

Job classification to be amended (3/11/17)

This summer is bringing changes to Latvia's official Classification of Occupations. Its proposed new version has been finalised, but the Ministry of Welfare (MOW) is urging the business community to help make changes going forward. This article explores how job titles are classified in Latvia.

The Latvian Classification of Occupations

This is a systematised list of occupations (trades, professions, specialities) designed to provide Latvia with labour records and job comparisons consistent with international practice based on the International Standard Classification of Occupations (ISCO-08). All occupations are divided into groups according to codes set by the International Labour Organisation. Each occupation has a prescribed set of basic tasks and qualification requirements. The Latvian Classification describes the main knowledge and skill requirements for any individual taking up a particular occupation. The Latvian Classification also groups the standards for certain occupations.

Rules for classifying occupations

The Cabinet of Ministers' rules¹ are to be amended with effect from 1 June 2017. The proposed amendments delete 230 occupations that are no longer current on the labour market and add 50 new occupations to the classification, as well as adjusting certain job titles and codes. The classification is recast in the form of tables to make it easier for users to find any required occupations and their codes. The proposed amendments have yet to be approved by the ministries and endorsed by the government.

The current rules expire on 31 May 2017. The law requires that the Classification of Occupations should be issued as a new cabinet regulation drafted by the MOW.

The draft rules under debate incorporate proposals the MOW received before 1 October 2016. The MOW now plans to review the classification twice a year. Employers noticing that an occupation they need has been deleted or a new occupation should be added, are asked to send their proposals to the MOW electronically (lm@lm.gov.lv).

The State Revenue Service advises that where an employee's current job title has been changed or deleted, a new one should be selected and reported according to the classification in force. Reporting should be done by filing "Details of Employees," in which it will be possible to change information to match the applicable classification by giving the code PM.

¹ The Cabinet of Ministers' Regulation No. 461 of 18 May 2010, *The Classification of Occupations, the Basic Tasks and Qualification Requirements for Each Occupation, and Procedures for Using and Updating the Classification of Occupations*