








# Latvia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>77.5</b>	<b>49.2</b>	<b>88.8</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Latvia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Riga). The scores for Latvia are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	50.0	100.0	100.0	100.0	50.0	50.0	100.0	100.0
Supportive frameworks score	25.0	66.7	66.7	100.0	33.3	33.3	50.0	0.0	66.7	50.0
Expert opinions score	50.0	100.0	87.5	75.0	100.0	100.0	75.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Latvia (77.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Latvia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Latvia is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Latvia may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Latvia (49.2 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's pay, Latvia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Latvia is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship

indicator, Latvia may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Latvia (88.8 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Latvia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Latvia is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Civil Procedure Law, Art. 250.45 and Ch. 30.5; Criminal Law, Secs. 48(1)(15) and 159; Criminal Procedure Law, Sec. 243(1)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Law on Personal Identification Documents, Arts. 6 and 9; Civil Law, Arts. 84 and 85
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Law, Arts. 3(1) and 14(4)
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law, Secs. 59 and 60
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Law, Arts. 84-85
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Law, Arts. 84-85
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Law, Arts. 69, 70 and 74
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located

<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Law, Secs. 154 and 156
Are leave benefits for mothers paid solely by the government?	Yes	Law on Maternity and Sickness Insurance, Sec. 33
Is there paid leave available to fathers?	Yes	Labor Law, Sec. 155
Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Sec. 109
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	General Education Law, Secs. 3, 7, 20, 21, 22 and 25; Education Law, Secs. 1(7)(19), 5(1), 12(1), 17, 23 and 59(1); Regulations of the Riga City Council No. 191 of 16 February 2016, Secs. 3-5
Does the law establish any form of support to families for childcare services?	Yes	Education Law, Secs. 16(2)-17; Regulations of the Cabinet of Ministers No. 709 of 8 December 2015, Secs. 1, 3 and 4; Regulations of the Riga City Council No. 191 of 16 February 2016, Secs. 2(2.5), 53 and 54; Regulations of the Riga City Council No. RD-23-237-sn of 27 September 2023, Secs. 1-6
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Law, Arts. 84-85; Commercial Law, Art. 10
Does the law prohibit discrimination in access to credit based on gender?	Yes	Consumers' Rights Protection Law, Arts. 3-1 and 3-8
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Law, Art. 90
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Law, Arts. 391 and 398-401
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Law, Arts. 391 and 392
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Law, Arts. 89, 91 and 109
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Law on State Pensions, Sec. 11; Transitional provisions to the Law on State Pensions, Sec. 8
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Law on State Pensions, Secs. 11(6) and 32(12); Transitional provisions to the Law (8)
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on State Pensions, Secs. 9(2)(2) and (7)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located



Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Welfare
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Latvian Centre for Human Rights: Informative material on labor law relationship issues "For equal attitudes"
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Republic of Latvia's Law Enforcement Office
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	Labor Law, Art. 32(3)
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Official Statistics of Latvia: Employees by type of economic activity and gender (NACE 2nd rev.) 2008 - 2022
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	State Ensured Legal Aid Law; Legal Aid Administration
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	State Social Insurance Agency: Application for Granting Maternity Adjustment
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	State Education Information System (VIIS); Regulations of the Riga City Council No. 191 of 16 February 2016, Appendix 1
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Regulations of the Riga City Council No. 191 of 16 February 2016, Sec. 54 and Annex 2; Official Website of Eservices, Register of Preschool Applications
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		

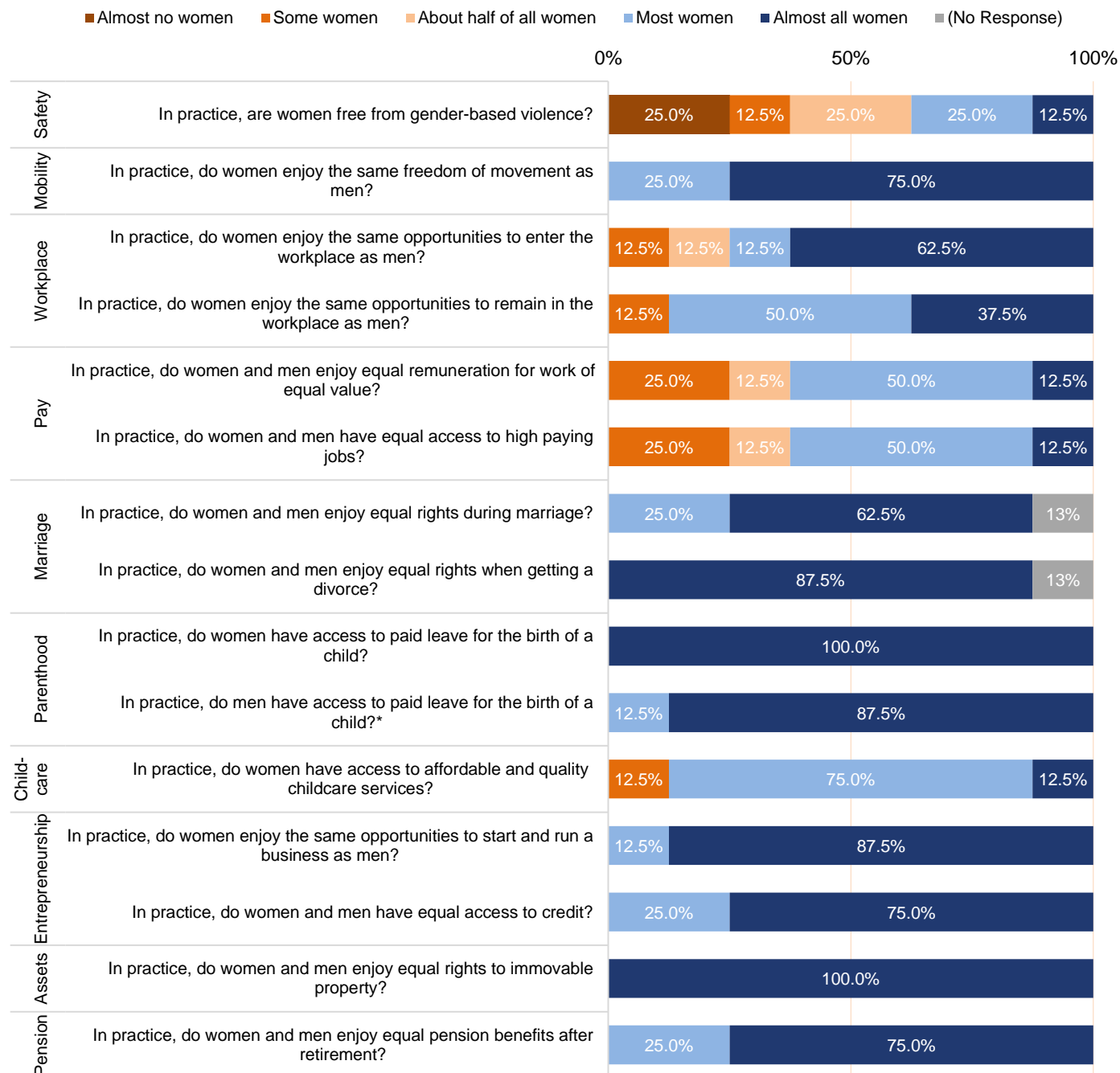


Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Civil Law, Art. 127
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Portal of State Administration Services
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
<b>Pension</b>		
Are there incentives in place to increase women's retirement benefits?	Yes	Law on State Pensions
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	No	Insufficient evidence located

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.