

Extensive amendments proposed to Employment Act 2/14/22

On 15 March 2022 proposals for amending the Employment Act were endorsed by the Cabinet of Ministers and submitted to Parliament for approval. The amendments are being made in order to transpose two EU directives that Latvia must pass by August 2022 and to implement the Constitutional Court's ruling No. 2019-33-01 of 12 November 2020, which recognises that section 155(1) of the Employment Act, giving a childbirth leave entitlement to the father, is not consistent with the first sentence of the Constitution's section 110 insofar as it offers no protection or support for a female partner of the child's mother due to the birth of the child. This article explores key changes and how they affect workers and employers.

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