

Latvia

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Riga). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Latvia scores 100 out of 100**. The overall score for Latvia is higher than the regional average observed across Europe & Central Asia (84.2).

Latvia - Scores for Women, Business and the Law 2020

Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2020 Index Score
100	100	100	100	100	100	100	100	100

Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Latvia gets a perfect score.

Areas for Improvement

Latvia attains a perfect score on all of the WBL2020 indicators.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Law, Arts. 84-85
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Law, Arts. 84-85
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Personal Identification Documents, Arts. 6 and 9; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Civil Law, Arts. 84-85
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Law, Arts. 84-85
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Sec. 7
	Is there legislation on sexual harassment in employment?	Yes	Labor Law, Sec. 29(4) and (7)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Labor Law, Sec. 29(8)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law, Secs. 59 and 60
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Civil Law, Arts. 84-85
Marriage	Can a woman be head of household in the same way as a man?	Yes	Civil Law, Arts. 84-85
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Law, Sec. 48(1)(15); Civil Procedure Law, Chapter 30.5
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law, Sec. 154
Parenthood	Does the government pay 100% of maternity leave benefits?	Yes	Law on Maternity and Sickness Insurance, Sec. 33
	Is there paid paternity leave?	Yes	Labor Law, Sec. 155
	Is there paid parental leave?	Yes	Labor Law, Sec. 156
	Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Sec. 109
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Consumers Rights Protection Law, Arts. 3(1) and 8
Entrepren.	Can a woman sign a contract in the same way as a man?	Yes	Civil Law, Arts. 84-85
	Can a woman register a business in the same way as a man?	Yes	Commercial Law, Art. 10
	Can a woman open a bank account in the same way as man?	Yes	Civil Law, Arts. 84-85
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law, Art. 90
Assets	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Law, Arts. 391, 398-401
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Law, Arts. 391 and 392
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Law, Art. 90
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Law, Arts. 89, 91 and 109
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Law on State Pensions of 2 November 1995, Sec. 11 Men: Law on State Pensions of 2 November 1995, Sec. 11
Pension	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Law on State Pensions of 2 November 1995, Secs. 32(12) and 11(6) Men: Law on State Pensions of 2 November 1995, Secs. 32(12) and 11(6)
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law on State Pensions of 2 November 1995, Secs. 9(2)(2) and (7)