offence in the workplace. If in the case of a dispute an employee indicates conditions, which could be the basis for the adverse consequences caused by the employer, the employer has an obligation to prove that the employee has not been punished or adverse consequences have not been directly or indirectly caused for him/her due to the fact that the employee, within the scope of employment relationship, exercises his/her rights in a permissible manner (Paragraph two, Article 9 of the Labour law).

No specific provisions have been adopted regarding overtime work in case of teleworking. As regards regulation for overtime work during the COVID-19 pandemic, please see the information provided in response to the question a) on Article 2 of this Report.

In case of long-term care staff during the COVID-19 crisis working hours within the normal load were not increased or extended. Emphasis is placed on changing of the work schedule and modifying of work tasks of existing employees.

Concerning the right to a fair remuneration/compensation for overtime for medical staff during the pandemic, please see the information provided under Article 2 of this Report.

c) The Committee would welcome information on any other measures put in place intended to have effects after the pandemic which affect overtime regulation and its remuneration/compensation. Provide information on their intended duration and the time frame for them to be lifted.

As regards regulation for overtime work during the COVID-19 pandemic, please see the information provided in response to the question a) on Article 2 of this Report.

In case of long-term care staff during the COVID-19 crisis working hours within the normal load were not increased or extended. Emphasis is placed on changing of the work schedule and modifying of work tasks of existing employees.
Since April 2020 Ministry of Welfare in cooperation with Ministry of Health developed and updated in Guidelines and recommendations for the organisation of work during the COVID-19 and long-term care institutions provided operational rearrangement of work.

Since December 2020 free phone line to provide psychological support during acute phases of the epidemic is available for long-term care workers.

According to the Order of Cabinet of Ministers No. 528 of 10 August 2021 “Regarding the Allocation of Funds from the State Budget Programme “Funds for Unforeseen Events””, the Ministry of the Interior has been allocated funding from contingency funds to provide bonuses to police and border guard officials for increased work to control the spread of Covid-19 virus under risk and stress conditions. The amount of the allowance for one hour is provided in the amount of 75 per cent of the hourly wage rate set for the official, observing the specified criteria and the number of hours of involvement or contact of the officials listed. Criteria for granting the allowance: the official is in direct demonstrable contact with persons infected or suspected of being infected with Covid-19; the official is in direct demonstrable contact with patients at risk of Covid-19 who have not been confirmed by the disease, but who must comply with quarantine or self-isolation; the official shall

participate in activities related to the maintenance of public order and the control of the established restrictions.

In the rail sector in accordance with the procedure for determining fixed salaries for employees there is a fixed salary that is not less than the national minimum wage or the minimum wage that is specified in the general agreement. Employees receive extra remuneration for overtime work, night work and work on public holidays. Men and women, employees in different Latvian regions receive equal pay for equal value work. Deductions from wages are allowed only in those cases and in those amount as it is prescribed by law. During the COVID-19 pandemic the period from the first day of self-isolation employee to the first day of incapacity for work (excluding it), or for the last day of self-isolation (inclusive) is retained if the employees perform their duties remotely. After the employee's return from a foreign business trip organized by SJSC "Latvijas dzelzceļš" to one of the countries published on the website of the Centre for Disease Prevention and Control, to which special precautionary and restrictive measures must be applied, or if employee has contacted COVID-19 sick persons at work or otherwise while performing their duties, as well if the employee is in self-isolation after contact with a Covid-19 sick person outside work, and thus employee has an increased risk of infection - the salary amount is maintained if the employee does not perform his/her duties remotely.
In the aviation sector exemptions on flight and duty time limitations and rest requirements were applied during Covid-19 crisis in accordance with the Article 71 of the Regulation (EU) No.2018/1139. Granted exemptions for air operators were valid during the time period from 11 May, 2020 until 20 December, 2020.

d) If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

N/A

3. to recognise the right of men and women workers to equal pay for work of equal value;

a) Please provide information on the impact of COVID-19 and the pandemic on the right of men and women workers to equal pay for work of equal value, with particular reference and data related to the extent and modalities of application of furlough schemes to women workers.

No specific provisions have been adopted. The Labour Law provides for the principle of equal rights (Article 7) and the prohibition of differential treatment (Article 29) in employment relationship. According to Paragraphs one and two of Article 7 of the Labour Law everyone has an equal right to work, to fair, safe and healthy working conditions, as well as to fair remuneration. The rights provided for in Paragraph one of this Article shall be ensured without any direct or indirect discrimination - irrespective of a person's race, skin colour, gender, age, disability, religious, political or other conviction, ethnic or social origin, property or marital status, sexual orientation or other circumstances. In pursuant to Article 29 of the Labour Law differential treatment based on the gender of an employee is prohibited when establishing employment relationship, as well as during the period of existence of employment relationship, in particular when promoting an employee, determining working conditions, remuneration or occupational training or further education, as well as when giving notice of termination of an employment contract (Paragraph one, Article 29 of the Labour Law). Differential treatment based on the gender of an employee is permitted only in cases where a particular gender is an objective and substantiated precondition, which is adequate for the legal purpose reached as a result, for the performance of the respective work or for the respective employment (Paragraph two, Article 29 of the Labour Law). If in case of a dispute an employee indicates conditions which may serve as a basis for his/her direct or indirect discrimination based on gender, the employer has the obligation to prove that the differential treatment is based on objective circumstances not related to the gender of the employee, or also that belonging to a particular gender is an objective and

substantiated precondition for performance of the respective work or the respective employment (Paragraph three, Article 29 of the Labour Law). Harassment of a person and instructions to discriminate against him/her shall also be deemed to be discrimination within the meaning of this Law (Paragraph four, Article 29 of the Labour Law). Direct discrimination exists if in comparable situations the treatment of a person in relation to his/her belonging to a specific gender is, was or may be less favourable than in respect of another person. Less favourable treatment due to granting of a prenatal and maternity leave, or a leave to the father of a child shall be considered as direct discrimination based on the gender of a person (Paragraph five, Article 29 of the Labour Law). Indirect discrimination exists if apparently neutral provision, criterion or practice causes or may cause adverse consequences for persons belonging to one gender, except for the cases where such provision, criterion or practice is objectively substantiated with a legal purpose for the achievement of which the selected means are commensurate (Paragraph six, Article 29 of the Labour Law). Within the meaning of this Law, the harassment of a person is the subjection of a person to such action which is unwanted from the point of view of the person, which is associated with his/her belonging to a specific gender, including action of a sexual nature if the purpose or result of such action is the violation of the person's dignity and the creation of an intimidating, hostile, humiliating, degrading or offensive environment (Paragraph seven, Article 29 of the Labour Law). If the prohibition of differential treatment and the prohibition against causing adverse consequences is violated, an employee, in addition to other rights specified in this Law, has the right to request compensation for losses and compensation for moral harm. In case of dispute, a court at its own discretion shall determine the compensation for moral harm (Paragraph eight, Article 29 of Articles 34, 48, 60, and 95 of this Law, insofar as they are not in conflict with the essence of the respective right, shall also apply to the prohibition of differential treatment based on race, skin colour, age, disability, religious, political or other conviction, ethnic or social origin, property or marital status, sexual orientation of an employee or other circumstances (Paragraph nine, Article 29 of the Labour Law). Article 60 of the Labour Law prescribes that an employer has the obligation to specify equal Article 60 of the Labour Law). If an employer has violated the provisions of Paragraph one of this Article, the employee has the right to request the remuneration that the employer normally pays for the same work or for work of equal value (Paragraph two, Article 60 of the Labour Law). An employee may bring the action referred to in Paragraph two of this Article to court within a three-month period from the day he/she has learned or should have learned of the violation of the provisions of Paragraph one of this Article (Paragraph three, Article 60 of the Labour Law).

COVID-19 pandemic has affected almost everyone, regardless of sector, but in some sectors the consequences are much more serious. During the state of emergency in spring of 2020, the pandemic particularly affected tourism, hospitality and catering services; wholesale and retail sector, as well as arts and entertainment sector. At the end of 2020 and at the beginning of 2021, beauty industry was added to this list, which mostly employs women. Latvian government introduced downtime allowance as one of the main forms of support for improving the situation of employees and self-employed persons. In general, women applied for downtime benefits almost twice as often as men. An analysis of the 10 per cent of recipients of downtime benefits who received the lowest benefits per day of downtime shows that 66 per cent of them were women. Therefore, the pandemic has not highlighted new problems in the field of equal opportunities for women and men but has deepened existing ones.
Additionally, women in Latvia, as in other European countries, faced significantly greater challenges in balancing work and private life and, consequently, a disproportionately greater burden in performing household and childcare responsibilities (Riga Stradins University study “Life with COVID-19: Assessment of overcoming the coronavirus crisis in Latvia and proposals for the future sustainability of society”[9].

b) If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

[9] Available only in Latvian: http://stradavesels.lv/Uploads/2021/01/05/29_zinojums_final_c.pdf

Guarantees of enforcement and judicial safeguards

According to Paragraph one, Article 122 of the Labour Law an employee may bring an action to court for the invalidation of a notice of termination by an employer within one month from the day of receipt of the notice of termination. In other cases when the right of an employee to continue employment relationship has been violated he/she may bring an action to court for reinstatement within one month from the day of dismissal. Paragraph one, Article 124 of the Labour Law prescribes that if a notice of termination by an employer has no legal basis or the procedures prescribed for termination of an employment contract have been violated, such notice in accordance with a court judgment shall be declared invalid. An employee, who has been dismissed from work on the basis of a notice of termination by an employer which has been declared invalid or also otherwise violating the rights of the employee to continue employment relationship, shall in accordance with a court judgment be reinstated in his/her previous position (Paragraph two, Article 124 of the Labour Law). The employer has the obligation to prove that a notice of termination of an employment contract has a legal basis and complies with the specified procedure for the termination of an employment contract. In other cases when an employee has brought an action before a court for the reinstatement in work, the employer has the obligation to prove that, when dismissing the employee, it has not violated the right of the employee to continue the employment relationship (Article 125 of the Labour Law). An employee who has been dismissed illegally and reinstated in his/her previous position shall, in accordance with a court judgment, be disbursed average earnings for the whole period of forced absence from work. Compensation for the whole period of forced absence from work shall also be disbursed in cases where a court, although there exists a basis for the reinstatement of an employee in his/her previous position, upon the request of the employee terminates the employment relationship by a court judgment (Paragraph one, Article 126 of the Labour Law). Upon the request of an employee, a court may determine that a court judgment, which provides for the reinstatement of an employee in work and for recovery of average earnings for the whole period of forced absence from work, shall be enforced without delay (Paragraph one, Article 127 of the Labour Law). If an employer has delayed the enforcement of a judgment referred to in Paragraph one of this Article, the employee shall be disbursed average earnings for the whole period of delay from the day of proclamation of the judgment until the day of its enforcement (Paragraph two, Article 127 of the Labour Law). At the same time, in pursuant to Paragraph eight, Article 29 of the Labour Law if the prohibition of differential treatment and the prohibition against causing adverse consequences is violated, an employee, in addition to other rights specified in this Law, has the right to request compensation for losses and compensation for moral harm. In case of dispute, a court at its own discretion shall determine the compensation for moral harm.

The Court Information System does not collect data on the reasons for dismissal of an employee, including an employee's complaint about unequal or unfair pay, which would serve as a reason for dismissal of the employee. It should be noted that in the period from 2017 to 2020, 1,058 applications for reinstatement at employment place were reviewed in Latvian courts, of these, 591 were heard in the courts of first instance, 286 in the appellate instance and correspondingly – 181 in the cassation instance.

Every year new officials of the State Labour Inspectorate are provided with training on several issues of employment legal relations hip, including on issues related to discrimination and unequal treatment.

Table No.8

Violations detected by the State Labour Inspectorate

Year	Article of Labour Law	Violations in total	Orders	Penalties	Complaint
2017	Article 61	12	5	7	12
2018	Article 61	7	5	3	19

2019	Article 61	6	3	3	12
2020	Article 61	3	1	2	6

Data source: State Labour Inspectorate

Methods of comparison

The Labour Law does not contain a definition of equal work or work of equal value. Considering that Latvia is the EU Member State, the findings of the EU sources and also the EU and national case law are used for evaluation. For instance, the EU Member states can use for evaluation Annex 1: "Gender Neutral Job Evaluation and Classification Systems"[10] to Commission Staff Working document attached to the Report from the Commission to the European Parliament and the Council (December 6, 2013) Report on the application of Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)[11].

The Labour Law provides for the principle of equal rights (Article 7) and the prohibition of differential treatment (Article 29) in employment relationship. According to Paragraphs one and two of Article 7 of the Labour Law everyone has an equal right to work, to fair, safe and healthy working conditions, as well as to fair remuneration. The rights provided for in Paragraph one of this Article shall be ensured without any direct or indirect discrimination - irrespective of a person's race, skin colour, gender, age, disability, religious, political or other conviction, ethnic or social origin, property or marital status, sexual orientation or other circumstances. In pursuant to Article 29 of the Labour Law differential treatment based on the gender of an employee is prohibited when establishing employment relationship, as well as during the period of existence of employment relationship, in particular when promoting an employee, determining working conditions, remuneration or occupational training or further education, as well as when giving notice of termination of an employment contract (Paragraph one, Article 29 of the Labour Law). Differential treatment based on the gender of an employee is permitted only in cases where a particular gender is an objective and substantiated precondition, which is adequate for the legal purpose reached as a result, for the performance of the respective work or for the respective employment (Paragraph two, Article 29 of the Labour Law). If in case of a dispute an employee indicates conditions which may serve as a basis for his/her direct or indirect discrimination based on gender, the employer has the obligation to prove that the differential treatment is based on objective circumstances not related to the gender of the employee, or also that belonging to a particular gender is an objective and substantiated precondition for performance of the respective work or the respective employment (Paragraph three, Article 29 of the Labour Law). Harassment of a person and instructions to discriminate against him/her shall also be deemed to be discrimination within the meaning of this Law (Paragraph four, Article 29 of the Labour Law). Direct discrimination exists if in comparable situations the treatment of a person in relation to his/her belonging to a specific gender is, was or may be less favourable than in respect of another person. Less favourable treatment due to granting of a prenatal and maternity leave, or a leave to the father of a child shall be considered as direct discrimination based on the gender of a person (Paragraph five, Article 29 of the Labour Law). Indirect discrimination exists if apparently neutral provision, criterion or practice causes or may cause adverse consequences for persons belonging to one gender, except for the cases where such provision, criterion or practice is objectively substantiated with a legal purpose for the achievement of which the selected means are commensurate (Paragraph six, Article 29 of the Labour Law). Within the meaning of this Law, the harassment of a person is the subjection of a person to such action which is unwanted from the point of view of the person, which is associated with his/her belonging to a specific gender, including action of a sexual nature if the purpose or result of such action is the violation of the person's dignity and the creation of an intimidating, hostile, humiliating, degrading or offensive environment (Paragraph seven, Article 29 of the Labour

[10] https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52013SC0512
[11] https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=COM:2013:0861:FIN

Law). If the prohibition of differential treatment and the prohibition against causing adverse consequences is violated, an employee, in addition to other rights specified in this Law, has the right to request compensation for losses and compensation for moral harm. In case of dispute, a court at its own discretion shall determine the compensation for moral harm (Paragraph eight, Article 29 of the Labour Law). The provisions of this Article, as well as Article 32, Paragraph one and Articles 34, 48, 60, and 95 of this Law, insofar as they are not in conflict with the essence of the respective right, shall also apply to the prohibition of differential treatment based on race, skin colour, age, disability, religious, political or other conviction, ethnic or social origin, property or marital status, sexual orientation of an employee or other circumstances (Paragraph nine, Article 29 of the Labour Law). Article 60 of the Labour Law prescribes that an employer has the obligation to specify equal remuneration for men and women for the same kind of work or work of equal value (Paragraph one, Article 60 of the Labour Law). If an employer has violated the provisions of Paragraph one of this Article, the employee has the right to request the remuneration that the employer normally pays for the same work or for work of equal value (Paragraph two, Article 60 of the Labour Law). An employee may bring the action referred to in Paragraph two of this Article to court within a three-month period from the day he/she has learned or should have learned of the violation of the provisions of Paragraph one of this Article (Paragraph three, Article 60 of the Labour Law). Besides, Article 6 of the Labour Law determines that provisions of a collective agreement, working procedure regulations, as well as the provisions of an employment contract and orders of an employer which, contrary to laws and regulations, erode the legal status of an employee shall not be valid (Paragraph one, Article 6 of the Labour Law). Provisions of an employment contract which contrary to a collective agreement erode the legal status of an employee shall not be valid (Paragraph two, Article 6 of the Labour Law).

Pay comparison depends on each individual case considered in the court.

Also Annex 1: “Gender Neutral Job Evaluation and Classification Systems”[12] to Commission Staff Working document attached to the Report from the Commission to the European Parliament and the Council (December 6, 2013) Report on the application of Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)[13] can be used in pay comparison.

The Labour Law does not prohibit the pay comparison outside one company, for example, where such company is a part of a holding and the remuneration is set centrally.

Statistics

The principle of equal pay for work of equal value is set by the Labour Law providing the obligation of employers to ensure equal remuneration for men and women for the same kind of work or work of equal value (Article 60, Labour Law). According to the Labour Law, if an employer has violated the provision mentioned above, the employee has the right to request the remuneration that the employer normally pays for the same work or for work of equal value. According to the Labour Law, an employee may bring the action to court within a three-month period from the day he/she has learned or should have learned of the violation of the provisions on equal pay. The institutional mechanism, established for the supervision of the implementation of the equal pay principle, in Latvia consists of the institution, responsible for state supervision and control in the area of labour work relationships (the State Labour Inspectorate), and of the institution, responsible for implementation of the principle of equal treatment and prevention of discrimination (the Ombudsman), are established.

The statistical data on pay gap for women and men reveal that the implementation of the *de jure* set equal pay for equal work principle is still a challenge where further action is needed in particular in the areas of career guidance and educational choices.

[12] https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52013SC0512
[13] https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=COM:2013:0861:FIN

According to the latest data, provided by the Central Statistical Bureau of Latvia (hereinafter - CSB), in 2018 the highest wages and salaries were in the occupational group ship and aircraft controllers and technicians, whose gross monthly wage on average comprised 3 279 EUR. Also, managers of information and communication technologies sector (2 931 EUR), software and applications developers and analysts (2 644 EUR) and medical doctors (2 543 EUR) were among the best paid occupational groups14 (See data on earnings by occupational groups and sex in the Table).

Females more often are employed in lower salaried economic activities as well as in public sector where the wages and salaries are lower. Craft and related trades workers are the most popular occupation among males followed by plant and machine operators and assemblers, whereas among females those were professionals and service and sales workers.

Females take leading positions in decision-making occupations less often than males. However, compared to the EU, Latvia takes the highest rankings in terms of share of female managers. In 2019, females accounted for 54.3 per cent of the employees occupying manager positions (37 per cent in the EU). Regardless of the fact that the indicator is comparatively high, women constitute only one third (31.7 per cent) on boards of the largest Latvian companies.

There are professions and economic activities with a strong gender segregation in the Latvian labour market. Construction and manufacturing sectors are economic activities more popular among males, whereas trade as well as education sectors are the most popular among females. The highest share of female employees is in the human health and social care activities (88.3 per cent), while the highest share of male employees is in construction (92.3 per cent).

[14] See CSB statistics at: https://stat.gov.lv/en/statistics-themes/labour-market/wages-and-salaries/press-releases/4374-data-wages-and-salaries-and.

Table No.9

Average gross monthly earnings in 2018 und average gross hourly earnings in October 2018 (EUR)

Explanation symbols:

0 - Magnitude zero/absent

. - Data not released for confidentiality reasons

Occupational group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
total		**1089.94**	**1305.18**	**0.84**	**5.42**	**6.55**
0	Armed Forces Occupations	1237.76	1179.76	1.05	4.8	4.48
01	Commissioned Armed Forces Officers	1667.59	1797.42	0.93	6.5	6.75
011	Commissioned Armed Forces Officers	1667.59	1797.42	0.93	6.5	6.75
02	Non-commissioned Armed Forces Officers	1092.91	1212.3	0.90	4.68	4.53
021	Non-commissioned Armed Forces Officers	1092.91	1212.3	0.90	4.68	4.53
03	Armed Forces Occupations, Other Ranks	1121.06	840.13	1.33	3.17	3.31
031	Armed Forces Occupations, Other Ranks	1121.06	840.13	1.33	3.17	3.31
1	Managers	1625.63	1767.85	0.92	8.06	8.97
11	Chief Executives, Senior Officials and Legislators	1473.48	1653.84	0.89	7.17	8.02
111	Legislators and Senior Officials	1576.56	1987.88	0.79	9.05	10.35
112	Managing Directors and Chief Executives	1459.59	1632.96	0.89	6.89	7.87
12	Administrative and Commercial Managers	1785.27	2031.23	0.88	8.91	10.38
121	Business Services and Administration Managers	1803.49	1964.92	0.92	8.98	9.98
122	Sales, Marketing and Development Managers	1617.97	2489.05	0.65	8.39	12.85
13	Production and Specialized Services Managers	1646.36	1887.08	0.87	8.51	9.99
131	Production Managers in Agriculture, Forestry and Fisheries	1276.97	1723.1	0.74	6.56	8.81
132	Manufacturing, Mining, Construction and Distribution Managers	1475.64	1745.26	0.85	7.69	9.41
133	Information and Communications Technology Services Managers	3191.17	2856.71	1.12	16.76	14.68
134	Professional Services Managers	1636.92	1941.37	0.84	8.41	9.81
14	Hospitality, Retail and Other Services Managers	1391.78	1470.55	0.95	5.65	7.54
141	Hotel and Restaurant	2253.27	1177.93	1.91	5.55	6.03

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
	Managers					
142	Retail and Wholesale Trade Managers	1093.35	1609.37	0.68	5.96	8.39
143	Other Services Managers	1036.82	1416.18	0.73	5.43	7.14
2	Professionals	1354.68	1912.16	0.71	6.91	9.99
21	Science and Engineering Professionals	1313.26	1720.43	0.76	6.69	8.27
211	Physical and Earth Science Professionals	1440.93	1954.85	0.74	7.24	8.65
212	Mathematicians, Actuaries and Statisticians	1334.93	1505.65	0.89	9.5	10.06
213	Life Science Professionals	1264.84	1347	0.94	6.66	7.39
214	Engineering Professionals (excluding Electrotechnology)	1277.76	1752.22	0.73	6.3	8.37
215	Electrotechnology Engineers	1519.07	1630.66	0.93	7.71	8.17
216	Architects, Planners, Surveyors and Designers	1211.83	1600.8	0.76	5.75	7.69
22	Health Professionals	1753.54	2346.82	0.75	7.85	11.19
221	Medical Doctors	2566.92	2487.22	1.03	11.16	11.36
222	Nursing and Midwifery Professionals	1205.29	1333.19	0.90	5.72	7.39
223	Traditional and Complementary Medicine Professionals	.	.	0.00	.	.
224	Paramedical Practitioners	1102.13	1409.18	0.78	5.23	6.32
225	Veterinarians	1051.51	1185.77	0.89	5.34	6.58
226	Other Health Professionals	1690.6	2343.1	0.72	8.84	12.41
23	Teaching Professionals	983.65	1132.8	0.87	5.59	7.23
231	University and Higher Education Teachers	1069.76	1210.15	0.88	8.26	9.43
232	Vocational Education Teachers	1138.41	1187.11	0.96	6.15	6.64
233	Secondary Education Teachers	1062.84	1127.19	0.94	6.13	6.46
234	Primary School and Early Childhood Teachers	914.56	1078.04	0.85	5.11	6.31
235	Other Teaching Professionals	970.21	956.97	1.01	5.07	5.18
24	Business and Administration Professionals	1520.43	1915.91	0.79	7.79	9.47
241	Finance Professionals	1514.31	2152.3	0.70	8.08	11.08
242	Administration Professionals	1451.17	1743.49	0.83	7.35	8.31
243	Sales, Marketing and Public Relations Professionals	1810.41	2297.83	0.79	9.01	11.68
25	Information and Communications Technology Professionals	2023.54	2535.95	0.80	10.54	13.38

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
251	Software and Applications Developers and Analysts	2077.66	2791.27	0.74	10.48	14.72
252	Database and Network Professionals	1965.58	2156.94	0.91	10.61	11.32
26	Legal, Social and Cultural Professionals	1362.76	1418.76	0.96	6.46	7.36
261	Legal Professionals	2277.69	1864.98	1.22	9.76	9.85
262	Librarians, Archivists and Curators	862.89	853.89	1.01	4.51	4.46
263	Social and Religious Professionals	1128.13	1440.62	0.78	5.57	7.73
264	Authors, Journalists and Linguists	1196.07	1323.56	0.90	5.74	6.19
265	Creative and Performing Artists	1025.76	1167.11	0.88	5.1	5.7
3	Technicians and Associate Professionals	1155.13	1379.61	0.84	5.79	7.17
31	Science and Engineering Associate Professionals	1185.96	1586.08	0.75	5.76	8.32
311	Physical and Engineering Science Technicians	1066.7	1413.05	0.75	5.58	7.36
312	Mining, Manufacturing and Construction Supervisors	1402.77	1514.86	0.93	6.8	7.74
313	Process Control Technicians	903.6	1057.72	0.85	4.47	5.32
314	Life Science Technicians and Related Associate Professionals	1312.7	1437.5	0.91	4.82	6.83
315	Ship and Aircraft Controllers and Technicians	4964.64	3196.79	1.55	19.89	17.05
32	Health Associate Professionals	1204.38	1192.41	1.01	5.53	5.66
321	Medical and Pharmaceutical Technicians	1483.44	1360.96	1.09	6.54	6.99
322	Nursing and Midwifery Associate Professionals	1076.84	891.25	1.21	5.05	3.86
323	Traditional and Complementary Medicine Associate Professionals	1278.96	1256.83	1.02	7.55	7.69
324	Veterinary Technicians and Assistants	1569.11	942.69	1.66	4.78	5.22
325	Other Health Associate Professionals	1126.06	1099.89	1.02	5.31	4.79
33	Business and Administration Associate Professionals	1173.45	1310.91	0.90	5.97	6.84
331	Financial and Mathematical Associate Professionals	1190.63	1680.23	0.71	6.24	8.93
332	Sales and Purchasing	1188.06	1331.1	0.89	6.05	7.07

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
	Agents and Brokers					
333	Business Services Agents	1422.54	1359.02	1.05	6.76	7.04
334	Administrative and Specialized Secretaries	1013.54	1237.99	0.82	5.2	6.43
335	Government Regulatory Associate Professionals	1157.88	1137.05	1.02	5.92	5.81
34	Legal, Social, Cultural and Related Associate Professionals	927.96	1124.86	0.82	4.76	5.59
341	Legal, Social and Religious Associate Professionals	937.9	1266.63	0.74	4.69	6.29
342	Sports and Fitness Workers	894.34	984.73	0.91	5.14	5.36
343	Artistic, Cultural and Culinary Associate Professionals	927.81	1360.65	0.68	4.74	5.74
35	Information and Communications Technicians	1139.77	1235.43	0.92	5.87	6.2
351	Information and Communications Technology Operations and User Support Technicians	1152.09	1161.52	0.99	6.1	6.09
352	Telecommunications and Broadcasting Technicians	1065.5	1469.68	0.72	4.21	6.56
4	Clerical Support Workers	1009.56	1204.73	0.84	4.84	6.06
41	General and Keyboard Clerks	949.46	977.94	0.97	4.68	5.27
411	General Office Clerks	789.11	1602.75	0.49	4.44	10.7
412	Secretaries (general)	873.66	979.24	0.89	4.3	5.39
413	Keyboard Operators	1034.31	973.83	1.06	5.05	5.22
42	Customer Services Clerks	1115.55	1273.57	0.88	4.91	6.31
421	Tellers, Money Collectors and Related Clerks	984.86	1313.4	0.75	4.38	6.43
422	Client Information Workers	1171.26	1260.23	0.93	5.15	6.27
43	Numerical and Material Recording Clerks	979.39	1212.97	0.81	4.94	6.15
431	Numerical Clerks	997.71	972.42	1.03	5.1	5.73
432	Material Recording and Transport Clerks	955.18	1241.97	0.77	4.75	6.19
44	Other Clerical Support Workers	808.97	1175.04	0.69	4.13	4.83
441	Other Clerical Support Workers	808.97	1175.04	0.69	4.13	4.83
5	Services and Sales Workers	748.51	982.86	0.76	3.7	4.66
51	Personal Services Workers	796.18	1101.74	0.72	4.06	4.99
511	Travel Attendants, Conductors and Guides	1106.59	1378.05	0.80	5.87	6.52
512	Cooks	751.14	995.23	0.75	3.92	4.88
513	Waiters and	714.21	1260.95	0.57	3.71	4.38

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
	Bartenders					
514	Hairdressers, Beauticians and Related Workers	709.1	708.56	1.00	3.84	4.42
515	Building and Housekeeping Supervisors	907.39	1055.76	0.86	4.12	5.15
516	Other Personal Services Workers	677.51	1097.36	0.62	3.54	5.31
52	Sales Workers	747.64	935.95	0.80	3.72	4.51
521	Street and Market Salespersons	1426.71	524.56	2.72	2.92	2.54
522	Shop Salespersons	703.29	873.52	0.81	3.61	4.51
523	Cashiers and Ticket Clerks	741.81	1078.39	0.69	3.58	4.38
524	Other Sales Workers	864.6	1338.59	0.65	4.52	4.89
53	Personal Care Workers	641.99	690.99	0.93	3.17	3.34
531	Child Care Workers and Teachers' Aides	586.68	690.79	0.85	2.89	3.81
532	Personal Care Workers in Health Services	677.01	691.01	0.98	3.35	3.3
54	Protective Services Workers	980.52	959.5	1.02	4.06	4.67
541	Protective Services Workers	980.52	959.5	1.02	4.06	4.67
6	Skilled Agricultural, Forestry and Fishery Workers	865.18	989.67	0.87	4.35	5.13
61	Market-oriented Skilled Agricultural Workers	860.22	1027.79	0.84	4.33	5.43
611	Market Gardeners and Crop growers	731.35	862.04	0.85	3.76	4.54
612	Animal Producers	995.46	1231.78	0.81	4.89	6.5
62	Market-oriented Skilled Forestry, Fishery and Hunting Workers	932.45	957.45	0.97	4.59	4.81
621	Forestry and Related Workers	950.95	994.29	0.96	4.62	4.89
622	Fishery Workers, Hunters and Trappers	833.71	681.44	1.22	4.41	4.23
63	Subsistence Farmers, Fishers, Hunters and Gatherers	0	707.83	0.00	0	3.91
633	Subsistence Mixed Crop and Livestock Farmers	0	707.83	0.00	0	3.91
7	Craft and Related Trades Workers	790.57	1101.02	0.72	4.13	5.59
71	Building and Related Trades Workers (excluding electricians)	810.95	1159.62	0.70	4.09	5.54
711	Building Frame and Related Trades Workers	1063.18	1328.71	0.80	4.18	6.09
712	Building Finishers and Related Trades Workers	810.7	883.1	0.92	4.18	4.52
713	Painters, Building Structure Cleaners and Related Trades Workers	715.31	1051.15	0.68	4.02	5.85

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
72	Metal, Machinery and Related Trades Workers	887.52	1095.99	0.81	4.74	5.7
721	Sheet and Structural Metal Workers, Moulders and Welders, and Related Workers	913.56	1226.62	0.74	4.96	6.14
722	Blacksmiths, Toolmakers and Related Trades Workers	818.11	1039.56	0.79	4.62	5.62
723	Machinery Mechanics and Repairers	992.48	1067.78	0.93	4.88	5.56
73	Handicraft and Printing Workers	915.58	1089.91	0.84	4.45	6.05
731	Handicraft Workers	780.12	792.14	0.98	3.53	4.43
732	Printing Trades Workers	1003.56	1156.16	0.87	4.88	6.4
74	Electrical and Electronics Trades Workers	865.15	1171	0.74	4.49	5.99
741	Electrical Equipment Installers and Repairers	839.47	1158.45	0.72	4.36	6.11
742	Electronics and Telecommunications Installers and Repairers	960.68	1246.63	0.77	4.96	5.25
75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	759.09	912.26	0.83	4	4.91
751	Food Processing and Related Trades Workers	744.75	892.01	0.83	4.16	4.53
752	Wood Treaters, Cabinet-makers and Related Trades Workers	946.51	924.88	1.02	4.97	5.12
753	Garment and Related Trades Workers	655.18	635.11	1.03	3.48	3.63
754	Other Craft and Related Workers	900.18	1005.74	0.90	3.91	5.05
8	Plant and Machine Operators and Assemblers	849.2	1054.25	0.81	4.39	5.34
81	Stationary Plant and Machine Operators	799.39	954.48	0.84	4.2	4.89
811	Mining and Mineral Processing Plant Operators	985.78	1150.4	0.86	4.89	5.95
812	Metal Processing and Finishing Plant Operators	1220.65	954.99	1.28	5.77	5.16
813	Chemical and Photographic Products Plant and Machine Operators	1026.38	975.35	1.05	4.95	5.49
814	Rubber, Plastic and Paper Products Machine Operators	788.62	1184.65	0.67	4.24	5.73
815	Textile, Fur and	653.72	1019.27	0.64	3.57	5.05

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
	Leather Products Machine Operators					
816	Food and Related Products Machine Operators	909.14	996.78	0.91	4.09	4.77
817	Wood Processing and Papermaking Plant Operators	983.93	879.87	1.12	5.51	4.94
818	Other Stationary Plant and Machine Operators	782.35	908.24	0.86	4.12	4.4
82	Assemblers	880.79	1161.7	0.76	4.38	5.6
821	Assemblers	880.79	1161.7	0.76	4.38	5.6
83	Drivers and Mobile Plant Operators	1000.89	1065.3	0.94	5.06	5.42
831	Locomotive Engine Drivers and Related Workers	983.43	1503.3	0.65	4.09	6.84
832	Car, Van and Motorcycle Drivers	897.38	948.79	0.95	3.9	4.84
833	Heavy Truck and Bus Drivers	996.74	974.65	1.02	5.25	4.95
834	Mobile Plant Operators	960.48	1232	0.78	5.52	6.31
835	Ships' Deck Crews and Related Workers	.	.	0.00	.	.
9	Elementary Occupations	664.18	863.51	0.77	3.24	4.26
91	Cleaners and Helpers	630.94	853.26	0.74	3.01	3.7
911	Domestic, Hotel and Office Cleaners and Helpers	627.6	726.52	0.86	2.99	3.24
912	Vehicle, Window, Laundry and Other Hand Cleaning Workers	662.97	992.34	0.67	3.22	4.24
92	Agricultural, Forestry and Fishery Labourers	777.44	730.16	1.06	3.97	3.8
921	Agricultural, Forestry and Fishery Labourers	777.44	730.16	1.06	3.97	3.8
93	Labourers in Mining, Construction, Manufacturing and Transport	796.29	912.52	0.87	3.9	4.66
931	Mining and Construction Labourers	873.23	877.59	1.00	4.52	4.93
932	Manufacturing Labourers	826.29	947.1	0.87	4	4.7
933	Transport and Storage Labourers	691.97	881.43	0.79	3.49	4.14
94	Food Preparation Assistants	604.82	710.85	0.85	2.97	3.57
941	Food preparation assistants	604.82	710.85	0.85	2.97	3.57
95	Street and Related Sales and Services Workers	518.34	1285.77	0.40	2.47	6.18
951	Street and Related Services Workers	0	1285.77	0.00	0	6.18
952	Street Vendors (excluding Food)	.	0	0.00	.	0
96	Refuse Workers and Other Elementary	605.73	762.58	0.79	2.97	3.3

Occupa-tional group code	Occupational group	Average gross monthly earnings in 2018		%	Average gross hourly earnings in October 2018	
		females	males		females	males
	Workers					
961	Refuse Workers	599.12	646.66	0.93	2.95	3.16
962	Other Elementary Workers	613.43	847.58	0.72	2.98	3.4

Data source: Central Statistical Bureau of Latvia

Policy and other measures

On August 17, 2021 the Government of Latvia adopted the plan developed by the Ministry of Welfare of the Republic of Latvia On the Promotion of Equal Rights and Opportunities for Women and Men 2021-2023. The aim of the plan is to ensure an integrated, targeted and effective policy, that promotes equal rights and opportunities for women and men. To achieve this goal, three directions of actions are set: (1) equal rights and opportunities for women and men in the labour market and education; (2) prevention of domestic violence and gender-based violence; (3) strengthening gender mainstreaming in sectoral policies.
This plan includes initiatives that promote discussion in society about the topic of gender pay gap and occupational sex segregation. For example, there are initiatives that target young people about the topic of sex segregation in employment and the possibilities of future employment beyond gender stereotypes. The Plan also includes discussions about equal pay and how to best implement it and also about the role of the father in the context of care work and work-life balance, which also is a factor that contributes to increased pay gap.
Additionally, in the context of the new proposal for a directive of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms there have been discussions and exchange of views with social partners and government institutions about the best solutions for reducing the gender pay gap.

4. to recognise the right of all workers to a reasonable period of notice for termination of employment;

a) Please provide information on the right of all workers to a reasonable period of notice for termination of employment (legal framework and practice), including any specific arrangements made in response to the COVID-19 crisis and the pandemic.

Article 101 of the Labour Law prescribes:

"(1) An employer has the right to give a written notice of termination of an employment contract only on the basis of circumstances related to the conduct of the employee, his/her abilities, or of economic, organisational, technological measures or measures of a similar nature in the undertaking in the following cases:

1) the employee has significantly violated the employment contract or the specified working procedures without a justifiable reason;

2) the employee, when performing work, has acted illegally and therefore has lost the trust of the employer;

3) the employee, when performing work, has acted contrary to moral principles and such action is incompatible with the continuation of employment relationship;

4) the employee, when performing work, is under the influence of alcohol, narcotic or toxic substances;

5) the employee has grossly violated labour protection regulations and has jeopardised the safety and health of other persons;

6) the employee lacks adequate occupational competence for performance of the contracted work;

7) the employee is unable to perform the contracted work due to his/her state of health and such state is certified with a doctor's opinion;

8) an employee who previously performed the respective work has been reinstated at work;

9) the number of employees is being reduced;

10) the employer - legal person or partnership - is being liquidated;

11) the employee does not perform work due to temporary incapacity for more than six months, if the incapacity is uninterrupted, or for one year within a three-year period, if the incapacity recurs with interruptions, excluding a prenatal and maternity leave in such period, as well as a period of incapacity, if the reason of incapacity is an accident at work, the cause whereof being related to the exposure to the environment factors or an occupational disease.

(2) If an employer intends to give a notice of termination of an employment contract on the basis of the provisions of Paragraph one, Clause 1, 2, 3, 4 or 5 of this Article, the employer has the obligation to request from the employee a written explanation. When deciding on the possible notice of termination of the employment contract, the employer has the obligation to evaluate the seriousness of the violation committed, the circumstances in which it has been committed, as well as the personal characteristics of the employee and his/her previous position.

(3) An employer may give a notice of termination of an employment contract on the basis of the provisions of Paragraph one, Clause 1, 2, 3, 4 or 5 of this Article not later than within one month from the day of detecting the violation, excluding the period of temporary incapacity of the employee or the period when he/she has been on leave or has not performed work due to other justifiable reasons, but not later than within 12 months from the day the violation was committed.

(4) It is permitted to give a notice of termination of an employment contract due to the reasons referred to in Paragraph one, Clause 6, 7, 8 or 9 of this Article if the employer can not employ the employee with his/her consent in other work in the same or another undertaking.

(5) On an exceptional basis, an employer has the right, within one month, to bring an action for the termination of employment relationship in court in cases not referred to in Paragraph one of this Article if he/she has an important reason. Any condition which does not allow the continuation of employment relationship on the basis of considerations of morals and fairness shall be regarded as such reason. The issue whether there is an important reason shall be settled by court at its discretion.

(6) Prior to giving a notice of termination of an employment contract, an employer has the obligation to ascertain whether the employee is a member of an employee trade union."

According to Article 102 of the Labour Law when giving a notice of termination of an employment contract, an employer has the obligation to notify the employee in writing of the circumstances that are the basis for the notice of termination of the employment contract. At the same time, Paragraph one, Article 47 of the Labour Law prescribes that during the probationary period, the employer and the employee have the right to give a notice of termination of the employment contract in writing three days prior to termination. An employer, when giving the notice of termination of an employment contract during a probationary period, does not have the obligation to indicate the cause for such notice.

On 27 July 2017 amendments were made to Paragraph one, Article 103 of the Labour Law (the amendments came into force on 16 August 2017). According to the amendments Clause 1 of Paragraph one of the Article 103 (Time Period for a Notice of Termination by an Employer) of the Law was clarified providing that unless the collective agreement or the employment contract specifies a longer time period for a notice of termination, an employer, when giving a notice of termination of an employment contract, shall comply with the following time periods: 1) without delay – if the notice of termination of the employment contract is given in the cases specified in Article 101, Paragraph one, Clause 2, 4 or 7 of this Law. At the same time, reference to Clause 7 of Paragraph one of the Article 101 was excluded from Clause 2 of Paragraph one of the Article

103. Thereby during the reference period Article 103 of the Labour Law prescribed:

“(1) Unless the collective agreement or the employment contract specifies a longer time period for a notice of termination, an employer, when giving a notice of termination of an employment contract, shall comply with the following time periods:

1) without delay - if the notice of termination of the employment contract is given in the cases specified in Article 101, Paragraph one, Clause 2, 4 or 7 of this Law;

2) 10 days - if the notice of termination of the employment contract is given in the cases specified in Article 101, Paragraph one, Clause 1, 3, 5 or 11 of this Law;

3) one month - if the notice of termination of the employment contract is given in the cases specified in Article 101, Paragraph one, Clause 6, 8, 9 or 10 of this Law;

(2) Upon a request of an employee, the period of temporary incapacity shall not be included in the time period of a notice of termination, except for the case referred to in Article 101, Paragraph one, Clause 11 of this Law.

(3) The right to revoke a notice of termination by the employer shall be determined by the employee unless the collective agreement or the employment contract has specified such right.

(4) By agreement of the employee and the employer, an employment contract may also be terminated before the expiry of the time period for a notice of termination.”

Besides, Article 111 of the Labour Law still provides that if a notice of termination of an employment contract has been given on the basis of Article 101, Paragraph one, Clause 6, 7, 8, 9 or 10 of this Law, the employer, at the written request of the employee, has the obligation to grant sufficient time to the employee, within the scope of the contracted working time, for seeking other job. The collective agreement or the employment contract shall specify the length of such time and the earnings to be maintained for the employee during this time period.

State Civil Service Law Article 2 Paragraph 4 states that "the norms of regulatory enactments regulating legal employment relations that prescribe the principle of equal rights, the prohibition of differential treatment principle, prohibition to cause adverse consequences, working hours and rest time, remuneration, the financial liability of employees and terms shall apply to the legal relations of the State civil service insofar as such are not prescribed by this Law." Supreme Court has stated that in accordance with State Civil Service Law Article 2 Paragraph 4 Article 103 of Labour Law is not applicable to civil service relations. State Civil Service Law at the moment does not regulate periods of notice for termination of civil service relations, the period of notice is set in every case individually by institution and the period has to be reasonable based on the reason for termination. However, it is important to note that State Chancellery has been working on amendments to State Civil Service Law. These amendments include notice periods of termination of civil service. These amendments intend to define the following periods of termination of civil service:

1) immediate – if civil service relationship is terminated on grounds of Article 41 Paragraph 1 Clause 1 Sub-clause "e", "l", "m" of State Civil Service Law;
2) 3 working days – if civil service relationship is terminated on grounds of Article 41 Paragraph 1 Clause 1 Sub-clause "c", "d", "h", "i" of State Civil Service Law;
3) 2 weeks – if civil service relationship is terminated on grounds of Article 41 Paragraph 1 Clause 1 Sub-clause "b" of State civil service law, except in the cases provided in Article 11 Paragraph 3 of State Civil Service Law;
4) 1 month – if civil service relationship is terminated on grounds of Article 41 Paragraph 1 Clause 1 Sub-clause "f", "g" of State Civil Service Law.

Article 47 of the Law on the Career Course of Service provides the regulations on retirement of an official from service. Article 47 Paragraph 6 states that if an official is retired from service due to the liquidation of the Institution or the position of the official or due to the reduction of the number of officials, the official shall be warned about it 30 days in advance.

No specific arrangements have been made in response to the COVID-19 crisis and the pandemic

regarding the right of workers to a reasonable period of notice for termination of employment.

In addition, the Law on Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19 (hereinafter – Crisis Law) of 20 March 2020 was in force from 22 March 2020 and expired on 10 June 2020. The Crisis Law determined measures for the prevention and suppression of threat to the State and its consequences, special support mechanisms, as well as expenditures which were directly related to the containment of the spread of COVID-19.

Article 14^1, Paragraph one, Clause 1 and Paragraph two of the Crisis Law prescribed that until 31 December 2020, an employer who conforms to the criteria specified for the participants of the In-depth Cooperation Programme and who has been adversely affected by the crisis caused by COVID-19 may reduce the remuneration for idle time specified in Article 74 of the Labour Law for an employee to 70 per cent of the salary to be disbursed to the employee, observing the following conditions: a) the amount of remuneration to be maintained shall be not less than the minimum monthly salary; b) in addition to that laid down in Sub-clause a) of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring the general, vocational, higher or special education but has not yet reached 24 years of age is dependent (Paragraph one, Clause 1 of Article 14^1). The employee who does not agree with the reduction in the remuneration referred to in Paragraph one, Clause 1 of this Article has the right to give a notice of termination of the employment contract, without observing the time period referred to in Article 100, Paragraph one of the Labour Law[15]. In such case the employer has an obligation to disburse a severance pay to the employee in the amount specified in Article 112 of the Labour Law (Paragraph two of Article 14^1). Also Article 14^2 of the Crisis Law prescribed that it may be provided for in the collective agreement concluded with the trade union, upon mutual agreement and without reducing the total level of protection of employees, that in case of temporary fall in the production a part-time work shall be determined for an employee. Changes to a collective agreement may be valid for a time period not longer than by 31 December 2020. The following conditions shall be applicable to the remuneration to be disbursed to an employee:1) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;2) in addition to that laid down in Clause 1 of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring the general, vocational, higher or special education but has not yet reached 24 years of age is dependent (Paragraph one of Article 14^2). The employee who does not agree with determination of part-time work referred to in Paragraph one of this Article has the right to give a notice of termination of the employment contract, without observing the time period referred to in Article 100, Paragraph one of the Labour Law. In such case the employer has an obligation to disburse a severance pay to the employee in the amount specified in Article 112 of the Labour Law (Paragraph two of Article 14^2).

The mentioned provisions were introduced on the joint initiative and proposal of social partners.

Later, on 10 June 2020 the Law on the Suppression of Consequences of the Spread of COVID-19 Infection of 5 June 2020 (hereinafter – Law on Suppression) came into force instead of the Crisis Law. The purpose of the Law on Suppression is to determine the legal order during the spread of COVID-19 infection, providing for a set of appropriate measures for the suppression of consequences of the spread of COVID-19 infection and the special support mechanisms and expenditures directly related to the containment of the spread of COVID-19 in order to ensure the improvement of the economic situation of society and to promote the stability of the national economy.

Article 17, Paragraph one, Clause 1 and Paragraph Two, as well as Article 18 of the Law On Suppression Law specifies the same regulation as it was prescribed in the Crisis Law:

[15] According to Paragraph One, Article 100 of the Labour Law an employee has the right to give a written notice of termination of an employment contract one month in advance, unless a shorter time period for giving the notice of termination is provided by the employment contract or the collective agreement. Upon the request of the employee, a period of temporary incapacity shall not be included in the time period of a notice of termination.

"**Article 17.** (1) Until 30 June 2021, an employer who meets the criteria specified for the participants of the In-depth Cooperation Programme and who has been adversely affected by the crisis caused by COVID-19 may:

1) reduce the remuneration for furlough specified in Article 74 of the Labour Law for an employee to 70 per cent of the salary to be disbursed to the employee, taking into account the following conditions:

a) the amount of remuneration to be maintained may not be less than the minimum monthly salary;

b) in addition to that laid down in Sub-clause a) of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring general, vocational, higher or special education but has not yet reached 24 years of age is dependent;

[..]

(2) An employee who does not agree with the reduction in the remuneration referred to in Paragraph one, Clause 1 of this Article has the right to give a notice of termination of the employment contract without complying with the time limit specified in Article 100, Paragraph one of the Labour Law. In such a case, the employer has the obligation to disburse severance pay to the employee in the amount specified in Article 112 of the Labour Law.

Article 18. (1) A collective agreement concluded with a trade union, upon mutual agreement and without any reduction in the overall level of protection of employees, may provide for part-time work to be imposed on employees in the event of a temporary fall in production. Changes to a collective agreement shall be effective not longer than by 30 June 2021. The following conditions shall apply to the remuneration to be disbursed to employees:

1) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;

2) in addition to that laid down in Clause 1 of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring general, vocational, higher or special education but has not yet reached 24 years of age is dependent.

(2) The employee who does not agree with determination of part-time work referred to in Paragraph one of this Article has the right to give a notice of termination of the employment contract without observing the time limit specified in Article 100, Paragraph one of the Labour Law. In such a case, the employer has the obligation to disburse severance pay to the employee in the amount specified in Article 112 of the Labour Law.".

The mentioned provisions were introduced on the joint initiative and proposal of social partners.

b) If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

It should be noted that notice periods prescribed by the Labour Law is in conformity with Article 4§4 of the Charter and are reasonable, taking into account that those periods must be read in conjunction with the issue of severance pay. If an employee has longer work experience, he/she is entitled to a higher severance pay, thereby, it is considered as a proportionate solution. According to Article 112, Paragraph one of the Labour Law if a collective agreement or the employment contract does not specify a larger severance pay, when giving a notice of termination of an employment contract in the cases laid down in Article 101, Paragraph one, Clause 6, 7, 8, 9, 10 or 11 of this Law, an employer has the obligation to disburse a severance pay to an employee in the following amounts:

1) one month average earnings if the employee has been employed by the relevant employer for less than five years;

2) two months average earnings if the employee has been employed by the relevant employer for

five to 10 years;

3) three months average earnings if the employee has been employed by the relevant employer for 10 to 20 years;

4) four months average earnings if the employee has been employed by the relevant employer for more than 20 years.

In addition it should be emphasized that such a system was designed in accordance with Article 11 of the Convention No.158 “Termination of Employment Convention, 1982” of the International Labour Organisation, which prescribes that a worker whose employment is to be terminated shall be entitled to a reasonable period of notice or compensation in lieu thereof, unless he/she is guilty of serious misconduct, that is, misconduct of such a nature that it would be unreasonable to require the employer to continue his/her employment during the notice period.

Besides, the notice periods and the severance pay prescribed in the Labour Law were also agreed with the national social partners.

According to Article 46 of the Labour Law when entering into an employment contract, a probationary period may be specified in order to assess whether an employee is suitable for performance of the work entrusted to him/her. If an employment contract does not specify a probationary period, it shall be regarded as entered into without a probationary period. A probationary period shall not be determined for persons under 18 years of age (Paragraph one, Article 46). The term of a probationary period may not exceed three months. The said term shall not include a period of temporary incapacity and other periods of time when the employee did not perform work for justifiable reasons (Paragraph two, Article 46).

Paragraph six of Article 44 of the Labour Law prescribes that the same provisions, which apply to an employee with whom an employment contract has been entered into for an unspecified period, shall apply to an employee with whom an employment contract has been entered into for a specified period.

The provisions of the Labour Law regulating notice of termination of employment also apply to fixed-term contracts.

It is important to take into account the special nature of civil service relations. The principle of good governance in a democratic state requires functioning of honest, fair, competent and motivated civil service. Esurance of the existence of such a civil service includes also issues on: first of all – termination of service relations and planning of career, secondly, professional competence of the civil servant, thirdly, possibility of further qualification and rotation. Taking into consideration the role and duties of the officials in the implementation of the State administration functions, the state unilaterally regulates also the authority, protection of labour rights, including salary and social guarantees as well as termination of service relations of them. (The Constitutional Court of the Republic of Latvia in judgment in case No. 2003-12-01 “On the Conformity of Section 41 (Item 1, Sub-item ”f”) of the State Civil Service Law with Articles 91, 101 and 106 of the Constitution (Satversme)” Paragraph 8 and 9.2.[16]

Article 47 of Labour Law does not apply to civil service relations based on the arguments stated previously. In accordance with State Civil Service Law Article 11 Paragraph 5 probationary period in civil service can be from three to six months for a candidate who is appointed to a civil service position for the first time. However, for other candidates who are not appointed for the first-time probationary period is not mandatory and it can’t exceed six months (State Civil Service Law Article 11 Paragraph 4). The amendments mentioned previously that State Chancellery is working on state that there won’t be any mandatory probationary period for first time civil servants or other candidates. It will be up to the head to institution to determine whether the probationary period is necessary and how long it should be (it can’t exceed six months) according to State Civil Service Law Article 11 Paragraph 4.

[16] https://www.satv.tiesa.gov.lv/web/viewer.html?file=/wp-content/uploads/2003/05/2003-12-01_Spriedums_ENG-1.pdf#search=civil%20service)

It is important to note that there is a difference between grounds of dismissal for employees that are stated in Labour Law and the grounds of dismissal of civil service that are stated in State Civil Service Law. Although some grounds of dismissal are similar but they are not all identical. The grounds of dismissal as well as the notice periods stated in Labour Law can't be attributed to civil service relations.

5. to permit deductions from wages only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreements or arbitration awards. The exercise of these rights shall be achieved by freely concluded collective agreements, by statutory wage-fixing machinery, or by other means appropriate to national conditions.

Article 78 of the Labour Law provides:

"(1) Deductions arising from the right of an employer to reclaim may be made from the work remuneration payable to an employee in order to reclaim:
1) amounts overpaid due to an error of the employer if the employee has been aware of such overpayment, or under the circumstances he/she should have been aware of it, or if the overpayment is based on circumstances for which the employee is to blame;
2) an advance paid work remuneration, or an advance paid to the employee in connection with official travel or a work trip not used and not repaid on time, or an advance to cover other anticipated expenditures; and
3) paid average earnings for days of leave not earned if the employee is dismissed from work before the end of the working year for which he/she has already received leave, except in cases where an employment contract is terminated on the basis of Article 101, Paragraph one, Clause 6, 7, 9 or 10[17].
(2) In cases provided for by Paragraph one, Clauses 1 and 2 of this Article, an employer may issue an order in writing to make deductions not later than within a two-month period from the date of the overpayment or from the date of expiry of the term specified for repayment of an advance. The employer shall without delay notify the employee of the issue of such order.
(3) If an employee contests the basis or the amount of the employer's right to reclaim provided for by Paragraph one, Clauses 1 and 2 of this Article, the employer may bring a relevant action to court within a two-year period from the day of payment of the overpaid amount or from the day of expiry of the term specified for repayment of the advance."

Article 79 of the Labour Law states that an employer has the right to deduct from the work remuneration payable to an employee the compensation for losses caused to him/her due to an illegal, culpable action of the employee. Making of such deduction requires written consent from the employee. If an employee contests the basis or the amount of a claim for compensation of

[17] Paragraph one, Article 101 Notice of Termination by an Employer
"(1) An employer has the right to give a written notice of termination of an employment contract only on the basis of circumstances related to the conduct of the employee, his/her abilities, or of economic, organisational, technological measures or measures of a similar nature in the undertaking in the following cases:
1) the employee has significantly violated the employment contract or the specified working procedures without a justifiable reason;
2) the employee, when performing work, has acted illegally and therefore has lost the trust of the employer;
3) the employee, when performing work, has acted contrary to moral principles and such action is incompatible with the continuation of employment relationship;
4) the employee, when performing work, is under the influence of alcohol, narcotic or toxic substances;
5) the employee has grossly violated labour protection regulations and has jeopardised the safety and health of other persons;
6) the employee lacks adequate occupational competence for performance of the contracted work;
7) the employee is unable to perform the contracted work due to his or her state of health and such state is certified with a doctor's opinion;
8) an employee who previously performed the respective work has been reinstated at work;
9) the number of employees is being reduced;
10) the employer - legal person or partnership - is being liquidated;
11) the employee does not perform work due to temporary incapacity for more than six months, if the incapacity is uninterrupted, or for one year within a three-year period, if the incapacity recurs with interruptions, excluding a prenatal and maternity leave in such period, as well as a period of incapacity, if the reason of incapacity is an accident at work, the cause whereof being related to the exposure to the environment factors or an occupational disease."

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losses caused to the employer, the employer may bring a relevant action to court within a two-year period from the day the losses were caused.

Article 80 of the Labour Law prescribes:

"(1) If an employer, in accordance with Article 79, Paragraph one of this Law makes deductions from the remuneration to be disbursed to an employee with a purpose to compensate the losses caused to the employer, such deductions must not exceed 20 per cent of the monthly remuneration to be disbursed to an employee. In any case, the remuneration shall be maintained for the employee in the amount of minimum monthly wage and funds in the amount equal to State social security benefit for each dependant minor child.

(2) The amount to be deducted from remuneration in accordance with enforcement documents shall be determined in accordance with the Civil Procedure Law[18].

(3) It is prohibited to make deductions from severance pay, compensation for expenses of an employee and other amounts to be disbursed to an employee against whom attachment proceedings in accordance with the Civil Law may not be brought[19]."

Please also see the response provided previously regarding Articles 78 to 80 of the Labour Law as well as information under question a) on Article 4, Paragraphs 3 under *Statistics* of this Report.

In case of insufficient income, a person or a household has the right to apply to the local

[18]Article 594 of the Civil Procedure Law. Amount of Deductions from Remuneration for Work and Equivalent Payments of a Debtor
(1) Until the debt to be recovered is discharged, deductions shall be made, in accordance with the enforcement documents, from remuneration for work and payments equivalent thereto paid to a debtor:
1) in cases regarding the recovery of maintenance for the support of minor children or for the benefit of the Administration of Maintenance Guarantee Fund - in preserving the remuneration for work of the debtor and payments equivalent thereto in the amount of 50 per cent of the minimum monthly wage and preserving the funds for each dependent minor child in the amount of the State social insurance benefit;
2) when recovering maintenance, losses or compensation for losses arising from personal injuries which have resulted in mutilation or other injury to health or in the death of a person, or compensation for damage which has been occasioned through commission of a criminal offence, and also in enforcing rulings taken in administrative violations cases - 50 per cent, preserving the remuneration for work of the debtor and payments equivalent thereto in the amount of 50 per cent of the minimum monthly wage and preserving the funds for each dependent minor child in the amount of the State social insurance benefit;
3) in other types of recovery, unless it is otherwise provided for in law - 30 per cent, preserving the remuneration for work of the debtor and payments equivalent thereto in the amount of the minimum monthly wage and preserving the funds for each dependent minor child in the amount of the State social insurance benefit.
(2) If recovery is directed against remuneration for work according to several enforcement documents, the employee shall in any event retain 50 per cent of the remuneration for work and payments equivalent thereto, however, not less than in the amount of the minimum monthly wage, and funds for each dependent minor child in the amount of the State social insurance benefit, except for the case specified in Paragraph one, Clauses 1 and 2 of this Article.
(2^1) If within the scope of one enforcement case recovery is concurrently directed to both remuneration for work and payments considered as equivalent thereto and to deposits in a credit institution, the bailiff shall, upon request of the debtor, give an order to the credit institution to keep the monetary amounts in the amount specified in Paragraph one or two of this Article in the account to which the debtor received remuneration for work and payments considered as equivalent thereto.
(3) [31 October 2002]
(4) The amount to be deducted from remuneration for work and payments equivalent thereto shall be calculated from the amount to be received by a debtor after payment of taxes.
(5) Funds in the amount of the State social insurance benefit for each minor child dependent on the debtor shall be retained, if a child is dependent on the debtor at the time, when deductions from the debtor's remuneration for work or payments equivalent thereto are made. The amount of funds to be retained shall be calculated by the employer or relevant legal person, by taking into account the number of persons dependent on the debtor at the time, when deductions are made.
[31 October 2002; 17 June 2004; 23 May 2013; 19 December 2013; 28 May 2015; 22 June 2017]

[19]Article 596 of the Civil Procedure Law. Amounts against which Recovery may not be Directed
Recovery may not be directed against:
1) severance pay, funeral benefit, lump sum benefit to the surviving spouse, State social benefits, State support to a child having celiac disease, survivor's pension and allowance for the loss of provider;
2) compensation for wear and tear of tools belonging to an employee and other compensation in accordance with laws and regulations governing lawful employment relations;
3) amounts to be paid to an employee in connection with official travel, transfer, and assignment to work in another populated area;
4) social assistance benefits;
5) child maintenance in the amount of minimum child maintenance stipulated by the Cabinet of Ministers which on the basis of a court ruling or a decision taken by the Administration of Maintenance Guarantee Fund shall be paid by one of the parents, as well as child maintenance to be disbursed by the Maintenance Guarantee Fund.
[31 October 2002; 17 December 2009; 12 February 2015; 8 December 2016 / Amendment to Clause 5 regarding not bringing of recovery proceedings against the child maintenance in the minimum amount stipulated by the Cabinet of Ministers which on the basis of a decision taken by the Administration of Maintenance Guarantee Fund is paid by one of the parents shall come into force on 1 April 2017.

government social service and apply for Guaranteed minimum income (hereinafter - GMI) benefit and housing benefit.
GMI benefit is aimed for those persons that are recognized as needy. It is a non-contributory scheme where entitlement to and the amount of benefit are not related to social contributions.
The fundamental aim of the benefit is to ensure a minimum level of income for each member of households in need whose income is lower than that set by the Cabinet of Ministers.
The GMI is calculated as the difference between the amount set by the Cabinet of Ministers (109 EUR for single person or 1st person in household, 76 EUR for 2nd and each next person in household = GMI level) or the local governments and the person's or household's income.

Frequency of payment: monthly. No additional payments (except when mentioned in the local government's regulations).
The GMI is granted for a period of 3 to 6 months, so long as the person or household is considered as in need, and it is renewable. (Re)assessment made by the local government.
The benefit is granted in cash or in kind (e.g. free lunch, etc.).
Housing benefit - maximum amounts and payment procedures vary from a local governments to another.
However, national regulations set basic principles for the calculation of housing benefit as follows:

Housing benefit can be paid in cash or in kind. Some local governments grant housing benefit once a year, others on a monthly basis. It is possible to receive the housing benefit together with other social assistance benefits. It can also be combined with employment if the means test and other eligibility conditions are satisfied.

The local government may also pay other benefits.
The local government, on assessment of the income of a household, is also entitled to pay other benefits to them for satisfying basic needs, including healthcare, from the budget of the local government.
Local government benefit for healthcare must be claimed separately.
Persons recognised as being in need are exempted from patient's payments (patients' fees and co-payments).
Expenditure by those recognised as being in need of treatment, on medicaments and medical devices eligible for reimbursement, is reimbursed in full for outpatient treatment (except special reimbursement, e.g. reimbursement of pharmaceuticals for persons where a maximum limit of 14,228.72 EUR per person per year is set).

RESC Part I

5. All workers and employers have the right to freedom of association in national or international organisations for the protection of their economic and social interests.

6. All workers and employers have the right to bargain collectively.

21. Workers have the right to be informed and to be consulted within the undertaking.

22. Workers have the right to take part in the determination and improvement of the working conditions and working environment in the undertaking.

The right to organise, the right to collective bargaining and social dialogue guaranteed notably by Articles 5 and 6 of the Charter have taken on new dimensions and new importance in the COVID-19 crisis. Trade unions and employers' organisations should be consulted at all levels on employment-related measures to fight and contain COVID-19 here and now and to recover from the economically disruptive effects of the pandemic in the longer term. Agreements to this effect, whether tripartite or bipartite, should be concluded where appropriate.

The importance of dialogue and participation (good democratic governance) in the post-COVID-19 reconstruction process cannot be overestimated. Given that trade unions and workers organisations are sine qua non participants in this process, it is incumbent on States Parties to promote, enable and facilitate such dialogue and participation.

This is called for at all levels, including the industry/sectoral level and the company level. New health and safety requirements, new forms of work organisation (teleworking, work-sharing, etc.) and workforce reallocation, all impose obligations with regard to consultation and information of workers' representatives in terms of Articles 21 and 22 of the Charter.

Under Article 6§4 of the Charter the right of workers in essential services to take collective action may be subjected to limited restrictions in order to ensure the continued operation of such services, for example during a public health emergency. However, any such restrictions must satisfy the conditions laid down by Article G of the Charter

In this respect, the ECSR notes that Article 6§4 of the Charter entails a right of workers to take collective action (e.g. work stoppage) for occupational health and safety reasons. This means, for example, that strikes in response to a lack of adequate personal protective equipment or lack of adequate distancing, disinfection and cleaning protocols at the workplace would fall within the scope of the Charter's guarantee.

Article 5 – The right to organise

With a view to ensuring or promoting the freedom of workers and employers to form local, national or international organisations for the protection of their economic and social interests and to join those organisations, the Parties undertake that national law shall not be such as to impair, nor shall it be so applied as to impair, this freedom. The extent to which the guarantees provided for in this article shall apply to the police shall be determined by national laws or regulations. The principle governing the application to the members of the armed forces of these guarantees and the extent to which they shall apply to persons in this category shall equally be determined by national laws or regulations.

a) *Please provide data on trade union membership prevalence across the country and across sectors of activity, as well as information on public or private sector activities in which workers are excluded from forming organisations for the protection of their economic and social interests or from joining such organisations. Also provide information on recent legal developments in these respects and measures taken to promote unionisation and membership (with specific reference to areas of activity with low level of unionisation, such as knowledge workers, agricultural and seasonal workers, domestic workers, catering industry and workers employed through service outsourcing, including cross border service contracts).*

Table No.10

Data on trade union membership

	2017	2018	2019	2020
Members	91496	88846	85676	77106
Membership	10.2%	9.8%	9.4%	8.6%

Data source: Free Trade Union Confederation of Latvia (FTUCL)
** The FTUCL does not summarise public data with sectorial segregation*

On 1 November 2018 amendments were made to the Labour Law of 20 June 2001 (the amendments came into force on 28 November 2018) expressing Paragraph one, Article 110 in the

new wording and now prescribing that an employer is prohibited from giving a notice of termination of an employment contract to an employee - member of a trade union - without prior consent of the relevant trade union if the employee has been a member of the trade union for more than six months, except for the cases laid down in Article 47, Paragraph one and Article 101, Paragraph one, Clauses 4, 8, and 10 of this Law. If it is intended to give a notice of termination of an employment contract in the case referred to in Article 101, Paragraph one, Clauses 7 and 11 of this Law, the employer shall inform the trade union in advance and shall consult it.

On 4 October 2018 the Law on State Security Institutions of 5 May 1994 was amended (the amendments came into force on 1 January 2019) expressing Chapter four of the Law in the new wording. According to the Clause 1, Paragraph Six, Article 18 of the Chapter four of the Law it is prohibited for officials of State security institutions to carry out political activities, to organise strikes, demonstrations, pickets and to participate therein, to establish trade unions and to participate in the operation thereof.

On 1 December 2020 the State Border Guard Law of 5 November 2020 came into force. Thereby the Border Guard Law of 27 November 1997 lost its force. Similarly, to Article 49, Paragraphs one and two of the Border Guard Law of 27 November 1997, Paragraphs one and two of the Article 18 of the new State Border Guard Law prescribes that the border guard is prohibited from participating in the activities of political organisations (parties) and their associations and also that it is prohibited for a border guard to organize strikes and participate in them. The aim of the mentioned restrictions is to ensure that the border guard is politically neutral in his/her activities, as well as to eliminate as far as possible any suspicion of the border guard's political interest. At the same time, the new law does not maintain the restriction for the border guard to unite in trade unions, taking into account that the words “to unite in trade unions” in Part one of Article 49 of the Border Guard Law were declared as non-compliant with the Article 102 and second sentence of Article 108 of the Constitution of the Republic of Latvia (the judgment of the Constitutional Court of 23 April 2014 in the case No.2013-15-01).
At present Article 2, Paragraph four of the State Civil Service Law of 7 September 2000 states that the norms of regulatory enactments regulating legal employment relations that prescribe the principle of equal rights, the prohibition of differential treatment principle, prohibition to cause adverse consequences, working hours and rest time, remuneration, the financial liability of employees and terms shall apply to the legal relations of the State civil service insofar as such are not prescribed by this Law. The State Chancellery of the Republic of Latvia is working on draft amendments to the State Civil Service Law, including the amendments to Article 2, Paragraph four mentioned previously. At the moment these amendments are in the harmonisation process between the ministries, other institutions and non-governmental organisations. With these amendments it is intended to add that to the legal relations of the State civil service will also apply the norms of regulatory enactments regulating legal employment relations regarding representation of employees and collective agreements.

Although the reporting period of this report is years 2017-2020, it is necessary to point out that in 2013 the Ombudsman applied to the Constitutional Court regarding the right of border guards to join trade unions. In year 2014, the Constitutional Court acknowledged that the restriction on border guards to join trade unions is disproportionate. Consequently, the relevant amendments to the regulatory enactments were made.
In turn, as regards the rights to strike, the Article 16 of the Strike Law stipulates that strikes are prohibited for judges, prosecutors, police officers, employees of fire safety, fire and rescue services, border guards, employees of state security institutions, prison guards and persons serving in the National Armed Forces. The Ombudsman has not received any complaints from members of these professions about the restriction of their rights.

b) *Also provide information on measures taken or considered to proactively promote or ensure social dialogue, with participation of trade unions and workers organisations, in order to take stock of the COVID-19 crisis and pandemic and their fallout, and with a view to preserving or, as the case may be, restoring the rights protected under the Charter after the crisis is over.*

Promotion of member organising and recruitment is done by the Free Trade Union Confederation of Latvia (hereinafter - FTUCL) sectorial affiliated organisations. Sectorial organisations organise trainings and specific campaigns (for instance, communication, public services, construction, forestry, retail sectorial trade union organisations). Construction sector and forestry sectorial trade union organisations participate in the Baltic trade union organising initiative - The Baltic Organising Academy (for description please see: https://library.fes.de/pdf-files/bueros/warschau/10342-20131128.pdf).

To facilitate discussions on organising and member recruitment, the FTUCL started a new activity "Friday tea club" that includes presentations on organising strategies by the FTUCL affiliates and discussions aimed at identifying obstacles to organising in the modern economy and conditions created by the COVID-19 pandemic impact.

During the COVID-19 pandemic impact, due to rapid transition to remote work and restrictions to hold meetings, the FTUCL affiliates reported growing problems with reaching members and workers.

For information regarding activities facilitating social dialogue, including collective bargaining, please refer to information provided on the Article 6 of this Report.

c) *If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.*

Forming trade unions and employers' organisations

Latvia considers that the ratio legis of the amendments and the thresholds of the Law on Trade Unions of 6 March 2014 required to form a trade union are appropriate (see the table below). Moreover, the Law on Trade Unions was drafted in collaboration with the FTUCL, and afterwards received its support.

FTUCL took active participation in the drafting of the Law on Trade Unions. Within the legislative process, FTUCL analysed the ILO supervisory bodies' interpretation regarding thresholds for the establishment of trade unions.

The ILO convention No 87 "Freedom of Association and Protection of the Right to Organise Convention" (hereinafter - Convention No. 87) is the main instrument guiding to the realisation of trade union liberties. According to Article 2 of the Convention No. 87 workers and employers, without distinction whatsoever, have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their choosing without previous authorisation.

Furthermore, Article 3 of the Convention No. 87 provides that workers' and employers' organisations have the right to draw up their constitutions and rules, elect their representatives in full freedom, organise their administration and activities and formulate their programmes. The public authorities must refrain from any interference which would restrict this right or impede the lawful exercise thereof. Finally, according to Article 7, the acquisition of legal personality by workers' and employers' organisations, federations and confederations cannot be made subject to conditions of such a character as to restrict the application of the provisions of the Convention No. 87.

Therefore, FTUCL concluded that the ILO instruments protect freedom of trade unions and prohibit public authorities to put obstacles to the realisation of trade union liberties, including the freedom to establish trade union organisations. At the same time, the ILO instruments do not provide guidance for the thresholds (minimum number of workers) for the establishment of trade unions, which can be further explored in the interpretations of the ILO supervisory bodies.

The ILO Committee on Freedom of Association (hereinafter - the ILO Committee) has concluded that the legally required minimum number of members must not be so high as to hinder in practice the establishment of trade union organisations. While a minimum membership requirement is not in itself incompatible with Convention No. 87, the number should be fixed in a reasonable manner so that the establishment of organisations is not hindered.

What constitutes a reasonable number may vary according to the particular conditions in which a restriction is imposed. The ILO Committee considers that the minimum number of 30 workers is excessive in the case of enterprise unions and should be reduced so as not to hinder the establishment of such bodies, particularly when a country has a very large proportion of small enterprises and the trade union structure is based on enterprise unions. At the same time, the legal requirement that there should be at least 20 members to form a union does not seem excessive and, therefore, does not in itself constitute an obstacle to the formation of a trade union.

When it comes to expressing the threshold in percentage, the ILO Committee concluded that a membership requirement of 30 per cent of the total number of workers employed in the establishment or a group of establishments concerned for a union to be registered falls below that level and is not in conformity with Article 2 of Convention No. 87.

After studying the interpretation provided by the ILO Committee, FTUCL concluded that the minimum requirement of 30 workers or 30 per cent of workers in an enterprise would be incompatible with the Convention No. 87, whereas the minimum requirement of 20 workers to establish a trade union in an enterprise could be considered acceptable. Therefore, FTUCL welcomed the proposal made by the Government that the threshold for registering a trade union could be 15 workers or one-fourth of workers in an enterprise (25 per cent of workers), which may not be less than five workers. This proposal is below the threshold accepted by the ILO Committee.

FTUCL draws attention that the two types of the threshold, namely 15 workers or one-fourth of workers in an enterprise, are alternative and not cumulative. Workers wishing to register a trade union can choose one of them considering which suits their particular situation and size of the enterprise. For instance, in a medium (50-249 workers) or large enterprise (more than 250 workers), workers would choose the requirement of 15 workers, while, in a small enterprise (10-49 workers), workers would choose the requirement of one-fourth. In practice, this would allow establishing a trade union with 5-12 workers. The minimum requirements implemented in practice could be as follows:

Table No.11

Regulation on the number of founders of a trade union to be established in a company[20]

Number of workers in the enterprise	Minimum number of workers to establish a trade union	Comment
1-4	5	it is not possible to form a trade union in a company with less than 5 workers due to the requirement of minimum 5 workers
5	5	1/4 of 5 would be 2, but the number of founders cannot be less than 5
10	5	1/4 of 10 would be 3, but the number of founders cannot be less than 5
20	5	1/4 of 20 would be 5

[20] Racenajs K., Mickevica N., Trade Union Law with Commentary, FTUCL, 2015, p.46.

40	10	1/4 of 40 is 10 founders
60	15	1/4 of 60 is 15 founders
70 and more	15	1/4 of 100 would be 25, but since the law provides the alternative requirement, that the number of founders may not be less than 15 workers, the minimum number of founders is 15

Data source: FTUCL

It is important to note that all FTUCL affiliates – sectoral trade union organisations – provide for an opportunity in their by-laws to establish a permanent trade union unit in an enterprise with a minimum requirement of three workers. In such a way a trade union unit is, on the one hand, bound by the by-laws of the sectoral trade union. On the other hand, it has collective, financial and expert support of the sectoral trade union. Moreover, according to Article 11 of the Law on Trade Unions, a permanent trade union unit can be granted the status of a legal person and registered in the Register of Associations and Foundations.

Besides, a permanent trade union unit operates within the scope of the competence defined for trade unions by regulatory enactments and may have its own property. It is responsible for its liabilities. If its property and financial resources are not sufficient for covering its liabilities, the trade union is held responsible for the liabilities of its permanent unit. Finally, a permanent trade union unit can be registered and excluded from the register based on the application and the decision of the respective trade union.

FTUCL draws attention to the fact that trade union power is closely connected to its solidarity, unity and collective strength. A small independent trade union with less than 5-10 workers and not related to a sectoral, territorial or national trade union, has very limited capacities. It refers to the possibility to influence processes, provide collective pressure to the employer and thus represent the interests of its members. Avoiding trade union fragmentation, in FTUCL view, is also very important considering the structure of economy - dominated by small and medium enterprises.

To conclude, the minimum threshold for the establishment of a trade union in Latvia provides for an opportunity to establish a trade union in small enterprises with 5-12 workers. It is considered in conformity with the ILO Convention No. 87.

Regarding the minimum requirement of 50 workers to establish a trade union outside an undertaking, FTUCL explains that such a trade union would be registered as a professional, territorial or sectoral trade union. In this case, such a trade union would, for instance, represent workers in sectoral social dialogue and conclude sectoral collective agreements, including *erga omnes* collective agreements. In FTUCL view, considering the functions of a professional and sectoral trade union, a minimum requirement of 50 workers cannot be deemed to be excessive.

Personal scope

On 4 October 2018 the Law on State Security Institutions of 5 May 1994 was amended (the amendments came into force on 1 January 2019) expressing Chapter four of the Law in the new wording. According to the Clause 1, Paragraph six, Article 18 of the Chapter four of the Law it is prohibited for officials of State security institutions to carry out political activities, to organise strikes, demonstrations, pickets and to participate therein, to establish trade unions and to participate in the operation thereof.

The most popular trade unions whose members are police officers are:

- Free Trade Union Confederation of Latvia (LBAS) is the largest non-governmental organisation in Latvia, which unites 20 member organisations and which implements professional

protection of the interests of trade union members and employees at the sectoral and cross-sectoral level;

- The Latvian United Police Trade Union (LAPA) is the first and oldest police trade union, as well as the only police trade union that is a member of the Latvian Free Trade Union Confederation (LBAS) and the European Police Union (EPU);
- The Latvian Interior Workers' Trade Union (LIDA) is an independent public organisation that unites representatives of a certain profession, represents and protects the professional, economic, social rights and interests of employees - trade union members. LIDA unites more than 2,700 members who are employed in institutions subordinated to the Ministry of the Interior (State Police, State Fire and Rescue Service, State Border Guard, State Security Agency, Office of Citizenship and Migration Affairs) and Ministry of Justice (Prison Administration) and the municipal police;
- Union of Workers of Public Service and Transport (LAKRS);
- Union of Fire Fighters of Kurzeme.

Article 5 of the Charter provides for a special status for soldiers of the armed forces with regard to joining a trade union and has rightly left it to the regulation of the normative act of each state at the national level. The legislator of the Republic of Latvia has established a prohibition in Article 15, Paragraph one, Clause 1 of the Military Service Law for soldiers to join trade unions. This is justified by the need to prevent the involvement of non-members in internal proceedings, to make internal documents and orders available to non-members of the armed forces, and to maintain the loyalty of the soldier to the commander and military discipline, to avoid situations, that the soldier follows the instructions given by the trade union and violates the orders given by the commander, thus disregarding the chain of command, weakening the combat capability of the armed forces and the authority of the commander, as well as increasing disciplinary proceedings for non-compliance.
At the same time, in order not to infringe the right of soldiers to unite to defend the interests of soldiers, Article 10, Paragraph three of the Military Service Law provides that soldiers have the right to nominate a representative in each unit to defend soldiers' interests and address household issues. The representative of the soldiers shall exercise his/her powers in accordance with the procedures specified by the Minister of Defense.
Article 10, Paragraph two of the Military Service Law stipulates that a soldier has the right to be a member of associations and foundations of a non-political nature, as well as to establish military associations and foundations and participate in other non-political activities if such activities do not interfere with service.
Taking into account the above, the legislator of the Republic of Latvia has, as far as possible, ensured the right of soldiers to defend their interests by uniting and nominating one common representative, which will ensure protection of soldiers' interests, as well as restricting non-political parties.

Article 6 – The right to bargain collectively

With a view to ensuring the effective exercise of the right to bargain collectively, the Parties undertake:

1. to promote joint consultation between workers and employers;

N/A

2. to promote, where necessary and appropriate, machinery for voluntary negotiations between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements;

No specific measures taken during the pandemic to ensure the respect of the right to bargain collectively.

At the same time, the following measures were taken during the reporting period regarding collective bargaining during COVID-19 pandemic:

- Exploring possibilities to facilitate autonomy of collective bargaining, during COVID-19 impact period national level social partners agreed on provisions in the Law on the Suppression of Consequences of the Spread of COVID-19 Infection[21] of 5 June 2020 (the law came into force on 10 June 2020). The provisions permit employers, that conform to the criteria specified for the participants of the In-depth Cooperation Programme and who has been adversely affected by the crisis caused by COVID-19, by amending collective agreement with a trade union without reducing the total level of protection of employees in case of temporary fall in the production to determine part-time work for an employee. The following conditions have to be applicable to the remuneration to be disbursed:

1) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;

2) funds in the minimum amount of the maintenance specified by the government for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring the general, vocational, higher or special education but has not yet reached 24 years of age is dependent.

In addition, the social partners initiated a provision that permits employers, that conform to the criteria specified for the participants of the In-depth Cooperation Programme and who has been adversely affected by the crisis caused by COVID-19, to reduce the remuneration for furlough specified in Article 74 of the Labour Law (providing the furlough benefit in the amount 100 per cent of employee's salary) for an employee to 70 per cent of the salary. Similarly, to the provision of determination of part-time work, the following conditions have to be applicable to the remuneration to be disbursed:

1) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;

2) funds in the minimum amount of the maintenance specified by the government for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring the general, vocational, higher or special education but has not yet reached 24 years of age is dependent.

The employee who does not agree with determination of part-time work or reduced furlough benefit has the right to give a notice of termination of the employment contract, without observing the time period specified in Article 100, Paragraph one of the Labour Law. In such case the employer has an obligation to disburse a severance pay to the employee in the amount specified in Article 112 of the Labour Law.

FTUCL has no updated information how many enterprises have used this provision so far.

- To tackle the need for a broad shift to distance or telework, the FTUCL with the support of the F.Ebert Foundation (Friedrich-Ebert-Stiftung (FES)) in November 2020 organised the Labour Law Forum that created platform to discuss various aspects of COVID-19 impact on labour rights, including a particular focus on remote work. In November 2020 the FTUCL together with Latvian Aviation Union and with the FES support organised a discussion on labour rights during COVID-19 that resulted in creation of recommendations (in publication process). The FTUCL experts commented remote work aspects on mass media (radio, television, law journals, periodic).

To solve the problematic aspect of reimbursement of expenses related to remote work, the social partners agreed on amendments to Article 76 of the Labour Law[22] providing that if the employee and the employer have agreed on the performance of work remotely, the expenses of the employee which are related to the performance of remote work shall be covered by the employer, unless

[21] The same provisions were provided by the amendments of 7 May 2020 to the Law on Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19 (the amendments came into force on 9 May 2020). The mentioned law adopted on 20 March 2020 (in force from 22 March 2020) and expired on 10 June 2020. The purpose of the law was to determine measures for the prevention and suppression of threat to the State and its consequences, special support mechanisms as well as expenditures which are directly related to the containment of the spread of COVID-19.

[22] The amendments adopted on 27 May 2021 and came into force on 1 August 2021.

otherwise provided for by the employment contract or the collective agreement entered into with the employee trade union and provided that the overall level of protection of employees is not reduced.

In addition, the following measures were taken during the reporting period:

On 27 July 2017 the Labour Law was amended (the amendments came into force on 16 August 2017) expressing Article 18 in the new wording as follows:

“Article 18. Parties to a Collective Agreement

(1) A collective agreement in an undertaking shall be entered into by the employer and an employee trade union or authorised representatives of employees if the employees have not formed a trade union.

(2) A collective agreement in a sector or territory (hereinafter also - the general agreement) shall be entered into by an employer, a group of employers, an organisation of employers or an association of organisations of employers with an association of trade unions which unites the largest number of employees in the State, or a trade union which is part of an association which unites the largest number of employees in the State, if the parties to the general agreement have the relevant authorisation or if the right to enter into the general agreement is provided for by the articles of association of such associations (unions). The employer, the group of employers, the organisation of employers or the association of organisations of employers, if it has the relevant authorisation or the right to join an already existing collective agreement in the sector or territory provided in the articles of association of an organisation or an association of organisations, may join a collective agreement already entered into in the sector or territory.

(3) The general agreement entered into by an organisation of employers or an association of organisations of employers shall be binding on the members of the organisation or the association of organisations. This provision shall also apply to members of the organisation of employers or the association of organisations of employers, if the respective organisation of employers or the association of organisations of employers has joined a collective agreement already entered into in the sector or territory. Eventual withdrawal of a member of the organisation of employers or the association of organisations of employers from the organisation of employers or the association of organisations of employers shall not affect the validity of the collective agreement in relation to such employer or member of the organisation of employers.

(4) If the employers, the group of employers, the organisation of employers or the association of organisations of employers who have entered into the general agreement, including also employers which have joined a collective agreement already entered into in the sector or territory, employ more than 50 per cent of employees in any sector according to the data of the Central Statistical Bureau or the turnover of their goods or volume of services is more than 50 per cent of the turnover of goods or volume of services in the sector, then the general agreement shall be binding on all employers of the respective sector and apply to all employees employed by such employers. With respect to the abovementioned employers and employees, the general agreement shall come into effect not earlier than three months after the day of its publication in the official gazette “Latvijas Vēstnesis” and if another - later - time for coming into effect has not been specified therein. The general agreement shall be published in the official gazette “Latvijas Vēstnesis” on the basis of a joint application of the parties.”

On 28 March 2019 Article 68 of the Labour Law was amended (the amendments came into force on 1 May 2019) supplementing by the Paragraphs three and four and providing that:

“(3) With the general agreement, which has been entered into in conformity with Article 18, Paragraph four of this Law and provides for a substantial increase in the minimum salary or hourly salary rate specified by the State in the sector in the amount of at least 50 per cent above the minimum salary or hourly salary rate specified by the State, the amount of the supplement for overtime work may be determined less than that specified in Paragraph one of this Article but not less than in the amount of 50 per cent of the hourly salary rate specified for the employee, moreover where a piecework salary has been agreed upon, a supplement of not less than

50 per cent of the specified piecework rate for the amount of work done.

(4) If the State determines the minimum salary or hourly rate in such amount that the amount of the minimum salary or hourly rate specified within the framework of the general agreement in force in the sector no longer complies with the criterion referred to in Paragraph three of this Article, and if the supplement for overtime referred to within the framework of the general agreement in question has been determined in a smaller amount than the amount specified in Paragraph one of this Article, amendments shall be made to the relevant general agreement in such a way as to ensure compliance with Paragraph three of this Article. If the abovementioned amendments are not made, the general agreement shall cease to be valid one year after the date of the occurrence of the non-compliance."

At present Article 2, Paragraph four of the State Civil Service Law of 7 September 2000 states that the norms of regulatory enactments regulating legal employment relations that prescribe the principle of equal rights, the prohibition of differential treatment principle, prohibition to cause adverse consequences, working hours and rest time, remuneration, the financial liability of employees and terms shall apply to the legal relations of the State civil service insofar as such are not prescribed by this Law. The State Chancellery of the Republic of Latvia is working on draft amendments to the State Civil Service Law, including the amendments to Article 2, Paragraph four mentioned previously. At the moment these amendments are in the harmonisation process between the ministries, other institutions and non-governmental organisations. With these amendments it is intended to add that to the legal relations of the State civil service will also apply the norms of regulatory enactments regulating legal employment relations regarding representation of employees and collective agreements.

- The Employers` Confederation of Latvia (ECL) in cooperation with the State Labour Inspectorate and the FTUCL has started the implementation of the ESF project No.7.3.1.0/16/I/001 "Improvement of Practical Implementation and Monitoring of Legal Acts in the Field of Occupational Health and Safety" within the framework of OP specific objective "To improve labour safety, especially in enterprises of hazardous industries".

The aim of the project is to improve occupational safety, especially in undertakings in hazardous industries. The task of the project is to implement activities aimed at improving the protection of safety and health of employees and arranging the working environment in accordance with the requirements of labour protection and labour rights. The implementation of the project in the long-term will promote the creation of quality jobs, which in turn will affect the improvement of the quality of life of employees and the improvement of the undertaking's economic situation.

One of the project activities is "Support for Conducting and Organizing Collective Bargaining on Ensuring Inclusive Employment and Safe Working Environment" with an aim to inform employers about the possibilities of organizing collective bargaining, especially in undertakings of dangerous industries, as well as to promote collective bargaining and organizing on ensuring inclusive employment and safe working environment for conducting and organizing collective bargaining for promotion of inclusive employment, active aging, age management policies and longer working lives and for conclusion of collective agreements.

It is planned to provide support to 250 undertakings within the framework of the activity. The activity is implemented throughout the territory of Latvia until 31 December 2023.

Also, one of the activities within the project is the practical resolution of labour disputes implemented by the project partners – the FTUCL and the ECL. The purpose of this activity is to improve the effectiveness of labour dispute resolution to help both workers and employers protect their rights and interests. In practice, since November 2016, both employees and employers can be consulted on labour disputes or disagreements related to labour law and labour protection issues.

One of the main platform for activities aiming at building and enhancing activities, improving the ability of workers of all ages to stay in the labour market, healthy and active until the legal retirement age, as well as strengthening a culture of responsibility, commitment, respect and dignity in all workplaces where all workers are valued as important irrespective of age is the ESF co-funded

project No.7.3.2.0/16/I/001 “Support for longer working life” implemented by the SEA in cooperation with two partners the FTUCL and the ECL within the framework of OP specific objective 7.3.2. “To prolong preservation of capacity for labour and employment of elderly employees”. The project duration: 5 August 2016 - 31 August 2020.

The aim of the project was to promote working capacity and employment of older workers. The project aimed to provide support to 3,000 older workers and to ensure that employers include age management issues in their employment contracts, collective agreements or other employer documents.

Within the project the FTUCL summarised information regarding age management in collective agreements. The social partners developed a practice to meet regularly at least once a month to discuss age management related issues and activities of the project, also inviting to the meetings with experts and the Latvian Association of Local and Regional Governments. The FTUCL organised meetings with its affiliates from various sectors to inform about the objective of the project and receive input regarding practise of social dialogue and collective bargaining aimed at improving working conditions of senior workers. Finally, social partners supported collective bargaining negotiations aimed at concluding collective agreement to improve employment and working conditions of senior workers.

Latvian social partners’ (the FTUCL and the ECL) implemented the project “Initiating of activities for implementation of the Autonomous Framework Agreement on Active Ageing and an Inter-Generational Approach.” The project started in January 2019 and ended in December 2020. It was based on Autonomous Framework Agreement on Active Ageing and an Inter-Generational Approach signed on 8 March 2017 by the European Social Partners as The European Trade Union Confederation (ETUC), BUSINESSEUROPE, UEAPME and European Centre of Employers and Enterprises providing Public Services and Services of general interest (CEEP). The activities focused of 4 most important areas of the social partners’ actions: strategic assessment of workforce demography, health and safety at the workplace, skills and competence management, work organisation for healthy and productive working lives.

The project aimed at 1) providing pre-conditions for implementation of the Autonomous framework agreement on active ageing and an inter-generational approach by developing national action plans and analysis of the present state and to develop a good practice catalogue and 2) improved knowledge of the social partners on how to improve working conditions in the context of expanding time of professional activity by training and promotion measures delivered in the partner countries throughout the Project.

The activities of the project included establishment of a steering group to supervise the expert work delivered in the partner countries**,** research on legal regulations which encourage the employers to employ seniors and to provide them with conditions for a longer time of their professional activity, development of recommendations on systemic changes and the resulting tasks for the national social dialogue actors.

To improve sectoral collective bargaining in 2017 with the support of the government the social partners in Latvia within the framework of OP specific objective “Development of social dialogue for better regulation elaboration in business field” started the implementation of the ESF co-funded project No.3.4.2.2/16/I/001 “Development of Social Dialogue to Improve the Business Support Regulation”. The goal of the project is to ensure the development of bilateral sectoral social dialogue and develop a better legal framework for the improvement of the business environment. Project result indicator, by the second half of 2022, are five general agreements between sectoral employers` and workers' organisations.

This pilot project is the main platform to develop sectoral collective bargaining in Latvia, therefore, its successful outcomes serve the interests of all social partners (employers and workers) and the government.

Within activities of the project, the FTUCL analysed the obstacles to sectorial collective bargaining in Latvia and together with employers drafted several amendments to the Labour Law, including regarding thresholds to *erga omnes* collective agreements, co-signing of collective agreements,

safe dispositivity (derogation) clause in remuneration for overtime work. Once a year social partners organised joint high-level conferences to draw the attention of broader society, state administration and politicians. In 2017 and 2019 the FTUCL organised trainings for sectorial collective bargaining coordinators on the ILO, EU and national legal framework for collective bargaining, negotiation skills, communication, public speaking. Within the project, the FTUCL also produced various informative materials and organised study visits to the countries presenting good case practice of sectorial collective bargaining (for instance, Sweden, Finland and Slovenia).

In 2020 the ECL in co-operation with experts from the International Training Centre (ITC) of the ILO in Turin (Italy) organized international training for employers on the involvement of employers and employers 'organisations in social dialogue and the benefits of entrepreneurship (Social Dialogue: The Business Case for Employers and Employers' Organisations, online in English from 14 September to 2 October 2020).

In 2020 a conference "Developing Sectoral Collective Bargaining Negotiations" was organized by the social partners, the ECL and the FTUCL. The aim of the conference was to present the practical benefits to companies and workers in the collective bargaining sectors, to discuss how to work in the future to promote well-paid employment, reduce social and economic shocks, adapt to digital change, and improve workers' skills and business productivity.

Currently, as a result of project activities, there are three sectorial collective agreements signed that establish minimum wage in the sector:

* Construction sector (2019);

* Glass fibre production sector (2019);

* Hospitality sector (2020).

- Since 2020, the FTUCL has been implementing the project “Balance for All – B4A” as cooperation partner together with the Ministry of Welfare. The project is implemented with the support of the European Commission's program "Rights, Equality and Citizenship" for 2014-2020. The aim of the project is to implement measures to reduce stereotypes about the division of certain roles between women and men in balancing work and private life and to create preconditions for equal sharing of care and household responsibilities.

The activities planned in the project are aimed at improving the social dialogue between the public and private sectors.

So far, the FTUCL has implemented several activities. In 2020 the FTUCL carried out a survey on the possibilities of applying the norms specified in regulatory enactments for balancing work and private life, as well as on the availability of work-life balance opportunities and the implemented practice in collective agreements concluded by industry companies both in Latvia and abroad (https://arodbiedribas.lv/wp-content/uploads/2021/01/Petijumis_INTERNETAM_1v.pdf). The FTUCL member organisations also participated in the development of the survey.

Furthermore, the FTUCL developed a roadmap for trade union leaders at company level to ensure the implementation of practical work-life balance measures (https://arodbiedribas.lv/news/cela-karte-ieteikumi-darba-un-privatas-dzives-uzlabosanai-kopligumos/). In addition, the FTUCL sent a letter with policy recommendations to the Prime Minister and the Minister of Welfare. In October 2020, the FTUCL organized a work-life balance week, which covered several events throughout the week – conferences, seminars and study visit of the Youth Council to the company as an example of best practise in terms of work-life balance.

During the reporting period, various measures to promote collective bargaining continue to perform. Concerning measures please see the information above on Article 6, Paragraph 2 of this Report.

At the same time, during the reporting period several general agreements were concluded:

- general agreement between the Ministry of Welfare and three trade unions - the Latvian Health and Social Care Workers Trade Union, the Latvian Trade Union of Employees of State Institutions,

Self-governments and Finance Sector and the Latvian Nursing and Health Care Personnel Trade Union. The general agreement regulates working time and rest time of employees, remuneration, health and safety aspects, occupational training or further professional education of employees, social guarantees for employees, supplementary paid annual leave, facilities for trade union work, as well as information and consultation between trade unions and the Ministry of Welfare. The general agreement is applicable only to state social care centres subordinated to the Ministry of Welfare and provides for the principles and minimum levels of remuneration (minimum pay rates) in line with the Remuneration Law. The general agreement provides that in determining the monthly salary of an employee, the head of the institution shall observe such criteria as the professional experience of the employee and the evaluation of work performance. The general agreement will be valid until 31 March 2022.

- general agreement in the railway sector was extended for five years - until 2024. The agreement on the extension of the term was signed by the chairman of the board of the Latvian Railway and Transport Industry Trade Union and the chairman of the board of the Latvian Railway Employers' Organisation. This general agreement is binding to all undertakings whose activities are connected with railway or operation of railway transport. The general agreement sets out the minimum amount of obligations and guarantees of the parties, which can be supplemented by collective agreements to be concluded between the employer and the trade union.

Simultaneously with the extension of the general agreement, amendments to the collective agreement of Latvian Railway Group were signed.

- a general agreement was concluded between the Latvian Building Sector's Trade Union and three employers` organisations and their members: Partnership of the Latvian Building Contractors, the Latvian Builders' Association, the Latvian Road Builders, and individual companies, entered in force.

The agreement will be in force until 31 December 2025 and will cover all the employers and employees within the construction sector. For employees, the agreement provides a minimum wage increase up to 780 EUR per month and a monthly supplementary payment of 5 per cent of the sectorial minimum wage (39 EUR) for professional and higher qualification obtained for which educational documentary proof is presented. Employers, on the other hand, will be entitled to define a 6 months' aggregated working time reference period and to compensate for overtime work at 50 per cent of the salary amount instead of 100 per cent provided by the Labour Law. In addition, the agreement establishes the sectorial committee respecting the equal representation principle. The committee reviews various issues related to the interpretation of the agreement, as well as disputes arising from it.

- chairman of the board and member of the board of the joint-stock company Valmiera glass (akciju sabiedrība "Valmieras stikla šķiedra") and the Latvian Industrial Workers Trade Union signed a general agreement in the glass fibre industry. The purpose of this general agreement is to promote mutual collaboration in the development of social dialogue to ensure labour rights, labour protection, labour productivity and favourable social environment for employees and enable sustainable and competitive growth of the glass fibre industry and regulation of the business environment. This general agreement is generally binding and shall be binding for all employers in the glass fibre industry. The agreement sets minimum remuneration levels for employees in the glass fibre sector: for the highest qualification level with minimum amount at least 2.5 times of the 2019 minimum wage in the country; for the medium qualification level at least 2 times and for the lowest qualification level at least 20 per cent higher than the 2019 minimum wage in the country.

- the Latvian Communication Workers Trade Union and three employers 'organisations (the Association of Hotels and Restaurants of Latvia, the Latvian Restaurant Association and the Latvian Traders Association) signed a general agreement in the hospitality sector. The hospitality sector is currently experiencing the most difficult time in the history of the industry, which has encouraged more active efforts to find solutions. The general agreement provides for minimum pay rates in the restaurant sector which vary depending on professional occupation and geographical region of Latvia where the employer is situated. The agreement also provides for loyalty bonuses for employees depending on employment years and establishes a sectorial

committee. The agreement has not entered into force yet.

Taking into account the interests of national defense, the National Armed Forces do not provide soldiers with the opportunity to conclude collective agreements. This is based on the procedures regulated by military service and the specifics of military service. Article 7 of the Military Service Law stipulates that a soldier is obliged to perform military service in accordance with regulatory enactments and orders of the commander (chief). A soldier must obey the lawful orders of the commander (chief) without reservation.
Military service is a type of public service in the field of defense, which is based on the imperative military interests of the State, aimed at ensuring the existence and sovereignty of the State. Consequently, the legal regulation of military service must be interpreted considering that a soldier is under the special control of the State - the National Armed Forces, thus the interests of the service prevail over the individual interests of the soldier.
At the same time, in order not to infringe the right of soldiers to unite to defend the interests of soldiers, Article 10, Paragraph three of the Military Service Law provides that soldiers have the right to nominate a representative in each unit to defend soldiers' interests and address household issues. The representative of the soldiers shall exercise his/her powers in accordance with the procedures specified by the Minister of Defense.

Collective bargaining in the Internal Security Bureau is organized according to the regulation set out in Chapter 8 of Labour Law. Paragraph three of Article 25 of the Law stipulates that disputes regarding rights and interests which arise from the collective agreement relations or which are related to such relations shall be settled by a conciliation commission. A conciliation commission shall be established by the parties to a collective agreement, both authorising an equal number of their representatives.

The Law on the Service does not provide for the right of officials to enter into collective agreements (collective agreement), as provided by the mechanism of legal relations of the Labour Law. Article 3, Paragraph two of the Service Law provides that the norms of regulatory enactments regulating employment legal relations shall not apply to an official, observing the exceptions specified in Paragraph two of this Article.
Employees of the institutions, with whom an employment contract has been concluded, have the right to enter into a collective agreement in accordance with the Labour Law. For example, these rights are being exercised in the State Police - discussions and an agreement on the content of the collective agreement are currently underway.

In the health sector, collective agreements are not concluded. The common conditions of employment are regulated by concluding a contract between the Health and Social Care Workers' Union and employers in the health care. The social partners are involved in all processes that affect the interests of health workers, including pay, overtime, working conditions, etc. (discussions on the level of Government, policymakers, Ministry of Health).

3. to promote the establishment and use of appropriate machinery for conciliation and voluntary arbitration for the settlement of labour disputes;

N/A

and recognise:

4. the right of workers and employers to collective action in cases of conflicts of interest, including the right to strike, subject to obligations that might arise out of collective agreements previously entered into.

a) *Please provide information on specific measures taken during the pandemic to ensure the right to strike (Article 6§4). As regards minimum or essential services, please provide information on any measures introduced in connection with the COVID-19 crisis or during the pandemic to restrict the right of workers and employers to take industrial action.*

No specific measures have been taken.

b) *If the previous conclusion concerning the provision was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.*

Specific restrictions to the right to strike and procedural requirements

According to Paragraph two of Article 13 of Law on Internal Security Bureau, the Internal Security Bureau's officials (such officials are: Head of Internal Security Bureau, Deputy Head of Internal Security Bureau and the persons whose official duties include performing the operational activities and investigation of criminal offences in the pre-trial process) are prohibited from participation in activities of political organisations (parties) and their associations, as well as organize strikes and participate in them. Such restriction does not apply to the persons, who are employed on employment contract, and civil servants.

According to the Strike Law, employees of the institutions with whom an employment contract has been concluded have the right to strike, while according to Article 16 of the Strike Law officials with special service ranks are prohibited from striking.
Pursuant to the legislation regulating the sector, employees of institutions or their trade unions do not have the right to participate or organize strikes (for example, in accordance with Paragraph five of Article 23 of the Law "On the Police"; Article 18 of the State Border Guard Law). An official of the institutions shall have the right to appeal to the courts against decisions taken against him/her if he/she considers that such decisions unduly restrict his/her rights or powers or infringe his/her dignity.
Regarding the prohibition on staffing national security authorities point 1 of Paragraph 6 of Article 18 of the Law on State Security Institutions stipulates that an official and employee of a State security institution shall be prohibited from carrying out political activities, organising strikes, demonstrations, pickets and participating therein, establishing trade unions and participating in their operation.

Article 21 – The right to information and consultation

With a view to ensuring the effective exercise of the right of workers to be informed and consulted within the undertaking, the Parties undertake to adopt or encourage measures enabling workers or their representatives, in accordance with national legislation and practice:

a. to be informed regularly or at the appropriate time and in a comprehensible way about the economic and financial situation of the undertaking employing them, on the understanding that the disclosure of certain information which could be prejudicial to the undertaking may be refused or subject to confidentiality; and

b. to be consulted in good time on proposed decisions which could substantially affect the interests of workers, particularly on those decisions which could have an important impact on the employment situation in the undertaking.

a) *Please provide information on specific measures taken during the pandemic to ensure the respect of the right to information and consultation. Please make specific reference to the situation and arrangements in the sectors of activity hit worst by the crisis whether as a result of the impossibility to continue their activity or the need for a broad shift to distance or telework, or as a result of their frontline nature, such as health care, law enforcement, transport, food sector, essential retail and other essential services.*

No specific measures have been taken. All measures taken during the pandemic were discussed with the social partners in working groups and ad-hock working groups.

As regards regulation during the COVID-19 pandemic, please see the information provided in response to the question a) on Article 2, Paragraphs 2 to 7 of this Report.

In addition, on 10 June 2020, the Law on the Management of the Spread of COVID-19 Infection of 5 June 2020 (hereinafter – Law on Management) came into force. The purpose of the Law on Management is to restore the general legal order after the end of the time limit for the emergency situation by providing a set of appropriate measures for ensuring such scope of rights and obligations of private individuals which would be commensurate with public health and safety interests and effective operation of the State and local government authorities (hereinafter - the public authorities) in relation to the spread of COVID-19 infection in the State. The Law lays down basic principles for the operation of public authorities and the rights and obligations of public authorities and private individuals for the prevention and management of the threat to the State after the revocation of the emergency situation created by the spread of COVID-19 infection.

According to Article 31 of the Law on Management, the State Employment Agency (hereinafter - SEA) may shorten the time period for notification of collective redundancy specified in Article 107, Paragraph one of the Labour Law by determining it shorter than 30 days. The SEA shall immediately notify in writing an employer and representatives of employees of the shortening of the time period.

In addition, during the reporting period the following measures were implemented by the social partners:

FTUCL continued participation in the ESF project “Improvement of Practical Implementation and Monitoring of Safety and Health Legislation” implemented by the State Labour Inspectorate. One of the activities within the project is the practical resolution of labour disputes implemented by the project partners – the FTUCL and the Employers' Confederation of Latvia (ECL). The purpose of this activity is to improve the effectiveness of labour dispute resolution to help both workers and employers protect their rights and interests. In practice, since November 2016, both employees and employers can be consulted on labour disputes or disagreements related to labour law and labour protection issues. Consultants of the FTUCL provide consultations on labour rights related

issues, for instance, dismissals, remuneration working time, health and safety and also information and consultation rights of workers and workers representatives.

Already at the end of 2020, the ECL actively participated in solving issues in connection with the development of a tax policy regulation related to telework. A temporary solution was developed (until 2021) in the Law “On Personal Income Tax”. In the opinion of employers, it is necessary to continue work in order to create an independent regulation regarding tax regulation related to telework.

In the National Armed Forces, soldiers are informed about activities in the service through orders, as well as by informing soldiers by e-mail about current events indirectly related to the service, including in connection with issues related to the COVID-19 crisis.
The hearing of soldiers takes place in the order of subordination from the immediate superior to the top commander, as well as in accordance with the Ministry of Defense Regulation No. 1-REGL of 8 January 2021 “Regulations of the Audit and Inspection Department” 14.10. and 14.11., compliance with the fulfilment of laws and other requirements specified in regulatory enactments shall be verified and reports, submissions and complaints shall be reviewed by the General Inspection Division of the Audit and Inspection Department of the Ministry of Defense.
In view of the above, the Defense Sector has provided various levels for soldier to be heard.

Specific measures are taken during the pandemic to ensure the respect of the right to information and consultation in the Internal Security Bureau:
- On workdays, consultations have been available as usual at any time.
- Consultations on the COVID-19 issues have been provided by the employee responsible for epidemiological security. All the employees have been provided a possibility to receive consultation by e-mail, by telephone and onsite – at least 700 such consultations have been provided. Heads of structural units have been consulted on the issues of epidemiological security in their units. Answers were provided regarding the questions from heads of structural units on organisational solutions.
- Employees were informed on regular basis on the possibilities to participate in online seminars on epidemiological security, and they received informative materials.

Article 34 of the State Administration Structure Law prescribes the right to obtain information - a higher institution or official may request and receive from a lower institution or official the information at its disposal, observing the restrictions on access to information specified by law.
During the Covid-19 pandemic, the institutions have identified work processes that can be performed remotely. Employees who are able to perform all or part of their work duties outside the work premises shall, as far as possible, be provided with the possibility of remote work. The right of access and information for “online” workers is provided in the digital environment (for example, through Cisco Webex, Zoom, Microsoft Teams, etc. web conferencing and video conferencing applications) and through telephone services. Technical support for “online” workers is partially provided (IT support, access to the institution's systems / databases).
The personnel of institutions have been informed on:

1. measures and legislative amendments aimed to reduce the spread of COVID-19;
2. the areas of activities of the relevant institution, for which requirement for an interoperable certificate are mandatory;
3. on the legal consequences that may occur without timely vaccination, if, in accordance to the requirements of regulatory enactments are determined as mandatory.

In the rail sector, the right to conclude collective agreements is ensured, joint consultations between employees and employers are promoted. Where it is necessary and appropriate, voluntary negotiations between employers or employers’ organisations and workers’ organisations – trade unions, in order to regulate, by means of collective agreements the observance of the rules of procedure and the provision of appropriate working conditions. During a pandemic, consultations with trade unions also took place remotely, online, to ensure timely circulation and review of the

documents.

The establishment and use of conciliation and voluntary mediation mechanisms between the parties concerned, in consultation with trade unions, shall be encouraged for the settlement of labour disputes, subject to any obligations that may arise under previous collective agreements.

In accordance with the Labour Law and the Airport “Riga” Collective Agreement, the Airport regularly carries out information and consultation with employees' representatives/ trade unions, including in 2020, when performing collective redundancies.

No specific measures besides the standard practice of consultations were taken by State Agency “Civil Aviation Agency” during pandemic to ensure the respect of the right to information and consultation.

During the COVID-19 pandemic, in order to ensure consultation, faster exchange of up-to-date information among medical institutions and medical practitioners involved in the mitigation of the consequences of COVID-19, a Strategic Council was established as an information exchange platform under the leadership of the Chief Specialist in the Field of Infectiology of the Ministry of Health, which met once a week at one of the largest clinical university hospitals in the country (Pauls Stradiņš Clinical University Hospital). Specialists from different fields were invited to the meeting, professionals were able to ask questions. It ensured the circulation of the most up-to-date information for all those involved in the pandemic (including doctors, nurses, etc.).
A special site dedicated to the COVID-19 pandemic information was created on the website of the National Health Service. It contained all up-to-date information for professionals on the decisions taken by the Government, changes in the settlement procedures, epidemical requirements for professionals, vaccinations, and other related issues. The circulation of information, settlements, including supplements, as well as communication with medical treatment institutions and medical practitioners shall be coordinated by the National Health Service.
Information on the funds allocated to the Ministry of Health and their use for the mitigation and management of the consequences of the spread of COVID-19 shall be published on the website of the Ministry of Health to ensure public demand for transparent and comprehensible information regarding the use of the state allocated funding and its objectives for overcoming the consequences of COVID-19 in the health sector[23].

b) If the previous conclusion concerning the provision was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

Remedies

In case of violation of the right to information and consultation, a person (employees or their representatives) may apply to the State Labour Inspectorate. According to the State Labour Inspectorate Law, the function of the Labour Inspectorate is the implementation of State supervision and control in the field of employment legal relationships and labour protection.

At the same time in order to achieve the protection of violated rights or interests, a person (employees or their representatives) has the right to bring an action in a court of general jurisdiction in accordance with the procedures specified in the Civil Procedure Law. In pursuant to Paragraphs one and two of Article 9 of the Labour Law sanctions may not be imposed on an employee or adverse consequences may not be, directly or indirectly, otherwise caused for him/her due to the fact that the employee, within the scope of employment relationship, exercises his/her rights in a permissible manner, as well as if he/she informs the competent authorities or officials of suspicions of the commitment of a criminal offence or an administrative offence in the workplace. If in the case of a dispute an employee indicates conditions, which could be the basis for the adverse

[23] Information available in Latvian: https://www.vm.gov.lv/lv/pieskirto-valsts-budzeta-lidzeklu-sadalijums-un-izlietojums-covid-19-laika

consequences caused by the employer, the employer has an obligation to prove that the employee has not been punished or adverse consequences have not been directly or indirectly caused for him/her due to the fact that the employee, within the scope of employment relationship, exercises his/her rights in a permissible manner.

Also, according to Article 8 of the Labour Dispute Law trade unions have the right to represent their members without special authorisation in the settlement of individual disputes regarding rights, as well as to bring an action in court in the interests of their members. The trade unions shall, within the scope of their competence and without special authorisation, represent and defend the rights and interests of their members (Paragraph four, Article 12 of the Law on Trade Unions).

Article 22 – The right to take part in the determination and improvement of the working conditions and working environment

With a view to ensuring the effective exercise of the right of workers to take part in the determination and improvement of the working conditions and working environment in the undertaking, the Parties undertake to adopt or encourage measures enabling workers or their representatives, in accordance with national legislation and practice, to contribute:

a. to the determination and the improvement of the working conditions, work organisation and working environment;

b. to the protection of health and safety within the undertaking;

c. to the organisation of social and socio-cultural services and facilities within the undertaking;

d. to the supervision of the observance of regulations on these matters.

a) Please provide information on specific measures taken during the pandemic to ensure the respect of the right to take part in the determination and improvement of the working conditions and working environment. Please make specific reference to the situation and arrangements in the sectors of activity hit worst by the crisis whether as a result of the impossibility to continue their activity or the need for a broad shift to distance or telework, or as a result of their frontline nature, such as health care, law enforcement, transport, food sector, essential retail and other essential services.

No specific measures have been taken. All measures taken during the pandemic were discussed with the social partners in working groups and ad-hock working groups.

As regards regulation during the COVID-19 pandemic, please see the information provided in response to the question a) on Article 2, Paragraphs 2 to 7 of this Report.

In addition, we would like to note that on 10 June 2020 the Law on the Management of the Spread of COVID-19 Infection of 5 June 2020 (hereinafter – Law on Management) came into force. The purpose of the Law on Management is to restore the general legal order after the end of the time limit for the emergency situation by providing a set of appropriate measures for ensuring such scope of rights and obligations of private individuals which would be commensurate with public health and safety interests and effective operation of the State and local government authorities (hereinafter - the public authorities) in relation to the spread of COVID-19 infection in the State. The Law lays down basic principles for the operation of public authorities and the rights and obligations of public authorities and private individuals for the prevention and management of the threat to the State after the revocation of the emergency situation created by the spread of COVID-19 infection.

According to Article 31 of the Law on Management, the State Employment Agency (hereinafter -

SEA) may shorten the time period for notification of collective redundancy specified in Article 107, Paragraph one of the Labour Law by determining it shorter than 30 days. The SEA shall immediately notify in writing an employer and representatives of employees of the shortening of the time period.

The Law on Military Service strictly regulates the performance of military service. Article 2, Paragraph 2 of the Military Service Law defines the performance of active service and the person signing the professional service agreement is aware that he/she will be subject to the type of employment arising from active service in the future. The soldier is under the special control of the state - under the control of the National Armed Forces, thus the interests of the service prevail over the individual interests of the soldier. In view of the above, when a soldier starts military service, he/she must be aware that the conditions of service will be various and unpredictable, considering the specifics of the service's tasks and the interests of national defense.

Specific measures are taken during the pandemic to ensure the respect of the right to take part in the determination and improvement of the working conditions and working environment in Internal Security Bureau:

- Regular measures for improvement of the working conditions and working environment (for example, replacement of furniture, etc.) were taken in response to the employees' requests.
- Heads of structural units have been informed on the requirements of epidemiological security, and they introduced the necessary solutions (installation of dividing screens in offices where necessary, supply of personal protection equipment, etc.). On agreement between the heads of structural units and employees, the employees, when possible, have been provided the possibility to work in shifts and remotely with the respective provision of portable computers, internet connection, VPN and stationery.

As specified in the Regulation of the Cabinet of Ministers Nr. 360 and the State Chancellery's Guidelines on Work Organisation, Remuneration and for Customer Service in Public Administration during the COVID – 19 Pandemic, remote performance of duties was set as mandatory requirement in both state and local governmental institutions until the improvement of the epidemiological situation within the country. As so, duties were to be performed in a remote or semi – remote manner, if the specifics of the service (work) allowed so.
During the Covid-19 pandemic, social and socio-cultural events are organized in the institutions in accordance with the requirements of epidemiological safety, using web conferencing and video conferencing applications.
Paragraph one of Article 8 of the Labour Protection Law stipulates that an employee who performs work remotely must co-operate with the employer and provide information on conditions at the remote workplace that may affect the safety and health of the employee during work. Paragraph 2 of Article 8 stipulates that the work environment risk assessment, if the employee performs work remotely in different workplaces, shall be performed for the specific type of work, and if the work is performed permanently in one place, the work environment risk assessment shall be performed the parties have agreed.
If the employee performs "online" work from one specific place, by agreement between the employee and the employer, the employer may visit and assess the work risks for the specific place. Such a visit is allowed only if the employee agrees. It is important that when performing work remotely, the employee observes the rules of labour protection, electrical safety, safety equipment, occupational hygiene and fire safety, use of buildings and other regulations. When working remotely, the employee assumes responsibility that the workplace and equipment are suitable for the job.

On October 25, 2019, the Regulations of the Cabinet of Ministers No. 489 "Amendments to the Regulations of the Cabinet of Ministers of 21 June 2010 No. 569 "Procedures for Receiving Paid Health Care Services by an Official of the Institutions of the System of the Ministry of the Interior and the Prison Administration with a Special Service Rank"" were adopted to improve the legal framework regarding the conditions for receiving paid health care services for officials of the institutions of the Ministry of the Interior and Prisons.

On October 25, 2019, the Regulations of the Cabinet of Ministers No. 488 “Amendments to Regulations of the Cabinet of Ministers No. 93 "Procedures for Receiving Paid Health Care Services by an Official of the Institutions of the System of the Ministry of the Interior and the Prison Administration with a Special Service Rank Retired from Service Due to a Health Condition That Does Not Comply with the Specified Requirements"", were adopted to improve the legal framework regarding the conditions for receiving paid health care services for officials of the institutions of the system of the Ministry of the Interior and the Prisons Administration who have been retired due to non-compliant health condition due to injury or mutilation or other health damage (except occupational disease) resulting from an accident in the performance of his duties.
On December 3, 2019, the Law “Amendments to the Labour Protection Law” entered into force, which provides for administrative violations in the field of labour protection and competence in the process of administrative violations.
On 6 June 2020, Regulations of the Cabinet of Ministers No. 352 of 4 June 2020 “Amendment to Regulations of the Cabinet of Ministers No. 908 of 6 November 2006 “Procedures for Investigation and Registration of Occupational Diseases”” entered into force, which aims to improve the procedures for the investigation and registration of occupational diseases by explicitly attributing it to the occurrence of COVID-19 and other infectious diseases.
On 6 June 2020, Regulations of the Cabinet of Ministers No. 351 of 4 June 2020 “Amendments to the Regulations of the Cabinet of Ministers No. 950 of 25 August 2009 "Procedures for Investigation and Registration of Accidents at Work"" entered into force, which improves the procedures for accident investigation and accounting, thus clarifying the identification of accidents in situations related to the probability of occurrence of health disorders (risk of infection), as well as clearly defining the extension of accident investigation and accounting procedures to accidents during “online” work.
On June 6, 2020, Regulations of the Cabinet of Ministers No. 354 of June 4, 2020 “Amendment to Regulations of the Cabinet of Ministers No. 116 "Procedures for Investigating and Accounting for Accidents at Work Occurring with Officials of the Institutions of the System of the Ministry of the Interior and the Prisons Administration with Special Service Ranks" entered into force, the aim of which is to improve the procedures for the investigation and registration of accidents, thus making clearer the identification of accidents in situations related to the probability of occurrence of health disorders (risk of infection).
On July 1, 2020, the Law “Amendments to the Labour Protection Law” entered into force, the aim of which was to ensure more effective application of labour protection requirements, especially with regard to safety and health protection of self-employed and “online” workers. At the same time, the procedure for the development of labour protection documentation has been modernized, the requirements for the establishment of an organisational system of labour protection and cooperation in labour protection issues have been determined more precisely and clearly.

As regards the impact of combating the Covid-19 pandemic on defending labour interests, there is information that the restrictions imposed by the Covid-19 pandemic in a number of sectors, including the organisation of study processes remotely, created the conditions for the temporary closure of a number of public transport journeys. As a result, in certain cases, the staff involved in the provision of public transport services were granted an idle or regular leave. On the other hand, there is no information, whether in cases of Covid-19 sickness, there has been an increase in staff capacity, given that companies provide staff reserves in such situations. As regards the provision of the working environment for limiting the Covid-19 pandemic, in 2020 workers are provided with protective equipment established by hygiene and epidemiological requirements, while at the same time businesses are increasing their attention to the health status of workers as in the vehicle itself, in the form of protective walls and in recreational areas where regular disinfection is carried out, air shading and other measures.
In the rail sector the assessment of working conditions, work organisation and work environment and observance of work safety protection measures in the enterprise are performed. Pursuant to the decision of the Board “On the operation of SJSC “Latvijas dzelzceļš” after the end of the emergency situation”, in accordance with the requirements of legal acts (Covid-19 Infection Spread Management Law, Cabinet Regulations of the Cabinet of Ministers No. 360 and the above-

mentioned guidelines), employees whose work duties allow to work remotely, the Labour Protection Instruction for the organisation of remote work for the employees of the General Directorate has been adopted in accordance with the procedures specified by SJSC “Latvijas dzelzceļš”, which stipulates framework for action during a pandemic.

Regarding employees who, due to the specifics of their job responsibilities, can’t work remotely, SJSC “Latvijas dzelzceļš” and employees achieve the most optimal solution to ensure distance requirements: one employee works permanently in the offices, or a distance of at least 2 meters is provided, or a physical barrier module partition is created. It is mandatory to use face masks covering mouth and nose when communicating with each other and moving around SJSC “Latvijas dzelzceļš” common areas.

In the Aviation sector during the pandemic, the right of employees representatives to participate in the identification and improvement of working conditions and the working environ ment were not limited.

Aircrews were subject to additional health and safety requirements during pandemic, such as wearing face masks, gloves, protective suites, etc.

In accordance with the “Law on the Management of the Spread of COVID-19 Infection”, a centralised purchase of personal protective equipment, medical devices, as well as laboratory testing services of the abovementioned goods is provided for. In turn, the Cabinet of Ministers shall determine the categories and amount of personal protective equipment and medical devices to be purchased. The expenses for the purchase of one-time personal protective equipment (goggles, gloves, surgical masks, and respirators), services for disinfection of premises, etc., shall be compensated from the State budget funds based on a request from medical treatment institutions. Funding is also provided for the purchase of non-invasive artificial ventilation equipment with masks, as well as for the detection of reagents and other means necessary for the testing for SARS-CoV-2 antibodies. The Centre for Disease Prevention and Control has developed guidelines for the safe and correct use of personal protective equipment. The latest information on the use of personal protective equipment has been regularly discussed at the meetings of the Strategic Board.

b) *If the previous conclusion concerning the provision, was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.*

The requirements regarding the occupational safety and health apply to both private undertakings and public institutions. According to Article 20 of Labour Protection Law in an undertaking or a unit where five or more employees are employed, these employees or their representatives, considering the number of employees, the nature of the work of the undertaking and the working environment risks, may elect one or more trusted representatives.

The Strategic Board of the Health Sector of the Ministry of Health was established in 2007. The Board has been established as an advisory and coordinating institution, the purpose of which is to involve the health sector associations, associations, state, and local government institutions, including the private institutions in the development and implementation of health policy. The purpose of the Strategic Board is to participate in the development and implementation of health policy and to facilitate the exchange of information and cooperation between the Ministry of Health, the health sector associations, state, and local government institutions. The agenda of the Strategic Board includes issues related to the spread of COVID-19, as well as topical issues in the health sector.

Working conditions, work organisation and working environment

FTUCL considers that collective bargaining is the main instrument for trade unions in determination

and improvement of work remuneration provisions, working environment, working conditions and organisation of working time on enterprise and sectorial level.

It can be noted that during COVID-19 impact, due to social distancing and transition to remote work, trade unions experienced various challenges in accessing work places and inspecting working conditions of workers.
On national level, the main platform for the FTUCL to influence legislative framework regarding labour rights is the National Tripartite Cooperation Council (NTSP) meetings and its sub-councils. The Sub-council for Tripartite Cooperation in Labour Affairs is the central workshop for initiating and discussing legislative proposals regarding working conditions, work organisation and working environment.

Organisation of social and socio-cultural services and facilities

There are no impediments regarding participation of employees or their representatives in the organisation of social and socio-cultural services and facilities within the undertakings.

According to the information received from the Free Trade Union Confederation of Latvia there is no information summarised regarding participation of trade unions in the organisation of social and socio-cultural services within the undertakings. Participation of trade unions mostly depends on the quality of social dialogue in the enterprise, as well as whether organisation of social and socio-cultural services is regulated by collective agreement.

Enforcement

In case of violation of the right to take part in the determination and improvement of the working conditions and working environment, a person (employees or their representatives) may apply to the State Labour Inspectorate. According to the State Labour Inspectorate Law the function of the Labour Inspectorate is the implementation of State supervision and control in the field of employment legal relationships and labour protection.

At the same time in order to achieve the protection of violated rights or interests, a person (employees or their representatives) has the right to bring an action to court of general jurisdiction in accordance with the procedures specified in the Civil Procedure Law. In pursuant to Paragraphs one and two of Article 9 of the Labour Law sanctions may not be imposed on an employee or adverse consequences may not be, directly or indirectly, otherwise caused for him/her due to the fact that the employee, within the scope of employment relationship, exercises his/her rights in a permissible manner, as well as if he/she informs the competent authorities or officials of suspicions of the commitment of a criminal offence or an administrative offence in the workplace. If in the case of a dispute an employee indicates conditions, which could be the basis for the adverse consequences caused by the employer, the employer has an obligation to prove that the employee has not been punished or adverse consequences have not been directly or indirectly caused for him/her due to the fact that the employee, within the scope of employment relationship, exercises his/her rights in a permissible manner.

Also, according to Article 8 of the Labour Dispute Law trade unions have the right to represent their members without special authorisation in the settlement of individual disputes regarding rights, as well as to bring an action in court in the interests of their members. The trade unions shall, within the scope of their competence and without special authorisation, represent and defend the rights and interests of their members (Paragraph four, Article 12 of the Law on Trade Unions).

Pursuant to Article 162 of the Labour Law (Violation of Other Laws and Regulations Governing Employment Relationship) for the violation of the laws and regulations governing the employment relationship, except for the cases specified in Articles 158, 159, 160, and 161 of this Law, a warning or a fine from seven to seventy units of fine shall be imposed on the employer if it is a natural person, but a fine from fourteen to two hundred and twenty units of fine - if it is a legal person.

According to Paragraph 1 of Article 1635 of the Civil Law every delict, that is, every wrongful act *per se,* as a result of which harm has been caused (also moral injury), shall give the person who

suffered the harm therefrom the right to claim satisfaction from the infringer, insofar as he/she may be held at fault for such act. By moral injury is understood physical or mental suffering, which is caused as a result of unlawful acts committed to the non-financial rights or non-financial benefit delicts of the person who suffered the harm. The amount of compensation for moral injury shall be determined by a court at its own discretion, taking into account the seriousness and the consequences of the moral injury (Paragraph 2, Article 1635 of Civil Law). If the unlawful acts referred to in Paragraph 2 of this Article are expressed as criminal offences against a person's life, health, morals, inviolability of gender, freedom, honour, dignity or against the family, or minors, it is presumed that the person who suffered the harm as a result of such acts has been done moral injury. In other cases moral injury shall be proved by the person who suffered the harm (Paragraph 3, Article 1635 of Civil Law). The term act is used here within the widest meaning, including not only acts, but also the failure to act, that is, inaction.

Table No.12

Violations identified by the State Labour Inspectorate regarding the Labour Protection Law

Year	2013	2014	2015	2016	2017	2018	2019	2020
TOTAL NUMBER OF VIOLATIONS	518	413	519	446	359	275	246	180
Article 5 of the Labour Protection Law	-	14	11	13	14	23	19	11
Article 7 of the Labour Protection Law	-	39	76	80	82	70	61	35
Article 8 of the Labour Protection Law	-	17	55	25	8	0	2	6
Article 9 of the Labour Protection Law	-	255	219	170	179	129	127	87
Article 10 of the Labour Protection Law	-	1	-	5	0	1	0	0
Article 14 of the Labour Protection Law	-	39	55	37	12	7	10	4
Article 20 of the Labour Protection Law	-	-	-	-	0	0	0	0
Article 21 of the Labour Protection Law	-	-	-	1	0	0	0	0
Total number of found violations	15898	16387	16905	15265	13420	11281	10197	6252
ORDINANCES	493	357	446	410	330	253	216	167
Article 5 of the Labour Protection Law	-	9	7	10	13	19	10	9
Article 7 of the Labour Protection Law	-	36	68	77	77	67	51	30
Article 8 of the Labour Protection Law	-	14	47	24	8	0	2	6
Article 9 of the Labour Protection Law	-	226	196	163	172	122	124	87
Article 10 of the Labour Protection Law	-	1	-	4	0	1	0	0
Article 14 of the Labour Protection Law	-	31	40	31	11	5	5	0
Article 20 of the Labour Protection Law	-	-	-	-	0	0	0	0
Article 21 of the Labour Protection Law	-	-	-	1	0	0	0	0
Total number of violations found in ordinances	13769	12389	12287	10892	9349	7465	6548	4789
PENALTIES	25	56	73	36	36	17	31	18*
Article 5 of the Labour Protection Law	-	5	4	3	4	3	5	2*

Year	2013	2014	2015	2016	2017	2018	2019	2020
Article 7 of the Labour Protection Law	-	3	8	3	5	3	4	5*
Article 8 of the Labour Protection Law	-	3	8	1	1	0	0	0*
Article 9 of the Labour Protection Law	-	29	23	7	7	6	9	0*
Article 10 of the Labour Protection Law	-	-	-	1	0	0	0	0*
Article 14 of the Labour Protection Law	-	8	15	6	3	1	4	6*
Article 20 of the Labour Protection Law	-	-	-	-	0	0	0	0*
Article 21 of the Labour Protection Law	-	-	-	-	0	0	0	0*
Total number of applied penalties	2129	3998	4618	4373	4162	3388	3721	1940*

Data source: State Labour Inspectorate

** Incomplete data. From 1 July 2020, all applied administrative penalties are entered into the APAS system (Administrative Violation Support System) and are not available to the State Labour Inspectorate in an aggregated form, so they are not included in this table. The APAS was introduced to ensure a uniform record of administrative infringement proceedings in all state and local government institutions and is developed and maintained by the Information Centre of the Ministry of the Interior. The legal regulation of the APAS system is specified in the Criminal Register Law.*

Table No.13

Year	Article of Labour Law	Violations in total	Orders	Penalties
2017	Article 10	-	-	-
	Article 11	2	2	-
2018	Article 10	-	-	-
	Article 11	2	2	-
2019	Article 10	-	-	-
	Article 11	-	-	-
2020	Article 10	-	-	-
	Article 11	-	-	-

Data source: State Labour Inspectorate

The Court Information System has no data on litigation related to the employee's ability/inability to influence his/her working conditions and working environment.

RESC Part I – 26. All workers have the right to dignity at work.

Increased awareness over the last years in respect of harassment and sexual abuse in the framework of work or employment relations provides an opportunity for states to step up action, both in terms of awareness and prevention as well as in terms of repression. As part of the remedial action, there is also a renewed opportunity to encourage the development of a gender dimension in the undertakings governance structures, and that there is a gender perspective in collective bargaining and agreements.

States Parties are required to protect workers respectively from sexual and moral harassment, by taking appropriate preventive and remedial measures. In particular, employers must be liable for harassment involving their employees or occurring on premises under their responsibility, even when third persons are involved. Victims of harassment must be able to seek reparation before an independent body and, under civil law, a shift in the burden of proof should apply. Effective judicial remedies must furthermore allow for adequate reparation for pecuniary and non-pecuniary damage and, where appropriate, reinstatement of the victims in their post, including when they resigned because of the harassment.

During the pandemic, Article 26 of the Charter which guarantees the right of all workers to protection of their dignity at work is also of the utmost importance. Indications are that the COVID-19 situation has led to increased tensions and inappropriate reactions also at the workplace and that in particular healthcare workers and other frontline workers have more often experienced attacks and harassment. The employer must ensure that all workers are protected against all forms of harassment. It must be possible to hold employers liable when harassment occurs in relation to work, or on premises under their responsibility, even when it involves a third person not employed by them, such as visitors, clients, etc.

Article 26 – The right to dignity at work

With a view to ensuring the effective exercise of the right of all workers to protection of their dignity at work, the Parties undertake, in consultation with employers' and workers' organisations:

1. to promote awareness, information and prevention of sexual harassment in the workplace or in relation to work and to take all appropriate measures to protect workers from such conduct;

2. to promote awareness, information and prevention of recurrent reprehensible or distinctly negative and offensive actions directed against individual workers in the workplace or in relation to work and to take all appropriate measures to protect workers from such conduct.

a) *Please provide information on the regulatory framework and any recent changes in order to combat harassment and sexual abuse in the framework of work or employment relations. The Committee would welcome information on awareness raising and prevention campaigns as well as on action to ensure that the right to dignity at work is fully respected in practice.*

Article 29 of the Labour Law defines unwanted sexual behavior as one of the criteria for prohibiting differential treatment, thus enabling employees who experience such behavior to protect themselves in a similar way as in other cases of discrimination.

The right to dignity at work derives from the Regulations of the Cabinet of Ministers No. of 21 November 2018. 1 "Values of State Administration and Fundamental Principles of Ethics" (hereinafter - Regulations No. 1).
Namely, Regulation No. 1 sets out the following obligations: to treat employees who cause anxiety with respect; to build relations with individuals based on mutual respect; to build relations and cooperation between other employees and institutions based on dignity and collegiality; to create a work environment for heads and directors of institutions based on openness, participation, professionalism, dignity and equal treatment; when expressing an opinion, to respect the role and work of public administration also outside the position or performance of work duties, including in social networks.
At the same time every institution has it`s own Code of Ethics, for example, the State Police has developed the internal regulations of February 5, 2020 No. 3 "Code of Ethics of the State Police" (hereinafter - the Code of Ethics), which sets out ethical values and basic principles, as well as rules of general conduct. The purpose of the Code of Ethics is to set binding behavioural recommendations for the employees of the State Police, to promote the ethical behaviour of the employees, as well as to increase public confidence in the State Police. According to the Code of Ethics, the employee carefully considers his/her statements, does not use statements, gestures and hints that may offend the self-esteem of others, does not infringe on the honour and dignity of a person, is not arrogant, authoritarian and tolerant of other people's views and beliefs.
The employee shall not insult or discriminate against other employees and persons with whom he/she communicates in the performance of official (position, work) duties, regardless of the person's race, nationality, gender, education, position, age, disability, sexual orientation, religious,

political or other beliefs, property or family status or other circumstances.
The employee's immediate superior (manager) promotes the development of a professional microclimate in the structural unit - creates a work environment based on openness, participation, professionalism, respectful and equal treatment, preventing intrigue, favouritism, mobbing and bossing.
Thus, the legal regulations mentioned above fully protects the employee's right to dignity, and the mechanism included in the Code of Ethics fully ensures the clarification, assessment and prevention of damage.

On 1 November 2018 amendments were made to the Labour Law (the amendments came into force on 28 November 2018). According to the amendments the following changes were made to the Labour Law:

Article 29 was supplemented with the Paragraph three prim prescribing that if in case of a dispute an employee indicates conditions which may serve as a basis for his/her direct or indirect discrimination based on language, the employer has the obligation to prove that the differential treatment is based on objective circumstances not related to the language proficiency of the employee, or also that the proficiency in a specific language is an objective and substantiated precondition for performance of the relevant work or the relevant employment.

Article 32 was supplemented with the Paragraph two prim determining that if in case of a dispute an employee indicates conditions which may serve as a basis for his/her direct or indirect discrimination based on language, the employer has the obligation to prove that the differential treatment is based on objective circumstances not related to the language proficiency of the employee, or also that the proficiency in a specific language is an objective and substantiated precondition for performance of the relevant work or the relevant employment.

Paragraph three of the Article 32 was expressed in a new wording. The amended Clause 2, Paragraph three of the mentioned Article of the Labour Law prescribes that a job advertisement shall include: 2) the total gross monthly or yearly sums of the salary of the relevant position or the envisaged amplitude of the hourly wage rate.

Article 56 was supplemented by the Paragraph four providing that an employer does not have the right to ask that the employee is proficient in a specific foreign language if its use does not fall within the scope of work duties. If, when performing work duties, the use of a foreign language is not necessary, the employer does not have the right to forbid the employee from using the official language.

On 17 October 2019 amendments were made to the Labour Law (the amendments came into force on 19 November 2019) in order to “decode” the description of administrative violations and the penalties for such violations and to include them in respective branch legislative enactments. According to the amendments the description of administrative violations and the penalties for the violations provided in the Latvian Administrative Violations Code of 7 December 1984 were incorporated (with slight amendments) into the Labour Law. The said provisions on administrative liability entered into force at the same time as the new Administrative Liability Law of 25 October 2018, i.e., on 1 July 2020. Until 1 July 2020 the violations and penalties were regulated by the Latvian Administrative Violations Code.

According to Article 161 of the Labour Law (Violation of Prohibition of Differential Treatment in the Field of Employment Relationship) for the violation of prohibition of differential treatment in the field of employment relationship, a warning or a fine from twenty-eight to seventy units of fine shall be imposed on the employer if it is a natural person, but a fine from seventy to one hundred and forty units of fine - if it is a legal person.

At the same time Article 162 of the Labour Law (Violation of Other Laws and Regulations Governing Employment Relationship) prescribes that for the violation of the laws and regulations governing the employment relationship, except for the cases specified in Articles 158, 159, 160, and 161 of this Law, a warning or a fine from seven to seventy units of fine shall be imposed on the employer if it is a natural person, but a fine from fourteen to two hundred and twenty units of fine - if it is a legal person.

Information on awareness raising, prevention campaigns and actions to ensure the right to dignity at work:

- In 2020 the Ministry of Welfare asked for the opinion of the social partners (the Free Trade Union Confederation of Latvia (hereinafter - FTUCL) and the Employers' Confederation of Latvia (hereinafter - ECL)) on the possibility of ratification of the ILO Convention No.190 Violence and Harassment Convention (adopted in 2019 in Geneva).
- In 2012 the FTUCL prepared a report on mobbing in the work place analyzing national, European and international legislative framework and international best practice which was later referenced in case law (https://arodbiedribas.lv/wp-content/uploads/2019/11/mobings.darba_.vieta_29.02.2012_1.pdf). In 2020 the FTUCL published an article devoted to violence and harassment in the work place explaining practical steps and instruments to protect rights (https://arodbiedribas.lv/news/kad-darbs-parversas-launa-murga-jeb-terors-darba-vieta/).
- On 8 October 2020 the FTUCL with the support of FES organized a discussion “Violence and harassment in the workplace - how to combat and avoid it”, which was dedicated to the issues included in the ILO Convention No.190 Violence and Harassment Convention, 2019. The event aimed to raise awareness about violence and harassment in the workplace, current legislative framework and its enforcement, as well as to facilitate discussion whether there are legislative changes necessary in order to improve protection of workers against violence and harassment. During the event, which was also attended by representatives of public administration, the FTUCL called for ratification of the convention.
- On 8 October 2020 the ECL participated in the discussion “Violence and Harassment in the Workplace - How to Fight and Avoid It” organized by the FTUCL, which was dedicated to the issues and possible ratification of the Violence and Harassment Convention, 2019 (No.190) of the ILO. The debate included issues raised by the Convention as regards the violence and harassment in the workplace and possible ratification of the convention in Latvia. For additional information, please see the ECL website: Prevention of Violence in the Work Environment, October 22, 2020
- On 21 June 2019 the ECL prepared public information (published on its website, social networks and informed members of the ECL) about the Convention and Recommendations on the Elimination of Violence at Work adopted in Geneva at the end of the 108th session of the International Labour Conference (ILC). For additional information, please see the ECL website: A new ILO Convention has been adopted, June 21 2019
- in September and October 2019, the State Labour Inspectorate for the first time carried out a thematic inspection on psycho-emotional risks in the work environment. In September, an anonymous questionnaire was sent to the state and local government institutions. The questionnaire contained three blocks of questions: 1) questions about work organisation (workload, deadlines, responsibility for the work to be done, career opportunities, etc.); 2) questions about violence and dangers in the workplace; 3) questions about work management (peer support, management recognition and job evaluation).

  While the employees of the state and local government institutions answered the questions of the questionnaire, the labour inspectors prepared for the inspections (studied, summarized the answers received, etc.). Each institution was informed about the results of its employees' survey, as well as received suggestions and recommendations for further work. The answers to the questionnaire were available only to the Labour Inspectorate, and the employers found out the results of the survey only during the inspector's visit. 150 thematic inspections were conducted.

In 2020 the Ombudsman in co-operation with Norstat conducted a study “Prevalence of Discrimination in the Employment Environment in Latvia. Comparative study, 2011 and 2020”.

The aim of the study was to find out the opinion of the population about the prevalence of discrimination in the employment environment in Latvia in 2020 and to find out how the situation

has changed compared to 2011.

The Ombudsman together with Kantar (previously, TNS Latvia) conducted a similar study in 2011, it is available on the website of the Office of the Ombudsman[24], therefore it was necessary to find out whether and how the prevalence and types of discrimination have changed in Latvia from the point of view of the population.

Survey data of 2020 show that the majority of jobseekers provide professional character information, such as information on their education, work experience, language skills and other skills, when contacting a potential employer (for example, by sending a CV, meeting for a job interview). Compared to 2011, jobseekers are less likely to tell about their health status or disability.

The survey data show an increase in the level of public awareness on discrimination issues compared to 2011.

The survey also found out that workers' willingness to seek help in the event of discrimination has increased significantly. The State Labour Inspectorate was mentioned as the first possible source of help (47 per cent). 11 per cent of employees would turn to the Office of the Ombudsman, which is 5 per cent points more than in 2011. Other most frequently mentioned providers of help are company management (25 per cent), trade unions (18 per cent), court (12 per cent), the State Employment Agency (10 per cent).

There are several equal treatment protection institutions in the country. When approaching one of them, the aim of the affected party is important. The Ombudsman uses an alternative dispute resolution mechanism aimed at promoting settlement, while the State Labour Inspectorate - imposes an administrative penalty in case of a violation, a trade union – resolves a dispute within the workplace, and a court - recognises discrimination and provides for compensation.

Age was mentioned as the main factor of discrimination specified by 58 per cent of respondents.

In practice, discrimination based on age has been faced both - younger workers and those close to retirement age.

Employees consider that employers most often discriminate against employee by age, health status (disability), gender, nationality, language skills, the presence of children in the family and other skills.

Opinions on discrimination factors differ in different socio-demographic groups, such as:

• women more often than men believe that potential employees are discriminated against on the basis of age, health status and issues related to children;

• Russian-speaking residents more often emphasized nationality and language skills, while Latvians mentioned all other main signs of discrimination more;

• the importance of age and health status as signs of discrimination increases with the age of employees;

• young people more often believe that employees are discriminated against on the basis of education and previous experience, as well as skin colour, race and sexual orientation.

The study also shows other interesting trends:

• men are more willing than women to share personal information (for example, information on age, gender, health status, conviction, family status and photography);

• young people (15-24) and seniors (65+) are generally ready to provide more information about themselves than representatives of other age groups;

• there are still jobseekers who, on their own initiative, choose to provide potential employers with personal and potentially discriminatory information about themselves, although they do not

[24]Available in Latvian: http://www.tiesibsargs.lv/uploads/content/legacy/2011_diskriminacijas_izplatiba_nodarbinatibas_vide_latvija_1500906681.pdf

consider it necessary to do so. Such information is about a person's age, gender, nationality (Russian-speaking persons less often indicate nationality) and hobbies.

• 28-30 per cent of employers still ask job applicants about family and children, but it is significantly less than in 2011, when every second person was asked for such information. Women are more often asked questions about children. The law does not allow an employer to interview a potential employee about family status, children, health or other issues related to private life.

21 per cent of employees indicate that they have personally experienced discriminatory treatment in the workplace over the last 3 years.

Discriminatory treatment most often comes from the direct chief (46 per cent), as well as from other colleagues and the company's management, less often - from customers or business partners. Younger employees more often than others experienced unfair or abusive treatment of other colleagues and clients. At the same time, it is also observed that the longer the length of service in the company, the less often unfair treatment is felt.

During the last five years, a significant part of Latvian workers (44 per cent) have noticed a job advertisement with biased requirements regarding the age and gender of the candidates. When describing age limits, it was usually mentioned that employers invite young candidates (for example, up to 40-50 years). With regard to gender restrictions, cases of discrimination between the both genders were mentioned. For example, women are often searched in trade or services, while in other cases men are preferred.

In addition to gender and age restrictions, study respondents also mentioned other non-objective requirements, such as health, external appearance, as well as skills (including language) and qualifications.

The majority of respondents could not indicate the source of the discriminatory advertisement. It was most often noted that discriminatory advertisements were seen on the Internet, for example, on the advertisement portal www.ss.lv.

In 2018, the Ombudsman issued an informative material to employees and employers entitled "Unwanted sexual behavior in the work environment".[25] The material provides information on what constitutes unwanted sexual behavior (with examples), what the employer's responsibilities are, how complaints are handled, how employees can protect themselves, how sexual harassment can lead to crime, and how an employee can act in such a case. The material is available in both printed and electronic formats.
In addition to the above, the Ombudsman conducted training of employees of public administration institutions in 2019 (4 lectures) on sexual harassment at work at the School of Public Administration, which is the institution responsible for the further training of civil servants, in the communal day centre "Sacred Family House", at the discussion/conference of the Association of Latvian Free Trade Unions titled "Violence and harassment in the workplace – how to fight and avoid it", within the forum of Latvian Free Trade Union, and within the forum for the labour rights organized by the Latvian Free Trade Union. In addition, an interview was given on the radio in Russian about unwanted sexual behavior in the workplace.

In 2019/2020 the Ombudsman conducted the following training on the rights in cases of mobbing or bossing. Four lectures for public administration personnel management specialists on mobbing, bossing and psychological terror at the School of Public Administration, which is the institution responsible for the further education of civil servants. Lecture "Topicalities of court practice in the field of mobbing", Campaigns organized by the State Labour Inspectorate on psycho-emotional risks in the work environment final seminar. Lecture on mobbing and bossing for private and public sector personnel/HR management specialists in the office of Ombudsman. Lecture and presentation "The characteristic and topical issues in conflict situations at work – from theory to practice" within the international conference organised by the State Labour Inspectorate titled

[25] Available only in Latvian:
https://www.tiesibsargs.lv/uploads/content/legacy/nevelama_seksuala_rakstura_riciba_web_1531743161.pdf

"Emotional violence and conflicts at work – bad for employees, bad for companies". Participation in the information event of the State Chancellery at the School of Public Administration on topical issues of human resource management for public administration personnel/HR management specialists with a lecture and presentation "The characteristic and topical issues in conflict situations at work – from theory to practice". Additionally, lectures "Ageism within the work environment" were delivered in the local government day centre "Sacred Family House" and at the Latvian Personnel Management Association.

Ministry of Welfare has included guidance on understanding discrimination based on gender on the website[26].

The Central Statistical Bureau has started a comprehensive survey to be finalised by the end of the year on violence included harassment and sexual abuse.

b) Please provide information on specific measures taken during the pandemic to protect the right to dignity in the workplace and notably as regards sexual, and moral harassment. The Committee would welcome specific information about categories of workers in a situation of enhanced risk, such as night workers, home and domestic workers, store workers, medical staff, and other frontline workers.

No specific measures have been taken.

c) Please explain whether any limits apply to the compensation that might be awarded to the victim of sexual and moral (or psychological) harassment for moral and material damages.

The prohibition of different treatment and discrimination in employment law is stipulated in Article 29 of Labour Law. In the period from year 2017 to 2020, the prohibition of different treatment has been mentioned 635 times in the rulings of Latvian judges. It should be noted that the violation of the prohibition of differential treatment exists mainly in the Latvian courts as one of the elements together with other violations of the claimant's rights in labour and employment disputes. The number of court proceedings in which the court of first instance assessed the violation of Article 29 of the Labour Law was relatively small – 19 cases, on the other hand, 27 cases were heard in the appellate instance during the relevant period, and ten cases – in the cassation instance.

Between years 2017 and 2020, 283 cases were heard in the courts of first instance, which included the feature of non-discrimination or different treatment. In 130 cases, the courts rejected the claimant's claim, dismissing them, and in 32 cases, the court of the first instance upheld the claim. During the relevant period, the court of first instance upheld the plaintiff's claim in two cases where the plaintiff in a labour dispute alleged only a violation of Article 29 of the Article 29 of the Labour Law, and awarded non-pecuniary compensation of 3 787.44 EUR in favour of the applicant.
During the relevant period, 228 cases were reviewed in the appellate instance, where a violation of Article 29 of the Labour Law had been mentioned. In 105 cases, the appellate court dismissed the applicants' action in a new judgement, and in 58 cases, the applicant's claim was upheld or upheld in part. In the period from year 2017 to 2020, the violation of the prohibition of different treatment was confirmed within the appeal instance once, but three times it was not confirmed. However, 124 cases were reviewed in the cassation instance during the reporting period, where the feature of Article 29 of the Labour Law had been mentioned. In 58 per cent cases no cassation proceedings were instituted, in 30 per cent cases the lower instance judgements were set aside in whole or in part by remanding the case, but in only 6 per cent of the cases the lower instance judgement was not reversed.

Table No.14

[26] Available only in Latvian: https://www.lm.gov.lv/lv/media/2068/download

Prohibition of differential treatment in rulings by outcome of proceedings (2017 – 2020)

Instance	Case review result	Year 2017	Year 2018	Year 2019	Year 2020	Total
First instance	Claim satisfied	8	12	6	6	32
	Claim satisfied partly	22	22	20	28	92
	Claim rejected	33	31	32	34	130
	Proceedings closed	4	6	5	5	20
	Other result	1	5	3		9
	Total	**68**	**73**	**64**	**73**	**283**
Appeal instance	New decision, claim satisfied	8	7	6	8	29
	New decision, claim satisfied partly	14	10	6	8	29
	New decision, claim rejected	36	23	23	23	105
	Proceedings closed	4	4	5	3	16
	Other result	8	9	9	14	40
	Total	**70**	**53**	**49**	**56**	**228**
Court of Cassation	Initiation of the cassation proceedings rejected	16	14	18	24	72
	The judgement was rejected partly and the case was remitted	8	4	6	6	24
	The judgement was rejected in full and the case was remitted	5	4	2	2	13
	The judgement was upheld	2	5		1	8
	Other result		3	3	1	7
	Total	**31**	**30**	**29**	**34**	**124**

Data source: Court Administration

d) If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.

N/A

RESC Part I – 28. Workers' representatives in undertakings have the right to protection against acts prejudicial to them and should be afforded appropriate facilities to carry out their functions.

Article 28 protects workers' representatives in undertakings from dismissal or other prejudicial acts and requires that they are afforded appropriate facilities to carry out their functions. All forms of employee representation, not exclusively trade unions, should benefit from the rights guaranteed by this Article. In order to ensure that such protection is effective, the Charter requires that it extends for a reasonable period (according to the case-law of the Committee, for at least 6 months) after the expiry of the representative's mandate.

Article 28 – The right of workers' representatives to protection in the undertaking and facilities to be accorded to them

With a view to ensuring the effective exercise of the right of workers' representatives to carry out their functions, the Parties undertake to ensure that in the undertaking:

a. they enjoy effective protection against acts prejudicial to them, including dismissal, based on their status or activities as workers' representatives within the undertaking;

b. they are afforded such facilities as may be appropriate in order to enable them to carry out their functions promptly and efficiently, account being taken of the industrial relations system of the country and the needs, size and capabilities of the undertaking concerned.

a) *With the objective of keeping this reporting exercise focussed, the Committee asks for no specific information in respect of Article 28. Nonetheless, it would welcome information about the situation in practice concerning this right during the pandemic and about measures taken to ensure that the COVID-19 crisis was not used as an excuse to abuse or circumvent the right of workers' representatives to protection, especially protection against dismissal.*

No specific information on situation in practice or measures taken concerning this right during the pandemic.

In addition, we would like to inform that on 1 November 2018 amendments were made to the Labour Law (the amendments came into force on 28 November 2018) expressing Paragraph one, Article 110 in the new wording and prescribing that an employer is prohibited from giving a notice of termination of an employment contract to an employee - member of a trade union - without prior consent of the relevant trade union if the employee has been a member of the trade union for more than six months, except for the cases laid down in Article 47, Paragraph one and Article 101, Paragraph one, Clauses 4, 8, and 10 of this Law. If it is intended to give a notice of termination of an employment contract in the case referred to in Article 101, Paragraph one, Clauses 7 and 11 of this Law, the employer shall inform the trade union in advance and shall consult it.

On 17 October 2019 amendments were made to the Labour Law (the amendments came into force on 19 November 2019) in order to "decode" the description of administrative violations and the penalties for such violations and to include them in respective branch legislative enactments. According to the amendments, the description of administrative violations and the penalties for the violations provided in the Latvian Administrative Violations Code of 7 December 1984 were incorporated (with slight amendments) into the Labour Law. The said provisions on administrative liability entered into force at the same time as the new Administrative Liability Law of 25 October 2018, i.e., on 1 July 2020. Until 1 July 2020, the violations and penalties were regulated by the Latvian Administrative Violations Code. The latest wording of the Labour Law is appended in the annex of the Report.

According to Article 162 of the Labour Law (Violation of Other Laws and Regulations Governing Employment Relationship) for the violation of the laws and regulations governing the employment relationship, except for the cases specified in Articles 158, 159, 160, and 161 of this Law, a warning or a fine from seven to seventy units of fine shall be imposed on the employer if it is a natural person, but a fine from fourteen to two hundred and twenty units of fine - if it is a legal person.

b) *If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.*

Types of workers' representatives

According to Article 10 of the Labour Law:

"(1) Employees shall exercise the defence of their social, economic and occupational rights and interests directly or through the mediation of the representatives of employees. Within the meaning of this Law, the representatives of employees shall mean:

1) an employee trade union on behalf of which a trade union institution or an official authorised by the articles of association of the trade union acts;

2) authorised representatives of employees who have been elected in accordance with Paragraph two of this Article.

(2) Authorised representatives of employees may be elected if an undertaking employs five or more employees. Authorised representatives of employees shall be elected for a specified term of office by a simple majority vote of the persons present at a meeting in which at least half of the employees employed by an undertaking of the respective employer participates. The course of the meeting shall be recorded in minutes and decisions taken shall be entered in the minutes. Authorised representatives of employees shall express a united view with respect to the employer.

(3) If there are several employee trade unions, they shall authorise their representatives for joint negotiations with an employer in proportion to the number of members of each trade union but not less than one representative each. If representatives of several trade unions have been appointed for negotiations with an employer, they shall express a united view.

(4) If there is one employee trade union or several such trade unions and authorised representatives of employees, they shall authorise their representatives for joint negotiations with an employer in proportion to the number of employees represented but not less than one representative each. If representatives of one employee trade union or representatives of several such trade unions and authorised representatives of employees have been appointed for negotiations with an employer, they shall express a united view.

(5) In calculating the number of employees upon the reaching of which authorised representatives of employees may be elected in an undertaking, or institutions of representation of employees may be established, as well as in calculating the number of employees represented, the employees with whom an employment contract has been entered into for a specified period as well as the employees who are performing work in the undertaking within the scope of the work placement service for a specified period shall also be taken into account."

According to the information received from the Free Trade Union Confederation of Latvia (FTUCL), the FTUCL has no aggregated information on the authorized representatives of employees. This form of employee representation operates only at the undertaking level and has no competence to represent the interests of employees at the sectoral, professional or national level.

In addition within the labour protection system there is a trusted representative. According to Article 1, Clause 18 of the Labour Protection Law a trusted representative is a person elected by employees who is trained in accordance with the procedures stipulated by the Cabinet of Ministers and who represents the interests of employees regarding labour protection.

Protection granted to workers' representatives

According to Article 110 of the Labour Law:
"(1) An employer is prohibited from giving a notice of termination of an employment contract to an employee - member of a trade union - without prior consent of the relevant trade union if the employee has been a member of the trade union for more than six months, except for the cases laid down in Article 47, Paragraph one[27] and Article 101, Paragraph one, Clauses 4, 8, and 10 of

[27] Article 47, Paragraph one: During the probationary period, the employer and the employee have the right to give a notice of termination of the employment contract in writing three days prior to termination. An employer, when giving the notice of termination of an employment contract during a probationary period, does not have the obligation to indicate the cause for such notice.

this Law[28]. If it is intended to give a notice of termination of an employment contract in the case referred to in Article 101, Paragraph one, Clauses 7 and 11 of this Law[29], the employer shall inform the trade union in advance and shall consult it.

(2) The employee trade union has the obligation to inform the employer of its decision in good time, but not later than within seven working days from the receipt of a request from the employer. If the employee trade union does not inform the employer of its decision within seven working days, it shall be deemed that the employee trade union consents to the notice of termination by the employer.

(3) An employer may give a notice of termination of an employment contract not later than within one month from the day of receipt of the consent of the employee trade union.
(4) If the employee trade union does not agree with the notice of termination of an employment contract, the employer may, within one month from the day of receipt of the reply, bring an action in court for termination of the employment contract.
[*21 September 2006; 1 November 2018*]"

The Trade Union Law does not limit the number of members. Pursuant to Paragraph two of Article 13 of the Trade Union Law a trade union shall inform the employer in writing about the authorised officials of a trade union who have the right to represent the trade union and the rights and interests of its members.

According to Article 11, Paragraph six performance of the duties of a representative of employees may not serve as a basis for refusal to enter into an employment contract, for notice of termination of an employment contract, or for otherwise restricting the rights of an employee. Besides, Articles 8 and 9 of the Labour Law prescribes:

"Article 8. Right to Unite in Organisations

(1) Employees as well as employers have the right to unite in organisations and to join them freely, without any direct or indirect discrimination in relation to any of the circumstances referred to in Article 7, Paragraph two of this Law in order to defend their social, economic and occupational rights and interests and use the benefits provided by such organisations.

(2) Affiliation of an employee with the organisations referred to in Paragraph one of this Article or the desire of an employee to join such organisations may not serve as a basis for a refusal to enter into an employment contract, for notice of termination of employment contract or for otherwise restricting the rights of an employee.

Article 9. Prohibition to Cause Adverse Consequences

(1) Sanctions may not be imposed on an employee or adverse consequences may not be, directly or indirectly, otherwise caused for him or her due to the fact that the employee, within the scope of employment relationship, exercises his or her rights in a permissible manner, as well as if he or she informs the competent authorities or officials of suspicions of the commitment of a criminal offence or an administrative offence in the workplace.

(2) If in the case of a dispute an employee indicates conditions, which could be the basis for the adverse consequences caused by the employer, the employer has an obligation to prove that the

[28] Article 101, Paragraph one, Clauses 4, 8, 10: An employer has the right to give a written notice of termination of an employment contract only on the basis of circumstances related to the conduct of the employee, his/her abilities, or of economic, organisational, technological measures or measures of a similar nature in the undertaking in the following cases:
4) the employee, when performing work, is under the influence of alcohol, narcotic or toxic substances;
8) an employee who previously performed the respective work has been reinstated at work;
10) the employer - legal person or partnership - is being liquidated;

[29] Article 101, Paragraph one, Clauses 7, 11: An employer has the right to give a written notice of termination of an employment contract only on the basis of circumstances related to the conduct of the employee, his/her abilities, or of economic, organisational, technological measures or measures of a similar nature in the undertaking in the following cases:
7) the employee is unable to perform the contracted work due to his/her state of health and such state is certified with a doctor's opinion;
11) the employee does not perform work due to temporary incapacity for more than six months, if the incapacity is uninterrupted, or for one year within a three-year period, if the incapacity recurs with interruptions, excluding a prenatal and maternity leave in such period, as well as a period of incapacity, if the reason of incapacity is an accident at work, the cause whereof being related to the exposure to the environment factors or an occupational disease.

employee has not been punished or adverse consequences have not been directly or indirectly caused for him or her due to the fact that the employee, within the scope of employment relationship, exercises his or her rights in a permissible manner."

In addition Article 29 of the Labour Law prescribes prohibition of differential treatment.

According to Article 11, Paragraph six performance of the duties of a representative of employees may not serve as a basis for refusal to enter into an employment contract, for notice of termination of an employment contract, or for otherwise restricting the rights of an employee.

The rights of employee representatives are prescribed in the Labour Law and the Trade Union Law.

In case of violation of the rights, a person may apply to the State Labour Inspectorate or to the court.

According to the State Labour Inspectorate Law the function of the Labour Inspectorate is the implementation of State supervision and control in the field of employment legal relationships and labour protection.

Pursuant to Articles 161 and 162 of the Labour Law:

"Article 161. Violation of Prohibition of Differential Treatment in the Field of Employment Relationship

For the violation of prohibition of differential treatment in the field of employment relationship, a warning or a fine from twenty-eight to seventy units of fine shall be imposed on the employer if it is a natural person, but a fine from seventy to one hundred and forty units of fine - if it is a legal person.

Article 162. Violation of Other Laws and Regulations Governing Employment Relationship

For the violation of the laws and regulations governing the employment relationship, except for the cases specified in Articles 158, 159, 160, and 161 of this Law, a warning or a fine from seven to seventy units of fine shall be imposed on the employer if it is a natural person, but a fine from fourteen to two hundred and twenty units of fine - if it is a legal person."

According to Paragraph 1 of Article 1635 of the Civil Law every delict, that is, every wrongful act *per se,* as a result of which harm has been caused (also moral injury), shall give the person who suffered the harm therefrom the right to claim satisfaction from the infringer, insofar as he/she may be held at fault for such act. By moral injury is understood physical or mental suffering, which is caused as a result of unlawful acts committed to the non-financial rights or non-financial benefit delicts of the person who suffered the harm. The amount of compensation for moral injury shall be determined by a court at its own discretion, taking into account the seriousness and the consequences of the moral injury (Paragraph 2, Article 1635 of Civil Law). If the unlawful acts referred to in Paragraph 2 of this Article are expressed as criminal offences against a person's life, health, morals, inviolability of gender, freedom, honour, dignity or against the family, or minors, it is presumed that the person who suffered the harm as a result of such acts has been done moral injury. In other cases moral injury shall be proved by the person who suffered the harm (Paragraph 3, Article 1635 of Civil Law). The term act is used here within the widest meaning, including not only acts, but also the failure to act, that is, inaction.

Also, pursuant to Article 110 of the Labour Law:

"(1) An employer is prohibited from giving a notice of termination of an employment contract to an employee - member of a trade union - without prior consent of the relevant trade union if the employee has been a member of the trade union for more than six months, except for the cases laid down in Article 47, Paragraph one[30] and Article 101, Paragraph one, Clauses 4, 8, and 10 of

[30] Article 47, Paragraph one: During the probationary period, the employer and the employee have the right to give a notice of termination of the employment contract in writing three days prior to termination. An employer, when giving the notice of termination of an employment contract during a probationary period, does not have the obligation to indicate the cause for such notice.

this Law[31]. If it is intended to give a notice of termination of an employment contract in the case referred to in Article 101, Paragraph one, Clauses 7 and 11 of this Law[32], the employer shall inform the trade union in advance and shall consult it.

(2) The employee trade union has the obligation to inform the employer of its decision in good time, but not later than within seven working days from the receipt of a request from the employer. If the employee trade union does not inform the employer of its decision within seven working days, it shall be deemed that the employee trade union consents to the notice of termination by the employer.

(3) An employer may give a notice of termination of an employment contract not later than within one month from the day of receipt of the consent of the employee trade union.
(4) If the employee trade union does not agree with the notice of termination of an employment contract, the employer may, within one month from the day of receipt of the reply, bring an action in court for termination of the employment contract.
[*21 September 2006; 1 November 2018*]"
Besides, Articles 8 and 9 of the Labour Law prescribes:

"Article 8. Right to Unite in Organisations

(1) Employees as well as employers have the right to unite in organisations and to join them freely, without any direct or indirect discrimination in relation to any of the circumstances referred to in Article 7, Paragraph two of this Law in order to defend their social, economic and occupational rights and interests and use the benefits provided by such organisations.

(2) Affiliation of an employee with the organisations referred to in Paragraph one of this Article or the desire of an employee to join such organisations may not serve as a basis for a refusal to enter into an employment contract, for notice of termination of employment contract or for otherwise restricting the rights of an employee.

Article 9. Prohibition to Cause Adverse Consequences

(1) Sanctions may not be imposed on an employee or adverse consequences may not be, directly or indirectly, otherwise caused for him or her due to the fact that the employee, within the scope of employment relationship, exercises his or her rights in a permissible manner, as well as if he or she informs the competent authorities or officials of suspicions of the commitment of a criminal offence or an administrative offence in the workplace.

(2) If in the case of a dispute an employee indicates conditions, which could be the basis for the adverse consequences caused by the employer, the employer has an obligation to prove that the employee has not been punished or adverse consequences have not been directly or indirectly caused for him or her due to the fact that the employee, within the scope of employment relationship, exercises his or her rights in a permissible manner."

In addition Article 29 of the Labour Law prescribes prohibition of differential treatment.

Besides, according to Paragraph six, Article 13 of the Trade Union Law if the employer has the intention to give a written reproof or issue a reprimand in writing to the authorised official of a trade union who concurrently with the contracted work fulfils also the duties of a representative for the

[31] Article 101, Paragraph one, Clauses 4, 8, 10: An employer has the right to give a written notice of termination of an employment contract only on the basis of circumstances related to the conduct of the employee, his/her abilities, or of economic, organisational, technological measures or measures of a similar nature in the undertaking in the following cases:
4) the employee, when performing work, is under the influence of alcohol, narcotic or toxic substances;
8) an employee who previously performed the respective work has been reinstated at work;
10) the employer - legal person or partnership - is being liquidated;

[32] Article 101, Paragraph One, Clauses 7, 11: An employer has the right to give a written notice of termination of an employment contract only on the basis of circumstances related to the conduct of the employee, his/her abilities, or of economic, organisational, technological measures or measures of a similar nature in the undertaking in the following cases:
7) the employee is unable to perform the contracted work due to his/her state of health and such state is certified with a doctor's opinion;
11) the employee does not perform work due to temporary incapacity for more than six months, if the incapacity is uninterrupted, or for one year within a three-year period, if the incapacity recurs with interruptions, excluding a prenatal and maternity leave in such period, as well as a period of incapacity, if the reason of incapacity is an accident at work, the cause whereof being related to the exposure to the environment factors or an occupational disease.

violation of specified working procedures or an employment contract, it must consult promptly with the respective trade union. Without the consent of the respective trade union, the employer shall be prohibited from terminating the employment contract of the authorised official of a trade union who fulfils the duties of the representative, except in the cases prescribed by law. The employment contract of the authorised official of a trade union shall be terminated in accordance with the provisions specified in the Labour Law (Paragraph seven, Article 13 of the Trade Union Law).

According to Paragraph eight, Article 29 if the prohibition of differential treatment and the prohibition against causing adverse consequences is violated, an employee, in addition to other rights specified in this Law, has the right to request compensation for losses and compensation for moral harm. In case of dispute, a court at its own discretion shall determine the compensation for moral harm.

Also, pursuant to Paragraph 1 of Article 1635 of the Civil Law every delict, that is, every wrongful act *per se,* as a result of which harm has been caused (also moral injury), shall give the person who suffered the harm therefrom the right to claim satisfaction from the infringer, insofar as he/she may be held at fault for such act. By moral injury is understood physical or mental suffering, which is caused as a result of unlawful acts committed to the non-financial rights or non-financial benefit delicts of the person who suffered the harm. The amount of compensation for moral injury shall be determined by a court at its own discretion, taking into account the seriousness and the consequences of the moral injury (Paragraph 2, Article 1635 of Civil Law). If the unlawful acts referred to in Paragraph 2 of this Article are expressed as criminal offences against a person's life, health, morals, inviolability of gender, freedom, honour, dignity or against the family, or minors, it is presumed that the person who suffered the harm as a result of such acts has been done moral injury. In other cases moral injury shall be proved by the person who suffered the harm (Paragraph 3, Article 1635 of Civil Law). The term act is used here within the widest meaning, including not only acts, but also the failure to act, that is, inaction.

At the same time, the Free Trade Union Confederation of Latvia (FTUCL) considers that despite that current wording of Article 110 of the Labour law is compromise wording, the FTUCL would like to stress the importance of this provision and protection afforded to trade union members and trade union representatives. This instrument serves as a filter against unfair dismissals and discriminatory actions against trade unions leaders.

Currently, protection of trade union leaders is the same as protection of trade union members. Trade union members and representatives are protected by Articles 8, 9 and 29 of the Labour law providing the right to unite in organisations, prohibition to cause adverse consequences (affiliation of an employee with the organisations or the desire of an employee to join such organisations may not serve as a basis for a refusal to enter into an employment contract, for notice of termination of employment contract or for otherwise restricting the rights of an employee) and the right to request compensation for losses and compensation for moral harm in cases of differential treatment.

Regarding the right to compensation in case of a violation of rights, the cases of dismissals of trade union representatives are treated as regular cases of unfair dismissals which give rights to restoration at work, unpaid remuneration. In addition, if it is concluded that worker has been dismissed due to being trade union member or representative, he/she can claim non-pecuniary damage compensation.

Trade union representatives have additional protection provided by Article 13 (6) of the Trade Union Law for cases of disciplinary action. If the employer has the intention to give a written reproof or issue a reprimand in writing to the authorised official of a trade union who concurrently with the contracted work fulfils also the duties of a representative for the violation of specified working procedures or an employment contract, it must consult promptly with the respective trade union.

Facilities granted to workers' representatives

According to Paragraph four, Article 13 of the Trade Union Law the authorised official of a trade

union, who fulfils his/her duties in the capacity of a representative concurrently with the work agreed upon in the employment contract, has the right to fulfil these duties and to participate in the training organised by the trade union during the working time in accordance with the provisions laid down in the collective agreement or another agreement between the employer and the trade union, but not exceeding half of the agreed working time. At the same time, Article 137 of the Labour Law prescribes that:

"(1) Employer has the obligation to keep accurate accounts for each employee of total hours worked, as well as separately overtime hours, hours worked at night, on the weekly rest time and public holidays.

(2) For employees who, on the basis of an order of the employer, concurrently are acquiring an occupation (profession, trade), the time spent on studies and work shall be summed and shall be regarded as working time.

(3) An employee has the right, in person or through the representatives of employees, to verify the accounts of working time kept by the employer."

According to the information received from the Free Trade Union Confederation of Latvia, decisions on calculation of paid time off for trade union representatives is decided on case-by-case basis. There is no minimum standard.

According to Paragraphs three, four and five of the Trade Union Law:

(3) The rights and obligations of the authorised officials of a trade union shall be specified in the laws that govern the representation of employees and also a collective agreement or another agreement of the employer and the trade union. The number of authorised officials of a trade union subject to the application of Paragraphs four and five of this Article may be determined by concluding a collective agreement or another agreement between the employer and the trade union.

(4) The authorised official of a trade union, who fulfils his/her duties in the capacity of a representative concurrently with the work agreed upon in the employment contract, has the right to fulfil these duties and to participate in the training organised by the trade union during the working time in accordance with the provisions laid down in the collective agreement or another agreement between the employer and the trade union, but not exceeding half of the agreed working time.

(5) In the cases referred to in Paragraph four of this Article, the work remuneration shall be retained to the authorised official of a trade union while fulfilling the duties of the representative or participating in the training organised by the trade union, if the time salary has been agreed upon, or average earnings, if the piecework salary has been agreed upon.

Also, Paragraph one, Article 11 of the Labour Law prescribes that representatives of employees, when fulfilling their duties, have the following rights:

1) to request and receive from the employer information regarding the current economic and social situation of the undertaking, and possible changes thereto as well as the relevant information regarding the employment in the undertaking of employees appointed by the work placement service provider;

2) to receive information in good time and consult with the employer before the employer takes such decisions as may affect the interests of employees, in particular decisions which may substantially affect remuneration, working conditions, and employment in the undertaking;

3) to take part in the determination and improvement of remuneration provisions, working environment, working conditions, and organisation of working time, as well as in protecting the safety and health of employees;

4) to enter the territory of the undertaking, as well as to have access to workplaces;

5) to hold meetings of employees in the territory and premises of the undertaking;

6) to monitor how laws and regulations, the collective agreement and working procedure regulations are being complied with in the employment relationship.

RESC Part I – 29. All workers have the right to be informed and consulted in collective redundancy procedures.

Under Article 29 the States Parties undertake to establish an information and consultation procedure which should precede the process of collective redundancies. The obligation to inform and consult is not just an obligation to inform unilaterally, but implies that a process (of consultation) be set in motion, meaning that there is sufficient dialogue between the employer and the worker's representatives on ways of avoiding redundancies or limiting their number and mitigating their effects through support measures.

In cases of collective dismissals due to a reduction or change in the company's activities caused by the COVID-19 crisis, due respect must be given to the right that workers' representatives are informed and consulted in good time before the redundancies and that the purpose of such consultations is respected in redundancy procedures, namely that the workers are made aware of reasons and scale of planned redundancies, as well as that the position of the workers is taken into account when their employer is planning collective redundancies, in particular as regards the scope, mode and manner of such redundancies and the extent to which their consequences can be avoided, limited and/or mitigated. The COVID-19 crisis cannot be an excuse for not respecting the important role of social dialogue in finding solutions to the problems caused by the pandemic that also affect the workers. Simple notification of redundancies to workers or their representatives is not sufficient.

Article 29 – The right to information and consultation in collective redundancy procedures

With a view to ensuring the effective exercise of the right of workers to be informed and consulted in situations of collective redundancies, the Parties undertake to ensure that employers shall inform and consult workers' representatives, in good time prior to such collective redundancies, on ways and means of avoiding collective redundancies or limiting their occurrence and mitigating their consequences, for example by recourse to accompanying social measures aimed, in particular, at aid for the redeployment or retraining of the workers concerned.

a) *With the objective of keeping this reporting exercise focussed, the Committee asks for no specific information in respect of Article 29. Nonetheless, it requests information about the situation in practice as regards the right to information and consultation in collective redundancy procedures during the pandemic, and about any changes introduced in law modifying or reducing its scope during the COVID-19 crisis.*

On 10 June 2020 the Law on the Management of the Spread of COVID-19 Infection of 5 June 2020 (hereinafter – Law on Management) came into force. The purpose of the Law on Management is to restore the general legal order after the end of the time limit for the emergency situation by providing a set of appropriate measures for ensuring such scope of rights and obligations of private individuals which would be commensurate with public health and safety interests and effective operation of the State and local government authorities (hereinafter - the public authorities) in relation to the spread of COVID-19 infection in the State. The Law lays down basic principles for the operation of public authorities and the rights and obligations of public authorities and private individuals for the prevention and management of the threat to the State after the revocation of the emergency situation created by the spread of COVID-19 infection.

According to Article 31 of the Law on Management, the State Employment Agency (SEA) may

shorten the time period for notification of collective redundancy specified in Article 107, Paragraph one of the Labour Law by determining it shorter than 30 days. The SEA shall immediately notify in writing an employer and representatives of employees of the shortening of the time period.

In addition, the amendments of 27 July 2017 to the Labour Law (the amendments came into force on 16 August 2017) Clause one of the Paragraph three was excluded from the Article 105 (Collective Redundancy) which previously provided that the provisions of this Law regarding collective redundancy shall not apply to crews of sea-going ships.

On 17 October 2019 amendments were made to the Labour Law (the amendments came into force on 19 November 2019) in order to "decode" the description of administrative violations and the penalties for such violations and to include them in respective branch legislative enactments. According to the amendments the description of administrative violations and the penalties for the violations provided in the Latvian Administrative Violations Code of 7 December 1984 were incorporated (with slight amendments) into the Labour Law. The said provisions on administrative liability entered into force at the same time as the new Administrative Liability Law of 25 October 2018, i.e., on 1 July 2020. Until 1 July 2020, the violations and penalties were regulated by the Latvian Administrative Violations Code. The latest wording of the Labour Law is appended in the annex of the report. According to Article 162 (Violation of Other Laws and Regulations Governing Employment Relationships) for violation of laws and regulations governing employment relationships, except for the cases specified in Articles 158, 159, 160, and 161 of this Law, a warning or a fine from seven to seventy units of fine[33] shall be imposed on an employer if it is a natural person, but a fine from fourteen to two hundred and twenty units of fine - if it is a legal person.

b) *If the previous conclusion was one of non-conformity, please explain whether and how the problem was remedied. If the previous conclusion was deferred or conformity pending receipt of information, please reply to the questions raised.*

Preventive measures and sanctions

Article 124 of the Labour Law prescribes that:

"(1) If a notice of termination by an employer has no legal basis or the procedures prescribed for termination of an employment contract have been violated, such notice in accordance with a court judgment shall be declared invalid.

(2) An employee, who has been dismissed from work on the basis of a notice of termination by an employer which has been declared invalid or also otherwise violating the rights of the employee to continue employment relationship, shall in accordance with a court judgment be reinstated in his/her previous position."

[33] 1fine unit is equal to 5 EUR

LIKUMI

Issuer: *Saeima*
Type: law
Adoption: 20.03.2020.
Entry into force: 22.03.2020.
End of validity: 10.06.2020.

Publication:
Latvijas Vēstnesis, 57B, 21.03.2020.
OP number: 2020/57B.1

Text consolidated by Valsts valodas centrs (State Language Centre) with amending laws of:
3 April 2020 [shall come into force from 5 April 2020];
23 April 2020 [shall come into force from 25 April 2020];
7 May 2020 [shall come into force from 9 May 2020];
19 May 2020 [shall come into force from 21 May 2020];
28 May 2020 [shall come into force from 30 May 2020].
If a whole or part of a section has been amended, the date of the amending law appears in square brackets at the end of the section. If a whole section, paragraph or clause has been deleted, the date of the deletion appears in square brackets beside the deleted section, paragraph or clause.

The *Saeima*[1] has adopted and
the President has proclaimed the following law:

On Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19

Section 1. The purpose of the Law is to determine measures for the prevention and suppression of threat to the State and its consequences, special support mechanisms as well as expenditures which are directly related to the containment of the spread of COVID-19.

Section 2. The Cabinet shall determine the sectors for which the financial situation has significantly deteriorated due to the spread of COVID-19 (hereinafter - the sectors affected by the crisis) and the procedures by which the measures and special support mechanisms specified in Sections 3, 13, and 14 of this Law shall be applicable. Upon assessing the economic situation, the Cabinet shall determine the criteria and procedures for the application of the measures and special support mechanisms specified in Sections 3, 13, and 14 of this Law also to undertakings representing other sectors.

Section 2.[1] The applicants who, within the meaning of the Public Procurement Law, are legal persons or associations of persons registered in an offshore or are legal persons registered in Latvia in which the owner or holder of more than 25 per cent of capital shares (stocks) is a legal person or association of persons registered in an offshore shall be excluded from the group of recipients of the State aid and State-guaranteed aid measures (except for the recipients of the allowance for idle time).

[*19 May 2020*]

Section 2.[2] The Ministry of Environmental Protection and Regional Development shall be responsible for ensuring secure remote work within the State administration.

[*23 April 2020 / Numbering of the Section is amended by the Law of 19 May 2020*]

Section 3. (1) A taxpayer who has been affected by the crisis due to the spread of COVID-19 has the right to apply for an extension of the term for the payment of taxes, and also to request that an extension of the term for the payment of taxes is granted to the late tax payments the term for the payment of which has been extended in accordance with Section 24 of the law On Taxes and Duties if the term has been delayed due to the spread of COVID-19. The taxpayer shall, not later than within two months after setting in of the term for payment or the day of coming

into force of this Law, submit a justified application to the tax administration. The tax administration has the right to divide the payment for late tax payments in instalments or to defer it for a period of up to three years as of the date of the submission of the application.

(2) [3 April 2020]

(3) The late payment charge specified in Section 29, Paragraph two of the law On Taxes and Duties is not calculated for the late tax payment in relation to which an extension of the term for the payment of taxes has been granted in accordance with Paragraph one of this Section.

(4) If an extension of the term for the payment of taxes has been granted to the taxpayer in accordance with the procedures laid down in this Section, information regarding the taxpayer is not included in the database of tax (duty) debtors administered by the State Revenue Service.

(5) The tax administration has the right to revoke the decision to extend the term for the payment of taxes if the taxpayer:

1) does not comply with the terms specified in the decision to extend the term for the payment of taxes;

2) does not perform the current payments of taxes in full amount within the terms specified in tax laws;

3) does not perform, within the specified terms, payments of taxes the term for the payment of which has been extended in accordance with the procedures laid down in Section 24 of the law On Taxes and Duties;

4) does not perform payments of taxes in relation to which the tax administration has taken the decision on voluntary execution of late tax payments.

(6) If the decision to extend the term for the payment of taxes is revoked, the late payment charge is assessed for the portion of the outstanding debt according to the general principles throughout the period of default and the late tax payments are recovered in accordance with the procedures laid down in the law On Taxes and Duties.

[*3 April 2020*]

Section 4. Local governments have the right to determine other terms for the payment of the immovable property tax in 2020 which are different from the terms determined in the law On Immovable Property Tax, postponing them to a later period within the scope of 2020.

Section 5. A payer of personal income tax shall not perform the advance payments of personal income tax for the income from economic activity specified in Section 18 of the law On Personal Income Tax for the taxation year of 2020. This condition shall be applicable to advance payments from 1 January 2020. The payer of personal income tax may perform the advance payments of personal income tax for the income from economic activity for the taxation year of 2020 on a voluntary basis.

Section 5.[1] Donations of goods and services to the social groups negatively affected by the emergency situation (without specifying the donee for the purposes of personal income tax application), and also to persons whose main activity is the provision of health services, provision of education, charity, aid to socially low-income persons, persons with disability or children shall be considered as expenditures related to the economic activity of an enterprise income taxpayer within the time period from the day when the emergency situation in relation to the spread of COVID-19 was declared until 31 December 2020, provided that the following conditions are concurrently met:

1) the donee is not a person related to the taxpayer;

2) the information regarding the donation is made public;

3) the information regarding the donee and the aid sum is submitted to the State Revenue Service together with the return for the last month of the reporting year.

[*23 April 2020*]

Section 5.[2] An enterprise income tax payer who has made donations to reduce the consequences arisen due to the spread of COVID-19 within the time period from the day when the emergency situation in relation to the spread of COVID-19 was declared until 31 December 2020 is entitled, according to that laid down in Section 12 of the Enterprise Income Tax Law, to increase the amount of donations not to be included in the base taxable with the enterprise income tax in the taxation period as specified in Paragraph one, Clause 1 of the abovementioned Section by three more percentage points of the profits of the previous reporting year after the calculated taxes.

[*7 May 2020*]

Section 6. (1) The procedures for the refund of overpaid value added tax in the time period from 1 April 2020 to 31 December 2020 shall be determined by this Law, and the procedures laid down in Sections 109 and 110 of the Value

Added Tax Law shall not be applicable during the abovementioned time period.

(2) Upon performing the tax administration measures, the State Revenue Service shall refund the approved overpaid amount of value added tax which has been indicated in the value added tax return submitted to the State Revenue Service after 31 March 2020 within 30 days after:

1) the time limit for submitting the value added tax return laid down in Section 118 of the Value Added Tax Law;

2) the day of submitting the value added tax return if it has been submitted after the time limit for submitting the value added tax return laid down in Section 118 of the Value Added Tax Law;

3) the day of submitting the adjusted value added tax return if an adjusted value added tax return has been submitted.

(3) The State Revenue Service shall, prior to the refund of the approved overpaid amount of value added tax, cover the taxes and duties of the taxpayer administered by the State Revenue Service, other payments stipulated by the State and the payments related thereto in accordance with the procedures laid down in the law On Taxes and Duties.

(4) The State Revenue Service shall refund the approved overpaid amount of value added tax which has arisen for the value added tax group to the principal undertaking.

(5) The State Revenue Service shall refund the approved overpaid amount of value added tax which has arisen for a person excluded from the State Revenue Service Value Added Tax Taxable Persons Register within 30 days after the decision to exclude the registered payer of value added tax from the State Revenue Service Value Added Tax Taxable Persons Register has been taken.

(6) The State Revenue Service shall, by 14 April 2020, refund the overpaid amount of value added tax which has been approved by 31 March 2020 and which has been transferred to the subsequent taxation period until the end of the taxation year or which has arisen for a person excluded from the State Revenue Service Value Added Tax Taxable Persons Register.

(7) Upon performing the tax administration measures, the State Revenue Service shall refund the approved overpaid amount of value added tax which has been indicated in the value added tax return submitted to the State Revenue Service by 31 March 2020 and not approved by 31 March 2020 within 30 days after submission of the value added tax return to the State Revenue Service.

(8) If the time limit for approval of the overpaid amount of value added tax was extended by 31 March 2020 in accordance with Section 110 of the Value Added Tax Law, the State Revenue Service shall refund the approved overpaid amount of value added tax not later than on the following working day after approval of validity of the overpaid amount of value added tax.

Section 7. During the emergency situation related to the spread of COVID-19:

1) the exemption specified in Section 16, Paragraph one of the law On Excise Duties shall also be applicable to undenatured alcohol which is used in the production of disinfectants containing alcohol if the purchase or production of denatured alcohol is significantly hindered or is not possible due to the spread of COVID-19. In such case the regulatory enactment regarding the procedures by which an exemption from excise duty shall be applied to alcoholic beverages shall be conformed to in the handling of alcohol. A permit of the State Revenue Service for the purchase of alcoholic beverages must be received for the purchase of alcohol;

2) the temporarily registered consignee specified in the law On Excise Duties which has been issued with a permit of the State Revenue Service for the purchase of alcoholic beverages and which wishes to bring in and (or) receive alcohol from another Member State shall submit the excise duty security specified in Section 31, Paragraph two, Clause 1 of the law On Excise Duties, applying a reduction in the amount of 100 per cent;

3) the State Revenue Service may grant a reduction of the general excise duty security specified in Section 31, Paragraph two, Clause 2 of the law On Excise Duties in the amount of up to 90 per cent to such merchants which have a special permit (licence) for the operation of an approved warehousekeeper and which carry out production of alcohol. Such merchants shall, using the Electronic Declaration System, inform the State Revenue Service of commencement of the production process of alcohol not later than one working day prior to the commencement thereof.

Section 7.[1] (1) The permits received in accordance with Section 7, Clause 1 of this Law shall expire on the day following the end of the emergency situation.

(2) After the end of the emergency situation, the taxpayer (except for medical treatment institutions and veterinary medicine institutions and pharmacies) shall, on the day when the permit received in accordance with Section 7, Clause 1 of this Law expires, make an inventory of the remainder of undenatured alcohol and shall declare the established remainder to the State Revenue Service, additionally indicating the activities planned with the undenatured alcohol. Within a month from the day when the permit has expired, the taxpayer shall do the following with the

abovementioned remainder of undenatured alcohol:

1) without the permit of the State Revenue Service send back to the supplier;

2) with the permit of the State Revenue Service move or sell it to the tax warehousekeeper who has the right to operate with alcohol. In order to receive the abovementioned permit, a contract for the sale of undenatured alcohol to the relevant tax warehousekeeper shall be appended;

3) destroy in the presence of an official of the State Revenue Service;

4) hand over for denaturation to the tax warehousekeeper who has the right to denature alcohol and receive the permit for the purchase of denatured alcohol for the production of disinfectants.

[*23 April 2020*]

Section 8. During the emergency situation related to the spread of COVID-19 it is prohibited to organise gambling and lotteries, except for interactive gambling, numerical lotteries, and instant lotteries.

Section 9. For the duration of operation of this Law the Lotteries and Gambling Supervisory Inspection shall suspend all the licences to operate gambling both in physical locations where gambling is organised (licence of a casino, license of a gambling hall, licence of a bingo hall) and in the interactive environment and (or) using the intermediation of electronic communications services.

Section 10. It shall be permitted to sell excisable goods, using a distance contract, except for tobacco products and liquids to be used in electronic cigarettes. It is prohibited to sell alcoholic beverages to persons who are younger than 18 years of age and in the time period from 22.00 to 8.00.

Section 11. Upon assessing the actual implementation of the revenue from personal income tax for the previous quarter in comparison with the forecasted implementation in accordance with the division in percentage specified in the law On the State Budget for 2020, the Cabinet may take a decision on the procedures for and the amount in which the non-implementation of the revenue projection from personal income tax shall be compensated to local governments.

Section 12. In 2020, 2021, 2022, and 2023 the State Revenue Service is entitled to not take a negative decision in relation to the participants of the In-depth Cooperation Programme if they have been affected by the crisis caused by COVID-19 and they ensure evidence attesting to the objective circumstances.

Section 13. (1) State and local government institutions as well as derived public persons and capital companies controlled by a public person, free ports, and special economic areas shall, for the duration of operation of this Law, exempt merchants and other performers of economic activity, associations and foundations affected by the emergency situation determined due to the spread of COVID-19 from lease payment for a public person property and a property of a capital company controlled by a public person or decide on reduction of the lease payment and on the use of the public person property, and also shall not apply late interest and contractual penalties in case of a late payment, except for the money for the services consumed - electricity, thermal energy, water supply, and other services related to the maintenance of the property.

(2) [28 May 2020]

(3) Costs incurred upon granting the aid provided for in this Section shall not be compensated to the lessor directly from the State budget.

[*23 April 2020; 7 May 2020; 28 May 2020*]

Section 14. (1) If an employer in the sectors affected by the crisis does not provide work to an employee or does not perform the activities necessary for the acceptance of employee's obligations (idle time), a remuneration shall be compensated to the employee in accordance with the procedures and in the amount stipulated by the Cabinet in the amount of up to 75 per cent from the amount of the average remuneration of the previous six months but not more than EUR 700 per calendar month (allowance for idle time). In such case the employer need not apply Section 74 of the Labour Law. The allowance for idle time is not taxable with personal income tax and mandatory State social insurance contributions. The disbursement of the allowance for idle time is discontinued if during the period of receipt thereof the employer hires new employees. The decision to refuse to grant the allowance for idle time may be disputed and appealed by the addressee of the administrative act in accordance with the procedures laid down in the Administrative Procedure Law.

(2) The Cabinet may also stipulate other support measures in the sectors affected by the crisis.

(3) A medical treatment institution which has concluded a contract regarding the provision of State paid health care services and to which, according to the procedures stipulated by the Cabinet, a compensation payment for ensuring standby is disbursed during the emergency situation shall disburse a remuneration to the employee in the amount of up to 75 per cent from the amount of the average remuneration of the previous six months if the medical treatment

institution does not provide work to such employee or does not perform the activities necessary for the acceptance of employee's obligations (idle time); however, the remuneration shall not exceed the triple of the amount of the average monthly remuneration for work for the workforce in the State as published in the official statistical notification of the Central Statistical Bureau of the previous year. In such case the medical treatment institution need not apply Section 74 of the Labour Law.

[*23 April 2020; 19 May 2020*]

Section 14.[1] (1) Until 31 December 2020, an employer who conforms to the criteria specified for the participants of the In-depth Cooperation Programme and who has been adversely affected by the crisis caused by COVID-19 may:

1) reduce the remuneration for idle time specified in Section 74 of the Labour Law for an employee to 70 per cent of the salary to be disbursed to the employee, observing the following conditions:

a) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;

b) in addition to that laid down in Sub-clause a) of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring the general, vocational, higher or special education but has not yet reached 24 years of age is dependent;

2) grant the unused annual paid leave to an employee, without observing the provisions of Section 150, Paragraph two of the Labour Law.

(2) The employee who does not agree with the reduction in the remuneration referred to in Paragraph one, Clause 1 of this Section has the right to give a notice of termination of the employment contract, without observing the time period referred to in Section 100, Paragraph one of the Labour Law. In such case the employer has an obligation to disburse a severance pay to the employee in the amount specified in Section 112 of the Labour Law.

[*7 May 2020*]

Section 14.[2] (1) It may be provided for in the collective agreement concluded with the trade union, upon mutual agreement and without reducing the total level of protection of employees, that in case of temporary fall in the production a part-time work shall be determined for an employee. Changes to a collective agreement may be valid for a time period not longer than by 31 December 2020. The following conditions shall be applicable to the remuneration to be disbursed to an employee:

1) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;

2) in addition to that laid down in Clause 1 of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring the general, vocational, higher or special education but has not yet reached 24 years of age is dependent.

(2) The employee who does not agree with determination of part-time work referred to in Paragraph one of this Section has the right to give a notice of termination of the employment contract, without observing the time period referred to in Section 100, Paragraph one of the Labour Law. In such case the employer has an obligation to disburse a severance pay to the employee in the amount specified in Section 112 of the Labour Law.

[*7 May 2020*]

Section 14.[3] [*Section shall come into force on 1 July 2020 and shall be included in the wording of the Law as of 1 July 2020 / See Paragraph 2 of Transitional Provisions*]

Section 14.[4] In order to ensure the rights of the public to objective information regarding the refusal to grant the support measures laid down by this Law, the civil servant (employee) of the tax administration may, without the consent of the taxpayer, provide information on the reasons due to which the following has been decided in relation to the taxpayer:

1) an extension of the term for the payment of taxes referred to in Section 3, Paragraph one of this Law has not been granted or the decision to extend the term for the payment of taxes has been revoked;

2) it is refused to grant the allowance for idle time referred to in Section 14 of this Law or it has been granted but it is established that the requesting or receiving of allowance for idle time has not been justified.

[*7 May 2020*]

Section 15. If necessary, the Minister for Finance has the right to extend the terms for the preparation and submission of the statements specified in Sections 30, 31, and 32 of the Law on Budget and Financial Management and in the regulations issued on the basis thereof, and also the terms for the provision of opinions on statements.

Section 16. (1) The holder of the Commercial Pledge Register shall, within 60 days, take the decision on exercising the commercial pledge referred to in Section 42, Paragraph six of the Commercial Pledge Law.

(2) The commercial pledgor and commercial pledgees may contest the notice (Section 42, Paragraph one of the Commercial Pledge Law) on exercising of the commercial pledge to a court also in case when exceptional circumstances preclude the exercising of the commercial pledge.

(3) Upon hearing civil cases and deciding on the term for voluntary enforcement of the judgment in accordance with Section 204.[1] of the Civil Procedure Law, the court may specify it as not exceeding 60 days, except for the cases when the judgment is to be enforced without delay.

(4) An application for undisputed enforcement of obligations or voluntary sale of immovable property by auction through the court in accordance with the procedures laid down in the Civil Procedure Law may only be submitted if a warning has been issued to a debtor not later than 60 days prior to submission of the application.

(5) A creditor or a provider of debt recovery service, upon commencing the recovery of a debt, shall notify the debtor in writing regarding existence of a debt and invite to fulfil the late payment liabilities voluntarily, indicating information in the notice regarding the possibility of expressing justified written objections regarding existence, amount, and payment term of the debt and determining a term for expressing objections which is not less than 60 days from the day of receipt of the notice.

(6) A creditor may submit a notarial deed to a sworn notary for assignment for compulsory enforcement within one year from the day when the term for execution of the relevant liability became due, but not less than 60 days from the day when the term for execution of the liability became due.

[*3 April 2020*]

Section 17. Creditors are prohibited, until 1 September 2020, from submitting an application for insolvency proceedings of a legal person if any of the features of insolvency proceedings of a legal person referred to in Section 57, Paragraph one, Clause 1, 2, 3, or 4 of the Insolvency Law exists.

Section 18. (1) An undertaking to which the Law on the Annual Financial Statements and Consolidated Financial Statements applies is entitled to submit the annual statement and the consolidated annual statement on 2019 within a term which exceeds the term for submission specified in Section 97, Paragraph one of the Law on the Annual Financial Statements and Consolidated Financial Statements by three months.

(2) An association or foundation which exceeds the term specified in Section 52, Paragraph three and that specified in Section 102 of the Associations and Foundations Law is entitled to submit the annual statement on 2019 or part thereof to the State Revenue Service by 31 July 2020.

(3) A religious organisation the term for submission of annual statements for which is determined in accordance with the Cabinet regulation regarding annual statements of religious organisations issued pursuant to Section 13, Paragraph four, Clause 2 of the law On Accounting is entitled to submit the annual statement on 2019 or part thereof to the State Revenue Service by 31 July 2020.

(4) Social enterprises are entitled to submit an activity report on 2019 referred to in Section 10, Paragraph one of the Social Enterprise Law to the Ministry of Welfare by 31 July 2020.

(5) Public benefit organisations are entitled to submit an activity report on 2019 referred to in Section 13, Paragraph one of the Public Benefit Organisation Law to the State Revenue Service by 31 July 2020.

(6) In order to approve the annual statement and the consolidated annual statement of a capital company for the reporting year of 2019, the capital company of a public person and public-private capital company to which the Law on Governance of Capital Shares of a Public Person and Capital Companies applies are entitled to convene a meeting of shareholders (stockholders) within a term that exceeds the time period determined in Section 54 of the Law on Governance of Capital Shares of a Public Person and Capital Companies by three months.

(7) The deadline for submitting a report on the utilisation of gift (donation) in 2020 provided for in the contracts of gift (donation) of financial resources and property of a public person shall be extended until 31 December 2020.

[*23 April 2020; 28 May 2020*]

Section 19. Measures for the prevention and suppression of threat to the State and its consequences due to the spread of COVID-19 shall be financed from the resources from the State budget and local government budgets allocated to the authorities financed from the budget. The Cabinet may, upon a justified request of ministries, take the decision on measures for the prevention and suppression of treat to the State as well as on allocation of funding from the State budget programme 02.00.00 "Funds for Unforeseen Events".

Section 20. In order to ensure achievement of the objectives specified in Section 1 of this Law, the Ministry of

Finance as the Managing Authority of the European Union Structural Funds and the Cohesion Fund (hereinafter - the EU Funds) has the right to suspend, discontinue, or terminate the selection of the specific support objective, and also entering into a contract or agreement regarding implementation of a project of the EU Funds and to propose reallocation of resources of the specific support objective until further decisions of the Cabinet.

Section 21. If a relevant Cabinet decision has been taken, the Minister for Finance has the right to give an order to the Treasury to impose restrictions on the use of accounts for a specific period if the actual tax and non-tax revenue of the State budget in relation to the revenue forecasted in the relevant period significantly decrease or there are insufficient resources in the cash accounts of the Treasury in order to cover the payment liabilities planned for the following month.

Section 22. The Minister for Finance has the right, upon informing the *Saeima* thereof, to make changes in appropriation, including reduction or reallocation of appropriation between the ministries and other central State institutions for measures for the prevention and suppression of threat to the State and its consequences due to the spread of COVID-19 if a relevant Cabinet decision has been adopted, and also to perform reallocation of appropriation for a ministry or another central State institution within the scope of the appropriation specified in the law among programmes, sub-programmes, and codes of expenditure according to the economic categories.

Section 23. The Minister for Finance has the right, upon informing the *Saeima* thereof, to increase the appropriation specified in the law On the State Budget for 2020 in the programme 02.00.00 "Funds for Unforeseen Events" of the budget department "74. Funding to be Reallocated in the Process of Implementation of the Annual State Budget" and to extend the permissible limits of the government action for carrying out of the government liabilities if a relevant Cabinet decision has been adopted.

Section 24. In order to ensure funding for the measures for the mitigation and prevention of the impact of the emergency situation related to the spread of COVID-19 and the expenditure related thereto, and also for the financing of the State budget financial deficit, for carrying out of the national debt liabilities, and for ensuring of State loans, the Minister for Finance is entitled to take borrowings on behalf of the State in the necessary amount, to select instruments and conditions of borrowings as well as is entitled, upon informing the *Saeima* thereof, to increase the maximum permissible amount of the national debt specified in the law on the annual State budget at the end of the economic year and the appropriation specified for execution of expenditure and liabilities of the national debt management.

Section 25. The Cabinet shall decide on the issuance of new State loans and their conditions or the change in the conditions of the contracts of State loans already issued and the conditions of the security contracts related thereto for the mitigation and prevention of the impact of the emergency situation related to the spread of COVID-19. The Cabinet has the right to increase the total increase of State budget loans specified in the law On the State Budget for 2020.

Section 25.[1] If the turnover of the capital company controlled by the local government has decreased by more than 50 per cent in comparison with the respective period of 2019 due to the emergency situation declared in the State in relation to the spread of COVID-19, the local government is entitled to receive a State budget loan for increasing the equity capital of the capital company to ensure financial resources for the maintenance expenditures of the capital company. The term for repaying the loan shall be up to 12 months from the day of concluding the loan contract. The fixed State loan servicing fee shall not be applied to the loan. The contribution of a local government into the equity capital of a capital company shall be calculated without exceeding the period during which the restrictions on the main activity of the capital company imposed during the emergency situation are operating. The conditions of Sections 13 and 56 of the law On the State Budget for 2020 shall not apply to the abovementioned loan.

[*23 April 2020*]

Section 26. After the Cabinet decision on the increase of the reserve capital for *akciju sabiedrība "Attīstības finanšu institūcija Altum"* [joint stock company Development Finance Institution Altum] has been taken for financing the crisis guarantee programme and the crisis loan programme, the Minister for Finance shall increase the appropriation for the Ministry of Economics for the resources from the grant from general revenue for transfer into the reserve capital of the joint stock company Development Finance Institution Altum in accordance with the procedures and in the amount stipulated by the Cabinet for financing the crisis guarantee programme and for financing the crisis loan programme.

Section 27. The conditions of Section 7, Paragraph three and Section 9 of the Fiscal Discipline Law are not applied in relation to the measures for the mitigation of the impact of the emergency situation related to the spread of COVID-19.

Section 28. In relation to the application of the norms of the Fiscal Discipline Law, measures for the mitigation of the impact of the emergency situation related to the spread of COVID-19 are one-time measures which are not included in the structural balance of the general government budget.

Section 29. Upon granting aid for commercial activity referred to in Sections 13 and 14 of this Law as well as upon implementing other measures referred to in this Law which conform to the features specified in Section 5 of the Law

on Control of Aid for Commercial Activity, the requirements of the regulation of control of aid for commercial activity are conformed to.

Section 30. During the time period from1 April 2020 to 1 September 2020, the late payment interest on default of the performance of civil obligations may not exceed the lawful interest.

[*3 April 2020*]

Section 31. During the time period from 12 March 2020 to 1 July 2020, the running of the prescriptive period of obligations rights specified in laws shall be suspended, and this time period shall be deducted from the calculation of the prescriptive period.

[*3 April 2020*]

Section 32. (1) Until 1 September 2020 a member of an association or cooperative society has the right to participate and vote in a general meeting of members remotely.

(2) A notification regarding convening of the general meeting of members shall indicate the procedures according to which and the time periods within which the members may exercise the right to vote prior to the general meeting of members or to participate and vote in the general meeting of members through electronic means.

(3) A member has the right to vote in writing (including through electronic means) prior to the general meeting of members if the following conditions are met:

1) the vote has been given in a way which allows an association or cooperative society to identify the member;

2) an association or cooperative society is informed of the vote at least one day prior to the day of the general meeting of members.

(4) A member who has voted prior to the general meeting of members may request the association or cooperative society to acknowledge the receipt of the vote. Upon receipt of the vote of the member, the association or cooperative society shall immediately send an acknowledgement to the member, but after the end of the voting it shall publish votes of all members.

(5) A board of directors shall, upon its own initiative or upon request of members thereof who jointly represent at least 20 per cent of the number of members of the association or cooperative society, ensure the member with the right to participate and vote in the general meeting of members through electronic means. In such a case the board of directors shall determine the requirements for identification of members and the procedures by which the members can exercise this right.

(6) The right of a member to participate and vote in the general meeting of members through electronic means shall not restrict the right of the member to participate and vote in the general meeting of members in person.

(7) A member who votes prior to the general meeting of members or participates and votes in the general meeting of members through electronic means shall be considered present at the general meeting of members and shall be included in the list of the members present.

(8) If a member participates and votes in the general meeting of members through electronic means, an association or cooperative society shall ensure recording and registration of the course of the general meeting of members on a medium and storage of the relevant materials of the meeting. Members, members of the board of directors and council, an auditor, and competent authorities have the right to access materials of the meeting.

(9) Paragraph eight of this Section shall also be applicable to capital companies until 1 September 2020.

[*3 April 2020*]

Section 33. During the emergency situation related to the spread of COVID-19 and for six months after the end thereof, a court may, upon receipt of a reasoned application from a debtor within the scope of the procedure for extinguishing obligations in insolvency proceedings of a natural person, decide to postpone the time periods for payments to creditors included in the plan for extinguishing obligations by concurrently extending the time period for the procedure for extinguishing obligations by the relevant period.

[*3 April 2020*]

Section 34. (1) During the emergency situation related to the spread of COVID-19, a creditors meeting within the framework of insolvency proceedings may also be held remotely. An administrator of insolvency proceedings shall determine the type of the occurrence of creditors meeting by taking into account the restrictions on gathering prescribed by the decision to declare the emergency situation.

(2) In convening the creditors meeting, the administrator of insolvency proceedings shall determine one of the following types of participation:

1) participants of the meeting participate and vote in the meeting in person;

2) participants of the meeting participate and vote in the meeting through electronic means;

3) participants of the meeting vote in writing on items on the agenda of the meeting and submit their vote at least one day prior to the day of the creditors meeting.

[*3 April 2020*]

Section 35. (1) During the emergency situation related to the spread of COVID-19 and for six months after the end thereof in cases where an application for approval of the plan of measures of legal protection proceedings or for amending of the plan of measures of legal protection proceedings has been submitted, a time period shall be determined for the implementation of legal protection proceedings not exceeding four years from the day when a court ruling on the implementation of legal protection proceedings has entered into effect. In such a case the possibility to extend the time period for the implementation of legal protection proceedings referred to in Section 48, Paragraph two of the Insolvency Law shall not be applicable to the specific legal protection proceedings.

(2) If the time period for the implementation of legal protection proceedings is extended in accordance with Section 48, Paragraph two of the Insolvency Law and adverse effects which have arisen due to the spread of COVID-19 prevent a debtor from implementing the plan of measures of legal protection proceedings, during the emergency situation related to the spread of COVID-19 the time period for the implementation of legal protection proceedings may be extended by one year, if the majority of the creditors specified in Section 42, Paragraph three of the Insolvency Law agrees to that.

(3) During the emergency situation related to the spread of COVID-19, a creditors meeting may also be held remotely when developing a plan of measures of legal protection proceedings. A debtor shall determine the type of the occurrence of creditors meeting by taking into account the restrictions on gathering prescribed by the decision to declare the emergency situation.

(4) In convening the creditors meeting, the debtor shall determine one of the following types of participation:

1) participants of the meeting participate and vote in the meeting in person;

2) participants of the meeting participate and vote in the meeting through electronic means;

3) participants of the meeting vote in writing on items on the agenda of the meeting and submit their vote not later than one day prior to the day of the creditors meeting.

[*3 April 2020*]

Section 36. (1) During the emergency situation related to the spread of COVID-19, an application for legal protection proceedings, insolvency proceedings of a legal person, and insolvency proceedings of a natural person may be submitted electronically by signing it in compliance with the requirements of Section 3 of the Electronic Documents Law.

(2) In the cases specified in the Civil Procedure Law, only a recipient shall make an entry regarding receipt of the application in the register of the relevant application if the application has been submitted electronically.

[*3 April 2020*]

Section 37. During the emergency situation related to the spread of COVID-19, it shall be permitted for religious associations (churches), irrespective of whether they are registered with the Register of Public Benefit Organisations, to arrange donations by phone.

[*3 April 2020*]

Section 38. During the emergency situation related to the spread of COVID-19, upon receipt of payment from an addressee of a cash-on-delivery item for the provision of courier services with a payment card or by using a mobile application, postal operators are entitled to not use electronic devices and equipment for registering tax and other payments and to issue an electronically prepared registered receipt for confirmation of a transaction in compliance with the requirements of the laws and regulations governing the procedures for using electronic devices and equipment in respect of electronically prepared registered receipts for the transactions in facilities for receipt of postal items.

[*3 April 2020*]

Section 39. An alternative investment fund the manager whereof is *akciju sabiedrība "Attīstības finanšu institūcija Altum"* [joint stock company Development Financial Institution Altum] is established by this Law, and after the registration with the Financial and Capital Market Commission it is entitled to commence the operation of a registered manager of alternative investment funds, notifying thereof in the official gazette *Latvijas Vēstnesis*. The explanation of the term "manager of alternative investment funds" used in Section 1, Clause 3 of the Law on Alternative Investment

Funds and Their Managers shall not apply to the manager of the abovementioned alternative investment fund.

[*23 April 2020*]

Section 40. The joint stock company Development Financial Institution Altum shall, within 10 working days from the day of coming into force of Section 39 of this Law, submit an application to the Financial and Capital Market Commission for the registration of the manager of an alternative investment fund in accordance with the procedures laid down in Section 8 of the Law on Alternative Investment Funds and Their Managers.

[*23 April 2020*]

Section 41. The registered manager of the alternative investment fund and the alternative investment fund referred to in Section 39 of this Law shall operate in conformity with the Law on Alternative Investment Funds and Their Managers, except for Section 5, Paragraph six and Section 6, Paragraphs three and six of the Law on Alternative Investment Funds and Their Managers.

[*23 April 2020*]

Section 42. The registered manager of the alternative investment fund referred to in Section 39 of this Law shall provide the information and documents specified in the Law on Alternative Investment Funds and Their Managers to the Financial and Capital Market Commission and shall perform payments for financing the Financial and Capital Market Commission, and also shall fulfil other obligations referred to in the Law on Alternative Investment Funds and Their Managers.

[*23 April 2020*]

Section 43. The fund referred to in Section 39 of this Law shall be liquidated in accordance with the procedures laid down in the Law on Alternative Investment Funds and Their Managers.

[*23 April 2020*]

Section 44. The limits specified in the first and second sentence of Section 12, Paragraph two, Clause 7.^{1} and Clause 14 of the Law on State Funded Pensions shall not be applied in relation to the managers of funds of the State funded pension scheme of the alternative investment funds referred to in Section 39 of this Law.

[*23 April 2020*]

Section 45. If, within the meaning of Section 55.^{11}, Paragraph 1.^{1} of the Financial Instrument Market Law and in relation to the management of COVID-19 consequences, a small or medium-sized merchant who is registered in Latvia issues debt securities with the amount of issue of up to two million euros and with a maturity of debt securities not exceeding three years, the manager of funds of the State funded pension scheme in relation to investments in such securities is entitled to not observe the restrictions referred to in Section 12, Paragraph one, Clause 3 of the Law on State Funded Pensions and the requirement of Section 12, Paragraph two, Clause 4 of the Law on State Funded Pensions that the investment in securities of one issuer may not exceed 10 per cent of the debt securities of one issuer.

[*23 April 2020*]

Section 46. The manager of funds of the State funded pension scheme is entitled to invest in debt securities referred to in Section 45 of this Law in the amount of up to 100 % of the relevant issue.

[*23 April 2020*]

Section 47. The total amount of investments of an investment plan in the debt securities referred to in Section 45 of this Law may not exceed one per cent of the assets of such investment plan.

[*23 April 2020*]

Section 48. The manager of funds of the State funded pension scheme does not apply the requirement of Section 12.^{1}, Paragraph three of the Law on State Funded Pensions:

1) to investments in the fund referred to in Section 39 of this Law over the period from the commencement of the operation of the fund referred to in Section 39 of this Law until its liquidation;

2) to investments in the debt securities referred to in Section 45 of this Law until the maturity of the debt securities referred to in Section 45 of this Law.

[*23 April 2020*]

Section 49. The manager of funds of the State funded pension scheme shall concurrently submit the amendments

made to the investment plan prospectus in relation the investments in the fund referred to in Section 39 of this Law or in the financial instruments referred to in Section 45 of this Law to the Financial and Capital Market Commission and the State Social Insurance Agency. The Commission shall examine the amendments to the investment plan prospectus within five working days from the day of receipt thereof and shall send a notification to the State Social Insurance Agency on the registration of such amendments or the refusal to register them. Amendments to the investment plan prospectus shall come into effect on the day following their registration. The State Social Insurance Agency shall, within three working days from the day of receipt of the notification of the Financial and Capital Market Commission, decide whether to conclude a contract with the manager of funds of the State funded pension scheme regarding the amendments to the contract on the management of such funds. Section 11, Paragraph 4.[1] of the Law on State Funded Pensions and Paragraph 28 of Cabinet Regulation No. 272 of 27 May 2003, Regulations Regarding the Operation of the State Funded Pension Scheme, shall not be applied in relation to such amendments.

[*23 April 2020*]

Section 50. In accordance with Council Regulation (EC) No 1466/97 of 7 July 1997 on the strengthening of the surveillance of budgetary positions and the surveillance and coordination of economic policies, the Cabinet shall, by 30 April 2020, submit to the *Saeima* the Stability Programme of Latvia for 2020-2023.

[*23 April 2020*]

Section 51. (1) During the emergency situation related to the spread of COVID-19 and for three months after the end thereof, the owner of a vehicle or - where the vehicle has been leased - the holder of the vehicle indicated in the vehicle registration certificate has the right to remove the vehicle from the register by temporarily suspending the registration of the vehicle and without handing over the vehicle registration plates to the Road Traffic Safety Directorate, and to submit an application by using the e-services of the Road Traffic Safety Directorate. In such case the Road Traffic Safety Directorate shall make a mark "the registration of a vehicle has been temporarily suspended without handing over the vehicle registration plates" in the Register of Vehicles maintained by it. It is prohibited to participate in road traffic with a vehicle whose registration has been temporarily suspended without handing over the vehicle registration plates.

(2) In order to renew the registration of a vehicle, a submission shall be submitted to the Road Traffic Safety Directorate by using the e-services of the Road Traffic Safety Directorate. Following receipt of the submission, the Road Traffic Safety Directorate shall delete the mark regarding the temporary suspension of registration.

(3) The Road Traffic Safety Directorate shall ensure that the submissions referred to in this Section can be submitted remotely by using the e-services of the Road Traffic Safety Directorate.

(4) If the registration of a vehicle has been temporarily suspended in accordance with the procedures laid down in this Section without handing over the vehicle registration plates to the Road Traffic Safety Directorate:

1) the vehicle operation tax shall be paid into the State budget for the months from the beginning of the relevant taxation period until the month (including) when the registration of the vehicle is temporarily suspended;

2) the company car tax shall be paid into the State budget for the previous taxation period if it has not been paid, and from the beginning of the current taxation period until the month (including) when the registration of the vehicle is temporarily suspended.

(5) Upon renewing the registration of a vehicle which has been temporarily suspended in accordance with the procedures specified in this Section:

1) the vehicle operation tax shall be paid into the State budget for the period from the month (including) when the registration of a vehicle is renewed until the end of the relevant calendar year;

2) the company car tax shall be paid into the State budget for the month when the registration of a vehicle is renewed.

(6) During the emergency situation related to the spread of COVID-19 and for three months after the end thereof, the owner of the vehicle or - where the vehicle has been leased - the holder of the vehicle indicated in the vehicle registration certificate (if it has concluded an appropriate insurance contract) who is a carrier that has received the special permit (licence) for performing carriage for reward is entitled to submit a written application to the insurer for an early termination of the insurance contract - standard contract or international insurance contract (the Green Card), if the registration of a vehicle used for carriage for reward has been temporarily suspended without handing over the vehicle registration plates to the Road Traffic Safety Directorate. In such case the operation of the insurance contract is terminated on the day following the submission of a written application.

(7) Upon submitting the written application referred to in Paragraph six of this Section, one of the following justifications for terminating the insurance contract shall be indicated:

1) early termination of the insurance contract by receiving back the portion of the deposited insurance premium according to Section 10, Paragraph five, Clause 1 of the Compulsory Civil Liability Insurance of Owners of Motor

Vehicles Law;

2) early termination of the insurance contract without receiving back the portion of the deposited insurance premium for the remaining period from the day of terminating the contract until the expiration of the insurance contract. After renewal of the registration of a vehicle and when the insurer has received a written application for the conclusion of a new insurance contract for the terms of validity of an insurance contract referred to in the Compulsory Civil Liability Insurance of Owners of Motor Vehicles Law, the insurer shall issue a new insurance contract, and the unused insurance premium shall be included into the portion of insurance premium of such contract. In such case the new insurance contract shall come into effect not later than within three months after the end of the emergency situation.

(8) The owner of the vehicle or - where the vehicle has been leased - the holder of the vehicle indicated in the vehicle registration certificate (if it has concluded an appropriate insurance contract) who is not referred to in Paragraph six of this Section has the right to terminate an insurance contract and to receive back the unused portion of insurance premium in accordance with Section 10, Paragraphs two and three and Paragraph five, Clause 1 of the Compulsory Civil Liability Insurance of Owners of Motor Vehicles Law, provided that the registration of a vehicle is temporarily suspended, handing over the vehicle registration plates to the Road Traffic Safety Directorate.

[*23 April 2020; 28 May 2020*]

Section 51.[1] (1) During the emergency situation related to the spread of COVID-19 and for six months after the end thereof, the tax payer may pay the vehicle operation tax for the taxation period of 2020 for goods vehicles with gross weight above 3000 kilograms and their trailers and semi-trailers in the amount of 50 per cent.

(2) If the vehicle operation tax has been paid in accordance with Paragraph one of this Section, in the next calendar year the vehicle operation tax shall be paid into the State budget for the current calendar year, and for the previous calendar year in the amount of 50 per cent.

(3) If the vehicle operation tax has been paid in accordance with Paragraph one of this Section, the registration of a change in owner, the registration of holder, and also the removal of a vehicle from the register for alienation in Latvia or for the bringing out of Latvia shall be performed by the Road Traffic Safety Directorate if the tax for the previous period is paid in full.

[*28 May 2020*]

Section 52. Property of a public person may be transferred for use without compensation to the authority involved in the epidemiological safety measures for the containment of the spread and elimination of consequences of COVID-19 for the duration of operation of this Law. The decision on the transfer of a property of a public person for use without compensation shall be taken by the institution of the public person in whose possession the relevant property is. Property of a public person shall be transferred for use without compensation by a deed of acceptance and delivery. The institution of the relevant public person has the right to control whether the property transferred for use without compensation is used in conformity with the purpose of its transfer. If the property of a public person transferred for use without compensation is used for performing economic activities, the conditions of Section 29 of this Law shall be met.

[*23 April 2020*]

Section 53. Movable property (personal protective equipment and disinfectants) of a public person may be transferred into the ownership of the authority involved in the epidemiological safety measures for the containment of the spread and elimination of consequences of COVID-19 without compensation. Permission to alienate a movable property of the State shall be given by the authority stipulated by the Cabinet, whereas the permission to alienate a movable property of a derived public person shall be given by the decision-making authority of the relevant derived public person, without clarifying the need of the public person or its institutions for such property. The movable property which is transferred according to the procedures laid down in this Section, but has not been used for the containment of the spread and elimination of consequences of COVID-19 during the operation of this Law, shall be given back to the relevant public person. If the movable property which is transferred according to the procedures laid down in this Section is used for performing economic activities, the conditions of Section 29 of this Law shall be met. The abovementioned solution applies also to the transfer of movable property (personal protective equipment and disinfectants) of a public person without compensation into the ownership of a religious association (church) for implementing the epidemiological safety measures.

[*23 April 2020*]

Section 54. Property of a public person which has been transferred for use without compensation to the authority involved in the epidemiological safety measures for the containment of the spread and elimination of consequences of COVID-19 or movable property (personal protective equipment and disinfectants) of a public person which has been transferred without compensation shall be regarded as a donation (gift) that is exempted from the application of the enterprise income tax or personal income tax. If the property of a public person which is transferred according to the procedures laid down in this Section is used for performing economic activities, the conditions of Section 29 of this Law shall be met.

[*23 April 2020*]

Section 55. During the operation of this Law, the State and local governments have the right to disburse financing to the associations and foundations with which a project financing contract, participation or delegation contract has been concluded for the provision of services and implementation of other types of activities, even if they could not be provided or implemented due to the emergency situation. The State and local governments shall evaluate the impact of idle time on the financial flow of the service provider or project implementer and shall determine the extent to which payment for the period of idle time shall be made.

[*23 April 2020*]

Section 56. (1) The debt obligations attributable to the State budget of guarantees provided on behalf of the State shall be increased by EUR 57 070 750 in order to issue the guarantee of the Republic of Latvia to the European Commission on the participation in the European Union support instrument Support to Mitigate Unemployment Risks in an Emergency (SURE).

(2) When the Cabinet has approved the guarantee agreement, the Minister for Finance has the right to sign the guarantee agreement with the European Commission on behalf of the Republic of Latvia on the participation in the European Union support instrument Support to Mitigate Unemployment Risks in an Emergency (SURE).

[*28 May 2020*]

Transitional Provisions

[*7 May 2020*]

1. The norms of this Law shall be applicable from the moment of declaration of the emergency situation in order to contain the spread of COVID-19.

[*7 May 2020*]

2. Section 14.^{3} of this Law shall come into force concurrently with the Law on Administrative Liability.

[*7 May 2020 / Section shall be included in the wording of the Law as of 1 July 2020*]

This Law shall come into force on the day following its proclamation.

This Law has been adopted by the *Saeima* on 20 March 2020.

President E. Levits

Riga, 21 March 2020

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[1] The Parliament of the Republic of Latvia

LIKUMI

Issuer: ***Saeima***
Type: law
Adoption: 05.06.2020.
Entry into force: 10.06.2020.

Publication:
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OP number: 2020/110A.2

Text consolidated by Valsts valodas centrs (State Language Centre) with amending laws of:
18 December 2020 [shall come into force on 23 December 2020];
18 February 2021 [shall come into force on 24 February 2021];
11 March 2021 [shall come into force on 13 March 2021];
18 March 2021 [shall come into force on 20 March 2021];
7 April 2021 [shall come into force on 10 April 2021];
15 April 2021 [shall come into force on 17 April 2021];
17 June 2021 [shall come into force on 20 June 2021];
6 July 2021 [shall come into force on 9 July 2021];
23 September 2021 [shall come into force on 28 September 2021].
If a whole or part of a section has been amended, the date of the amending law appears in square brackets at the end of the section. If a whole section, paragraph or clause has been deleted, the date of the deletion appears in square brackets beside the deleted section, paragraph or clause.

The *Saeima*[1] has adopted and
the President has proclaimed the following law:

Law on the Suppression of Consequences of the Spread of COVID-19 Infection

Section 1. The purpose of the Law is to determine the legal order during the spread of COVID-19 infection (hereinafter - COVID-19), providing for a set of appropriate measures for the suppression of consequences of the spread of COVID-19 infection (hereinafter also - the crisis caused by COVID-19) and the special support mechanisms and expenditures directly related to the containment of the spread of COVID-19 in order to ensure the improvement of the economic situation of society and to promote the stability of the national economy.

[*18 December 2020*]

Section 2. Upon assessing the economic situation, the Cabinet shall determine the criteria and procedures for the application of the measures and special support mechanisms specified in Section 15 of this Law to the taxpayers affected by the crisis caused by COVID-19. Where necessary, the Cabinet shall determine the sectors where the financial situation has significantly deteriorated due to the spread of COVID-19.

[*18 December 2020 / Amendment to this Section regarding the deletion of the number and word "4 and" shall come into force on 1 January 2021. See Paragraph 9 of Transitional Provisions*]

Section 3. The applicants who, within the meaning of the Public Procurement Law, are legal persons or associations of persons registered offshore or who are legal persons registered in Latvia in which the owner or holder of more than 25 per cent of capital shares (stocks) is a legal person or association of persons registered offshore shall be excluded from the group of recipients of the State aid and State-guaranteed aid measures.

Section 4. (1) A taxpayer who complies with the criterion concerning the decrease in income from economic activity specified in Cabinet regulations regarding the provision of aid to taxpayers for the continuation of their activity in the circumstances of the COVID-19 crisis and to whom delay of the term for the payment of taxes has occurred due to the spread of COVID-19 has the right to apply for an extension of the deadline for the payment of taxes by 30 June 2021, and also to request that an extension of the deadline for the payment of taxes is granted to the late tax payments the time limit for the payment of which has been extended in accordance with Section 24 of the law On Taxes and Fees if the taxpayer has complied with the procedures for the payment of taxes specified in the decision of the tax administration. The taxpayer shall, within 15 days after the payment falls due, submit a reasoned application to the tax administration. The tax administration has the right to divide the payment for late tax payments in instalments or to defer it for a period of up to three years as of the date of submitting the application.

(2) The late payment charges specified in Section 29, Paragraph two of the law On Taxes and Fees shall not be calculated for the late tax payment for which an extension of the deadline for the payment of taxes has been granted

in accordance with Paragraph one of this Section.

(2^1) In order to apply for the division of the payment of taxes administered by the State Revenue Service in instalments or deferral thereof for up to three years, a taxpayer shall submit the application referred to in Paragraph one of this Section to the State Revenue Service, using the Electronic Declaration System of the State Revenue Service.

(2^2) Upon examining the application referred to in Paragraph one of this Section, the tax administration shall assess the taxpayer in accordance with the conditions laid down in Section 24 of the law On Taxes and Fees.

(2^3) The State Revenue Service shall publish on its website the list of taxpayers whose applications for the division of the payment of late tax payments administered by the State Revenue Service in instalments or deferral thereof for up to three years have been supported.

(3) If an extension of the deadline for the payment of taxes has been granted to a taxpayer in accordance with the procedures laid down in this Section, information regarding the taxpayer shall not be included in the database of tax (duty) debtors administered by the State Revenue Service.

(4) The tax administration has the right to revoke the decision to extend the deadline for the payment of taxes if the taxpayer:

1) fails to comply with the deadline specified in the decision to extend the deadline for the payment of taxes;

2) fails to make the current payments of taxes in full amount within the deadline specified in tax laws;

3) does not make, within the specified deadlines, payments of taxes the deadline for the payment of which has been extended in accordance with the procedures laid down in Section 24 of the law On Taxes and Fees;

4) fails to make payments of taxes for which the tax administration has taken the decision on voluntary execution of late tax payments.

(5) If the decision to extend the term for the payment of taxes is revoked, the late payment charges shall be calculated for the portion of the outstanding debt for the entire period of delay according to general principles, and the late tax payments shall be recovered in accordance with the procedures laid down in the law On Taxes and Fees.

[*18 December 2020 / The new wording of Paragraph one and Paragraphs 2.^{1}, 2.^{2}, and 2.^{3} shall come into force on 1 January 2021. See Paragraph 9 of Transitional Provisions*]

Section 4.^{1} (1) Merchants who comply with the criteria specified in Section 10, Paragraph one and Section 12, Paragraph one of the Energy Efficiency Law have the right to conduct an energy audit or to introduce a certified energy management system, or to introduce a certified environmental management system with a supplement (hereinafter together - the energy document):

1) until 30 June 2021 if the term of validity of the energy document expires on 31 December 2020;

2) until 31 December 2021 if the term of validity of the energy document is from 1 January 2021 until 30 June 2021.

(2) Large electricity consumers to whom the State Construction Control Bureau has calculated an energy efficiency duty for the non-fulfilment of the obligations laid down in Section 12 of the Energy Efficiency Law in 2019 and whose income from economic activity due to the impact of the crisis caused by COVID-19 in one calendar month during the period from 13 March 2020 until 6 December 2020 compared to the corresponding calendar month in 2019 has decreased by at least 30 per cent have the right to submit a reasoned application to the State Construction Control Bureau and to request an extension of the deadline for the payment of the energy efficiency duty until 31 December 2021.

(3) The State Construction Control Bureau shall take the decision on the extension of the deadline for the payment of the duty in accordance with the procedures laid down in the Administrative Procedure Law.

[*18 December 2020*]

Section 5. Local governments have the right to determine other deadlines for the payment of the immovable property tax in 2020 and 2021 which are different from the deadlines determined in the law On Immovable Property Tax, postponing them to a later period within the same taxation year. The late payment charges specified in Section 29, Paragraph two of the law On Taxes and Fees shall not be calculated for the late tax payment of the immovable property tax calculated for the taxation year 2021 if the payment has been made until 31 December 2021. If the payment of the immovable property tax calculated for the taxation year 2021 has not been made until 31 December 2021, the late payment charges shall be calculated for the tax payment from 1 January 2022 in the amount specified in the law.

[*11 March 2021; 15 April 2021*]

Section 6. (1) A payer of personal income tax shall not make the advance payments of personal income tax for the income from economic activity specified in Section 18 of the law On Personal Income Tax for the taxation years of 2020 and 2021. This condition shall be applicable to advance payments from 1 January 2020. The payer of personal income tax may make the advance payments of personal income tax for the income from economic activity for the taxation years of 2020 and 2021 on a voluntary basis.

(2) The restrictions laid down in Section 11, Paragraph 3.^{1} and Section 11.^{1}, Paragraph 6.^{1} of the law On Personal Income Tax shall not be applied for the taxation years 2020 and 2021 to the payer of personal income tax who has registered with the State Revenue Service as a performer of economic activity or is a sole proprietorship or owner of an individual undertaking (farm or fishing undertaking) and pays personal income tax for his or her income.

(3) In taxation year 2021, Section 8, Paragraph 2.^{9} of the law On Personal Income Tax shall not be applied, and Section 2, Clause 2, Sub-clause "m" and Section 14, Paragraph 12.^{1} of the law On State Social Insurance need not be applied at the discretion of the taxpayer.

(4) A payer of personal income tax who is not subject to the reliefs for declarations shall submit the tax return for 2020 with documents appended thereto to the State Revenue Service from 1 March 2021 until 1 July 2021. The taxpayer shall pay the calculated tax amount into the single tax account by 23 July 2021. If the calculated tax amount exceeds EUR 640, the taxpayer may pay it into the single tax account in three instalments - by 23 July 2021 June, 23 August 2021 and 23 September 2021, paying in each instalment one third of the amount.

[*18 December 2020; 18 March 2021 / Paragraph three shall be applicable from 1 January 2021. See Paragraph 13 of Transitional Provisions*]

Section 7. Donations of goods and services to social groups negatively affected by the emergency situation (without specifying the donee for the purposes of personal income tax application), and also to persons whose main activity is the provision of health services, provision of education, charity, aid to socially low-income persons, persons with disability, or children shall be considered as expenditures related to the economic activity of an enterprise income taxpayer within the time period from the day when the emergency situation in relation to the spread of COVID-19 was declared until the day on which this Law is repealed, provided that the following conditions are concurrently met:

1) the donee is not a person related to the taxpayer;

2) the information regarding the donation is made public;

3) the information regarding the donee and the aid sum is submitted to the State Revenue Service together with the return for the last month of the reporting year.

[*18 December 2020*]

Section 8. An enterprise income taxpayer who has made donations to reduce the consequences of the spread of COVID-19 within the period from the day when the emergency situation in relation to the spread of COVID-19 was declared until the day on which this Law is repealed is entitled, in conformity with Section 12 of the Enterprise Income Tax Law, to increase the amount of donations not to be included in the base taxable with the enterprise income tax in the taxation period as specified in Paragraph one, Clause 1 of the abovementioned Section by three more percentage points of the profits of the previous reporting year after the calculated taxes.

[*18 December 2020*]

Section 8.^{1} When applying Section 5, Paragraph one of the law On Lotteries and Gambling Fee and Tax during the time when the emergency situation been declared in the State and the prohibition to organise gambling at gambling premises (gambling halls and casinos) is in force, gambling tax for each gambling place of each gaming machine and gambling table at each direct gambling premise shall be calculated in proportion to the calendar days of a month in which organisation of gambling was allowed.

[*18 March 2021 / See Paragraph 14 of Transitional Provisions*]

Section 9. (1) The procedures for the refund of the value added tax overpaid until 31 December 2020 shall be determined by this Law, and the procedures laid down in Sections 109 and 110 of the Value Added Tax Law shall not be applicable.

(2) Upon implementing tax administration measures, the State Revenue Service shall refund the approved overpaid amount of value added tax which has been indicated in the value added tax return submitted to the State Revenue Service after 31 March 2020 within 30 days after:

1) the deadline for submitting the value added tax return laid down in Section 118 of the Value Added Tax Law;

2) the day of submitting the value added tax return if it has been submitted after the deadline for submitting the value added tax return laid down in Section 118 of the Value Added Tax Law;

3) the day of submitting the adjusted value added tax return if an adjusted value added tax return has been submitted.

(3) The State Revenue Service shall, prior to refunding the approved overpaid amount of value added tax, cover the taxes and fees of the taxpayer administered by the State Revenue Service, other payments stipulated by the State and the payments related thereto in accordance with the procedures laid down in the law On Taxes and Fees.

(4) The State Revenue Service shall refund the approved overpaid amount of value added tax that has arisen for the value added tax group to the principal undertaking.

(5) The State Revenue Service shall refund the approved overpaid amount of value added tax that has arisen for a person excluded from the State Revenue Service Value Added Tax Taxable Person Register within 30 days after the decision to exclude the registered payer of value added tax from the State Revenue Service Value Added Tax Taxable Person Register has been taken.

(6) If the deadline for the approval of the overpaid amount of value added tax was extended until 31 March 2020 in accordance with Section 110 of the Value Added Tax Law, the State Revenue Service shall refund the approved overpaid amount of value added tax not later than on the following working day after approval of validity of the overpaid amount of value added tax.

Section 10. [18 December 2020]

Section 11. [28 December 2020 / See Paragraph 4 of Transitional Provisions]

Section 12. Upon assessing the actual fulfilment of the personal income tax revenues for the previous quarter in comparison with the projected revenues in accordance with the division in percentage specified in the law On the State Budget for 2020 and the law On the State Budget for 2021, the Cabinet may take the decision on the procedures for and the amount in which the non-implementation of the revenue projection from personal income tax shall be compensated to local governments.

[*18 December 2020*]

Section 13. In 2020, 2021, 2022, and 2023, the State Revenue Service is entitled to not take a negative decision in relation to the participants of the In-depth Cooperation Programme if they have been affected by the crisis caused by COVID-19 and they prove the existence of the objective circumstances.

Section 14. (1) State and local government institutions, and also derived public persons and capital companies controlled by a public person, free ports, and special economic areas shall, by 30 June 2021, exempt merchants and other performers of economic activity, associations, and foundations affected by the emergency situation determined due to the spread of COVID-19 from lease payments for a public person property and a property of a capital company controlled by a public person or decide on reduction of lease payments, and also shall not apply late interest and contractual penalties in case of a late payment, except for the payment for the services consumed - electricity, heating, water supply, and other services related to the maintenance of the property.

(2) The Cabinet shall determine the procedures by which the measures specified in Paragraph one of this Section shall be applied.

(3) Costs incurred upon granting the aid provided for in this Section shall not be directly reimbursed to the lessor from the State budget.

[*18 December 2020*]

Section 14.[1] Local government institutions shall carry out the agreement process of street vending sites, for example, outdoor terraces, tasting stands, mobile catering units etc., for the provision of public catering services as a priority and within the priority time limit. If the time limit for the provision of the included services in accordance with the laws and regulations governing the activity in the corresponding field is longer than five working days, the corresponding service shall be provided as a priority within a time limit that is at least twice shorter and no additional charge shall be applied thereto.

[*18 March 2021*]

Section 14.[2] The State Environmental Service shall not perform the initial impact assessment and issue technical regulations for the construction of seasonal structures on the beach in cities and villages intended for the provision of public catering services and also for the improvement and management of the beach. The construction of the abovementioned structures takes place in the spaces intended for such purpose in the development planning documents of the local government, and access to the relevant section of the beach is ensured. The State Environmental Service shall approve the intended activity within five working days or shall prepare a reasoned refusal

within 10 working days.

[*6 July 2021*]

Section 15. (1) If an employer affected by the crisis caused by COVID-19 does not employ an employee or fails to perform the activities necessary for the acceptance of the employee's obligations (furlough), the employee shall be compensated in accordance with the procedures and in the amount stipulated by the Cabinet up to 75 per cent of the amount of the average remuneration for the previous six months but not more than EUR 700 per calendar month (furlough allowance). In such a case, the employer need not apply Section 74 of the Labour Law.

(2) Furlough allowance and the furlough assistance allowance stipulated by the Cabinet shall be granted for the period from 14 March 2020 to 30 June 2020, and they shall not be taxable with the personal income tax and subject to the mandatory State social insurance contributions. The disbursement of the furlough allowance is discontinued if, during the period of receipt thereof, the employer increases the number of employees compared to the number of employees at the commencement of furlough, or terminates furlough due to the resumption of operation. The decision to refuse to grant furlough allowance may be contested and appealed by the addressee of the administrative act in accordance with the procedures laid down in the Administrative Procedure Law.

(2^1) The aid determined by the Cabinet which has been granted for the period from 9 November 2020 to compensate for remuneration to furloughed employees, self-employed persons (natural persons who have registered with the State Revenue Service as the performers of economic activity or who receive a royalty without registering as the performers of economic activity), individual merchants, and licence fee payers (the aid for furlough) shall not be taxable with the personal income tax and subject to the mandatory State social insurance contributions. The employer to whose employees the aid for furlough is granted may be exempted from the application of Section 74 of the Labour Law.

(2^2) The aid determined by the Cabinet which has been granted for the period from 9 November 2020 to compensate for remuneration to part-time employees (the aid for wage subsidy) shall be disbursed by the State Revenue Service to the employee without deducting the personal income tax and the mandatory State social insurance contributions. The employer to whom the aid for wage subsidy has been granted shall pay the mandatory State social insurance contributions (the employer's contribution) from the calculated gross remuneration and shall calculate and pay the mandatory State social insurance contributions (the employee's contribution) and personal income tax into the budget, considering that the aid for wage subsidy is part of the net remuneration disbursed to the employee. The State Revenue Service shall inform the employer of the amount of the aid for wage subsidy disbursed to the employee.

(2^3) If, upon applying Paragraph $2.^2$ of this Section, the aid for wage subsidy disbursed by the State Revenue Service exceeds the net amount of the remuneration calculated by the employer, the corresponding excess shall not be taxable with the personal income tax and shall not subject to the mandatory State social insurance contributions.

(2^4) The State Revenue Service shall publish on its website:

1) the list of employers whose employees have received the aid specified in Paragraph $2.^1$ or $2.^2$ of this Section, and the total amount of aid granted to each employer;

2) the list of those taxpayer to whom the support specified by the Cabinet for the compensation for the fall in the flow of current assets has been granted, and the amount of the support granted to each taxpayer.

(3) The Cabinet may determine other support measures for the taxpayers affected by the crisis caused by COVID-19.

(3^1) The decision of the State Revenue Service on the refusal to grant the support measure which has been determined by the Cabinet in accordance with Paragraph three of this Section may be contested or appealed by the addressee of the administrative act in accordance with the procedures laid down in the Administrative Procedure Law.

(4) If furlough allowance has been requested or received unjustifiably or the employer affected by the crisis, during the period of disbursement of the furlough allowance, increases the number of employees compared to the number of employees at the commencement of furlough, or terminates furlough due to the resumption of operation, the employer affected by the crisis shall voluntarily repay the granted furlough allowance or the State Revenue Service shall recover it by applying the provisions of the law On Taxes and Fees.

(5) A medical treatment institution, which has concluded a contract for the provision of State paid health care services and for which, in accordance with the procedures stipulated by the Cabinet, a compensation payment for the provision of standby mode is disbursed, shall disburse a remuneration to the employee in the amount of up to 75 per cent of the amount of the average remuneration for the previous six months but not more than three times the average monthly remuneration for workforce in the State for the previous year as published in the official statistical notification of the Central Statistical Bureau, if the medical treatment institution does not employ him or her or does not perform the activities necessary for the acceptance of the employee's obligations (furlough). In such a case, the medical

treatment institution need not apply Section 74 of the Labour Law.

(6) If the aid of the Cabinet determined in accordance with this Section which is administered by the State Revenue Service has been requested or received unjustifiably and is not related to the violation of the applicable regulation of aid for commercial activity, a taxpayer has the obligation to repay the granted aid voluntarily. If the taxpayer refuses to repay the granted aid voluntarily, the State Revenue Service shall recover it by applying the provisions of the law On Taxes and Fees.

[*18 December 2020; 18 March 2021*]

Section 16. (1) For the provision of false information to the State Revenue Service for receiving furlough allowance or other aid determined by the Cabinet, a fine of up to three hundred units of fine shall be imposed on a natural person or a board member, with or without deprivation of the board member's right to hold certain positions in commercial companies.

(2) Administrative offence proceedings for the offence referred to in Paragraph one of this Section shall be conducted by the State Revenue Service.

[*18 December 2020*]

Section 17. (1) Until 30 June 2021, an employer who meets the criteria specified for the participants of the In-depth Cooperation Programme and who has been adversely affected by the crisis caused by COVID-19 may:

1) reduce the remuneration for furlough specified in Section 74 of the Labour Law for an employee to 70 per cent of the salary to be disbursed to the employee, taking into account the following conditions:

a) the amount of remuneration to be maintained may not be less than the minimum monthly salary;

b) in addition to that laid down in Sub-clause a) of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring general, vocational, higher or special education but has not yet reached 24 years of age is dependent;

2) grant the unused annual paid leave to an employee without complying with the provisions of Section 150, Paragraph two of the Labour Law.

(2) An employee who does not agree with the reduction in the remuneration referred to in Paragraph one, Clause 1 of this Section has the right to give a notice of termination of the employment contract without complying with the time limit specified in Section 100, Paragraph one of the Labour Law. In such a case, the employer has the obligation to disburse severance pay to the employee in the amount specified in Section 112 of the Labour Law.

[*18 December 2020*]

Section 18. (1) A collective agreement concluded with a trade union, upon mutual agreement and without any reduction in the overall level of protection of employees, may provide for part-time work to be imposed on employees in the event of a temporary fall in production. Changes to a collective agreement shall be effective not longer than by 30 June 2021. The following conditions shall apply to the remuneration to be disbursed to employees:

1) the amount of remuneration to be maintained shall be not less than the minimum monthly salary;

2) in addition to that laid down in Clause 1 of this Paragraph, funds in the minimum amount of the maintenance specified by the State for each dependent child shall be maintained for an employee upon whom a minor or a child who continues acquiring general, vocational, higher or special education but has not yet reached 24 years of age is dependent.

(2) The employee who does not agree with determination of part-time work referred to in Paragraph one of this Section has the right to give a notice of termination of the employment contract without observing the time limit specified in Section 100, Paragraph one of the Labour Law. In such a case, the employer has the obligation to disburse severance pay to the employee in the amount specified in Section 112 of the Labour Law.

[*18 December 2020*]

Section 19. (1) A person who, during the year preceding the declaration of the emergency situation, has graduated from a higher education institution or college where he or she has acquired higher education and who has obtained the status of an unemployed person during the emergency situation or within three months after the end thereof has the right to the allowance for young specialists if the total length of the period of insurance (employment) is less than one year, and over the period of the last 16 months, prior to the day of obtaining the status of unemployed person, the contributions for unemployment have been made for the unemployed person for less than 12 months or have not been made at all.

(2) In the cases referred to in Paragraph one of this Section, the allowance for young specialists shall be disbursed

in the amount of EUR 500 for the first two months and in the amount of EUR 375 for the third and fourth month. The allowance shall be disbursed until the moment when the person loses the status of unemployed person but no longer than for four months and no later than until 30 June 2021. A person has the right to the abovementioned allowance once, regardless of how many times the emergency situation is declared due to the spread of COVID-19.

[*18 December 2020*]

Section 20. In order to ensure the rights of the public to objective information on the refusal to grant the support measures laid down in this Law and Cabinet regulations issued on the basis of this Law, a civil servant (employee) of the tax administration may, without the consent of the taxpayer, provide information on the reasons for which the following has been decided in relation to the taxpayer:

1) an extension of the deadline for the payment of taxes referred to in Section 4, Paragraph one of this Law has not been granted or the decision to extend the deadline for the payment of taxes has been revoked;

2) granting of the furlough allowance has been refused or it has been granted, but it has been established that the requesting or receiving of furlough allowance has not been justified;

3) it is refused to grant the support measures laid down in Cabinet regulations issued on the basis of this Law or they have been granted but it is established that the requesting or receiving of the abovementioned support measure has not been justified.

[*18 December 2020*]

Section 21. (1) The holder of the Commercial Pledge Register shall, within 60 days, take the decision on exercising the commercial pledge referred to in Section 42, Paragraph six of the Commercial Pledge Law.

(2) Upon hearing civil cases and deciding on the term for voluntary enforcement of a judgment in accordance with Section 204.[1] of the Civil Procedure Law, the court may specify it as not exceeding 60 days, except for the cases when the judgment is to be enforced without delay.

(3) An application for the undisputed compulsory enforcement of liabilities or voluntary sale of immovable property by auction through the court in accordance with the procedures laid down in the Civil Procedure Law may only be submitted if a warning has been issued to a debtor at least 60 days prior to the submission of the application.

(4) Upon commencing the recovery of a debt, the creditor or the provider of debt recovery service within the meaning of the Law on Extrajudicial Recovery of Debt shall notify the debtor in writing of the existence of a debt and invite him or her to fulfil the late payment liabilities voluntarily, indicating information in the notice regarding the possibility of expressing reasoned written objections regarding the existence, amount, and deadline for payment of the debt and setting a deadline for expressing objections which shall not be less than 60 days from the day of receipt of the notice.

(5) A creditor may submit a notarial deed to a sworn notary for assignment for compulsory enforcement within one year but not earlier than 60 days from the day when the term for the execution of the relevant liability became due.

(6) The provisions of this Section shall apply until 1 September 2021.

[*15 April 2021*]

Section 22. (1) Until 1 September 2021, creditors are prohibited from submitting an application for insolvency proceedings of a legal person if any of the features of insolvency proceedings of a legal person referred to in Section 57, Paragraph one, Clause 1, 2, 3, or 4 of the Insolvency Law exists.

(2) Until 31 December 2021, a debtor has no obligation to submit the application for insolvency proceedings of a legal person if the feature of insolvency proceedings of a legal person referred to in Section 57, Paragraph one, Clause 5 of the Insolvency Law exists, except where the debtor has not disbursed the remuneration to an employee in full, the compensation for harm in connection with an accident at work or an occupational disease, or has not made the mandatory State social insurance contributions within two months after the day specified for the payment of remuneration. Unless the day for the disbursement of remuneration is specified in the employment contract, the first working day of the following month shall be considered as this day.

[*18 March 2021*]

Section 23. (1) A company to which the Law on the Annual Financial Statements and Consolidated Financial Statements applies is entitled to submit the annual statement and consolidated annual statement for the reporting year 2019 and reporting year 2020 within a time limit which exceeds the time limit for submission specified in Section 97, Paragraph one of the Law on the Annual Financial Statements and Consolidated Financial Statements by three months.

(2) An association or foundation that exceeds the time limit for submitting the annual statement specified in

Section 52, Paragraph three and Section 102 of the Associations and Foundations Law is entitled to submit the annual statement for 2019 and 2020 part thereof to the State Revenue Service by 31 July 2020 and 30 June 2021 respectively.

(3) A religious organisation whose time limit for the submission of annual statements is determined in accordance with the Cabinet regulations regarding annual statements of religious organisations issued pursuant to Section 13, Paragraph four, Clause 2 of the law On Accounting is entitled to submit the annual statement for 2019 and 2020 or part thereof to the State Revenue Service by 31 July 2020 and 30 June 2021 respectively.

(4) A social enterprise is entitled to submit the activity report referred to in Section 10, Paragraph one of the Social Enterprise Law for 2019 to the Ministry of Welfare by 31 July 2020, but for 2020 - by 30 June 2021.

(5) A public benefit organisation is entitled to submit the activity report referred to in Section 13, Paragraph one of the Public Benefit Organisation Law for 2019 to the State Revenue Service by 31 July 2020, but for 2020 - by 30 June 2021.

(6) In order to approve the annual statement and the consolidated annual statement of a capital company for the reporting year of 2019 and 2020, the capital company of a public person and public-private capital company to which the Law on Governance of Capital Shares of a Public Person and Capital Companies applies are entitled to convene a meeting of shareholders (stockholders) within a time limit that exceeds the deadline determined in Section 54 of the Law on Governance of Capital Shares of a Public Person and Capital Companies by three months.

(7) The time limit for submitting the report on the use of gifts (donations) in 2020 provided in the contracts of gifts (donations) of financial resources and property of a public person shall be extended until 31 December 2020, but in 2021 - until 31 December 2021.

[*18 March 2021*]

Section 23.[1] During the validity of this Law, the financing to the associations and foundations provided for in the contracts of gifts (donations) of financial resources and property of a public person for the implementation of activities, if such activities could not be implemented during the emergency situation, shall be utilised until 31 December 2021 and the deadline for submitting the report on the utilisation of gifts (donations) in 2020 and 2021 shall be three months after completing all activities according to the gift (donation) contracts.

[*18 December 2020*]

Section 24. Measures for the prevention and suppression of threat to the State and its consequences due to the spread of COVID-19 shall be financed from the resources from the State budget and local government budgets allocated to the authorities financed from the budget. The Cabinet may, upon a reasoned request of ministries, take a decision on measures to prevent and manage consequences of threats to the State as well as on allocation of funding from the State budget programme 02.00.00 "Funds for Unforeseen Events".

Section 24.[1] For the purpose of implementing the measures for the suppression and prevention of the consequences of the crisis caused by COVID-19 in 2021, the Cabinet shall, on the basis of an order, allocate a single additional grant to such local governments the equalised revenue of which is by at least 10 per cent lower in comparison with the average equalised revenue in the State and where the unemployment rate is higher than the average in the State. The single additional grant shall not exceed 5 000 000 euros in total.

[*18 December 2020*]

Section 24.[2] Local governments may develop high preparedness investment projects and apply for the receipt of State co-financing in order to minimise the consequences caused by the COVID-19 infection at regional level and achieve the objectives of the administrative and territorial reform. The conditions for the submission of applications of local government high preparedness investment projects for the receipt of State co-financing, and also procedures for the examination of investment projects and granting of financing shall be laid down by the Cabinet.

[*18 March 2021*]

Section 25. The Minister for Finance has the right to make changes to the appropriation, including the reduction or reallocation of the appropriation between ministries and other central State institutions for measures for the prevention and suppression of threat to the State and its consequences due to the spread of COVID-19 if a relevant Cabinet decision has been adopted and the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days from the day of receipt of the relevant information and has not objected to it, and also to perform reallocation of appropriation for a ministry or another central State institution within the scope of the appropriation specified in the law among programmes, sub-programmes, and expenditure codes according to the economic categories.

Section 26. The Minister for Finance has the right to increase the appropriation specified in the law On the State Budget for 2020 and the law On State Budget for 2021 in the programme 02.00.00 "Funds for Unforeseen Events" of

the budget unit "74. Funding to be Reallocated in the Process of Implementation of the Annual State Budget" and to extend the permissible limits of the government action for performing the government obligations if the relevant Cabinet decision has been adopted and the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days from the day of receipt of the relevant information and has not objected to it.

[*18 December 2020*]

Section 27. [18 December 2020]

Section 28. In order to ensure funding for measures and related expenditures for the mitigation and prevention of the impact of the emergency situation determined in relation to the spread of COVID-19, and also for financing the financial deficit of the State budget, for carrying out the national debt obligations, and for ensuring State loans, the Minister for Finance is entitled to borrow on behalf of the State in the necessary amount, to select debt instruments and conditions, and also is entitled to increase the maximum permissible amount of the national debt specified in the annual State budget law at the end of the financial year and the appropriation specified for the execution of expenditures and liabilities of the national debt management if the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days from the day of receipt of the relevant information and has not objected to it.

Section 29. (1) If a relevant Cabinet decision has been adopted and the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days from the day of receipt of the relevant information and has not objected to it, the Minister for Finance shall issue new State loans to State and local government capital companies, scientific institutes, and higher education institutions which have been given the status of a derived public person, and also to port authorities and special economic zones for the mitigation and prevention of the consequences of the crisis caused by COVID-19 and for the support to the national economy (including for refinancing the loans issued by credit institutions and for financial management). The issue on the issuance of a new State loan and the conditions thereof, if necessary, shall be submitted to the Cabinet by the sectoral ministry.

(1^1) The Cabinet has the right to increase the total increase of State budget loans specified in the law on the State budget for the current year if the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days after receipt of the relevant information and has not objected to it.

(1^2) The Minister for Finance shall issue new State loans to local governments for the mitigation and prevention of the consequences of the crisis caused by COVID-19. The Cabinet shall determine the criteria and procedures for the assessment and issuance of new State loans to local governments for the mitigation and prevention of the consequences of the crisis caused by COVID-19.

(2) If a relevant Cabinet decision has been adopted and the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days from the day of receipt of the relevant information and has not objected to it, the Minister for Finance shall make amendments to the State loan agreements by extending the time period for issuing State loans for up to 12 months if the three-year period for issuing a State loan expires during the operation of this Law and the borrower's application for the extension of the time period for disbursing the loan and the opinion of the sectoral ministry that the amendments are necessary for the mitigation and prevention of the consequences of the crisis caused by COVID-19 have been received.

(3) If a relevant Cabinet decision has been adopted and the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days after receipt of the relevant information and has not objected to it, the Minister for Finance shall make amendments to the contracts of the State loan by deferring the principal payment of the loan planned in 2020 and 2021 and dividing it for a period of up to three years if the borrower's application for the deferral of the principal payment of a State loan and the opinion of the sectoral ministry that the amendments are necessary for the mitigation and prevention of the consequences of the crisis caused by COVID-19 have been received.

(4) The Minister for Finance shall not increase the risk interest rate on State loans and State guarantees if the borrower's creditworthiness or the value of the collateral provided thereby has deteriorated due to the containment of the spread of COVID-19 and a request has been received from the borrower to not increase the risk interest rate and the opinion of the sectoral ministry has been provided that it is necessary for the mitigation and prevention of the consequences of the crisis caused by COVID-19.

(5) The conditions of Paragraph four of this Section shall not apply to a State loan and State guarantee if they have been issued for a project or any activity thereof that qualifies as aid for commercial activity.

(6) The term for repaying the State loan for the loans of financial management issued on the basis of the conditions of Paragraph one of this Section shall be up to three years from the day of concluding the loan contract.

(7) If a relevant Cabinet decision has been adopted and the Budget and Finance (Tax) Committee of the *Saeima* has examined it within five working days from the day of receipt of the relevant information and has not objected to it, the Minister for Finance shall make amendments to the contracts of the State loan concluded with State and local government capital companies, scientific institutes, and higher education institutions which have been given the

status of a derived public person, and also to port authorities and special economic zones for the mitigation and prevention of the consequences of the crisis caused by COVID-19. The issue on the change of the conditions of a contract for already issued State loan and a related security contract, if necessary, shall be submitted to the Cabinet by the sectoral ministry.

[*18 December 2020 / Paragraphs two, three, four, and five are repealed on 1 January 2024. See Paragraph 6 of Transitional Provisions*]

Section 30. If the turnover of a capital company controlled by a local government has decreased by more than 50 per cent in comparison with the corresponding period in 2019 due to the emergency situation declared in the State in relation to the spread of COVID-19, the local government is entitled to receive a State budget loan for increasing the equity capital of the capital company to ensure financial resources for the maintenance expenditures of the capital company. The term for repaying the loan shall be up to 12 months from the day of concluding the loan contract. The loan is not subject to the fixed service fee for a State loan. The local government contribution to the equity capital of a capital company is calculated without exceeding the period during which the restrictions on the principle activity of a capital company established during the emergency situation are in force. The conditions of Sections 13 and 56 of the law On the State Budget for 2020 shall not apply to the abovementioned loan. In 2021, the abovementioned loans are ensured without exceeding the total permissible borrowing increase determined for local governments.

[*18 December 2020*]

Section 31. After the Cabinet decision to increase the reserve capital for *akciju sabiedrība "Attīstības finanšu institūcija Altum"* [joint stock company Development Finance Institution Altum] has been taken for financing the crisis guarantee programme and the crisis loan programme, the Minister for Finance shall increase the appropriation for the Ministry of Economics for the resources from the grant from general revenue for transfer into the reserve capital of the joint stock company Development Finance Institution Altum in accordance with the procedures and in the amount stipulated by the Cabinet for financing the crisis guarantee programme and for financing the crisis loan programme.

Section 32. [18 December 2020]

Section 33. (1) The conditions of Section 7, Paragraph three, Section 9, and Section 12, Paragraph three of the Fiscal Discipline Law shall not be applicable in 2020 and 2021.

(2) Upon developing the draft law On the Medium Term Budget Framework for 2022, 2023, and 2024 and the draft law On the State Budget for 2022 and upon enforcing the abovementioned laws, the conditions of Section 7, Paragraph three and Sections 9, 10, and 13 of the Fiscal Discipline Law are not applied, but the conditions of the opinion issued in accordance with Article 5(2) of Council Regulation (EC) No 1466/97 of 7 July 1997 on the strengthening of the surveillance of budgetary positions and the surveillance and coordination of economic policies are applied.

[*17 June 2021*]

Section 34. Upon implementing the measures referred to in this Law that conform to the features specified in Section 5 of the Law on Control of Aid for Commercial Activity, the requirements of the regulation of control of aid for commercial activity are conformed to.

Section 35. During the time period from 1 April 2020 to 1 September 2020, the late payment interest on default of the performance of civil obligations may not exceed the lawful interest rate.

Section 36. During the time period from 12 March 2020 to 1 July 2020, the running of the limitation period of obligations rights specified in laws shall be suspended, and this time period shall be deducted from the calculation of the limitation period.

Section 37. (1) Until 31 December 2021, a member of an association or cooperative society has the right to participate and vote in a general meeting of members remotely.

(2) A notification regarding convening of the general meeting of members shall specify the procedures and time limits for the members to exercise the right to vote prior to the general meeting of members or to participate and vote in the general meeting of members through electronic means.

(3) A member shall have the right to vote in writing (including through electronic means) prior to the general meeting of members if the following conditions are met:

1) the vote is submitted in a way so as to enable the association or cooperative society to identify the member;

2) the vote is submitted to the association or cooperative society at least one day prior to the day of the general meeting of members.

(4) A member who has voted prior to the general meeting of members may request the association or cooperative society to confirm receipt of the vote. After receiving the vote of the member, the association or cooperative society

shall immediately send confirmation to the member, but after the end of the voting it shall publish votes of all members.

(5) A board shall, upon its own initiative or at the request of the members thereof who jointly represent at least 20 per cent of the number of members of the association or cooperative society, grant the member the right to participate and vote in the general meeting of members through electronic means. In such a case, the board shall lay down the requirements for the identification of members and the procedures by which the members can exercise this right.

(6) The right of a member to participate and vote in the general meeting of members through electronic means shall not restrict the right of the member to participate and vote at the general meeting of members in person.

(6^1) A board has, upon its own initiative or upon request of the members thereof who jointly represent at least 20 per cent of the number of members of the association or cooperative society, the right to determine that the general meeting of members takes place only electronically and that the members participate and vote in the general meeting of members through electronic means. In such a case, the board shall determine the requirements for the identification of members and the procedures by which the members participate and vote in the general meeting of members.

(7) A member who votes prior to the general meeting of members or participates and votes in the general meeting of members using electronic means shall be considered to be present at the general meeting of members and shall be included in the list of the members present.

(8) If a member participates and votes in the general meeting of members through electronic means, the association or cooperative society shall ensure recording and registration of the course of the general meeting of members on a medium and storage of the relevant materials of the meeting. Members, board and council members, an auditor, and competent authorities have the right to access materials of the meeting.

(9) [18 December 2020]

(10) By analogy, the provisions laid down in this Section shall apply in relation to the organisation of the meetings of the members of political parties, and also the meetings of elected representatives and the organisation of the meetings of the associations of political parties.

(11) Until 31 December 2021, the board of a capital company has the right, upon its own initiative or upon request of its shareholders (stockholders) who together represent at least 20 per cent of the equity capital of the capital company, to specify that a meeting of shareholders (stockholders) takes place only electronically and the shareholders (stockholders) participate and vote through electronic means. In such case the board shall determine the requirements in relation to identification of shareholders (stockholders) and the procedures by which shareholders (stockholders) shall participate and vote in the meeting of shareholders (stockholders).

[*18 December 2020; 17 June 2021*]

Section 37.^{1} (1) If due to the gathering restrictions it is impossible to convene the founding meeting of a political party, it may be convened and held remotely through electronic means.

(2) The decision on the founding of the party shall be taken, the programme and articles of association of the party shall be approved, a board and audit institution for economic and financial activities shall be elected, and the minutes of the meeting of founders shall be drawn up at the remote meeting of founders. The information referred to in Section 13, Paragraphs one, 1.^{1}, and two of the Law on Political Parties shall be specified in the minutes, except for the requirement to present a passport or identity card of a person, and it shall be also specified that the meeting of founders takes place remotely. The minutes shall be signed by the head of the meeting of founders and the recorder of minutes thereof.

(3) The founder has the obligation to certify the signature on the consent to the decision on the founding of the party with any sworn notary within 10 days after the day of the meeting of founders.

(4) By notarial certification of the signature on the consent to the decision on the founding of the party, the founder also confirms his or her consent to the founding of the party and recognises the information specified in the minutes of the meeting of founders as correct.

(5) The day of the meeting of founders shall be considered as the date on which the decision on the founding of the party has been taken.

(6) Authorised representatives of the founders of the party shall, in accordance with the procedures laid down in the Law on Political Parties, submit an application to the Party Register institution for making an entry of the party in the Party Register, appending thereto the notarially certified consent to the decision on the founding of the party of not less than 200 founders of the party and other documents referred to in Section 16, Paragraph two of the Law on Political Parties.

[*18 December 2020*]

Section 38. Until 30 June 2021, a court may, upon receipt of a reasoned application from a debtor in the proceedings for the discharge of liabilities in insolvency proceedings of a natural person, decide on the postponement of the terms of payments to creditors included in the plan for the discharge of liabilities, concurrently extending the term of the procedure for discharging liabilities by the relevant period.

[*18 December 2020*]

Section 39. (1) Until 30 June 2021, in cases where an application for approval of a plan of measures of legal protection proceedings or for amending a plan of measures of legal protection proceedings has been submitted, a time period shall be determined for the implementation of legal protection proceedings not exceeding four years from the day when the court ruling on the implementation of legal protection proceedings has entered into effect. In such a case, the possibility referred to in Section 48, Paragraph two of the Insolvency Law to extend the term of implementation of legal protection proceedings shall not be applicable to the specific legal protection proceedings.

(2) If the time period for the implementation of legal protection proceedings is extended in accordance with Section 48, Paragraph two of the Insolvency Law or is approved or amended in accordance with Section 35, Paragraph one of the law On Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19 or Paragraph one of this Section, and the consequences of the crisis caused by COVID-19 prevent the debtor from implementing the plan of measures of legal protection proceedings, the term for the implementation of legal protection proceedings may, until 30 June 2021, be extended by one year if the majority of the creditors specified in Section 42, Paragraph three of the Insolvency Law agrees to that.

[*18 December 2020*]

Section 40. Irrespective of whether religious associations (churches) are registered with the Register of Public Benefit Organisations, donations by phone of religious associations (churches) arranged during the emergency situation may be maintained also after revocation of the emergency situation, until 30 June 2021.

[*18 December 2020*]

Section 41. Until 30 September 2020, upon receipt of payment from an addressee of a cash-on-delivery item for providing courier services with a payment card or by using a mobile application, postal operators are entitled to not use electronic devices and equipment for registering tax and other payments and to issue an electronically prepared registered receipt for confirmation of a transaction, taking into account the requirements of the laws and regulations governing the procedures for using electronic devices and equipment in respect of electronically prepared registered receipts for transactions in facilities for receipt of postal items.

Section 42. Joint stock company Development Financial Institution Altum which is registered with the Financial and Capital Market Commission as an alternative investment fund manager shall, upon managing the alternative investment fund established for the suppression of consequences of the spread of COVID-19, operate in accordance with the Law on Alternative Investment Funds and Their Managers, except for Section 5, Paragraph six and Section 6, Paragraphs three and six thereof. The explanation of the term "manager of an alternative investment fund" used in Section 1, Clause 3 of the Law on Alternative Investment Funds and Their Managers shall not apply to the abovementioned manager. The establishment of the alternative investment fund shall be announced in the official gazette *Latvijas Vēstnesis*.

Section 43. The registered manager of the alternative investment fund referred to in Section 42 of this Law shall provide the Financial and Capital Market Commission with the information and documents specified in the Law on Alternative Investment Funds and Their Managers and shall make payments for financing the activities of the Financial and Capital Market Commission, and also shall fulfil other obligations laid down in the Law on Alternative Investment Funds and Their Managers.

Section 44. The fund referred to in Section 42 of this Law shall be liquidated in accordance with the procedures laid down in the Law on Alternative Investment Funds and Their Managers.

Section 45. The limits specified in the second and third sentence of Section 12, Paragraph two, Clause 7.^{1} and Clause 14 of the Law on State Funded Pensions shall not be applied to the managers of the State funded pension scheme funds in relation to the alternative investment fund referred to in Section 42 of this Law over the period from the commencement of the operation until the liquidation of the fund.

Section 46. If, within the meaning of Section 55.^{11}, Paragraph 1.^{1} of the Financial Instrument Market Law and in relation to the suppression of consequences of the spread of COVID-19, a small or medium-sized merchant that is registered in Latvia until 31 December 2021 issues debt securities in the amount of issue of up to two million euros and the maturity of debt securities does not exceed three years, the manager of the State funded pension scheme funds in relation to investments in such securities is entitled to not observe the restrictions specified in Section 12, Paragraph one, Clause 3 of the Law on State Funded Pensions and the requirement of Section 12, Paragraph two, Clause 4 of the Law on State Funded Pensions that investments in debt securities of one issuer may not exceed 10

per cent of the debt securities of one issuer.

[*18 December 2020*]

Section 47. The manager of the State funded pension scheme funds is entitled to invest in the debt securities referred to in Section 46 of this Law in the amount of up to 100 per cent of the corresponding issue until 31 December 2024.

[*18 December 2020*]

Section 48. The total amount of investments of an investment plan in the debt securities referred to in Section 46 of this Law may not exceed one per cent of the assets of such investment plan.

Section 49. The manager of the State funded pension scheme funds shall not apply the requirement of Section 12.[1], Paragraph three of the Law on State Funded Pensions:

1) to investments in the fund referred to in Section 42 of this Law over the period from the commencement of the operation until the liquidation of the fund;

2) to investments in the debt securities referred to in Section 46 of this Law until 31 December 2024.

[*18 December 2020*]

Section 50. The manager of the State funded pension scheme funds shall concurrently submit the amendments made to the investment plan prospectus until 31 December 2020 in relation to the investments in the fund referred to in Section 42 of this Law or in the financial instruments referred to in Section 46 of this Law to the Financial and Capital Market Commission and the State Social Insurance Agency. The Financial and Capital Market Commission shall examine the amendments to the investment plan prospectus within five working days from the day of receipt thereof and shall send a notification to the State Social Insurance Agency on the registration of such amendments or the refusal to register them. Amendments to the investment plan prospectus shall come into effect on the day following their registration. The State Social Insurance Agency shall, within three working days from the day of receipt of the notification of the Financial and Capital Market Commission, decide whether to conclude an agreement with the manager of the State funded pension scheme funds regarding the amendments to the contract on the management of such funds. Section 11, Paragraph 4.[1] of the Law on State Funded Pensions and Paragraph 28 of Cabinet Regulation No. 272 of 27 May 2003, Regulations Regarding the Operation of the State Funded Pension Scheme, shall not be applied to such amendments.

Section 51. [18 December 2020]

Section 52. (1) Until 31 December 2020, the taxpayer may pay the vehicle operation tax for the taxation period of 2020 for goods vehicles with a gross weight above 3000 kilograms and their trailers and semi-trailers in the amount of 50 per cent.

(2) If the vehicle operation tax has been paid in accordance with Paragraph one of this Section, in the next calendar year the vehicle operation tax shall be paid into the State budget for the current calendar year and for the previous calendar year in the amount of 50 per cent.

(3) If the vehicle operation tax has been paid in accordance with Paragraph one of this Section, the registration of a change in owner, the registration of a holder, and also the removal of a vehicle from the register for alienation in Latvia or for export from Latvia shall be performed by the Road Traffic Safety Directorate if the tax for the previous period is paid in full.

Section 53. Until 30 June 2021, the property of a public person may be transferred for use without compensation to the authority involved in the epidemiological safety measures for the containment of the spread and the suppression of the consequences of COVID-19 for a period not exceeding the validity of this Law. The decision to transfer property of a public person for use without compensation shall be taken by the institution of the public person in whose possession the relevant property is. Property of a public person shall be transferred for use without compensation by a deed of acceptance and delivery. The institution of the relevant public person has the right to control whether the property transferred for use without compensation is used in accordance with the purpose of its transfer.

[*18 December 2020*]

Section 54. (1) Until 30 June 2021, the movable property (personal protective equipment, medical devices, and disinfectants) of a public person may be transferred without compensation into the ownership of the authority involved in the epidemiological safety measures for the containment of the spread and the suppression of the consequences of COVID-19. Permission to alienate State movable property shall be granted by an authority stipulated by the Cabinet, whereas the permission to alienate movable property of a derived public person shall be granted by the decision-making body of the relevant derived public person, without ascertaining the need of the public person or its institutions for such property. The movable property which has been transferred in accordance with the procedures laid down in

this Paragraph of the Section but has not been used for the containment of the spread and the suppression of the consequences of COVID-19 during the validity of this Law shall be returned to the relevant public person. The abovementioned solution shall also apply to the transfer of the movable property (personal protective equipment, medical devices, and disinfectants) of a public person without compensation into the ownership of a religious association (church) for implementation of the epidemiological safety measures.

(2) Until 30 June 2021, the movable property of a local government (personal protective equipment and medical devices) may be transferred without compensation into the ownership of certain groups of natural persons of a local government for the containment of the spread and the suppression of the consequences of COVID-19. Permission to alienate the movable property of a local government shall be granted by the decision-making body of the respective local government, without ascertaining the need of the public person or its institutions for such property.

[*18 December 2020*]

Section 55. Property of a public person which, in accordance with Sections 53 and 54 of this Law, has been transferred for use without compensation to the authority involved in the epidemiological safety measures for the containment of the spread and the suppression of the consequences of COVID-19, or movable property (personal protective equipment and disinfectants) of a public person that has been transferred without compensation shall be regarded as a donation (gift) that is exempted from the application of the enterprise income tax or personal income tax.

Section 56. Until 30 June 2021, the State and local governments have the right to disburse financing to the associations and foundations with which a project financing contract, a participation contract, or a delegation contract has been concluded for the provision of services and implementation of other types of activities, even if they could not be provided or implemented due to the emergency situation. The State and local governments shall evaluate the impact of furlough on the financial flow of the service provider or project implementer and shall determine the extent to which payment for the period of furlough will be made.

[*18 December 2020*]

Section 57. The State Culture Capital Foundation shall support financially the projects implemented by natural and legal persons from the State budget funds allocated to it in order to mitigate the negative impact of the crisis caused by COVID-19 on the cultural sector.

Section 58. [1 July 2021 / See Paragraph 7 of Transitional Provisions]

Section 58.[1] A carrier or an association of carriers may receive a special licence card for the road transport vehicle which is not older than seven years counting from the day when the road transport vehicle was first registered in order to perform commercial passenger carriage with taxis within the publicly available restricted access territory of *valsts akciju sabiedrība "Starptautiskā lidosta "Rīga""* [State joint stock company International Airport Riga]. The requirements laid down in Section 35.[1], Paragraph three, Clause 3, Sub-clause "c" and Paragraph three, Clause 5 of the Law on Carriage by Road shall not be applied until 31 December 2021.

[*18 March 2021*]

Section 59. (1) In order to ensure the increase in the amount of private investments, the institutions of direct and indirect administration, and also private individuals involved in the provision of services shall, while fulfilling State administration tasks, including the harmonisation of the activities necessary for implementing an investment project, in compliance with the provisions laid down in Paragraph two of this Section, ensure the provision of the relevant services as a priority and within a priority term.

(2) The Cabinet shall determine the priority investment project sectors, the merchant qualification criteria, and the procedures for the approval of investment projects, the list of services to be provided within the scope of the State administration tasks and the cases in which the subjects referred to in Paragraph one of this Section ensure the provision of the relevant services as a priority and within a priority term.

(3) If the term for the provision of the services included in the list referred to in Paragraph two of this Section in accordance with the laws and regulations governing the activity in the corresponding field is longer than five working days, the corresponding service shall be provided as a priority within a time period that is at least twice shorter and no additional charge shall be applied thereto.

(4) The provision of the services included in the list referred to in Paragraph two of this Section, including harmonisation of related actions, shall be ensured also during the emergency situation, if necessary, by ensuring the provision of services and harmonisation of the planned actions remotely.

(5) Information on the approved investment projects shall be published by the Investment and Development Agency of Latvia in the official gazette *Latvijas Vēstnesis* within three working days after approval of the project.

[*18 December 2020 / Section shall come into force on 1 February 2021. See Paragraph 10 of Transitional*

Provisions]

Section 60. The Cabinet shall, by 10 January 2021, develop a single COVID-19 telephone helpline for psychological and advisory support of the persons affected by the crisis.

[*18 December 2020*]

Section 61. The Cabinet shall, by 10 January 2021, develop proposals for combating illegal gambling in the Internet environment.

[*18 December 2020*]

Section 62. In order to mitigate the negative impact of the spread of COVID-19 infection and tension in families with children, the persons who are raising a child shall be ensured with a one-off aid (hereinafter - the aid) in the amount of EUR 500 for each child within a time period from 1 March 2021 until the end of the emergency situation declared in relation to the spread of COVID-19.

[*18 February 2021*]

Section 63. The aid shall be disbursed to the person who has the right to childcare benefit for a child under one year of age, State family allowance or supplement to the State family allowance for a disabled child in accordance with the Law on State Social Allowances in the period referred to in Section 62 of this Law or who has the right to receive maternity benefit due to the birth of a child and the child is born until the end of the emergency situation.

[*18 February 2021*]

Section 63.[1] If within the period referred to in Section 62 of this Law a child is at a long-term social care and social rehabilitation institution, social correctional education institution or prison and the aid for the child has not been disbursed in accordance with the procedures laid down in Section 63 of this Law, the aid shall be granted to the child's parent, guardian or foster family, or the head of the long-term social care and social rehabilitation institution.

[*7 April 2021*]

Section 64. The State Social Insurance Agency shall, without the submission of a person, disburse the aid in the amount specified in Section 62 of this Law by 31 March 2021 to the person who has been granted a childcare benefit, State family allowance or supplement to the State family allowance for a disabled child or who has the right to receive the State family allowance for a child for whom a disability has been determined after reaching 18 years of age and the cause of disability is a disease from childhood.

[*18 February 2021*]

Section 65. The State Social Insurance Agency shall, within 30 days from the day when the childcare benefit for a child under one year of age or State family allowance was granted, disburse the aid without the submission of the person to the persons for whom rights to the aid arise from 1 March 2021 until the end of the emergency situation but it has not been received within the term specified in Section 64 of this Law, and also to persons who receive maternity benefit in the period referred to in Section 62 of this Law.

[*18 February 2021*]

Section 65.[1] (1) The State Social Insurance Agency shall disburse the aid referred to in Section 63.[1] of this Law to a child's parent, guardian or foster family to whom the right to such aid has arisen until the end of the emergency situation based on a submission of a person. The following shall be indicated in the submission:

1) given name, surname, and personal identity number of the submitter;

2) telephone number or electronic mail address of the submitter;

3) information regarding the child for whom the aid is requested (name, surname, and personal identity number of the child);

4) the account number of the credit institution or postal accounting system.

(2) The State Social Insurance Agency shall disburse the aid to the head of a long-term social care and social rehabilitation institution based on the relevant submission. The submission shall include the data referred to in Paragraph one, Clauses 1 and 2 of this Section and shall indicate:

1) name of the long-term social care and social rehabilitation institution;

2) information regarding all children for whom the aid is requested (name, surname, and personal identity number of the child);

3) account number of the credit institution of the long-term social care and social rehabilitation institution.

[*7 April 2021*]

Section 65.[2] A long-term social care and social rehabilitation institution, Prison Administration, and social correctional educational institution shall, within five working days after coming into force of this Section, provide to the State Social Insurance Agency the following information regarding the children who are at the relevant institution:

1) given name, surname and personal identity number of the child;

2) date from which the child is at the relevant institution;

3) number and date of the decision of the Orphan's and Custody Court or court ruling on the placement of the child into the institution.

[*7 April 2021*]

Section 65.[3] The State Social Insurance Agency shall examine the submission referred to in Section 65.[1] of this Law and disburse the aid within 30 days after receipt of the submission.

[*7 April 2021*]

Section 65.[4] In defending the personal interests of a child in relationship with the parents, the Orphan's and Custody Court shall decide on the disbursement of the aid referred to in Section 63.[1] of this Law to the child if he or she has attained 15 years of age and his or her parent has not received the aid referred to in Section 63.[1] of this Law. The Orphan's and Custody Court shall immediately inform the State Social Insurance Agency of the received submission and taken decision.

[*7 April 2021*]

Section 65.[5] A long-term social care and social rehabilitation institution shall find out the child's opinion and use the granted aid based on the needs of the child.

[*7 April 2021*]

Section 66. (1) The aid is comparable to the compensation referred to in Section 9, Paragraph one, Clause 16 of the law On Personal Income Tax that is not included in the annual taxable income and is not taxable with the personal income tax.

(2) The aid is not subject to deductions and debt collection.

(3) Upon evaluating the material resources of a household for granting social assistance, the local government social service shall not take into account the aid disbursed to the person.

[*18 February 2021*]

Section 67. The decision of the State Social Insurance Agency in relation to the aid or contesting and appealing of the actual actions shall be determined by the Law on State Social Allowances.

[*18 February 2021*]

Section 68. In order to minimise the negative effects of the spread of COVID-19 infection, a lump sum benefit in the amount of EUR 200 (hereinafter - the lump sum benefit) shall be disbursed to a person residing in Latvia that within the period between 1 March 2021 and end of the emergency situation declared in relation to the spread of COVID-19 is:

1) the recipient of old-age pension, disability pension, or survivor's pension, including recipient of the pension granted in case of early retention and in advance, recipient of the special State pension, recipient of the service pension who has attained the age necessary for granting the old-age pension, but to whom the old-age pension has not been granted, recipient of the service pension who has not attained the age necessary for granting the old-age pension and to whom a disability has been specified, the recipient of the compensation for the loss of ability to work or of the survivor's compensation, or the recipient of the State social security benefit - also if the disbursement of the benefit has been temporarily suspended;

2) recipient of the care of disabled child benefit or allowance for disabled persons for whom care is necessary.

[*11 March 2021; 17 June 2021*]

Section 69. (1) If a person concurrently receives several of the services referred to in Section 68, Clause 1 of this Law, the lump sum benefit shall be granted thereto for one of the services.

(2) If a person concurrently receives any of the services referred to in Section 68, Clause 1 of this Law and any of the services referred to in Clause 2 of this Section, the lump sum benefit to such person shall be granted in double the amount.

(3) If the survivor's pension, survivor's compensation or the State social security benefit has been granted to a person for two or more family members of the deceased provider without the capacity to work, the lump sum benefit to such person shall be granted for each family member of the deceased provider without the capacity to work.

(4) The lump sum benefit shall not be granted to the recipients of the services referred to in Section 68, Clause 1 of this Law if the aid laid down in Section 62 of this Law has been disbursed for the person to whom the survivor's pension, survivor's compensation or the State social security benefit for the loss of the provider has been granted.

(5) If the person has the right to concurrently receive the aid referred to in Section 62 of this Law and the lump sum benefit as the recipient of the survivor's pension, survivor's compensation or the State social security benefit for the loss of the provider referred to in Section 68, Clause 1 of this Law, the aid laid down in Section 62 of this Law shall be granted and disbursed thereto.

[*11 March 2021*]

Section 70. (1) The State Social Insurance Agency shall disburse the lump sum benefit to the service recipients referred to in Section 68, Clause 1 of this Law (except for the recipient of the service pension who has not attained the age necessary for granting the old-age pension and for whom a disability has been specified) and the service recipients referred to in Section 68, Clause 2 of this Law in April 2021 and deliver it to the place of residence indicated by the recipient of the lump sum benefit free of charge or transfer it to the account of a credit institution or the postal settlement system (PSS) into which the pension or benefit referred to in Section 68 of this Law is transferred for the recipient of the lump sum benefit.

(2) The lump sum benefit shall be financed from the State basic budget.

[*11 March 2021; 17 June 2021*]

Section 70.[1] The lump sum benefit shall be disbursed to the recipient of the service pension who has not attained the age necessary for granting the old-age pension and for whom a disability has been specified:

1) by the State Social Insurance Agency if it administers the service pension to be disbursed to the person. The State Social Insurance Agency shall disburse the lump sum benefit in July 2021 without a submission of the person, delivering it to the place of residence indicated by the recipient free of charge or transferring it to the account of a credit institution or the postal settlement system (PSS) into which the service pension is transferred for the recipient of the benefit;

2) by the Ministry of Defence, the Constitution Protection Bureau, and the Military Intelligence and Security Service if they administer the service pension to be disbursed to the person. The abovementioned authorities shall, on the basis of a submission of the person regarding granting of a lump sum benefit, disburse the lump sum benefit in July 2021, delivering it to the place of residence indicated by the recipient free of charge or transferring it to the account of a credit institution into which the service pension is transferred for the recipient of the benefit.

[*17 June 2021*]

Section 71. (1) To the service recipients referred to in Section 68 of this Law to whom the right to the lump sum benefit arises from 1 March 2021 until the end of the emergency situation but who have not received it within the time limit specified in Section 70 of this Law (except for the recipients of the service pension referred to in Section 68, Clause 1 of this Law who have not attained the age necessary for granting the old-age pension and for whom a disability has been specified), the State Social Insurance Agency shall grant the lump sum benefit without a submission of the person and disburse it within 30 days from the day on which the decision to grant the pension, compensation, or benefit is taken.

(2) To the recipients of the service pension referred to in Section 68, Clause 1 of this Law who have not attained the age necessary for granting the old-age pension and for whom a disability has been specified, and to whom the right to the lump sum benefit arises from 1 March 2021 until the end of the emergency situation but who have not received it within the time limit specified in Section 70.[1] of this Law, the State Social Insurance Agency without a submission of the person or the authorities referred to in Section 70.[1], Clause 2 of this Law, on the basis of a submission of the person, accordingly shall grant the lump sum benefit and disburse it within 30 days from the day on which the decision to grant the service pension is taken.

[*17 June 2021*]

Section 72. (1) Provisions of Sections 66 and 67 of this Law shall apply to the lump sum benefit.

(2) If a person stays at a long-term social care and social rehabilitation institution, the lump sum benefit granted

thereto shall not be considered in the payment for the services of the long-term social care and social rehabilitation institution.

(3) If the lump sum benefit has not been disbursed to a person until the day of his or her death, it shall not be regarded as an unreceived service to which the spouse of the person, his or her first-level and second-level kin or another person may qualify on the basis of an inheritance certificate or court ruling.

[*11 March 2021*]

Section 73. (1) If the event organised by a culture, entertainment or sports service provider has been announced and put on sale until 15 June 2021 and the service provider after the announcement of the event has, in accordance with the requirements of laws and regulations regarding course of events, changed conditions for the course of the event and has determined the epidemiological requirements prohibiting such persons from going to the event who do not have an interoperable vaccination certificate, certificate of recovery or test certificate (COVID-19 certificate), the service provider shall, upon request of the consumer, reimburse to the consumer the ticket price of the service not received until 31 October 2021.

(2) If the event has been announced and put on sale after 15 June 2021 and is intended for persons with an interoperable test certificate; however, it is detected that the COVID-19 test undergone by the person within 48 hours before the event or on the day of the event is positive, the service provider shall, upon request of the consumer, reimburse to the consumer the ticket price of the service not received within 30 days of the event.

(3) If the service provider cancels or postpones the event to another time appropriate for the event or cannot ensure the postponing of the previously planned event or the consumer cannot, due to justified reasons, attend the event on the postponed date, the legal framework specified in Section 7 of the Law on the Management of the Spread of COVID-19 Infection shall be applicable.

[*23 September 2021*]

Transitional Provisions

1. With the coming into force of this Law, the law On Measures for the Prevention and Suppression of Threat to the State and Its Consequences Due to the Spread of COVID-19 (*Latvijas Vēstnesis*, 2020, No. 57B, 67B, 80A, 88B, 96B, 103C) is repealed.

2. The Cabinet shall, by 31 December 2020, issue the regulations specified in Sections 2, 14, 15, and 29 of this Law. The following regulations are applicable until the day of the coming into force of the abovementioned regulations, insofar as they are not in contradiction with this Law:

1) Cabinet Regulation No. 151 of 24 March 2020, Regulations Regarding the Sectors where the Financial Situation has Significantly Deteriorated due to the Spread of COVID-19;

2) Cabinet Regulation No. 165 of 26 March 2020, Regulations Regarding the Employers Affected by the Crisis Caused by COVID-19 which are Eligible for the Allowance for Idle Time and Division of the Payment for Late Tax Payments in Instalments or Deferral Thereof for up to Three Years;

3) Cabinet Regulation No. 179 of 31 March 2020, Regulations Regarding the Allowance for Idle Time for the Self-employed Persons Affected by the Spread of COVID-19;

4) Cabinet Regulation No. 180 of 2 April 2020, Regulations Regarding the Application of Exemption From or Reduction in Lease Payment for the Property of a Public Person and of a Capital Company Controlled by a Public Person in Relation to the Spread of COVID-19;

5) Cabinet Regulation No. 236 of 23 April 2020, Regulations Regarding the Assistance Allowance for Idle Time for Employed or Self-employed Persons Who have been Affected by the Spread of COVID-19;

6) Cabinet Regulation No. 278 of 12 May 2020, Regulations Regarding the Conditions and Procedures by which a State Loan is Issued to the Local Governments for Mitigating and Preventing the Impact of the Emergency Situation in Relation to the Spread of COVID-19.

3. The restriction specified in Section 3 of this Law on the receipt of the State aid and State-guaranteed support measures does not apply to the right to receive furlough allowance and the furlough assistance allowance stipulated by the Cabinet for the period referred to in Section 15, Paragraph two of this Law.

4. Section 11 of this Law shall be in force until the day when the amendments to the Handling of Alcoholic Beverages Law come into force in conformity with which the retail sale of alcoholic beverages using a distance contract is permitted.

[*Section 11 is repealed on 28 December 2020. See amendments to the Handling of Alcoholic Beverages Law*]

5. Section 16 of this Law shall come into force concurrently with the Law on Administrative Liability.

6. Section 29, Paragraphs two, three, four, and five of this Law shall be in force until 31 December 2023.

[*18 December 2020*]

7. Section 58 of this Law shall be in force until 30 June 2021.

[*18 December 2020*]

8. The Cabinet shall, by 30 April 2021, issue the regulations provided for in Section 29, Paragraph $1.^2$ of this Law. Cabinet Regulation No. 456 of 14 July 2020, Regulations Regarding the Conditions and Procedures by which a State Loan is Issued to the Local Governments for Mitigating and Preventing the Impact of the Emergency Situation in Relation to the Spread of COVID-19, shall be applicable until the day of the coming into force thereof, but not longer than until 30 April 2021, insofar as they are not in contradiction with this Law.

[*18 December 2020*]

9. Amendment to Section 2 of this Law (regarding the deletion of the number and word "4 and") and amendments to this Law regarding the new wording of Section 4, Paragraph one and the supplementation of Section with Paragraphs $2.^1$, $2.^2$, and $2.^3$ shall come into force on 1 January 2021.

[*18 December 2020*]

10. Section 59 of this Law shall come into force on 1 February 2021.

[*18 December 2020*]

11. The Cabinet shall, by 31 January 2021, issue the regulations provided for in Section 59, Paragraph two of this Law.

[*18 December 2020*]

12. The procedures laid down in Section 59 of this Law shall be applied to the investment projects the implementation of which has been commenced until 31 January 2021 but has not been completed.

[*18 December 2020*]

13. Section 6, Paragraph three of this Law shall be applicable from 1 January 2021.

[*18 March 2021*]

14. Section $8.^1$ of this Law shall be applied when calculating the gambling tax payments for 2020 and 2021.

[*18 March 2021*]

15. If a meeting of shareholders (stockholders) has been announced until the day when Section 37, Paragraph eleven of this Law comes into force, the board has the right, upon its own initiative or upon request of its shareholders (stockholders) who together represent at least 20 per cent of the equity capital of the capital company, to specify that the meeting of shareholders (stockholders) takes place in accordance with the procedures laid down in Section 37, Paragraph eleven of this Law. In such case the board shall, not more than three working days before the announced meeting of shareholders (stockholders) notify the shareholders (stockholders) that the meeting of shareholders (stockholders) takes place electronically only, and shall indicate in the notification the procedures by which the shareholders (stockholders) may exercise the right to participate or vote in the meeting of shareholders (stockholders) through electronic means. If stocks of a joint stock company are admitted to trading on a regulated market, the notification referred to in this Clause to stockholders shall be published on the website of the joint stock company.

[*17 June 2021*]

The Law shall come into force on the day following its proclamation.

The Law has been adopted by the *Saeima* on 5 June 2020.

President E. Levits

Rīga, 9 June 2020

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[1] The Parliament of the Republic of Latvia

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23 April 2020 [shall come into force from 23 April 2020];
28 April 2020 [shall come into force from 28 April 2020];
30 April 2020 [shall come into force from 30 April 2020];
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12 May 2020 [shall come into force from 12 May 2020];
14 May 2020 [shall come into force from 14 May 2020];
21 May 2020 [shall come into force from 21 May 2020];
29 May 2020 [shall come into force from 29 May 2020];
29 May 2020 [shall come into force from 29 May 2020];
2 June 2020 [shall come into force from 2 June 2020].
If a whole or part of a paragraph has been amended, the date of the amending regulation appears in square brackets at the end of the paragraph. If a whole paragraph or sub-paragraph has been deleted, the date of the deletion appears in square brackets beside the deleted paragraph or sub-paragraph.

Republic of Latvia
Cabinet Order No. 103
Adopted 12 March 2020

Regarding Declaration of the Emergency Situation

Taking into consideration the Communication of 11 March 2020 of the World Health Organisation that COVID-19 has become a pandemic and on the basis of Section 4, Paragraph one, Clause 1, Sub-clause "e" of the Civil Protection and Disaster Management Law, Section 4, Section 5, Paragraph one, and Section 6, Paragraph one, Clause 1 and Paragraph two, Section 7, Clause 1, and Section 8 of the law On Emergency Situation and State of Exception, Section 3, Paragraph two of the Epidemiological Safety Law, the following epidemiological safety measures and other measures shall be determined:

1. The emergency situation throughout the State territory shall be declared from the moment of taking of the decision until 9 June 2020 with the purpose of containing the spread of COVID-19 during validity of the emergency situation.

[*7 May 2020 / New wording of the Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

2. The Ministry of Health shall be determined as the responsible authority for the coordination of activities during the emergency situation and it shall be determined that the State Operational Medical Commission of the Ministry of Health is entitled to take decisions on epidemiological safety measures binding on the authorities of the health sector.

[*19 March 2020*]

2.[1] According to the development of the epidemiological situation in the State, the Minister for Health has the right:

2.[1] 1. upon assessing epidemiological risks and by reaching an agreement with the representatives of health sector, to restrict the provision of health care services (preserving those health care services which are life-saving and which require continuity of treatment), including to restrict the right of a medical practitioner to provide health care services in several medical treatment institutions;

[*25 March 2020*]

2.[1] 2. to prohibit the wholesaler of medicinal products from exporting any medicinal products intended for Latvian market to third countries, and also from bringing out of such medicinal products to European Economic Area states which have been referred to in the list published on the website of the State Agency of Medicines.

[*25 March 2020*]

2.[1] 3. to allow a general type pharmacy to perform a remote processing of the order of a private person - medicinal products, including prescription medicinal products, and medicinal products and medical devices reimbursed from the State budget resources - and delivery to the place of residence of the private person, determining the requirements and procedures for such activity.

[*12 May 2020*]

3. The responsible authorities according to the competence shall be determined as the co-responsible authorities.

4. During the emergency situation:

4.1. the State and local government institutions shall assess and ensure, to the extent possible, the provision of on-site services remotely;

4.2. pre-school educational institutions and institutions which ensure the child supervision service shall ensure the operation of nursery class on duty in order to ensure, if necessary, the provision of pre-school services to the lawful representatives of children who are not able to ensure looking after the children themselves. Pre-school educational institutions and institutions which ensure the child supervision service shall determine the procedures for visiting such institutions that are binding on the lawful representatives of children and other persons;

[*7 May 2020 / New wording of the Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.3. the following requirements shall be observed in the field of education:

4.3.1. the course of the study process on site in all educational institutions, the educational process of any kind in on-site form outside educational institutions shall be discontinued, and the studies shall be ensured remotely, observing the exceptions specified in this Sub-paragraph;

4.3.2. [21 May 2020. See Sub-paragraph 1.1 of the amendments];

4.3.3. it shall be allowed to prepare children of mandatory education age on site for the acquisition of basic education according to the decision of the founder of an educational institution. The founder shall ensure that the lawful representative of the child is informed of the decision taken. If the child does not attend the educational institution, the founder shall ensure the studies remotely;

4.3.4. the educational institution for social correction "Naukšēni" shall continue its operation;

4.3.5. the Minister for Defence shall take a decision on the course of the learning process in military educational institutions; The Minister for the Interior shall take a decision on the course of the learning process in educational institutions of the system of the Interior. The Minister for Justice shall take a decision on the course of the learning process in the Training Centre of the Prisons Administration. The Minister for Health shall take a decision on the training in the provision of first aid;

4.3.5.[1] the Minister for Transport shall take a decision on the implementation of training programmes certified by the Ministry of Transport for the acquisition of a professional qualification of a seafarer;

4.3.5.[2] the Minister for Education and Science shall take a decision on the course of the learning process on site at the King's College Latvia, Jules Verne Riga French School, International School of Riga, German School of Riga, and Exupery International School;

4.3.6. the following shall be allowed, provided that the specified social (physical) distancing and epidemiological

safety measures are observed:

4.3.6.1. on-site tutorials for educatees at an educational institution in preparing for State examinations, including professional qualification examinations;

4.3.6.2. on-site tutorials for educatees in grade 9 at an educational institution for the acquisition of basic education;

4.3.6.3. learning process of professional orientation sports educational programmes and interest-related sports educational programmes on site, observing the requirements specified in Sub-paragraph 4.5.^{3} of this Order;

4.3.6.4. implementation of on-site vocational internship in places of imprisonment, observing the requirements specified in Sub-paragraph 4.5.3 of this Order;

4.3.6.5. on-site State examinations, including professional qualification examinations, and entrance examinations at an educational institution for educatees for the acquisition of basic education and secondary education, including in professional orientation educational programmes;

4.3.6.6. on-site State examinations, including professional qualification examinations, at a higher education institution for educatees for the acquisition of higher education if it is impossible to do it remotely;

4.3.6.7. camps for children. If the camp is organised in the building of an educational institution, it shall be ensured that the operation of the camp does not overlap physically with the activities specified in Sub-paragraphs 4.3.6.1, 4.3.6.2, 4.3.6.5, and 4.3.6.6 of this Order;

4.3.6.8. learning process of further vocational training, vocational in-service training, and non-formal adult education programmes on site, including examinations in conformity with the requirements specified in Sub-paragraphs 4.5.1, 4.5.3, and 4.5.4 of this Order. If the learning process is organised in the building of an educational institution, it shall be ensured that it does not overlap physically with the activities specified in Sub-paragraphs 4.3.6.1, 4.3.6.2, 4.3.6.5, and 4.3.6.6 of this Order;

4.3.6.9. learning process of interest-related educational programmes on site in conformity with the requirements specified in Sub-paragraphs 4.5.1, 4.5.3, and 4.5.4 of this Order. If the interest-related educational programme is organised in the building of an educational institution, it shall be ensured that the abovementioned process does not overlap physically with the activities specified in Sub-paragraphs 4.3.6.1, 4.3.6.2, 4.3.6.5, and 4.3.6.6 of this Order;

4.3.6.10. on-site additional educational measures, including post-examinations, at an educational institution for educatees in subjects in the level of basic education, complying with the requirements specified in Sub-paragraphs 4.5.1, 4.5.3, and 4.5.4 of this Order and ensuring that the abovementioned activities do not overlap physically with the activities specified in Sub-paragraphs 4.3.6.1, 4.3.6.2, and 4.3.6.5 of this Order in the premises in one educational institution;

[*7 May 2020; 14 May 2020; 21 May 2020; 29 May 2020; The amendment regarding deletion of Sub-paragraph 4.3.2, and Sub-paragraphs 4.3.6.5, 4.3.6.6, 4.3.6.7, 4.3.6.8, 4.3.6.9, and 4.3.6.10 shall come into force on 1 June 2020. See Sub-paragraphs 1.1, 1.4 of the amendments and Sub-paragraph 1.2 of the amendments*]

4.3.^{1} to authorise the Minister for Education and Science:

4.3.^{1} 1. in case if due to the emergency situation it is not possible, for an extensive period of time (at least one week), to ensure the study process in accordance with the requirements laid down in laws and regulations, to assess the particular circumstances of the emergency situation and to take a decision to extend the academic year;

4.3.^{1} 2. to take a decision in relation to the reduction of the amount of internship in programmes which are commenced by an educatee after acquisition of basic education;

4.3.^{1} 3. to determine that the service of an assistant paid from the State budget is ensured to educatees with a disability in the amount determined by the Minister for Education and Science;

4.3.^{1} 4. [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

[*19 March 2020; 27 March 2020; 9 April 2020*]

4.3.^{2} [12 May 2020];

4.3.^{3} in order to ensure that the State budget subsidy for free school meals is used:

4.3.^{3} 1. based on a decision of the local government council, the local government may use the State budget subsidy received in April and May for ensuring free school meals for the educatees in grades 1, 2, 3, and 4 within the period of emergency situation in the State to cater the educatees in grades 1, 2, 3, and 4 who have declared their

place of residence in its administrative territory and who come from needy, low-income or large families (irrespective of the form or place of the acquisition of an education of the abovementioned educatees);

4.3.^{3} 2. based on a decision of the local government council, if the local government has unused State budget resources allocated for ensuring free school meals, it is entitled to use such resources in April and May to cater the educatees in grades 5, 6, 7, 8, and 9 who have declared their place of residence in its administrative territory and who come from needy, low-income or large families (irrespective of the form or place of the acquisition of an education of the abovementioned educatees);

4.3.^{3} 3. the local government shall, not later than within three working days after taking the relevant decision, publish it on its website;

[*31 March 2020; 9 April 2020*]

4.3.^{4} in order to ensure that the State budget earmarked grants for covering the expenses for the maintenance of special educational institutions is used within the period of emergency situation in the State:

4.3.^{4} 1. based on a decision of the local government council, the local government is entitled to use the received State budget earmarked grants to cater (deliver ready meals or food parcels) the educatees of the relevant special educational institution who have declared their place of residence in its administrative territory, providing not more than EUR 5 for one educatee per day;

4.3.^{4} 2. if the declared place of residence of the educatee of the special educational institution is not in the territory of the local government in which the special educational institution is located, the local government which has received the abovementioned State budget earmarked grants shall ensure catering of the educatee in accordance with the local government council decision referred to in Sub-paragraph 4.3.^{4} 1 of this Order or shall agree with the local government where the educatee has declared his or her place of residence on the provision of catering service to the abovementioned educatee, and also shall agree on the procedures for mutual payments;

4.3.^{4} 3. it shall be determined that the educatees of special educational institutions do not receive the catering service in accordance with the provisions of Sub-paragraph 4.3.^{3} of this Order;

4.3.^{4} 4. the local government shall, within three working days after taking the relevant decision, publish it on its website;

[*16 April 2020*]

4.4. [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

4.5. gathering both indoors and outdoors shall be allowed in the following organised events: public events, except for the sports events (in accordance with the definition specified in the Law on Safety of Public Entertainment and Festivity Events), meetings, processions, and pickets (in accordance with the definitions specified in the law On Meetings, Processions, and Pickets), for the performance of organised religious activities which are performed by gathering, and private events, except for the sports events, provided that the following requirements are observed:

4.5.1. there is a maximum of 25 people at the event at the same time, observing the restrictions specified in Sub-paragraph 4.5.^{2} of this Order. These conditions apply also to private indoor and outdoor spaces;

4.5.2. the restriction on the number of persons referred to in Sub-paragraph 4.5.1 of this Order shall not be applied to the events in which the visitor participates from his or her car;

4.5.3. the duration of the event indoors does not exceed three hours, the duration of the event outdoors is not restricted;

4.5.4. the organiser of the event shall ensure the observance of the restrictions and the availability of disinfectants to the participants;

[*7 May 2020 / New wording of the Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.5.^{1} the cultural sites, sites where religious activities are performed, entertainment, sports, and other recreational sites shall start work not earlier than at 6.30 and end work not later than at 24.00;

[*14 May 2020*]

4.5.^{2} the following restrictions are imposed on persons in public places:

4.5.^{2} 1. the persons must maintain a two-metre distance from others (this refers both to indoor public spaces and

public open spaces);

4.5.^{2} 2. the persons must comply with other social (physical) distancing and epidemiological safety measures determined (this refers to indoor public spaces, public open spaces, and common-use premises);

4.5.^{2} 3. such number of persons may be present at the same time in a sales location and public catering facilities which corresponds to the respective requirements determined by the Minister for Economics according to the procedures referred to in Sub-paragraphs 4.22 and 4.22.^{1} of this Order, ensuring at the same time the fulfilment of the requirements specified in Sub-paragraphs 4.5.^{2}1 and 4.5.^{2}2 of this Order;

4.5.^{2} 4. the following may gather at the same time in indoor public spaces and public open spaces without maintaining a two-metre distance:

4.5.^{2} 4.1. not more than two persons;

4.5.^{2} 4.2. persons living in one household;

4.5.^{2} 4.3. a parent and his or her minors if they do not live in one household;

4.5.^{2} 4.4. persons performing work or service duties;

4.5.^{2} 4.5. athletes during sports trainings (sessions) if they are members of the Latvian adult team, Latvian Olympic team or Latvian Paralympic team, and also members of teams of highest leagues of such team sports who perform duties of an athlete arising from a written contract. The abovementioned exception shall not apply to martial arts athletes;

4.5.^{2} 5. such number of persons may be at the same time at cultural, sports, entertainment, and other recreational sites and also at sites where religious activities are performed so that it is possible to ensure the fulfilment of the requirements specified in Sub-paragraphs 4.5.^{2} 1 and 4.5.^{2} 2 of this Order;

[*29 March 2020; 7 May 2020; 21 May 2020 / New wording of Sub-paragraph 4.5.^{2} 4.5 shall come into force on 1 June 2020. See Sub-paragraph 1.5 of the amendments*]

4.5.^{3} organised sports trainings (sessions) are allowed, observing the following conditions:

4.5.^{3} 1. no more than 25 persons gather at the same time in an organised manner in one training group for sports training (session) (including the conductor of the sports training (session) and other employees);

4.5.^{3} 2. the duration of the sports training (session) indoors does not exceed three hours, the duration of the sports training (session) outdoors is not restricted;

4.5.^{3} 3. the sports training (session) is conducted by a person who conforms to the requirements laid down in the laws and regulations governing the certification of sports specialists;

4.5.^{3} 4. persons maintain a mutual two-metre distance, except for the athletes referred to in Sub-paragraph 4.5.^{2} 4.5 of this Order;

4.5.^{3} 5. the physical overlap of flows of different training groups is prevented, and separate supervision of their activities is ensured;

4.5.^{3} 6. persons under 7 years of age are not involved in a sports training (session);

4.5.^{3} 7. in order to ensure the fulfilment of the conditions specified in Sub-paragraph 4.5.^{3} of this Order, the instructions of the manager of the sports venue and the conductor of a sports training (session) shall be observed, including in relation to restricting the flow of persons according to the capacity of the sports venue;

4.5.^{3} 8. other social (physical) distancing and epidemiological safety measures determined are observed;

[*7 May 2020 / New wording of Sub-paragraph 4.5.^{3} 4 shall come into force on 1 June 2020. See Sub-paragraph 1.6 of the amendments*]

4.5.^{4} entertainment events for children indoors are prohibited (for example, organisation of children's parties, operation of entertainment and amusement centres, trampoline parks, children's playrooms, day-care rooms, including in the shopping centres);

[*14 May 2020*]

4.5.[5] operation and rehearsals of organised amateur collectives (choir, dance group, brass band, kokle music ensemble, vocal ensemble, amateur theatre, folklore group, ethnographic ensemble, folk music group (choir), folk applied art and craft studio or club and other amateur collectives according to the conditions specified by the founder) indoors and outdoors is allowed in conformity with the procedures stipulated by the Minister for Culture and the specified social (physical) distancing and epidemiological safety measures;

[*21 May 2020 / Sub-paragraph shall come into force on 1 June 2020. See Sub-paragraph 1.7 of the amendments*]

4.6. it shall be allowed to organise tourism services only for travelling in Latvia, Lithuania, and Estonia;

[*7 May 2020 / New wording of the Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.7. [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

4.8. it shall be ensured that persons with acute symptoms of respiratory infection are not employed in work related to a possible risk to the health of other persons (in accordance with Cabinet Regulation No. 477 of 24 July 2018, Regulations Regarding Work Related to a Possible Risk to the Health of Other Persons and Procedures for the Performance of Mandatory Health Examinations);

4.9. medical treatment institutions, social care institutions, and places of imprisonment shall restrict visits to the institution for third persons, except for ensuring of basic functions with the permission of the head of the institution;

4.10. [9 April 2020];

4.10.[1] [9 April 2020];

4.10.[2] to determine that the head of the Prisons Administration or his or her authorised person manages crisis situations of any kind at the place of imprisonment;

[*19 March 2020*]

4.10.[3] to relinquish convoying of imprisoned persons upon requests of persons directing the proceedings, including to court hearings, setting up court hearings in the video conferencing mode to the extent possible. The abovementioned condition does not apply to the persons who have been arrested within a criminal case in the materials of which an object containing an official secret is included. In such case, and also when convoying the arrested persons from one place of imprisonment to another one, it shall be ensured that a convoy route is as short as possible and that the arrested person returns to the place of imprisonment on the same day;

[*14 May 2020*]

4.10.[4] [9 April 2020];

4.10.[5] [9 April 2020];

4.11. natural persons are invited to refrain from trips to foreign countries;

4.12. persons must carry out special epidemiological safety measures, including:

4.12.1. persons who have arrived from foreign countries, including within repatriation measures:

4.12.1.1. must ensure self-isolation at the place of residence for 14 days. During this period of time they must stay at the place of residence and are not allowed to go to work, community, public, and other places where a large number of people is present;

4.12.1.1.[1] Sub-paragraph 4.12.1.1 of this Order shall not apply to the nationals and permanent residents of Latvia, and also to the foreigners who have not visited other countries during the last 14 days, except for Latvia, Lithuania, or Estonia, or the countries published on the website of the Centre for Disease Prevention and Control in which the 14-day cumulative number of COVID-19 cases per 100 000 inhabitants does not exceed 15, and also to the nationals of Lithuania and Estonia who cross the territory of Latvia in transit;

4.12.1.1.[2] Sub-paragraph 4.12.1.1 of this Order shall not apply to the persons who cross the territory of Latvia in transit if the person has a ticket for a further international carriage of passengers or who cross the territory of Latvia by their vehicle or a vehicle of another person;

4.12.1.2. must observe their health condition for 14 days and measure body temperature twice a day (in the morning and in the evening);

4.12.1.3. must call the number 113 or 8303 without delay if any signs of acute respiratory infection occur (cough, increased body temperature (fever), shortness of breath);

4.12.1.4. must not subject other persons to the risk of infection by reducing direct contact with other persons (not welcome guests, not go on private visits, etc.), and also must not use public transport, except for travelling to the place of self-isolation following the return to Latvia, observing the obligation specified in Sub-paragraph 4.37 of this Order to use a mouth and nose cover when in public transport;

4.12.1.5. must use any of the following possibilities for the purchase of basic necessities or food:

4.12.1.5.1. door-to-door delivery, avoiding contact with the supplier;

4.12.1.5.2. delivery of food or goods which is ensured by relatives by leaving the purchased products at the door;

4.12.1.5.3. if there are no other solutions, visiting a store by putting on a face mask and maintaining a two-metre distance from visitors and employees of the store and at the time when there is the least number of persons, as well as strictly observing hygiene (for example, by washing hands, when coughing);

[*31 March 2020; 7 May 2020; 14 May 2020; 2 June 2020 / The new wording of Sub-paragraph 4.12.1.1.*[1] *shall come into force on 3 June 2020. See Paragraph 1 of the amendment*]

4.12.2. the persons who have been determined by the Centre for Disease Prevention and Control as contact persons of the COVID-19 infectious disease:

4.12.2.1. must ensure self-isolation at the place of residence (home quarantine) for 14 days and availability to be able to contact and cooperate with the family doctor and other medical practitioners. During this period of time they must stay at the place of residence, are not allowed to go to work, community and public places, as well as to places where a large number of people is present;

4.12.2.2. must observe their health condition for 14 days and measure body temperature twice a day (in the morning and in the evening);

4.12.2.3. must call the number 113 or 8303 without delay if any signs of acute respiratory infection occur (cough, increased body temperature (fever), shortness of breath);

4.12.2.4. must not subject other persons to the risk of infection by reducing direct contact with other persons (not welcome guests, not go on private visits, not use the public transport, etc.);

4.12.2.5. must use any of the following possibilities for the purchase of basic necessities or food:

4.12.2.5.1. door-to-door delivery, avoiding contact with the supplier;

4.12.2.5.2. delivery of food or goods which is ensured by relatives by leaving the purchased products at the door;

4.12.2.5.3. requesting assistance of the local government social service office, avoiding direct contact with the social worker;

4.12.2.5.4. [29 March 2020];

4.12.2.6. shall, upon requesting and receiving a service, inform the service provider of the status of a contact person, and also inform of the risk of infection prior to any direct and physical contact with another person;

[*29 March 2020*]

4.12.3. the persons for whom the COVID-19 diagnosis has been confirmed and whose health condition allows to undergo medical treatment at home:

4.12.3.1. must be under strict isolation. During this period of time they are not allowed to leave the place of residence and must be available for communication and cooperation with the family doctor and other medical practitioners. The instructions of the family doctor or other medical practitioners must be complied with. The isolation may be discontinued only with the permission of the attending physician;

4.12.3.2. must not subject other persons to the risk of infection by avoiding direct contact with other persons (not welcome guests, not go on private visits, etc.);

4.12.3.3. must use any of the following possibilities for the purchase of basic necessities or food:

4.12.3.3.1. door-to-door delivery, avoiding contact with the supplier;

4.12.3.3.2. delivery of food or goods which is ensured by relatives by leaving the purchased products at the door;

4.12.3.3.3. requesting assistance of the local government social service office, avoiding direct contact with the social worker;

4.12.3.4. shall, upon requesting and receiving a service, inform the service provider that he or she has contracted COVID-19, and also inform of the risk of infection prior to any direct and physical contact with another person;

[*19 March 2020; 29 March 2020; 7 April 2020*]

4.12.^{1} the requirement referred to in Sub-paragraph 4.12.1 of this Order regarding self-isolation (home quarantine) during the provision of work duties shall not apply to the employees of providers of transport and carriage of passengers services and to the crews of passenger, freight, or technical voyages who are returning from work trips and official travels if they do not display the signs of an acute respiratory infection and they have not been recognised as contact persons of the COVID-19 infectious disease. After working hours, the abovementioned persons shall ensure self-isolation, observe their health condition (by measuring body temperature twice a day - in the morning and in the evening), and comply with the requirements referred to in Sub-paragraphs 4.12.1.3, 4.12.1.4, and 4.12.1.5 of this Order;

[*29 March 2020*]

4.12.^{2} the State Police which, if required, has the right to involve the municipal police shall be determined as the responsible authority for the control of the execution of the requirements referred to in Sub-paragraph 4.12.1 of this Order;

[*14 May 2020*]

4.12.^{3} the Health Inspectorate which, if required, has the right to involve the State Police and the municipal police shall be determined as the responsible authority for the control of the execution of the requirements specified for the persons referred to in Sub-paragraphs 4.12.2 and 4.12.3 of this Order. The Centre for Disease Prevention and Control shall transfer personal data (given name, surname, personal identity number, telephone number, the address of the place of quarantine and the actual place of residence) to the Health Inspectorate, the State Police, and the municipal police or shall ensure that the abovementioned authorities have access to the personal data so that they could perform the control of the execution of the requirements specified for the persons referred to in this Sub-paragraph, and also Sub-paragraphs 4.12.2 and 4.12.3 of this Order;

[*14 May 2020*]

4.12.^{4} [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

4.12.^{5} upon request of the Centre for Disease Prevention and Control or the Health Inspectorate, the State Police, upon involving the municipal police, has the right to search for and control the persons referred to in Sub-paragraphs 4.12.1, 4.12.2 and 4.12.3 of this Order. The State Police and the municipal police have the right to forcibly convey the abovementioned persons to the place of quarantine or their actual residence;

[*14 May 2020*]

4.12.^{6} the Minister for Economics upon coordination with the Minister for Health shall determine the criteria according to which the requirement referred to in Sub-paragraph 4.12.1 of this Regulation regarding the self-isolation (home quarantine) during the provision of work duties shall not apply to the foreigners whose arrival in Latvia is required for fulfilling the obligations of Latvian merchants, provided that the person does not display the signs of an acute respiratory infection and the requirements referred to in Sub-paragraphs 4.12.1.2, 4.12.1.3, and 4.12.1.4 of this Order are complied with;

[*30 April 2020*]

4.13. the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law and Section 53.^{1}, Paragraph two of the Medical Treatment Law but does not exceed 60 hours per week shall be allowed in State and local government medical treatment institutions which provide inpatient health care services, as well as for the persons employed in the State Emergency Medical Service, for the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the department of the Ministry of Defence, the department of the Ministry of Education and Science, the department of the Ministry of the Interior, and the Ministry of Foreign Affairs. The provisions of Section 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph. The Ministry of Health, the Ministry of Finance, the Ministry of Defence, the Ministry of Education and Science, the Ministry of the Interior, and the Ministry of Foreign Affairs shall request the additional financial resources necessary for overtime work remuneration from the State budget programme "Funds for Unforeseen Events";

[*25 March 2020*]

4.13.[1] to cover the expenditure related to the overtime work of officials with special service ranks of the institutions of the system of the Ministry of the Interior from the State budget programme "Funds for Unforeseen Events" according to the actual amount of overtime work which has accumulated in a period of four months and is related to the carrying out of emergency measures. The Ministry of the Interior shall prepare and the Minister for the Interior shall, in accordance with the specified procedures, submit a relevant draft order to the Cabinet regarding granting of the funding to the Ministry of the Interior (the relevant institutions of its system) from the State budget programme "Funds for Unforeseen Events";

[*19 March 2020*]

4.13.[2] the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week together with the normal work time shall be allowed for the employees of municipal police, Orphan's and Custody Court, and local government social service offices, as well as for the employees of providers of such social services which ensure accommodation, care, and supervision;

[*29 March 2020*]

4.13.[3] for the support to local governments which is provided in accordance with Cabinet Regulation No. 709 of 8 December 2015, Regulations Regarding the Methodology for the Determination of Costs and the Procedures by which a Local Government shall Cover the Costs of a Pre-school Educational Programme for a Private Educational Institution According to the Average Costs Stipulated Thereby, the restriction specified in Paragraph 9 of the abovementioned Regulation shall not be applied to the absence of the child due to a health condition or other justifying reasons until the end of the emergency situation;

[*19 March 2020*]

4.13.[4] in order to ensure safety of navigation, the determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week shall be allowed for the employees of ports and capital companies controlled by ports. The provisions of Section 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Sub-paragraph;

[*29 March 2020*]

4.14. State capital companies, inpatient medical treatment institutions, the State Emergency Medical Service, the National Health Service, the Provision State Agency, the State Police, the State Fire and Rescue Service, the State Border Guard, the Information Centre of the Ministry of the Interior, the Prisons Administration, the State Probation Service, the State Land Service, the Office of Citizenship and Migration Affairs of the Ministry of the Interior, the State Chancellery, the Centre for Disease Prevention and Control, the State Revenue Service, the Ministry of Foreign Affairs, the department of the Ministry of Education and Science, the Court Administration, the Administration of the *Saeima* (in order to ensure remote and continuous work of the *Saeima*, and also on the basis of the decision of the Presidium of the *Saeima* of 2 April 2020 Regarding the Invitation to Supplement the Cabinet Order No. 103 of 12 March 2020, Regarding Declaration of the Emergency Situation), the providers of social services which ensure accommodation, care, and supervision, and the department of the Ministry of Defence shall be allowed not to apply the Public Procurement Law to the purchases (for goods and services) which are necessary for the containment of the spread of the COVID-19 outbreak, medical treatment, and organisation of the relevant measures, as well as for ensuring the remote learning process. The ministries shall perform accounting of additional financial resources which are necessary for covering expenditure for the abovementioned purchases and shall request such resources from the State budget programme "Funds for Unforeseen Events";

[*7 April 2020*]

4.14.[1] in order to ensure the required solutions for the containment of the spread of the COVID-19 outbreak, for medical treatment and organisation of the relevant measures, the capital companies of State and local governments, the authorities and institutions of local governments shall be allowed, without applying the Public Procurement Law and the Law on the Procurement of Public Service Providers, to acquire goods and services which are necessary for the personnel of local government institutions and social service providers, social service recipients and for accommodation, supervision, catering, hygiene, safety, movement of residents of a local government, for ensuring such persons with personal protective equipment and disinfectants, clothing, underwear and other objects and services;

[*7 April 2020*]

4.15. the responsible ministries shall replenish the State material reserves and shall organise the purchase of additional goods for the implementation of national security and health measures, if necessary, exceeding the amounts specified in the nomenclature of the State material reserves. The ministries shall perform accounting of additional financial resources necessary for payment for the abovementioned purchases and shall request such resources from the State budget programme "Funds for Unforeseen Events";

[*14 March 2020*]

4.16. the following conditions for international carriage are determined:

4.16.1. starting from 17 March 2020 international carriage of passengers via airports, ports, by buses and rail transport shall be prohibited, except for carriage of passengers by State aircraft and military transport, and also private and business flights (if there are no more than five passengers);

4.16.2. starting from 15 May 2020 international carriage of passengers via airports, ports, by buses and rail transport shall be resumed to Lithuania and Estonia and from Lithuania and Estonia;

4.16.3. the Minister for Transport is entitled to make exceptions in relation to the international carriage of passengers;

4.16.4. the Minister for Transport may determine restrictions on and conditions for performing the international carriage of passengers by air, carriage by sea, carriage by road, and carriage by rail;

[*14 May 2020*]

4.16.^{1} the Investment and Development Agency of Latvia shall provide support to the merchants whose employees need to return to the Republic of Latvia, and also to merchants who, in order to fulfil obligations, need to send employees for work to other European Union Member States or to receive expatriate staff in the Republic of Latvia. The Investment and Development Agency of Latvia shall compile information on the international carriage of persons, and also shall coordinate the submission of information necessary for taking the decision referred to in Sub-paragraph 4.16 of this Order;

[*16 April 2020*]

4.16.^{2} the merchant whose employees arrive in the Republic of Latvia after working abroad shall have the obligation to transport them to their place of residence without using the public transport;

[*2 April 2020*]

4.17. starting from 17 March 2020 movement of persons and vehicles via border crossing points of the external border of the European Union at airports, ports, rail, and motorways, as well as at border crossing points which are provided for the local border traffic shall be prohibited, except for carriage of freight. The Minister for Foreign Affairs or the Chief of the State Border Guard is entitled to make exceptions in relation to the movement of persons and vehicles. The abovementioned prohibition shall not apply to:

4.17.1. the employees of the providers of transport services and carriage of passengers services and to the crews of passenger, freight, technical voyages who arrive in the Republic of Latvia or exit it upon fulfilling work duties;

4.17.2. the passengers referred to in Sub-paragraphs 4.16.1, 4.16.2, and 4.16.3 of this Order;

4.17.3. the seamen in order for them to be able to reach their working place on a ship or to return from it;

4.17.4. the foreigners whose arrival in Latvia for fulfilling the obligations of merchants has been confirmed by the Investment and Development Agency of Latvia;

[*14 May 2020*]

4.17.^{1} the nationals of the European Union, the European Economic Area, and Switzerland, and also the persons who are permanently residing in these countries shall be allowed to enter the Republic of Latvia from the European Union Member State, state of the European Economic Area or Switzerland, and leave it;

[*21 May 2020*]

4.18. the nationals of the Republic of Latvia and the foreigners whose permanent place of residence is the Republic of Latvia shall be allowed to enter once via the border crossing points referred to in Sub-paragraph 4.17 of this Order in order to return to the permanent place of residence;

[*19 March 2020*]

4.18.^{1} if a national of the Republic of Latvia has lost the travel document, the Consular Department of the Ministry of Foreign Affairs shall, upon request of the carrier, provide a permit for boarding the direct voyage to Latvia and shall inform the State Border Guard thereof in order to let the person in Latvia at the border crossing points referred to in Sub-paragraph 4.17 of this Order;

[*19 March 2020*]

4.18.[2] the nationals of the Republic of Latvia whose permanent place of residence is in foreign countries shall be allowed to leave the Republic of Latvia once via the border crossing points referred to in Sub-paragraph 4.17 of this Order in order to return to the country of their permanent place of residence;

[*21 May 2020*]

4.18.[3] to allow the nationals of the European Union, the European Economic Area, and Switzerland as well as the persons who are permanently residing in these countries to cross the territory of the Republic of Latvia once at the border crossing points referred to in Sub-paragraph 4.17 of this Order in order to return to their country of domicile;

[*14 May 2020*]

4.19. foreigners shall be allowed to leave the Republic of Latvia via the border crossing points referred to in Sub-paragraph 4.17 of this Order;

[*14 March 2020*]

4.19.[1] prior to return to the Republic of Latvia the person shall certify in writing that upon arrival in the Republic of Latvia he or she will comply with the special precautionary measures in accordance with Sub-paragraph 4.12.1 of this Order, including will ensure self-isolation. The person shall indicate in the abovementioned certification his or her given name, surname, personal identity number, telephone number for communication, and the address of the actual residence where the person can be reached. If the address of the actual residence differs from the address where the person will self-isolate, the person shall have an obligation to inform the State Police thereof without delay. The persons referred to in Sub-paragraph 4.12.[1] of this Order shall, indicating their given name and surname, personal identity number and telephone number, certify in writing that upon staying in Latvia they will ensure self-isolation after the working hours, will observe their health condition (by measuring body temperature twice a day - in the morning and in the evening), and will comply with the requirements referred to in Sub-paragraphs 4.12.1.3, 4.12.1.4, and 4.12.1.5 of this Order. The relevant carrier shall be responsible for the handing over of a filled-in certification of the person to the State Border Guard;

[*12 May 2020*]

4.19.[2] taking into account that the control of the execution of the requirements referred to in Sub-paragraph 4.12.1 of this Order is ensured by the State Police, the State Border Guard shall transfer the filled-in certifications to the State Police. The State Police shall, upon request of the Centre for Disease Prevention and Control, provide information on the necessity to perform epidemiological investigation of the persons referred to in Sub-paragraph 4.12.1 of this Order;

[*14 May 2020*]

4.19.[3] the military personnel of the armed forces of the North Atlantic Treaty Organisation and European Union Member States, civil personnel of the armed forces, dependants of such military or civil personnel, and also other persons related to the armed forces who stay in the Republic of Latvia within the framework of international cooperation shall be allowed to enter the Republic of Latvia and exit the Republic of Latvia through the border crossing points referred to in Sub-paragraph 4.17 of this Order;

[*28 April 2020*]

4.20. foreign diplomats who are working in Latvia, as well as persons who arrive in Latvia due to humanitarian considerations and for the provision of national interests shall be allowed to enter the Republic of Latvia and to leave the Republic of Latvia via the border crossing points referred to in Sub-paragraph 4.17 of this Order;

[*14 March 2020*]

4.21. [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

4.21.[1] taking into account the situation in foreign countries, the Minister for Foreign Affairs may decide on temporary relocation of diplomats and the civil servants and employees of the diplomatic or consular service from their service location in a foreign country to Latvia, without retaining the salary benefit, the benefit for the stay of a spouse abroad, the benefit for the stay of a child abroad, and the benefit for covering expenses of the transport to be used for service needs provided for in Cabinet Regulation No. 602 of 29 June 2010, Regulations Regarding the Amount of Benefits and Compensations to Officials (Employees) of a Diplomatic and Consular Service, Officials (Employees) of the State Direct Administration, Soldiers, Public Prosecutors and Liaison Officers for Service Abroad and the Procedures for Disbursement Thereof (hereinafter - Regulation No. 602). When calculating the absence in 2020 in accordance with Paragraphs 11 and 12 of Regulation No. 602, the time period of emergency situation shall not be taken into account;

[*21 May 2020*]

4.22. the Ministry of Economics in cooperation with representatives of the trade sector shall prepare and the Minister for Economics shall approve measures for ensuring social distancing at sales points;

[*19 March 2020*]

4.22.[1] the Ministry of Economics in cooperation with the Ministry of Agriculture, the Ministry of Health, and representatives of the catering sector shall prepare and the Minister for Economics shall approve measures for ensuring social distancing at public catering facilities;

[*25 March 2020*]

4.22.[2] the Ministry of Health in cooperation with representatives of the relevant sector shall prepare and the Minister for Health shall approve measures for the providers of tattooing, piercing, and beauty treatment services for ensuring social distancing. For ensuring epidemiological surveillance, the providers of tattooing, piercing, and beauty treatment services shall store the following information on the customer - the given name, surname, phone number;

[*25 March 2020*]

4.22.[3] [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

4.22.[4] [7 May 2020. See the introductory part of Paragraph 1 of the amendment];

4.22.[5] the Ministry of Health shall prepare and the Minister for Health shall approve measures for action with a body of a deceased human who had COVID-19 or who is suspected of having had COVID-19;

[*7 April 2020*]

4.23. in cases when the measures specified in this Order are not conformed to or false information is indicated in the certification specified in Paragraph 4.19.[1] of this Order, a corresponding administrative or criminal liability is imposed;

[*7 April 2020*]

4.24. [21 May 2020];

4.24.[1] [30 April 2020];

4.24.[2] the Ministry of Health (the Health Inspectorate) shall ensure enhanced monitoring of the market of disinfectants (biocidal products);

[*9 April 2020*]

4.25. meetings of the Cabinet may be organised remotely or according to the procedures of a poll, using video conferencing, conference call, as well as using other tools of information technologies in accordance with the procedures stipulated by the Prime Minister;

[*14 March 2020*]

4.26. [9 April 2020];

4.27. [9 April 2020];

4.28. [14 May 2020];

4.29. the Minister for Agriculture during the emergency situation shall be authorised to take decisions related to the containment and prevention of the consequences of COVID-19 in the field of food handling, agriculture, forest sector, and fisheries;

[*19 March 2020*]

4.30. the State duty specified in Cabinet Regulation No. 892 of 11 August 2009, Regulations Regarding the Annual State Duty for the Rights of Use of the Numbering, shall not be imposed on *sabiedrība ar ierobežotu atbildību "Tet"* [limited liability company Tet] for ensuring the codes of services (4 digits) 8303 of public telephone network operators for the communication of persons with *sabiedrība ar ierobežotu atbildību "Centrālā laboratorija"* [limited liability company Central Laboratory] during the emergency situation. Zero-duty tariff shall be applied to all calls to code 8303 from every electronic communications network;

[*7 April 2020*]

4.30.[1] limited liability company Tet shall not apply the State duty specified in Cabinet Regulation No. 892 of 11 August 2009, Regulations Regarding the Annual State Duty for the Rights of Use of the Numbering, for ensuring the codes of services (4 digits) 8345 of public telephone network operators which is used by the State Chancellery to ensure joint communication during the emergency situation. Zero-duty tariff shall be applied to all calls to code 8345 from every electronic communications network;

[*25 March 2020*]

4.30.[2] taking into account the measures determined for containing the spread of COVID-19 and to ensure the official statistics on labour force (Labour Force Survey), income and living conditions (EU-SILC Survey), and also the use of the Internet (ICT Survey), *valsts akciju sabiedrība "Ceļu satiksmes drošības direkcija"* [State joint stock company Road Traffic Safety Directorate], the Office of Citizenship and Migration Affairs, and the State Revenue Service shall have an obligation, upon request of the Central Statistical Bureau, to provide the information at the disposal thereof on the contact phone numbers and e-mail addresses of natural persons according to the list of sample surveys of natural persons prepared by the Central Statistical Bureau;

[*23 April 2020*]

4.31. [14 May 2020];

4.32. in order to ensure fulfilment of the requirements referred to in Section 16 of the law On the Operation of State Authorities During the Emergency Situation Related to the Spread of COVID-19, the Ministry of the Interior shall prepare and the Minister for the Interior shall, in accordance with the specified procedures, submit a relevant draft order to the Cabinet regarding granting of the funding to the Ministry of the Interior (the relevant institutions) from the State budget programme "Funds for Unforeseen Events" for covering the expenditure related to producing, packing, packaging, and transportation of disinfectants;

[*9 April 2020*]

4.33. [9 April 2020];

4.33.[1] if the State property is transferred for use without compensation to a public benefit organisation or a social enterprise for the containment of the spread and liquidation of the consequences of COVID-19, the decision on the transfer of property shall be taken by the head of such respective institution of a public person which possesses the relevant property. In such cases the movable property of a public person shall be transferred for use without compensation by a deed of acceptance and delivery, and the requirement regarding concluding a written agreement laid down in Section 5, Paragraph six of the law On Prevention of Squandering of the Financial Resources and Property of a Public Person shall not be applied;

[*7 April 2020*]

4.34. [9 April 2020];

4.35. [9 April 2020];

4.36. [9 April 2020];

4.37. the Ministry of Transport shall prepare and the Minister for Transport shall approve measures for ensuring epidemiologically safe use of public transport, including providing for the obligation to have mouth and nose covers when in public transport;

[*7 May 2020 / New wording of the Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.37.[1] the local governments of republic cities can determine additional conditions for the use of urban public transport;

[*7 May 2020 / Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.38. upon receipt of the notification of the State Fire and Rescue Service on provision of information to the public during the emergency situation, the mobile operator shall, according to the technical capabilities and as fast as possible, send a message to its users and subscribers containing information prepared by the State Fire and Rescue Service regarding the required actions during the emergency situation. Upon performing the abovementioned task, the mobile operator shall process data on the location of users and subscribers of electronic communications and other personal data;

[*25 March 2020*]

4.38.[1] the mobile operator shall, according to the technical capabilities, send an automatic notification to the persons (roaming customers who register in the network of a Latvian mobile operator and users of the voice service of a Latvian mobile operator who register in the network of their operator after roaming) who have arrived in Latvia containing the title, content of the single notification prepared by the Ministry for Health and the sender to be indicated in the notification submitted to the mobile operator by the State Fire and Rescue Service;

[*14 May 2020*]

4.39. the Ministry of Foreign Affairs in cooperation with the Ministry of Health and Ministry of Economics shall decide on the issuance of licences for export referred to in Commission Implementing Regulation (EU) 2020/568 of 23 April 2020 making the exportation of certain products subject to the production of an export authorisation;

[*12 May 2020*]

4.40. public consultation laid down in environmental laws and regulations shall be organised remotely. The performer of extraction of natural resources, the operator performing polluting activities, the initiator of the intended activity or the developer of the environmental review of the planning document shall prepare a video presentation on the polluting activity (including on substantial changes), the intended activity or the environmental review of the planning document, and to post it on its website and on the website of the local government. Remote consultations shall take place for not less than five working days during which the interested parties may send questions and receive answers in the e-mail address indicated by the performer of extraction of natural resources, the operator performing polluting activities, the initiator of the intended activity or the developer of the environmental review of the planning document;

[*25 March 2020*]

4.41. the terms of public discussion of spatial plans commenced prior to 23 March 2020 and arising from the laws and regulations regarding spatial development planning shall not include the time period for which there was an emergency situation in the State;

[*12 May 2020*]

4.42. in accordance with Cabinet Regulation No. 686 of 9 October 2007, Regulations Regarding the Content of the Nature Protection Plan for Specially Protected Nature Territory and the Procedures for Development Thereof, the developers of nature protection plans for specially protected nature territories shall cancel or postpone the on-site public consultations;

[*25 March 2020*]

4.43. the National Electronic Mass Media Council, upon taking the relevant decision, in accordance with Section 5, Paragraph two and Section 62, Paragraph six of the Electronic Mass Media Law and according to the procedures laid down in Section 5.[1] of the law On Prevention of Squandering of the Financial Resources and Property of a Public Person may transfer news, analytical and informative broadcasts created and transmitted by the public media of Latvia to other electronic mass media for use free of charge, and also may decide on the discontinuation of use thereof if the electronic mass medium does not conform to the decision of the National Electronic Mass Media Council;

[*2 April 2020; 12 May 2020*]

4.44. [9 April 2020];

4.45. it shall be determined in relation to the working and rest time of the driver of a vehicle containing perishable goods that:

4.45.1. the daily driving period may not exceed 11 hours (instead of the existing nine hours);

4.45.2. the weekly driving period does not exceed 60 hours (instead of the existing 56 hours);

4.45.3. the total driving period accumulated within two consecutive weeks does not exceed 96 hours (instead of the existing 90 hours);

4.45.4. after five and a half hours of driving (instead of the existing four and a half hours) the driver of a vehicle shall observe a break of at least 45 minutes, except for the case when his or her rest time commences;

4.45.5. the regular weekly rest of 45 hours may be reduced to 24 hours without requesting compensation for it;

[*27 March 2020; 21 May 2020*]

4.46. additional one-time State budget expenditure directly related to the containment of the spread of COVID-19 and management of its consequences shall be mainly ensured by increasing the budget deficit, whereas the

development projects shall be mainly co-financed from the resources of European Union policies and other foreign financial assistance;

[*27 March 2020*]

4.47. the Minister for Defence shall decide on the provision of support of the National Armed Forces to the State Border Guard and the State Police, and also to the system of civil protection by assessing the impact of the request made by the institution on the fulfilment of the direct tasks of the National Armed Forces;

[*29 March 2020*]

4.48. [9 April 2020];

4.49. during the emergency situation, the employer is entitled to employ a person without performing mandatory health examination in accordance with the laws and regulations governing the performance of mandatory health examination if the provision of health care services required for the performance of mandatory health examination has been discontinued by an order of the Minister for Health or another external regulatory enactment. The exception does not apply to initial health examination for persons intended to be employed in work in special conditions in accordance with Annex 2 to Cabinet Regulation No. 219 of 10 March 2009, Procedures for the Performance of Mandatory Health Examinations;

[*29 March 2020*]

4.50. if the provision of health care services is renewed, the performance of health examinations (periodic health examinations) referred to in Sub-paragraph 4.49 of this Order shall be ensured not later than within three months, whereas the initial or extraordinary health examination shall be ensured not later than within one month from the moment when the provision of health care services was renewed;

[*29 March 2020*]

4.51. upon the request of an employer, the employee referred to in Sub-paragraph 4.49 of this Order has an obligation to provide information to the employer on his or her health condition, insofar as it is relevant for the performance of the intended work;

[*29 March 2020*]

4.52. [9 April 2020];

4.53. the Minister for Justice shall ensure the provision of explanations regarding the restrictions included in this Order and applicable to religious organisations.

[*29 March 2020*]

4.53.^{1} the Minister for Culture shall approve measures for ensuring social (physical) distancing at cultural institutions, such as libraries, museums etc.;

[*7 May 2020 / Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.53.^{2} the Minister for Environmental Protection and Regional Development shall approve measures for ensuring social (physical) distancing that must be observed when organising meetings, processions, and pickets;

[*7 May 2020 / Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.54. the authorities involved in the epidemiological safety measures shall, according to the tasks of their activities, plan the reserves of the personal protective equipment and disinfectants for at least three months, and also shall cooperate according to the algorithm for the acquisition, safety of supplies, storage, and distribution of personal protective equipment and disinfectants:

4.54.^{1} the State Fire and Rescue Service shall maintain the list of priority authorities and needs, submit requests to the State Centre for Defence Military Sites and Procurement regarding the resources to be allocated to the coordinators of the recipients according to the amount indicated in the list of priority authorities and needs, and other requests for meeting the needs specified in Sub-paragraphs 4.32 and 4.54 of this Order, shall ensure the storage of the acquired goods and the write-off following the issuing thereof, and also the logistic support for the transportation and storage of the acquired goods;

4.54.^{2} the Ministry of Defence shall coordinate the involvement of producers and traders and, if necessary, prepare the mobilisation requests for the supplies of critical raw materials, products, and logistical tools to the critical service providers;

4.54.[3] the State Centre for Defence Military Sites and Procurement shall, in cooperation with the National Armed Forces, take over the management of the reserves of personal protective equipment and disinfectants that are related to the crisis, including shall perform centralised procurements according to the amount of goods indicated in the list of priority authorities and needs, and also shall ensure the storage of the acquired goods and the write-off following the issuing thereof;

4.54.[4] the National Armed Forces shall ensure the logistic support for the transportation and storage of the acquired goods by delivering them to each recipient according to the amount indicated in the list of priority authorities and needs;

4.54.[5] the Ministry of Defence shall, in accordance with the specified procedures, request the granting of the funding from the State budget programme "Funds for Unforeseen Events" to the State Centre for Defence Military Sites and Procurement for covering the expenses for the acquisition and transportation of the goods indicated in the list of priority authorities and needs;

4.54.[6] it shall be allowed to issue personal protective equipment to general and vocational education institutions registered in the Register of Educational Institutions which implement the basic education and secondary education programmes, to the medical treatment institutions which are not in contractual relations with the National Health Service, to local governments, including local government social care institutions and municipal police, and also to authorities of the Ministry of the Interior. In such case there is no need to identify the needs of State institutions and derived public persons or their institutions;

4.54.[7] taking into account Paragraph 8 of Commission Recommendation (EU) 2020/403 of 13 March 2020 on conformity assessment and market surveillance procedures within the context of the COVID-19 threat, it shall be allowed to acquire personal protective equipment and medical devices (hereinafter - the goods) in the procurements organised by public persons for which the conformity assessment procedure has not been initiated or has not been fully completed and which do not bear the CE marking, provided that all of the following conditions are met:

4.54.[7] 1. the goods have been manufactured in accordance with the applicable European standards or technical specifications recognised by the World Health Organisation which provide for the same level of safety as the applicable European standards;

4.54.[7] 2. on the basis of the evidence submitted by the performers of economic activity, the Consumer Rights Protection Centre in relation to the personal protective equipment and the Health Inspectorate in relation to the medical devices has recognised the conformity of such goods;

4.54.[7] 3. the goods are acquired in order to contain COVID-19 and to prevent further spread of the virus, and such goods are not placed on the market;

[*2 April 2020; 7 April 2020; 9 April 2020; 21 April 2020; 30 April 2020; 7 May 2020 / New wording of Sub-paragraphs 4.54.[1], 4.54.[3], 4.54.[4], and 4.54.[5] shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.55. the implementers of vocational qualification in-service programmes, educational programmes for knowledge improvement, and trainings organised by employers shall be allowed to remotely ensure the acquisition of special knowledge for the specialists specified in Section 5.[1], Paragraph one of the Law on the Protection of the Children's Rights in accordance with Cabinet Regulation No. 173 of 1 April 2014, Regulations Regarding the Procedures for Acquiring Special Knowledge in Protection of the Rights of the Child, the Content and Amount of such Knowledge;

[*7 April 2020*]

4.56. it shall be determined that contracting COVID-19 is not considered an accident at work according to Cabinet Regulation No. 950 of 25 August 2009, Procedures for Investigation and Registration of Accidents at Work, Cabinet Regulation No. 116 of 1 March 2016, Procedures for Investigation and Registration of Accidents at Work Which Have Occurred to Officials with Special Service Ranks of the Institutions of the System of the Ministry of the Interior, and Cabinet Regulation No. 42 of 21 January 2020, Procedures for Investigation and Registration of Accidents at Work Which Have Occurred to Officials and Employees of State Intelligence and Security Services, and the employer need not perform the investigation and registration of such case;

[*7 April 2020*]

4.57. the Minister for Justice shall determine exemptions for the publication of binding regulations of local governments in the official gazette *Latvijas Vēstnesis*.

[*7 April 2020*]

4.58. the authority (including a capital company) which has performed a procurement in accordance with Sub-

paragraph 4.14 or 4.14.[1] of this Order shall post information on the awarded contracts on its buyer profile which is in the State electronic information system and is intended for accepting tenders and requests to participate, indicating at least the name and registration number of the economic operator, and the subject-matter of the procurement, the date of concluding the contract and the total amount thereof, appending thereto the contract and the files of the amendments thereof (if any) and the certificates of the relevant goods. The information of the buyer profile shall be re-published on the Open Data Portal of Latvia at data.gov.lv, and also on the website www.covid19.gov.lv which is maintained by the State Chancellery. Information on the current week shall be published by the Wednesday of the following week, whereas information on the time period from 12 March to 6 May 2020 shall be published by 6 May 2020;

[*30 April 2020*]

4.59. the authority which has transferred the property of a public person for use without compensation or to ownership of another person shall post information on such transfer of property on its website, but, if none, on the website of the respective ministry or local government, indicating at least the description of the transferred property, its volume, recipient, and the book value. Information on the current week shall be published by the Wednesday of the following week, whereas information on the time period from 12 March to 14 April 2020 shall be published by 24 April 2020;

[*9 April 2020*]

4.60. the State Border Guard shall compile, prepare and, in accordance with the specified procedures, coordinate with *valsts aģentūra "Civilās aviācijas aģentūra"* [State agency Civil Aviation Agency] and *valsts akciju sabiedrība "Latvijas gaisa satiksme"* [State stock company Latvian Air Traffic] the required temporary restrictions on the area of airspace in relation to the containment of the spread of COVID-19 and the protection of personal data. The State Border Guard shall, in accordance with the specified procedures, transfer information on the coordinated temporary restrictions on the area of airspace to the State stock company Latvian Air Traffic for publication/notification (NOTAM);

[*9 April 2020*]

4.61. upon notifying the Minister for Justice, according to Section 154, Paragraph three of the Notariate Law, of terminating the employment relationships with an assistant to a sworn notary, a sworn notary shall indicate whether the employment relationships have been terminated due to the emergency situation of COVID-19. An assistant to a sworn notary is released from taking the examination of an assistant to a sworn notary if the employment relationships with a sworn notary have been terminated due to the emergency situation of COVID-19, and new employment relationships with a sworn notary have been commenced not later than one year after the revocation of the emergency situation;

[*16 April 2020*]

4.62. in order to ensure access to medical practitioners, the operation of medical treatment institutions, and access to the State paid health care services:

4.62.1. the National Health Service shall disburse a compensation payment for ensuring standby - the total sum of work remuneration (D), mandatory State social insurance contributions (S), indirect manufacturing costs to be added (U), and administrative expenses (A) of the tariff for a service for the State paid services not provided by the medical treatment institution during the emergency situation - for the State paid health care services not provided by the medical treatment institutions during the emergency situation - planned inpatient health care services, secondary outpatient health care services, outpatient laboratory health care services, and dental services for the provision and payment of which contracts with the National Health Service have been concluded but restrictions have been imposed on the provision of a service or its provision is problematic;

4.62.2. the compensation payment for ensuring standby shall be paid to the medical treatment institution if the actual amount of the services provided by the medical treatment institution during the emergency situation (together with the amount of the unpaid services provided in the previous periods) is less than the amount which was provided for the relevant period in the contract concluded with the National Health Service. The compensation payment for ensuring standby does not provide for the compensation of the co-payment of patients;

4.62.3. from the compensation payment for ensuring standby the medical treatment institution is entitled to cover only such expenses which are related to work remuneration, mandatory State social insurance contributions, indirect manufacturing costs to be added, and administrative costs;

[*23 April 2020*]

4.62.[1] in order to ensure the periodic mandatory health examinations and planned repeat health examinations (hereinafter - the health examination) laid down in the laws and regulations for officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration, the following measures shall be taken:

4.62.[1] 1. during the emergency situation, the Health and Sport Centre of the Ministry of the Interior shall, once a month, make a compensation payment to *valsts sabiedrība ar ierobežotu atbildību "Iekšlietu ministrijas poliklīnika"* [State limited liability company Polyclinic of the Ministry of the Interior] (hereinafter - the polyclinic) for the health examinations not performed for the officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration in order to ensure the standby of the Central Medical Expert-examination Commission of the Ministry of the Interior (hereinafter - the expert-examination commission);

4.62.[1] 2. the compensation payment for ensuring standby shall be made if the actual amount of the services provided by the expert-examination commission during the emergency situation is less than the amount provided for the relevant period;

4.62.[1] 3. from the compensation payment for ensuring standby the polyclinic is entitled to cover the expenses which are related to work remuneration and mandatory State social insurance contributions for those employed by the expert-examination commission, and also to the applicable part of the expenses related to the ensuring of operation of the polyclinic (goods and services, administrative costs);

4.62.[1] 4. the Health and Sport Centre of the Ministry of the Interior shall conclude an agreement with the polyclinic on the amount and conditions of the compensation payment for ensuring standby;

[*30 April 2020*]

4.63. the Ministry for Defence is entitled to alienate the purchased personal protective equipment and disinfectants at a purchase price for the allied forces for the containment of the spread and combating consequences of COVID-19, without applying the procedure for alienating the property - sale at an auction;

[*23 April 2020*]

4.64. the State Centre for Defence Military Sites and Procurement shall perform a centralised procurement of personal protective equipment and disinfectants for the provision of support to the Italian Republic, the Kingdom of Spain, and the Republic of San Marino for the containment of the spread and combating consequences of COVID-19, without exceeding the amount of EUR 100 000, and shall ensure the storage and issuing of the acquired goods. The Ministry of Foreign Affairs shall organise the transport of the acquired goods to the abovementioned countries. The State Centre for Defence Military Sites and Procurement shall cover the expenses for transportation from the resources referred to in Sub-paragraph 4.54.[5] of this Order;

[*14 May 2020*]

4.65. the epidemiological safety measures in relation to the units of foreign armed forces which, within the framework of international cooperation, stay in the Republic of Latvia, cross the State border of the Republic of Latvia in order to stay in the territory thereof, and also cross the State border of the Republic of Latvia in transit shall be determined by the Minister for Defence after coordination with the Minister for Health;

[*28 April 2020*]

4.66. the Ministry of Finance (the Treasury) shall be assigned to make amendments to the contracts of State loans concluded between the Republic of Latvia and local governments in order to extend the time period for issuing State loans until 31 December 2020, provided that the initial time period for issuing a State loan expires during the emergency situation and an application has been received from the local government regarding the extension of the time period for disbursing the loan, indicating the reduction and elimination of the consequences caused by the crisis of COVID-19 as the basis of such application;

[*7 May 2020 / Paragraph shall come into force on 12 May 2020. See the introductory part of Paragraph 1 of the amendment*]

4.67. The requirements of Regulation (EU) 2020/698 of the European Parliament and of the Council of 25 May 2020 laying down specific and temporary measures in view of the COVID-19 outbreak concerning the renewal or extension of certain certificates, licences and authorisations and the postponement of certain periodic checks and periodic training in certain areas of transport legislation shall not apply to the driving licences, regular inspections of tachographs, driver cards, roadworthiness tests, European Community licences for international carriage of goods and passengers and their copies, and also to driver attestations on the basis of Article 3(4), Article 4(6), Article 5(5), Article 7(5), and Article 8(5) of this Regulation.

[*29 May 2020*]

5. The measures shall be financed from the State budget resources allocated to the authorities in accordance with the law On the State Budget for 2020, as well as upon a motivated request of the authorities from the State budget programme 02.00.00 "Funds for Unforeseen Events". In such cases the decision on granting of funding shall be taken by the Cabinet.

6. The State authority specified in Section 3, Paragraph two of the law On Emergency Situation and State of Exception shall be the relevant sectoral ministries which aggregate claims of persons against the State for the damage caused and submit them to the Ministry of Finance.

7. The State Chancellery shall, in accordance with Section 9, Paragraph three of the law On Emergency Situation and State of Exception, notify the Presidium of the *Saeima* regarding the decision taken by the Cabinet and shall, in accordance with Paragraph four of the abovementioned Law, inform the public electronic mass media of the decision taken.

8. The decisions referred to in this Order, if they concern an individually undetermined circle of addressees, shall be notified in accordance with the procedures provided for in Section 11 of the Law on Notification. This condition shall not apply to the decisions referred to in Sub-paragraph 4.9 of this Order.

[*19 March 2020*]

Prime Minister A. K. Kariņš

Minister for Health I. Viņķele

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24 March 2021 [shall come into force on 24 March 2021].
If a whole or part of a paragraph has been amended, the date of the amending regulation appears in square brackets at the end of the paragraph. If a whole paragraph or sub-paragraph has been deleted, the date of the deletion appears in square brackets beside the deleted paragraph or sub-paragraph.

Republic of Latvia

Cabinet
Order No. 655
Adopted 6 November 2020

Regarding Declaration of the Emergency Situation

Taking into consideration the rapid spread of COVID-19 infection and the increasing risk of overloading the health sector, and also on the basis of Section 4, Paragraph one, Clause 1, Sub-clause "e" of the Civil Protection and Disaster Management Law, Section 4, Section 5, Paragraph one, and Section 6, Paragraph one, Clause 1 and Paragraph two, Section 7, Clause 1, and Section 8 of the law On Emergency Situation and State of Exception, Section 3, Paragraph two of the Epidemiological Safety Law, and also in order to reduce a repeated spread of COVID-19 infection in Latvia to a controlled threshold, concurrently ensuring the continuity of important State functions and services:

1. Throughout the State territory, the emergency situation shall be declared from 9 November 2020 until 6 April 2021.

[*2 December 2020; 30 December 2020; 5 February 2021*]

2. The Crisis Management Council and the Ministry of Health shall be the responsible authorities for the coordination of activities during the emergency situation.

3. The laws and regulations for the suppression of the spread and consequences of COVID-19 infection shall be applicable during the emergency situation, except for Sub-paragraphs 6.3.^{3}, 6.7.^{1} and 6.11, Paragraphs 11, 12, 14, 14.^{1}, 15, 16, 16.^{1}, 16.^{2}, 16.^{3}, 16.^{5}, 16.^{6}, 17, 17.^{1}, 19, 21, 21.^{1}, 22, 23, 24 and 26.^{1}, Sub-paragraphs 27.1.1, 27.1.4 and 27.2.5, Paragraphs 27.^{5}, 28, 29, 29.^{1}, 31, 31.^{1}, 32, 32.^{1}, 32.^{5} and 32.^{6}, Sub-paragraphs 37.11 and 37.11.^{1}, Paragraphs 60.^{1}, 60.^{2} and 60.^{3}, as well as Chapter XI of Cabinet Regulation No. 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection.

[*2 December 2020; 21 January 2021*]

4. The terms used in this Order correspond to the terms used in the laws and regulations regarding the suppression of the spread and consequences of COVID-19 infection.

5. During the emergency situation:

5.1. any public events on site, including fireworks, shall be cancelled and prohibited;

[*30 December 2020*]

5.1.^{1} from 29 January 2021 until 31 January 2021 and from 5 February 2021 until 7 February 2021, movement of citizens shall be prohibited between 22.00 and 5.00, imposing an obligations on citizens to stay at their places of residence, including to reduce direct contacts with other people - not to welcome guests, not to go on private visits, etc. (the movement prohibition shall end respectively at 5.00 on 31 January 2021 and at 5.00 on 7 February 2021). Upon presenting a filled in certification and personal identification document (identity card or passport), the movement prohibition shall not be applicable:

5.1.^{1} 1. to persons who are going to their place of employment or service or are coming back therefrom or are performing their service duties;

5.1.^{1} 2. to movements necessary for the receipt of medical treatment services or veterinary medical care of animals, or visiting a day-and-night pharmacy;

[*30 December 2020; 7 January 2021; 21 January 2021 / New wording of the introductory paragraph shall come into force on 26 January 2021. See the introductory part of Paragraph 1.2 of Amendments*]

5.1.^{2} in the case referred to in Sub-paragraph 5.1.^{1}1 of this Order, a person shall indicate their name, surname, personal identity number, address of the place of residence, reason and time for leaving the place of residence, name and address of the place of employment, telephone number of a manager (contact person) in the certification;

[*30 December 2020*]

5.1.^{3} in the case referred to in Sub-paragraph 5.1.^{1}2 of this Order, a person shall indicate their name, surname, personal identity number, address of the place of residence, reason and time for leaving the place of residence, and also place where the service is to be received;

[*30 December 2020*]

5.1.^{4} in the dates referred to in Sub-paragraph 5.1.^{1} of this Order, the sites where trading services are provided, sites where services to citizens are provided in person, and sites where catering services are provided shall end their work not later than at 21.00 Working times of service stations, day-and-night pharmacies, the public caterers and sites where trading services and services are provided that are operating in the terminals of *valsts akciju sabiedrība "Starptautiskā lidosta "Rīga""* [State joint stock company International Airport Riga], and also the times for the provision of public transportation and passenger carriage services, emergency services and emergency utility services shall not be restricted;

[*14 January 2021*]

5.1.^{5} in the dates referred to in Sub-paragraph 5.1.^{1} of this Order and within the specified time period, the taxi service may be used by a person to go to work or to return thereform, to return to the place of residence, to go to a day-and-night pharmacy, medical treatment institution or veterinary medical care institution or to return therefrom, and only one passenger or a passenger together with a minor child or person requiring the help of an assistant or objectively having difficulties due to age or functional disorders may be in the taxi;

[*30 December 2020*]

5.2. beauty treatment services (except for hairdresser, manicure, pedicure and podologist services), lease of

sporting equipment indoors and photographic activities on site (except for producing photographs for documents and individual photographic activities outdoors (one photographer, one client, maintaining the two-meter distance)), and also economic services on site which are related to entertainment and well-being (including in bars, nightclubs, discotheques, aquaparks, bathhouses, SPAs, skating-rinks (indoors), gaming halls, sites for organising children's parties, entertainment and amusement centres, trampoline parks, tube sliding sites, children's playrooms, day-care rooms (also in the shopping centres)) shall be prohibited. The abovementioned prohibition shall not apply to recreation on nature trails if one-way flow and maintenance of two-meter distance is ensured there;

[*24 February 2021 / New wording of the Sub-paragraph shall come into force on 1 March 2021. See the introductory part of Sub-paragraph 1.1 of Amendments*]

5.2.^{1} beating hunts shall be prohibited;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.2.^{2} the providers of hairdresser, manicure, pedicure and podologist services shall comply with the requirements of Chapter II^{2} of Cabinet Regulation No. 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection;

[*24 February 2021 / The Sub-paragraph shall come into force on 1 March 2021. See the introductory part of Sub-paragraph 1.1 of Amendments*]

5.3. [21 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments]

5.4. private events and private gatherings shall be prohibited, except for events within one household. If care needs to be provided to a person or a person lives alone in the household, visitations are allowed but only within the scope of not more than two households. When funeral services or christening ceremonies are held in urgent cases, simultaneous gathering of up to 10 people is allowed (excluding persons directly linked to holding the funeral service or christening) but from not more than two households, and it must be specified that mouth and nose covers must be used during the gathering. Meetings between minor children and their parents shall also be permissible if the children and parents are not members of one household, except when the child, any of the parents or members of the parent's household must comply with the isolation, home quarantine or self-isolation requirements;

[*7 January 2021; 24 February 2021 / Amendment to the Amendment to the Sub-paragraph regarding deletion of the word "outdoor" shall come into force on 1 March 2021. See the introductory part of Paragraph 1.1 of Amendments*]

5.5. museums in outdoor spaces, outdoor sites where sports trainings (sessions) take place and sites where religious activities are performed shall start work not earlier than at 6.00 and end work not later than at 20.00, except for the sporting events referred to in Sub-paragraphs 5.16.1 and 5.16.2 of this Order;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.5.^{1} the operation of cultural sites and exhibition sites, and also activities related to the organising of street sale (including fairs), except for lending books from libraries and the open-air territories of museums, shall be discontinued. Organised rehearsals of professional performers may take place at cultural sites between 6.00 and 22.00;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.5.^{2} sites where religious activities are performed:

5.5.^{2} 1. shall start work not earlier than at 5.30 on 20, 21, 22 and 23 March 2021;

5.5.^{2} 2. shall end work not later than at 24.00 on 27 and 28 March 2021;

5.5.^{2} 3. shall end work not later than at 1.00 on 4 April 2021 (on the night between 3 and 4 April);

5.5.^{2} 4. shall end work not later than at 22.00 on 24 April 2021;

[*18 March 2021*]

5.6. public catering facilities may only provide only take-away meals (except for manufacturing enterprises where this cannot be done under the condition that the relevant catering facility is not publicly available and prevention of physical overlapping of the flows of groups of people which are not in everyday contact is ensured, one table is occupied only by one person during meals and the tables are places at a two-metre distance from one another);

[*17 December 2020*]

5.7. retail trade services on site may only be provided by:

5.7.1. pharmacies (including veterinary pharmacies);

5.7.2. optical goods shops;

5.7.3. service stations;

5.7.3.[1] bookshops;

5.7.3.[2] shops where food is sold in an amount of at least 70 % of the goods assortment;

5.7.3.[3] shops where hygiene products are sold in an amount of at least 70 % of the goods assortment;

5.7.4. trading sites where the following groups of goods may be sold:

5.7.4.1. foodstuffs;

5.7.4.2. hygiene products;

5.7.4.3. basic necessity household goods;

5.7.4.4. prepaid cards for mobile phones;

5.7.4.5. tobacco products, herbal products for smoking, electronic smoking devices and their liquids;

5.7.4.6. animal feed and products;

5.7.4.7. periodicals;

5.7.4.8. public transportation tickets;

5.7.4.9. mouth and nose covers and personal protective equipment;

5.7.4.10. agricultural products of home producers;

5.7.4.11. flowers;

5.7.4.12. plants, seedlings, bulbs, tubers and seeds;

5.7.4.13. substrates, fertilisers, liming materials and plant-protection products;

5.7.4.14. accessories of electronic appliances (cables, extension cables, chargers);

5.7.4.15. disinsectisation and deratisation products;

[*21 January 2021; 5 February 2021/ Sub-paragraphs 5.7.3.[1], 5.7.3.[2], 5.7.3.[3], 5.7.4.12, 5.7.4.13, 5.7.4.14 and 5.7.4.15 shall come into force on 8 February 2021. See the introductory part of Paragraph 1.2 of Amendments*]

5.7.[1] the restrictions laid down in Sub-paragraph 5.7 of this Order shall not apply to trade of goods using means of distance communication, and also distribution of the goods at a place of trading if the good have been bought using means of distance communication;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.7.[2] [5 February 2021. See the introductory part of Sub-paragraph 1.2 of Amendments]

5.7.[3] [5 February 2021. See the introductory part of Sub-paragraph 1.2 of Amendments]

5.7.[4] [5 February 2021. See the introductory part of Sub-paragraph 1.2 of Amendments]

5.7.[5] the restrictions laid down in Sub-paragraph 5.7 of this Order shall not apply to the permanent points of sale established by the merchant in prisons (prison shops). The rights of prisoners to make purchases in the prison shop laid down by laws and regulations shall be ensured in conformity with the prison infrastructure and the epidemiological safety requirements specified for prisons;

[*22 December 2020; 5 February 2021 / Amendment to the Sub-paragraph shall come into force on 8 February 2021. See the introductory part of Paragraph 1.2 of Amendments*]

5.8. the restrictions specified in Sub-paragraphs 5.6 and 5.7 of this Order for the providers of public catering services, and also for the sites where catering is provided, and for sales points shall not be applicable to the terminal of *valsts akciju sabiedrība "Starptautiskā lidosta "Rīga""* [State joint stock company International Airport Riga], and also to public catering sites in educational institutions if they are not available to the public and prevention of physical overlapping of the flows of groups of people which are not in everyday contact is ensured. The providers of public catering services shall comply with the requirements of Paragraph 20 of Cabinet Regulation No. 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection;

[*17 November 2020; 2 December 2020*]

5.9. [5 February 2021. See the introductory part of Sub-paragraph 1.2 of Amendments]

5.9.[1] for the violation of the epidemiological safety requirements in the provision of economic services if an internal control system for the control of epidemiological safety measures at a trading site (unit) has not been developed or introduced, the State Police and municipal police may, in accordance with the procedures laid down in the Administrative Procedure Law, take a written decision to close the trading site (unit) to visitors for up to seven days. The decision of the State Police or municipal police shall come into force at the moment of its taking and must be enforced immediately. Contesting or appeal of the decision shall not suspend its validity;

[*5 February 2021 / The Sub-paragraph shall come into force on 8 February 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.10. at libraries, outdoors spaces of museums and sites where religious activities are performed:

5.10.1. at least 10 m^2 of the publicly available area of premises are provided per visitor;

5.10.2. information, including in foreign languages, on the maximum number of persons allowed at this site at the same time is placed at the entrance in a clearly visible place;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.11. in addition to the conditions referred to in Sub-paragraph 5.10 of this Order, the following shall be ensured at libraries, outdoor spaces of museums (when not organising an event):

5.11.1. not more than 20 % of the total possible number of persons allowed by the area and infrastructure of the premises available to visitors are present at the relevant site at the same time;

5.11.2. visitors only arrive individually, except for members of one household;

5.11.3. only one-way flow of visitors is ensured;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.11.[1] mouth and nose covers shall be used in outdoor spaces of museums, nature trails and at environmental and nature objects when there is an intensive flow of people;

[*22 December 2020*]

5.12. in addition to the conditions referred to in Sub-paragraph 5.10 of this Order, the following shall be ensured at sites where religious activities are performed (if an event is not organised):

5.12.1. not more than 20 % of the total possible number of persons allowed by the area and infrastructure of the premises available to visitors are present at the relevant site at the same time;

5.12.2. Sunday school lessons are be held remotely;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.13. in the field of education:

5.13.1. the provision of child supervision services shall be continued;

5.13.2. the learning process on site shall be discontinued in all educational institutions and the learning shall be ensured remotely, except for:

5.13.2.1. the completion of pre-school education programme if the legal representative of the child cannot work remotely and cannot ensure supervision of the child. Learning process shall be implemented by performing weekly

testing of the employees of the educational institution who are employed on site and ensuring that the employees of the educational institution comply with the epidemiological safety requirements and use mouth and nose covers during the learning process and outside of it. The persons referred to in Sub-paragraph 5.44 of this Order need not use the mouth and nose cover;

5.13.2.2. [21 January 2021. See the introductory part of Sub-paragraph 1.3 of Amendments];

5.13.2.3. the individual completion of the practical part of vocational education programmes which is required for obtaining professional skills or qualifications in the first half of 2021 and which cannot be carried out remotely, and during which the two-meter distance can be maintained and contact with other educatees can be prevented;

5.13.2.4. the individual completion of the practical part of higher education programmes which is required for obtaining professional skills or qualifications from the first until the third quarter of 2021 and which cannot be carried out remotely if during it the two-meter distance can be maintained and contact with other educatees or students can be prevented; completion of the practical part of the second level vocational education study programme Veterinary Medicine at the Latvia University of Life Sciences and Technologies and all study programmes of the study direction Health Care (including the vocational secondary education programmes and vocational basic education), and also the clinical training during residency;

5.13.2.5. the completion of the programme at the educational institution for social correction Naukšēni, in special educational institutions and such special education classes of educational institutions in which special basic education programme is implemented for pupils with severe mental disorders or several severe mental disorders, and also to pupils with mental disorders of special basic education programmes, performing weekly testing of the employees of the educational institution who are employed on site;

5.13.2.6. foreign language examinations of an international testing authority, ensuring that a group of no more than five persons participate in the examination on site within the same premises; During the examination and outside of it, all persons present shall use mouth and nose covers and shall maintain the two-meter distance. The persons referred to in Sub-paragraph 5.44 of this Order need not use the mouth and nose cover;

5.13.2.7. individual consultations - to educatees who are at the risk of early school leaving at the basic education and secondary education level, in the acquisition of general education programmes for educatees in grade 12 (including the completion of an international educational programme for the relevant grades in the corresponding age group of educatees) and vocational education programmes for the educatees of those groups or courses who are expected to take State examinations and acquire the corresponding vocational education (at the basic education and secondary education levels) in the first half of 2021. Consultations on site shall take place only upon an invitation of a teacher in accordance with the procedures specified in the educational institution (including, by specifying the number of consultations, complying with the applicable legal framework) ensuring that educatees do not come into contact with other educatees (including when arriving at the educational institution for a consultation and leaving it). A consultation may not be longer than 40 minutes. During the consultation the teacher and educatee shall use mouth and nose covers and maintain two-meter distance. The persons referred to in Sub-paragraph 5.44 of this Order need not use the mouth and nose cover. Consultations may be organised for two or more educatees concurrently if they are from one household;

5.13.2.7.^{1} the individual consultations referred to in Sub-paragraph 5.13.2.7 of this Order shall also apply to educational institutions which implement vocational orientation education programme in the thematic area "Arts" and the educatees of whose grades and groups are expected to take final examinations in the first half of 2021;

5.13.2.^{1} for grades 1-4, learning process may be organised on site by ensuring the epidemiological safety requirements and performing weekly testing of the employees of the educational institution who are employed on site if on Tuesday of the current calendar week the 14 day cumulative number of COVID-19 cases per 100 000 inhabitants within the administrative territory of the particular city or municipality where the education institution is located does not exceed 200 and the epidemiological conditions indicate to a safer situation in the administrative territory. Once a week, on Thursdays, the Centre for Disease Prevention and Control shall publish in the official gazette *Latvijas Vēstnesis* the list of those cities and municipalities where, according to the information posted on Wednesday on the website of the Centre for Disease Prevention and Control, the 14 day cumulative morbidity rate corresponds to such level that allows the learning to be organised on site for grades 1-4. In individual cases, taking into account the epidemiological conditions which minimise the risks of the spread of COVID-19, learning process for grades 1-4 may be organised on site also if the 14 day cumulative number of COVID-19 cases per 100 000 inhabitants exceeds 200, but is less than:

5.13.2.^{1} 1. 220 - by deciding on the recommencing of the learning on site in the particular administrative territory;

5.13.2.^{1} 2. 250 - by deciding on continuing the learning on site in the particular administrative territory. The evaluation of the situation is based on several epidemiological criteria, including the geographical distribution of the newly discovered COVID-19 cases, their link to particular institutions, undertakings, households, events, etc., concurrently assessing them in relation to a potential impact on the organisation of educational process;

5.13.2.[2] in order to fulfil Sub-paragraph 5.13.2.[1] of the Order, the founder of an educational institution shall, to the extent possible, implement all the necessary epidemiological safety measures to provide a possibility for the educatees to get to the educational institution in a way that is safe for health;

5.13.2.[3] if the conditions referred to in Sub-paragraph 5.13.2.[1] of this Order have been met, the founder of an educational institution shall decide on the implementation of the learning process on site at the relevant educational institution within the specific calendar week and shall inform the council of the educational institution, educatees of the educational institution and their legal representatives, and also the Ministry of Education and Science thereof. The learning process shall be implemented on site starting from Monday of the following week after taking of the relevant decision;

5.13.2.[4] [16 March 2021. See the introductory part of Paragraph 1 of Amendments];

5.13.2.[5] educational institutions in the following local governments shall recommence learning process on site as of 22 February 2021 complying with the requirements laid down in Sub-paragraphs 5.13.2.[2] and 5.13.2.[3] of this Order: Alsunga municipality, Auce municipality, Cesvaine municipality, Burtnieki municipality, Dagda municipality, Durbe municipality, Ērgļi municipality, Krustpils municipality, Kuldīga municipality, Ķegums municipality, Mālpils municipality, Mērsrags municipality, Naukšēni municipality, Nereta municipality, Pāvilosta municipality, Pļaviņi municipality, Rūjiena municipality, Salacgrīva municipality, Saulkrasti municipality, Sigulda municipality, Skrīveri municipality, Skrunda municipality, Tērvete municipality, Vecumnieki municipality, and Vecpiebalga municipality;

5.13.2.[6] the Ministry of Education and Science shall ensure exchange of data with the Central Statistical Bureau. The Ministry of Education and Science shall transfer information to the Central Statistical Bureau on the location, teachers, and pupils of educational institutions in order to obtain the data necessary for the evaluation of additional criteria of COVID-19 cases in relation to a potential impact on the organisation of educational process and the appropriate protection measures;

5.13.2.[7] lessons of formal and non-formal education programmes may be organised in outdoor spaces for educatees of one class (group, course) (for not more than 20 persons) at the basic education or secondary education level, if on Tuesday of the current calendar week the 14 day cumulative number of COVID-19 cases per 100 000 inhabitants within the administrative territory of the particular city or municipality where the education institution is located does not exceed 250, ensuring the epidemiological safety requirement. Once a week, on Thursday, the Centre for Disease Prevention and Control shall publish in the official gazette *Latvijas Vēstnesis* the list of those cities and municipalities where, according to the information posted on Wednesday on the website of the Centre for Disease Prevention and Control, the 14 day cumulative morbidity rate corresponds to such level that allows the lessons to be organised in outdoor spaces. The following may be organised in outdoor spaces:

5.13.2.[7] 1. not more than five lessons of the formal education programme from the number of lessons intended in the respective week;

5.13.2.[7] 2. not more than two lessons of the non-formal education programme from the number of lessons intended in the respective week. The duration of one lesson shall not exceed 40 minutes;

5.13.2.[8] the restrictions specified in Sub-paragraph 5.13.2.[7] of this Order shall not apply to holding of the sports trainings (sessions) referred to in Sub-paragraph 5.17;

5.13.3. the completion of adult continuous vocational training, vocational in-service training and non-formal adult education programmes shall be held remotely, except for:

5.13.3.1. the practical and clinical training within the non-formal education programme "Updating the professional skills of nurses for the provision of health care services in the situation resulting from the COVID-19 pandemic" organised under the European Social Fund (ESF) project No. 9.2.6.0/17/I/001 "Improvement of the qualification of medical and medical support practitioners" co-funded from the Specific Objective 9.2.6 "Improve qualification of medical and medical support practitioners" of the Operational Programme "Growth and Development" by ensuring that the practical and clinical training on site is simultaneously held only for a group of participants from one educational institution, and also maintaining of the two-meter distance and use of mouth and nose covers during the training;

5.13.3.2. practical and clinical training and vocational education examinations for the renewal of the registration period of a medical practitioner in the Register of Medical Practitioners and Medical Treatment Support Personnel by ensuring that the practical and clinical training on site is simultaneously held only for a group of participants from one educational institution, and also maintaining of the two-meter distance and use of mouth and nose covers during the training and vocational education examination;

5.13.3.3. certification examination for a medical practitioner by ensuring that one applicant and at least one member of the certification committee or secretary participates on site, and also maintaining of the two-meter distance and use of mouth and nose covers. Other members of the committee shall be provided with a remote access to the examination;

5.13.3.4. practical and clinical training for the completion of the non-formal educational programme "Theoretical and Practical Training for Medical Practitioners in the Vaccination against COVID-19" financed by the Ministry of Health, ensuring that the practical and clinical training is simultaneously held only for a group of participants from one educational institution, and also maintaining of the two-meter distance and use of mouth and nose covers during the training process;

5.13.3.5. practical and clinical training for the completion of the non-formal educational programme "Doctor's Assistant in an Outpatient Service", ensuring that the practical and clinical training is simultaneously held only for a group of participants from one educational institution, and also maintaining of the two-meter distance and use of mouth and nose covers during the training process;

5.13.3.6. practical training in the railway, road traffic, maritime and aviation sub-sectors, and also sectors of passenger carriage, road freight and transport of dangerous goods which is necessary for the acquisition of the right to drive vehicles provided for C1, C1E, D1, D1E, C, CE, D, DE, TRAM, TROL category and carriage of dangerous goods (ADR), including the acquisition of written theoretical and three-hour practical knowledge of the twelve-hour training programme of the basic knowledge in first aid referred to in Sub-paragraph 4.2 of Cabinet Regulation No. 557 of 14 August 2012, Regulations Regarding Training in Provision of First Aid, which concurrently corresponds to all of the following conditions:

5.13.3.6.1. training is necessary for obtaining professional skills or qualifications or maintaining them in the first half of 2021;

5.13.3.6.2. training cannot be held remotely;

5.13.3.6.3. in accordance with laws and regulations, the person needs this training to be appointed to a position or establish or fulfil employment relationship, receive, maintain, extend or renew certificates, licences, confirmations, certifications and similar documents, and also for recognition of professional qualification and the attestation of competence conformity;

5.13.3.6.4. completion of training on site shall take place individually, and only the person being trained and the instructor shall be in the room or vehicle, except for the implementation of certified training programmes of the Ministry of Transport for the acquisition and maintaining of a professional qualification of seafarers where not more than five educatees per group shall take part in training on site, and training for the obtaining and maintaining the validity of the flight crew member licence and rating within the certified training programmes, including the taking of theoretical and practical examinations where in one room on site not more than three educatees per group shall participate;

5.13.3.6.5. during the training process all persons present shall use mouth and nose covers, and increased ventilation of premises (including the vehicle) shall be ensured;

5.13.3.6.6. training is organised in accordance with the laws and regulations regarding training in provision of first aid and, during training on site, all precautionary measures are implemented according to the recommendations developed by the State Emergency Medical Service and agreed upon with the Centre for Disease Prevention and Control and the Health Inspectorate;

5.13.3.7. individual completion of the practical part of driver training and first aid courses, and taking the final examination which concurrently corresponds to all these conditions:

5.13.3.7.1. training cannot be held remotely;

5.13.3.7.2. the person has not commenced the training until 20 December 2020;

5.13.3.7.3. in accordance with laws and regulations, the person needs training to be appointed to a position or establish and fulfil employment relationship, to receive, maintain, extend, or renew the term of certificates, licences, confirmations, certifications and other similar documents, and also for the recognition of professional qualification and the attestation of competence conformity;

5.13.3.7.4. training on site shall take place individually and only the person who is being trained and the instructor shall be in the room or the vehicle;

5.13.3.7.5. during the training process all persons present shall use mouth and nose covers, and increased ventilation of premises (including the vehicle) shall be ensured;

5.13.4. the completion of interest education and vocational orientation education programmes shall be held remotely, except for holding the sports trainings (sessions) referred to in Sub-paragraph 5.17 of this Order;

5.13.5. if the Centre for Disease Prevention and Control has imposed mandatory counter-epidemic measures on an educational institution, an educatee or employee of an educational institution, the educational institution shall immediately inform the State Education Quality Service of this fact and further action;

5.13.6. in prisons, the completion of non-formal educational programmes shall be suspended, but the completion of

the theoretical part of a vocational education programme shall be provided remotely;

5.13.7. for educatees in grades 1-4 winter holidays in the academic year 2020/2021 shall last from 21 December 2020 until 22 January 2021 and the second semester shall begin on 25 January 2021, whereas for educatees in grades 5 and 6 winter holidays shall last from 21 December 2020 until 8 January 2021 and the second semester shall begin on 11 January 2021. The abovementioned conditions shall not apply to the educational institution for social correction "Naukšēni" and special educational institutions, and also to the acquisition of education in distance learning;

[*17 November 2020; 24 November 2020; 2 December 2020; 17 December 2020; 7 January 2021; 14 January 2021, 19 January 2021, 21 January 2021; 5 February 2021; 16 February 2021; 19 February 2021; 24 February 2021; 26 February 2021; 15 March 2021; 12 March 2021 / The new wording of Sub-paragraphs 5.13.2.1 and 5.13.2.*^{1}*, and also Sub-paragraphs 5.13.2.*^{6}*, 5.13.2.*^{7}*, and 5.13.2.*^{8} *shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.13.^{1} the individual practice part of the training programme for foster families and adopters may be completed remotely or replaced with additional acquisition of theoretical knowledge in the amount of at least 16 academic hours on issues promoting understanding of entry into a family of a child who is under out-of-family care;

[*5 March 2021*]

5.14. rehearsals of amateur collectives (including choirs, orchestras, folk music ensembles, dance groups, and other folk art collectives) shall be held remotely;

[*21 January 2021 / New wording of the Sub-paragraph shall come into force on 26 January 2021. See the introductory part of Sub-paragraph 1.2 of Amendments*]

5.15. the operation of camps for children shall be discontinued;

5.16. any sporting events (for example, competitions, demonstrations, numbers) shall be prohibited and cancelled, except for:

5.16.1. the sports competitions included in the calendar of sports competitions of international Olympic sports federations (including the official trainings intended before competitions) for athletes of national teams from 15 years of age if they are held without spectators;

5.16.2. the sports competitions of team sports of international and highest leagues if the title of Latvian champion for adults is won therein and they are held without spectators;

[*7 January 2021; 5 March 2021 / Amendment to Sub-paragraph 5.16.1 regarding the replacement of the words "athletes of adult teams" with the words "athletes of teams from 15 years of age" and the new wording of Sub-paragraph 5.16.2 shall come into force on 8 March 2021. See the introductory part of Sub-paragraph 1.8 of Amendments*]

5.17. sports trainings (sessions), including within the scope of programmes of interest education and vocational orientation, shall be organised outdoors, individually or remotely, in compliance with the following conditions:

5.17.1. no more than 10 persons gather at the same time in an organised manner in one training group for sports training (session) in outdoor spaces (excluding the sports specialists and sports employees), and locker rooms are not used. If it is permitted by the area of the sports venue of the relevant outdoor space, the work of several training groups may take place at the same time if flows of different training groups do not overlap physically, and also separate supervision of their activity is ensured;

5.17.2. sports trainings (sessions) in indoor spaces, including individual visits, shall be discontinued, except for the persons referred to in Sub-paragraph 5.17.3 of this Order;

5.17.3. sports training (sessions) of athletes of the Latvian team (including youth and junior teams), Latvian Olympic team, and Latvian Paralympic team, athletes of teams of international and highest leagues of team sports (if the title of a champion of Latvia for adults is won in the sports competition), and also educatees of Murjāņi Sports Gymnasium and centres for the preparation of high-level athletes shall take place both in indoor spaces and outdoor spaces, and the conditions referred to in Sub-paragraphs 5.17.1 and 5.17.2 of this Order shall not apply to them;

[*24 November 2020; 17 December 2020, 7 January 2021; 21 January 2021; 5 March 2021 / The new wording of Sub-paragraph 5.17.3 shall come into force on 8 March 2021. See the introductory part of Paragraph 1.8 of Amendments*]

5.17.^{1} the physical fitness test of an official with special service rank and candidate to such position of the institutions of the system of the Ministry of the Interior and the Prison Administration may take place in a room indoors where no more than five persons gather (excluding persons who are holding the abovementioned test), and they shall also be permitted to use the dressing room by ensuring the compliance with the epidemiological safety requirements

and the necessary precautionary measures (for example, use of mouth and nose covers in dressing rooms before the beginning and after the completion of the test, distancing, compliance with the disinfection requirements, and also that flows of different groups do not physically overlap);

[*11 February 2021; 12 March 2021 / Amendment to Paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.17.^{2} when providing economic services, including services for holding sports trainings (sessions), Alpine skiing sports facilities shall comply with the following additional conditions:

5.17.^{2} 1. not more than 300 persons may concurrently be at the Alpine skiing sports facility and the territories managed thereby (including parking lots) provided that at least 70 m^{2} of outdoor space is ensured for each person and the two-metre distance can be maintained at all places;

5.17.^{2} 2. the maximum permissible number of visitors that may concurrently be at the Alpine skiing sports facility with lift tickets shall be calculated as follows:

5.17.^{2} 2.1. the lift capacity (number of persons who are concurrently going up a hill ensuring the compliance with distancing requirements) shall be multiplied by the coefficient 1.3 - for sports facilities where more than 100 persons may be at the same time;

5.17.^{2} 2.2. the lift capacity (number of persons who are concurrently going up a hill ensuring the compliance with distancing requirements) shall be multiplied by the coefficient 2 - for sports facilities where less than 100 persons may be at the same time;

5.17.^{2} 3. if take-away meals are provided within the territory of the Alpine skiing sports facility, tables and chairs (benches) may not be located near the provision site;

5.17.^{2} 4. the owner or legal possessor of the Alpine skiing sports facility shall:

5.17.^{2} 4.1. appoint a person who will be responsible for organising the implementation of epidemiological safety measures at the Alpine skiing sports, and shall also ensure the staff necessary for the implementation of control measures, including in parking lots;

5.17.^{2} 4.2. ensure continuous online stream from security cameras showing queues to lifts and other places where people can crowd (e.g., ticket booths, sites where sporting equipment is leased or food is provided);

[*19 February 2021*]

5.18. for the support to local governments which is provided in accordance with Cabinet Regulation No. 709 of 8 December 2015, Regulations Regarding the Methodology for the Determination of Costs and the Procedures by which a Local Government shall Cover the Costs of a Pre-school Educational Programme for a Private Educational Institution According to the Average Costs Stipulated Thereby, the restriction referred to in Paragraph 9 of the Regulation shall not be applied to the absence of the child due to a health condition or other justifying reasons until the end of the emergency situation;

5.18.^{1} when organising the completion of learning content provided for in the educational programme for the first stage of basic education in family in accordance with Cabinet Regulation No. 591 of 13 October 2015, Procedures for Enrolling Students in and Discharging from General Educational Institutions and Special Pre-school Educational Groups, and also for Moving Them up into the Next Grade, the requirement to submit a statement issued by a doctor or a psychologist's opinion specified in Sub-paragraph 22.1 of the abovementioned Regulation shall not be applied until the end of the emergency situation;

[*17 November 2020*]

5.19. for the purpose of achieving the epidemiological safety objectives, the organisation of court proceedings in the following manner shall be specified:

5.19.1. a court shall use the written procedure as much as possible or shall examine cases remotely;

5.19.2. [21 January 2021];

5.19.3. oral hearing of a case on site shall be held in compliance with the epidemiological safety requirements if it is not possible to ensure examination of the case in the written procedure or remotely and examination of the case is related to a significant violation of the rights of a person and an objective urgency;

5.19.4. [21 January 2021];

5.19.5. [21 January 2021];

5.19.6. [21 January 2021];

5.19.7. [21 January 2021];

5.19.8. if it is not possible to ensure examination of a case in the written procedure or remotely and the issue is not related to a significant violation of the rights of a person and an objective urgency, the examination of the case shall be postponed until revocation of the emergency situation;

5.19.9. judicial services shall only be available remotely;

[*2 December 2020; 21 January 2021*]

5.20. investigative actions in pre-trial criminal proceedings, if possible, shall be performed remotely. For achievement of the epidemiological safety objectives, investigative actions may be postponed, in an exceptional case, until revocation of the emergency situation if postponing of the investigative actions does not cause a significant violation of the rights of the persons involved in proceedings;

5.20.[1] if the decision to impose the compulsory measure of a correctional nature - placement in an educational institution for social correction - on a child has been taken during the emergency situation, enforcement of the abovementioned decision shall be suspended until the end of the emergency situation;

[*2 December 2020*]

5.21. the Latvian Council of Sworn Bailiffs and the Latvian Council of Sworn Notaries may determine restrictions for the reception of visitors on site or decide on the discontinuation thereof at the locations of the practice of sworn bailiffs and sworn notaries;

5.22. a sworn bailiff and a sworn notary may decide on suspension of the official activities if the fulfilment thereof may be related to an increased risk for the persons involved to become infected with COVID-19 and the fulfilment of such activity is not related to an objective urgency, and suspension does not cause a significant violation of the rights;

5.23. an Orphan's and Custody Court may examine a case and take decisions in a meeting of the Orphan's and Custody Court in the written procedure (without the presence of persons) if it has not recognised that it is necessary to examine the case in the oral procedure. The authority (official) shall, in a manner corresponding to the nature of written procedure, ensure the same extent of rights for the participants in the proceedings as in the oral procedure;

5.24. if a case is examined in the written procedure (without the presence of persons), becoming acquainted with the materials of such case shall be ensured remotely. An Orphan's and Custody Court shall, within three working days after receipt of a relevant application signed by the person, send scanned copies of the case materials to the e-mail address indicated by the person or information on electronic access to the case materials (ensuring the possibility to become acquainted with the case materials or to obtain a copy);

5.25. an Orphan's and Custody Court may determine that procedural actions, including the actions to be performed in a meeting of the Orphan's and Custody Court, are performed using video conferencing in compliance with the restrictions specified due to the spread of COVID-19 and the epidemiological situation in the State;

5.26. if an Orphan's and Custody Court is hindered in the fulfilment of the tasks specified in the Law on Orphan's and Custody Courts, except for the tasks specified in Chapters VII and VIII of the abovementioned Law, the Orphan's and Custody Court may transfer the fulfilment of individual tasks to another closest Orphan's and Custody Court for a specific period of time and such other Orphan's and Custody Court has the duty to take over the abovementioned tasks for a specific period of time;

5.27. the commencement of serving the sentence of a temporary deprivation of liberty and criminal punishment - arrest - at prisons shall be suspended and detaining and delivering of such persons to prisons to whom a temporary deprivation of liberty, criminal punishment - arrest - has been adjudged or to whom the fine or community service adjudged by a court judgment has been replaced with a temporary deprivation of liberty shall be discontinued;

5.28. the transfer and taking over of persons convicted and detained in a foreign country for the further execution of a custodial sentence or enforcement of imprisonment within the territory of the Republic of Latvia shall be suspended, except when the foreign country has refused to extend the time limit for the transfer of the person or the detention period of the person cannot be extended and the person to be transferred or taken over has been tested for COVID-19 72 hours before entry, and the test is negative;

[*8 December 2020*]

5.29. convoying of prisoners to courts shall be discontinued, except for the cases which contain the official secret object. Convoying of prisoners shall be discontinued upon request of a person directing the proceedings, except for cases if a consent has been received from the head of the institution or his or her authorised official;

5.30. the transfer of prisoners between prisons shall be discontinued (except for the transfer of prisoners due to security reasons, their transfer to the Latvian Prison Hospital at Olaine Prison and back, transfer of convicted persons to begin their sentence execution and cases when the security measure - arrest - is imposed on a convicted person in another criminal case while he or she is serving their sentence);

[*2 December 2020*]

5.30.[1] the prisoner who is being released from a prison and to whom COVID-19 infection has been confirmed or who has been identified as a contact person shall, if this person has no place of residence but must continue isolation or home quarantine, stay for this time at one of the tourist accommodation establishments indicated in the list maintained by the Investment and Development Agency of Latvia that has applied for the accommodation of such persons. The Investment and Development Agency of Latvia shall administer the payment of the State provided 100 % aid (not more that EUR 35 per person for one night for the provision of accommodation services and not more than EUR 10 for the provision of catering services three times per day), prepare a list of tourist accommodation establishments, provide consultations and also record the persons who have received the aid to ensure control of the costs;

[*28 January 2021*]

5.30.[2] the Prison Administration shall:

5.30.[2] 1. provide support to the person referred to in Sub-paragraph 5.30.[1] of this Order in choosing the tourist accommodation establishment;

5.30.[2] 2. ensure that the tourist accommodation establishment is informed of the date of arrival and necessary length of stay of the person referred to in Sub-paragraph 5.30.[1] of this Order;

5.30.[2] 3. ensure transportation of the person referred to in Sub-paragraph 5.30.[1] of this Order to the tourist accommodation establishment;

5.30.[2] 4. issue the person referred to in Sub-paragraph 5.30.[1] of this Order the medicinal products that must be taken daily for five days, a thermometer and personal protective equipment;

5.30.[2] 5. inform the Centre for Disease Prevention and Control, National Health Service, Investment and Development Agency of Latvia, State Police, and also the social service of the local government in the territory of which the selected tourist accommodation establishment is located of the release of the person referred to in Sub-paragraph 5.30.[1] of this Order, and shall indicate the place where the person shall stay for the time of isolation or quarantine;

5.30.[2] 6. acquaint the person referred to Sub-paragraph 5.30.[1] of this Order (against a signature) with the obligations laid down in laws and regulations that must be complied with by persons infected with COVID-19 and their contact persons;

5.30.[2] 7. electronically send a submission signed by the person referred to in Sub-paragraph 5.30.[1] of this Order to the social service of the local government in the territory of which the tourist accommodation establishment is located with a request to grant an allowance in the crisis situation;

[*28 January 2021*]

5.30.[3] the National Health Service shall immediately appoint a general practitioner for the person referred to in Sub-paragraph 5.30.[1] of this Order if he or she does not have a general practitioner. The National Health Service shall provide coverage of the costs of a general practitioner for ensuring the medical treatment process in accordance with the range of the State paid health care services within the limits of the budget;

[*28 January 2021*]

5.30.[4] social service of the local government in the territory of which the person referred to in Sub-paragraph 5.30.[1] of this Order stays shall immediately prepare and send to the tourist accommodation establishment where the person stays a guarantee letter, indicating the name, surname and personal identity number of the person referred to in Sub-paragraph 5.30.[1] of this Order and undertakes to pay the invoice issued by a pharmacy for the medicinal products needed by the person and delivery of medicinal products, but for not more than EUR 150. The tourist accommodation establishment shall issue the aforementioned letter to the person authorised by the person at the moment when the medicinal products are delivered. If the person needs repeated purchase and delivery of medicinal products, the order shall be made in the pharmacy where the guarantee letter is submitted. The pharmacy which provides the medicinal products and their delivery shall send the invoice to the social service of the local government. The social service shall take the decision to grant an allowance in crisis situation in order to provide health care for the person referred to in

Sub-paragraph 5.30.[1] of this Order in accordance with the invoice issued by the pharmacy;

[*28 January 2021*]

5.30.[5] local governments shall cover the expenditure referred to in Sub-paragraph 5.30.[4] of this Order for the allowance in crisis situation to the person referred to in Sub-paragraph 5.30.[1] of this Order from the local government budget. In order to cover the expenditure of the allowance in crisis situation, the State shall provide to local governments an earmarked grant for covering the expenditure in the amount of 100 % of the allowance in crisis situation disbursed to the person, but not more than EUR 150 a month per one person. In order to receive the earmarked grant, a local government must act in accordance with Sub-paragraph 37.3 of the Transitional Provisions of the Law on Social Services and Social Assistance. In order to ensure the disbursement of the earmarked grant to a local government, the Ministry of Welfare shall act in accordance with Sub-paragraph 37.4 of the Transitional Provision of the Law on Social Services and Social Assistance.

[*28 January 2021*]

5.31. the head of the Prisons Administration, the Chief of the State Police, and the Chief of the State Fire and Rescue Service have the right:

5.31.1. to assign any official with special service rank of the Prisons Administration, any official with special service rank of the State Police, or any official with special service rank of the State Fire and Rescue Service respectively the fulfilment of any service duties other than those specified in the job description or to fulfil them in another unit;

5.31.2. to employ the staff of the Prisons Administration, the State Police, and the State Fire and Rescue Service respectively continuously for more than 24 hours;

5.32. long-term social care and social rehabilitation institutions shall:

5.32.1. accept new clients by evaluating the possibility of guaranteeing safety of the client and the need to receive a service without delay, and also the resources necessary for the provision of the service, ensuring care on a priority basis and reducing the amount of social rehabilitation services if it is not possible to ensure them to full extent due to objective reasons;

5.32.2. test employees with the SARS-CoV-2 rapid antigen test. Employees who can, within three months after the day of becoming ill or taking of the sample affirming the contraction of COVID-19 infection, certify that they have been ill with COVID-19, have recovered therefrom and cannot pose a risk of infection to other persons anymore, need not undergo the the diagnostics of COVID-19. The authority shall ensure record-keeping of the SARS-CoV-2 rapid antigen tests according to the number of received and used tests, additionally including in such records information regarding the number of the used SARS-CoV-2 rapid antigen tests that have a positive AG test result;

5.32.3. suspend an employee from the fulfilment of duties if the SARS-CoV-2 rapid antigen tests of the relevant employee is positive, order this employee to immediately contact his or her general practitioner in order to undergo the laboratory testing for the diagnostics of COVID-19, identify in the staff those contact persons who are subject to the home quarantine requirements, and shall also inform the Centre for Disease Prevention and Control of the established case of possible infection;

[*21 January 2021; 21 February 2021*]

5.33. other providers of social services which provide social services with full or partial accommodation shall continue care at home, care at a day centre, social rehabilitation services for violence victims at crisis centres and placement of a child left without parental care in a long-term social care and social rehabilitation institution or a crisis centre, and temporary accommodation of persons without a place of residence in a shelter or night shelter, ensuring compliance with the epidemiological safety requirements and the necessary precautionary measures;

5.34. the provision of social rehabilitation and psychosocial rehabilitation services shall be permitted, only ensuring compliance with the epidemiological safety requirements and the gathering restrictions specified in the State and specifying that:

5.34.1. individual services are provided on site;

5.34.2. consultations are provided remotely;

5.34.3. social services are provided on site if the client has been tested for COVID-19 and the test is negative or the client has a statement issued by a general practitioner that the person has suffered from COVID-19;

[*24 November 2020*]

5.35. an employer has an obligation:

5.35.1. to provide the employees the possibilities to work remotely if the specific nature of the work allows it;

5.35.2. to ensure personal protective equipment to employees for work on site which are necessary for the performance of work duties (for example, mouth and nose covers, aprons, coveralls);

5.35.3. to specify measures for the containment of the spread of COVID-19 in the work collective, appointing a person responsible for the introduction of such measures at the working place and informing employees of the abovementioned measures;

5.35.4. to specify employees who shall perform work duties on site in order to ensure continuity of work, concurrently specifying appropriate internal control measures at the working place;

[*17 December 2020; 7 January 2021; 12 March 2021 / Sub-paragraph 5.35.4 shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.35.^{1} to organise work in a way that only such employees who ensure continuity of work and cannot perform it remotely at their place of residence would perform work duties on site. If the employee and the employer have not mutually agreed on the performance of work remotely, the employer has the right to unilaterally appoint the employee for remote work in conformity with Sub-paragraph 5.35.1 of this Order. After the end of the emergency situation, remote work shall be performed on the basis of an agreement between the parties;

[*12 March 2021 / The new wording of Paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.35.^{2} State and local government authorities, in conformity with Sub-paragraphs 5.35.1, 5.35.2, and 5.35.3 of this Order, shall ensure in addition that:

5.35.^{2} 1. such officials (employees) who, due to the specific nature of work, perform work on site are specified, taking into consideration that:

5.35.^{2} 1.1. only one official (employee) is present in the office;

5.35.^{2} 1.2. not less than 15 m^2 of the available area of premises is provided for one official (employee) in an open-type office;

5.35.^{2} 2. the requirements laid down in Sub-paragraph 5.35.^{2} 1.1. or 5.35.^{2} 1.2 of this Order cannot be complied with, a work schedule is drawn up;

[*12 March 2021 / Sub-paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.36. the condition laid down in the laws and regulations regarding the obligation of the addressee to sign in the area of the informative notice "date and signature" or on the sensor of the signature capturing device shall not be applicable during the emergency situation, if the postal operator, upon using consignment processing systems which prepare and aggregate the consignment receipt data, ensures documentary or electronic evidence that the particular consignment has been issued.

5.37. bringing in the territory of Latvia of minks and raw mink skins shall be prohibited.

[*17 November 2020*]

5.38. [2 December 2020];

5.39. [2 December 2020];

5.40. [2 December 2020];

5.41. the provider of an economic service, except for the provider of a trade service, shall:

5.41.1. ensure that at the site where the economic service is provided at least 15 m^2 of the publicly available area of premises are available per visitor. At sites where the economic service is provided and one visitor has less than 15 m^2 of the publicly available area of premises, only one person is allowed at the same time;

5.41.2. place at the entrance in a clearly visible place information, including in foreign languages, on the maximum number of persons allowed at the specific site at the same time;

5.41 3. ensure that the visitors are being allowed to enter the site where the service is provided only one at a time, except for persons requiring the help of an assistant or who objectively have difficulties to receive the service due to age or functional disorders and children up to 12 years of age who may be accompanied by one person of legal age;

[*17 December 2020; 5 February 2021 / Sub-paragraph 5.41.3 shall come into force on 8 February 2021. See the*

introductory part of Paragraph 1.2 of Amendments]

5.42. starting from 7 December 2020, the carrier of public transportation shall organise the boarding and disembarking from the vehicles so that the number of passengers in the vehicle would not exceed 50 % of its capacity. If the boarding and disembarking of passengers into or from the vehicle cannot be controlled due to its characteristics, seats shall be marked in the vehicle, ensuring compliance with the distancing requirements;

[*2 December 2020*]

5.42.[1] the commissioning parties of public transport services and carriers must ensure the fulfilment of the epidemiological requirements referred to in Sub-paragraph 5.42 of this Order. The State Police and the municipal police shall ensure control of the fulfilment;

[*12 March 2021 / Sub-paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.42.[2] the public transport carrier shall appoint a person responsible for the development, agreement, and enforcement of the protocol of epidemiological safety requirements;

[*12 March 2021 / Sub-paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

5.42.[3] local governments of cities shall determine restrictions on the fare relief specified for separate groups of passengers in the city routes at peak periods for the use of the public transport services;

[*24 March 2021*]

5.43. mouth and nose covers shall be used in public indoor spaces, including working places, if more than one person stays in the premises, except:

5.43.1. by professional orchestra and choirs, theatre and dance collectives;

5.43.2. in the process for the acquisition of education related to learning how to play an instrument or the vocal art;

5.43.3. by athletes during sports trainings (sessions) and the sporting events referred to in Sub-paragraph 5.16 of this Order;

5.43.4. by the employees of electronic mass media if it is needed to fully perform their work duties;

5.43.5. for the cases when the broadcast or recording of a cultural or religious event is being prepared or taking place, remote learning process is ensured or audiovisual works are created if it is needed to fully perform work duties and the permission of the legal possessor has been received;

[*2 December 2020; 17 December 2020; 22 December 2020; 7 January 2021; 21 January 2021*]

5.43.[1] the producers of television and radio broadcasts must ensure that the presenter of the broadcast and the interviewee uses mouth and nose covers on site at the studio if the interview is longer than 15 minutes;

[*30 December 2020*]

5.43.[2] the National Electronic Mass Media Council shall, by taking the relevant decision and in accordance with Section 5, Paragraph two and Section 62, Paragraph six of the Electronic Mass Media Law, and according to the procedures laid down in Paragraph 40 of the Transitional Provisions of the Electronic Mass Media Law and Section 5.[1] of the law On Prevention of Squandering of the Financial Resources and Property of a Public Person, be allowed to transfer the news, informative and analytical broadcasts created and transmitted by the public media of Latvia to other electronic mass media for use free of charge, and also may decide on the discontinuation of use thereof if the electronic mass medium does not comply with the provisions of the decision of the National Electronic Mass Media Council;

[*28 January 2021*]

5.44. in public transportation and indoor spaces, mouth and nose covers need not be used by children under the age of 7 years and persons with obvious movement impairments or mental health disorders due to which the person lacks capacity or skills to use mouth and nose covers. Children in the age from 7 to 13 years shall begin to use mouth and nose covers in the public transportation from 7 December 2020. In educational institutions, mouth and nose covers shall not be used by educatees in individual consultations on playing wind instruments, singing or dancing if they have been tested for COVID-19 within the last 72 hours before the consultation, and the test is negative;

[*26 February 2021*]

5.45. the event organiser, provider of the economic service, and owner of a building shall ensure that the person who fails to use the mouth and nose cover or uses it improperly (without covering the nose and mouth) is not let indoors. The event organiser or provider of economic services shall not provide the service to the person who fails to comply with the epidemiological safety requirements, including fails to use the mouth and nose cover. The abovementioned requirements shall not be applicable to the persons referred to in Sub-paragraph 5.44 of this Order;

[*2 December 2020*]

5.45.[1] [15 January 2021. See Paragraph 4 of Amendments];

5.45.[2] starting from 15 February 2021, a person must cross the territory of the Republic of Latvia in transit within 12 hours after submitting the certification from in the information system for monitoring persons (on the website of the information system (covidpass.lv)), except for:

5.45.[2] 1. a passenger of international passenger carriage who must cross the territory of the Republic of Latvia in transit within 48 hours;

5.45.[2] 2. employee of a provider of transportation services, crew member of cargo or technical journeys who must cross the territory of the Republic of Latvia in transit within 72 hours;

5.45.[2] 3. member of the ship's crew, and also a seafarer who must get to his work place on board a ship or who needs to return from such place;

5.45.[2] 4. flight crew member;

5.45.[2] 5. aircraft passenger who crosses the territory of the Republic of Latvia in transit without leaving the airside and staying therein for not more than 24 hours if this person can present a confirmation of a transit flight;

[*11 February 2021*]

5.46. medical treatment institutions shall discontinue the provision of health care services within the scope of health tourism from 3 December 2020. The Ministry of Health shall have the right to, in exceptional cases related to humanitarian considerations or urgent necessity, allow the provision of health care services within the scope of the health tourism;

[*2 December 2020; 21 January 2021*]

5.47. inpatient medical treatment institutions:

5.47.1. shall discontinue the provision of health care services in day hospitals, except for:

5.47.1.1. services provided to ensure the continuity of treatment - chemotherapy, biological medicinal products, organ substitution treatment;

5.47.1.2. radiation therapy;

5.47.1.3. health care services for haematological diseases;

5.47.1.4. methadone and buprenorphine substitution treatment;

5.47.1.5. health care services for patients who must continue or complete the treatment started as a matter of urgency on inpatient basis;

5.47.1.6. interventional cardiology;

5.47.1.7. interventional radiology;

5.47.2. shall discontinue the provision of inpatient health care services, except for:

5.47.2.1. emergency medical assistance and acute assistance;

5.47.2.2. oncological and life-saving surgeries, and such surgeries due to cancellation of which the person could become disabled;

5.47.2.3. health care services in relation to the treatment of the following groups of diseases - oncology, HIV/AIDS, tuberculosis, psychiatry, contagious skin diseases and sexually transmitted diseases, traumatology;

5.47.2.4. acute and subacute rehabilitation services to person for whom the postponement of this service can cause risk of disability or loss of capacity for work, including to children for whom the postponement of the rehabilitation can cause substantial deterioration of functional abilities;

5.47.3. as far as possible, ensure remote consultations of outpatient specialists. If consultations cannot be ensured remotely, the medical treatment institutions may see patients only upon registration by specifying the exact time of arrival for the receipt of a medical treatment service, providing a sufficient period between patients visits to prevent them from meeting each other.

[*30 December 2020 / New wording of the Sub-paragraph shall come into force on 5 January 2021. See Sub-paragraph 1.7 of Amendments*]

5.48. as far as possible, the outpatient medical treatment institutions shall ensure consultations of outpatient specialists remotely. If consultations cannot be ensured remotely, the medical treatment institutions may see patients only upon registration by specifying the exact time of arrival for the receipt of a medical treatment service, providing a sufficient period between patients visits to prevent them from meeting each other.

[*7 January 2021*]

5.49. from 11 February 2021 to 25 February 2021:

5.49.1. a person may not travel to the Republic of Latvia from the countries of the European Union and European Economic Area, the Swiss Confederation or the United Kingdom, except when prior to getting into the vehicle of the carrier or prior to entering the Republic of Latvia by a vehicle not performing carriage for reward the person has filled in the self-certification on the website of the information system (covidpass.lv) stating that entry in the Republic of Latvia is urgently necessary for the purpose of work, studies, family reunification, receipt of medical services, transit or accompanying of minor persons, and also to return to his or her place of permanent residence or to attend a funeral. The international carrier shall visually ascertain that the person has submitted this self-certification. The self-certification together with the documents certifying the purpose of entry, insofar as the purpose of entry is not certified by the information available in the State information system, shall be presented to the State Border Guard or State Police upon a request. Entry in the territory of the Republic of Latvia of nationals of the European Union, including the Republic of Latvia, the European Economic Area, the Swiss Confederation and the United Kingdom, and the permanent residents of the European Union who have a residence permit in Latvia shall not be restricted if the person is entering by a vehicle not performing carriage for reward;

5.49.2. international carriage of passengers via airports, ports, by buses and railway transport shall not be performed from the United Kingdom, Ireland, and Portugal and to these countries. The prohibition of international carriage shall not be applied to the carriage of passengers referred to in Sub-paragraphs 35.1 and 35.1.[1] of the Cabinet Regulation No. 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection. The carriage of passengers laid down in Sub-paragraphs 35.2, 35.4, 35.5, 35.6 and 35.7 of the abovementioned Regulation may be performed with a permission of the Minister for Transport;

5.49.3. the exceptions referred to in Sub-paragraph 37.2 of the Cabinet Regulation No. 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection, shall not apply to the holders of the temporary residence permits of the Republic of Latvia if their purpose of entry does not conform to any of the purposes of entry referred to in Sub-paragraphs 37.1, 37.2, 37.3, 37.5, 37.6, 37.7, 37.8, 37.9, 37.10, 37.11, 37.12, 37.13 and 37.15 of the abovementioned Regulation.

[*5 February 2021*]

5.49.[1] starting from 26 February 2021:

5.49.[1] 1. a person may not travel to the Republic of Latvia from the countries of the European Union and European Economic Area, the Swiss Confederation or the United Kingdom, except when prior to getting into the vehicle of the carrier or prior to entering the Republic of Latvia by a vehicle not performing carriage for reward the person has filled in the self-certification on the website of the information system (covidpass.lv) stating that entry in the Republic of Latvia is urgently necessary for the purpose of work, studies, family reunification, receipt of medical services, transit or accompanying of minor persons, and also to return to his or her place of permanent residence or to attend a funeral. The international carrier shall visually ascertain that the person has submitted this self-certification. The self-certification together with the documents certifying the purpose of entry, insofar as the purpose of entry is not certified by the information available in the State information system, shall be presented to the State Border Guard or State Police upon a request. Entry in the territory of the Republic of Latvia of nationals of the European Union, including the Republic of Latvia, the European Economic Area, the Swiss Confederation and the United Kingdom, and the permanent residents of the European Union who have a residence permit in Latvia shall not be restricted if the person is entering by a vehicle not performing carriage for reward;

5.49.[1] 2. the exceptions referred to in Sub-paragraph 37.2 of the Cabinet Regulation No. 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection, shall not apply to the holders of the temporary residence permits of the Republic of Latvia if their purpose of entry does not conform to any of the purposes of entry referred to in Sub-paragraphs 37.1, 37.2, 37.3, 37.5, 37.6, 37.7, 37.8, 37.9, 37.10, 37.11, 37.12, 37.13 and 37.15 of the abovementioned Regulation.

[*25 February 2021*]

5.50. the documents certifying the acquisition of first aid provision which have been specified in the laws and regulations regarding training in first aid provision and the term of validity of which expires during the emergency situation shall be considered valid until the end of the emergency situation.

[*5 March 2021*]

6. A natural person has an obligation to comply with the requirements referred to in Paragraph 5 of this Order, whereas, the organiser of the event or the provider of the economic or public service has an obligation to ensure that the person has a possibility to comply therewith.

6.[1] From 7 December 2020, the State Border Guard shall, in cooperation with the National Armed Forces and State Police, shall monitor on enhanced bases whether the person who have entered Latvia fulfils the obligation imposed thereupon - to submit the confirmation form in the information system for monitoring persons (on the website of the information system (covidpass.lv)).

[*2 December 2020*]

6.[2] The control of the restrictions referred to in Sub-paragraph 5.1.[1] of this Order shall be ensured by the State Police in cooperation with the municipal police, the State Border Guard and the National Armed Forces.

[*30 December 2020*]

6.[3] For the persons who enter Latvia, crossing the external border by an aircraft, the State Border Guard shall, in addition to the monitoring referred to in Paragraph 6.[1] of this Order, monitor on an enhanced basis the existence of the document referred to in Sub-paragraph 35.[3] 1 or 35.[3] 2 of Cabinet Regulation No 360 of 9 June 2020, Epidemiological Safety Measures for the Containment of the Spread of COVID-19 Infection.

[*12 March 2021 / Paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

6.[4] Upon a request of an official of the State Border Guard, a carrier which is carrying, in transit through the Republic of Latvia to another country, a foreigner who has been refused entry in the next transit country or country of destination shall carry him or her to the country from which he or she has been brought or to the country which issued the travel document, or to any other country in which entry of the foreigner is guaranteed.

[*12 March 2021 / Paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

7. The Minister for Defence shall take a decision on the provision of support by the National Armed Forces to the State Border Guard, the State Police, the Prisons Administration, and also to the civil defence system, evaluating the impact of the request expressed on the fulfilment of the direct tasks of the National Armed Forces and the conformity level of preparedness of the National Armed Forces for the fulfilment of the relevant task.

8. The Minister for Defence shall take a decision on the course of the learning process in military educational institutions. The Minister for the Interior shall take a decision on the course of the learning process in educational institutions of the system of the Interior. The Minister for Justice shall take a decision on the course of the learning process in the Training Centre of the Prisons Administration.

8.[1] Upon taking a relevant decision, the Minister for Justice may, during the emergency situation, suspend the issue of the office certificate of the administrator of insolvency proceedings and postpone the organisation of the qualification examination. Upon taking the abovementioned decision, the term for the use of the office certificate of the administrator of insolvency proceedings already issued shall be determined taking into account that it may not exceed three months after the end of the emergency situation.

[*24 November 2020*]

9. The determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law, the Law on the Career Course of Service of Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior and the Prisons Administration, and Section 53.[1], Paragraph two of the Medical Treatment Law but does not exceed 60 hours per week shall be allowed in State and local government medical treatment institutions which provide inpatient health care services, for employees of ports and capital companies controlled thereby, and also for the persons employed in the State Emergency Medical Service, for the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control, the State Revenue Service, the National Health Service, the system of the Ministry of the Interior, and also for the officials with special service ranks of the Ministry of the Interior shall be permitted. The provisions of Section 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph. The Ministry of Health, the Ministry of Finance, the

Ministry of Defence, and the Ministry of the Interior shall request the additional financial resources necessary for overtime work remuneration from the State budget programme 02.00.00 "Funds for Unforeseen Events".

10. The determination of such overtime work which exceeds the maximum overtime work specified in the Labour Law but does not exceed 60 hours per week together with the normal work time shall be allowed for the employees of municipal police, Orphan's and Custody Court and local government social service offices, and also for the employees of providers of such social services which ensure accommodation, care, and supervision. The provisions of Section 136, Paragraph four of the Labour Law shall not be applicable to the cases referred to in this Paragraph.

[*2 December 2020*]

10.[1] In medical treatment institutions which provide outpatient or inpatient health care services and practices of general practitioners, and also for the employees of the State Emergency Medical Service and the State Blood Donor Centre, pharmacists and also the civil servants and employees of the Ministry of Health, the Centre for Disease Prevention and Control and the National Health Service, a supplement of up to 100 % of the monthly wage may be specified for work under conditions of increased risk and workload due to the outbreak of COVID-19 and elimination of its consequences in addition to the maximum amount of supplements laid down in Section 14, Paragraph two of the Law on Remuneration of Officials and Employees of State and Local Government Authorities. The Minister for Health shall decide on the use of the funding based on the actual needs and request the additional funds required by the Ministry of Health for supplements from the State budget programme 02.00.00 "Funds for Unforeseen Events".

[*8 December 2020; 17 December 2020; 30 December 2020*]

10.[2] A vaccination process supervision project unit shall be established, and monthly wages for its employees shall be determined in accordance with Annex to this Order. The abovementioned employees may be additionally remunerated for overtime work.

[*15 January 2021*]

10.[3] Based on Section 24 of the Law on the Suppression of Consequences of the Spread of COVID-19 Infection and in accordance with Section 15, Paragraph one of the Law on Remuneration of Officials and Employees of State and Local Government Authorities, and complying with the criteria referred to in Paragraph 10.[4] of this Order and the number of participation or contact hours of an official, a supplement in the amount of 75 % of the hourly wage rate may, from 1 January 2021, be determined for officials with special service ranks of the institutions subordinate to the Ministry of the Interior for work under conditions of increased risk and workload in relation to the outbreak of COVID-19 and elimination of its consequences. The expenditure resulting from the supplements shall be covered from the State budget programme "Funds for Unforeseen Events" based on the actually required amount.

[*26 January 2021; 19 February 2021*]

10.[4]The following criteria shall be complied with when determining the supplement referred to in Paragraph 10.[3] of this Order for the officials with special service ranks of the institutions subordinate to the Ministry of the Interior:

10.[4] 1. the official is in direct and clearly verifiable contact with persons infected or possibly infected with COVID-19 or is involved in the testing process;

10.[4] 2. the official is in direct and clearly verifiable contact with patients of a COVID-19 risk group to whom the disease has not been confirmed, but who must stay in quarantine or self-isolation;

10.[4] 3. the official participates in events that are related to ensuring public order and control of the imposed restrictions.

[*26 January 2021*]

10.[5] The State fee for ensuring the four digit code 8989 of the services of public telephone network operators for the communication of persons so that they could apply for vaccination against COVID-19 early that has been referred to in Cabinet Regulation No. 828 of 17 December 2020, Regulations Regarding the Annual State Fee for the Rights of Use of the Numbering, shall not be applied to electronic communication merchants when they provide voice telephony services. Zero-duty tariff shall be applied to all calls to code 8989 from every electronic communications network.

[*5 February 2021*]

10.[6] For an in-depth analysis of the epidemiological situation and acquisition of data thereon that is necessary for the identification of the place and type of infection in order to introduce appropriate protection measures, the Centre for Disease Prevention and Control shall ensure exchange of data with the State Revenue Service. The State Revenue Service shall transfer to the Centre for Disease Prevention and Control information regarding the employment of such person who has contracted COVID-19 in accordance with the data at the disposal of the Centre for Disease Prevention and Control.

[*16 February 2021*]

10.[7] In accordance with Section 14, Paragraph four of the Law on Remuneration of Officials and Employees of State and Local Government Authorities, and Section 67 and Section 138, Paragraph one of the Labour Law, the expenses associated with supplements for work during night to officials with special service ranks of the institutions of the system of the Ministry of the Interior and employees of the municipal police who are engaged in overtime work (performance of service duties for a period exceeding the specified duty performance time) in order to control the compliance with the prohibition of citizen movement within the period from 22.00 and 5.00 shall be covered from:

10.[7] 1. the State budget programme "Funds for Unforeseen Events" - for the officials with special service ranks of the institutions of the system of the Ministry of the Interior;

10.[7] 2. the State budget programme "Funds for Unforeseen Events" and funds of local government budget - for employees of a municipal police.

[*19 February 2021*]

10.[8] Local government authorities shall compensate from the State budget programme "Funds for Unforeseen Events" expenditures which have arisen between 1 January 2021 and 7 February 2021 in order to ensure payment to employees of the municipal police for direct and clearly verifiable overtime work and supplement for work during night (hereinafter - the remuneration) when controlling the compliance with the prohibition of citizen movement within the period from 22.00 and 5.00 - in the amount of 75 per cent from the calculated amount of the remuneration (with mandatory State social insurance contributions of the employer).

[*12 March 2021 / Paragraph shall come into force on 16 March 2021. See the introductory part of Paragraph 1 of Amendments*]

11. The Ministry of Foreign Affairs and the responsible sectoral ministries shall, according to the competence, inform international organisations, if necessary, in accordance with the procedures laid down in international agreements of disengagement from the international liabilities of Latvia if the fulfilment of such liabilities is not possible during the emergency situation.

12. The measures shall be financed from the State budget resources allocated to the authorities in accordance with the law On the State Budget for 2020, as well as upon a motivated request of the authorities from the State budget programme 02.00.00 "Funds for Unforeseen Events". In such cases, the decision to grant funding shall be taken by the Cabinet.

13. It shall be determined that the State authority specified in Section 3, Paragraph two of the law On Emergency Situation and State of Exception shall be the relevant sectoral ministry which aggregates claims of persons against the State for the damage caused and submits them to the Ministry of Finance.

14. The State Chancellery shall, in accordance with Section 9, Paragraph three of the law On Emergency Situation and State of Exception, notify the Presidium of the *Saeima* regarding the decision taken by the Cabinet and shall, in accordance with Paragraph four of the abovementioned Law, inform the public electronic mass media of the decision taken.

15. The decisions referred to in this Order, if they concern an individually undetermined circle of addressees, shall be notified in accordance with the procedures provided for in Section 11 of the Law on Notification.

Prime Minister A. K. Kariņš

Minister for Health I. Viņķele

Annex
Cabinet Order No. 655
6 November 2020

Maximum Monthly Wages for the Employees of the Vaccination Process Supervision Project Unit

[*15 January 2021*]

No.	Position	Maximum monthly wage (EUR)
1.	Vaccination Project Manager	not more than 4905

2.	Vaccination Process Coordinator	not more than 4247
3.	Logistics Coordinator	not more than 4247
4.	Information Technology Coordinator	not more than 4247
5.	Communications Coordinator	not more than 4247
6.	Assistant to the Communications Coordinator	not more than 2108
7.	Digital Media Specialist	not more than 3386
8.	Office Administrator	not more than 2729
9.	Secretary/Assistant	not more than 1577
10.	Data Analyst/Expert	not more than 2446