






Latvia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
77.5	49.2	88.8

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 Legal frameworks score	25.0	100.0	50.0	100.0	100.0	100.0	50.0	50.0	100.0	100.0
WBL 2.0 Supportive frameworks score	25.0	66.7	66.7	100.0	33.3	33.3	50.0	0.0	66.7	50.0
WBL 2.0 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
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address 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)
Does the law address femicide?	No	No applicable provisions could be located
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 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 travel outside her home in the same way as a man?	Yes	Civil Law, Arts. 84-85
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Citizenship Law, Arts. 3(1) and 14(4)
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Law, Arts. 84-85
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Sec. 7
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
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 a job deemed dangerous 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
Marriage		
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 be "head of household" or "head of family" in the same way as a man?	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

Parenthood		
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 paid leave available to fathers?	Yes	Labor Law, Sec. 155
Is dismissal of pregnant workers prohibited?	Yes	Labor Law, Sec. 109
Childcare		
Does the law establish the provision of center-based childcare services?	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 for 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 for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
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 for 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
Assets		
Do a woman and a man 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?	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
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Law on State Pensions, Sec. 11; Transitional provisions to the Law on State Pensions, Sec. 8
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Law on State Pensions, Secs. 11(6) and 32(12); Transitional provisions to the Law (8)
Is the mandatory retirement age for a woman and a man the same?	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
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located

Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Ministry of Welfare
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Republic of Latvia's Law Enforcement Office
Has the government published guidelines on nondiscrimination 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
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Labor Law, Art. 32(3)
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Official Statistics of Latvia: Employees by type of economic activity and gender (NACE 2nd rev.) 2008 - 2022
Marriage		
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
Parenthood		
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
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
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 nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Civil Law, Art. 127



Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Portal of State Administration Services
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Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
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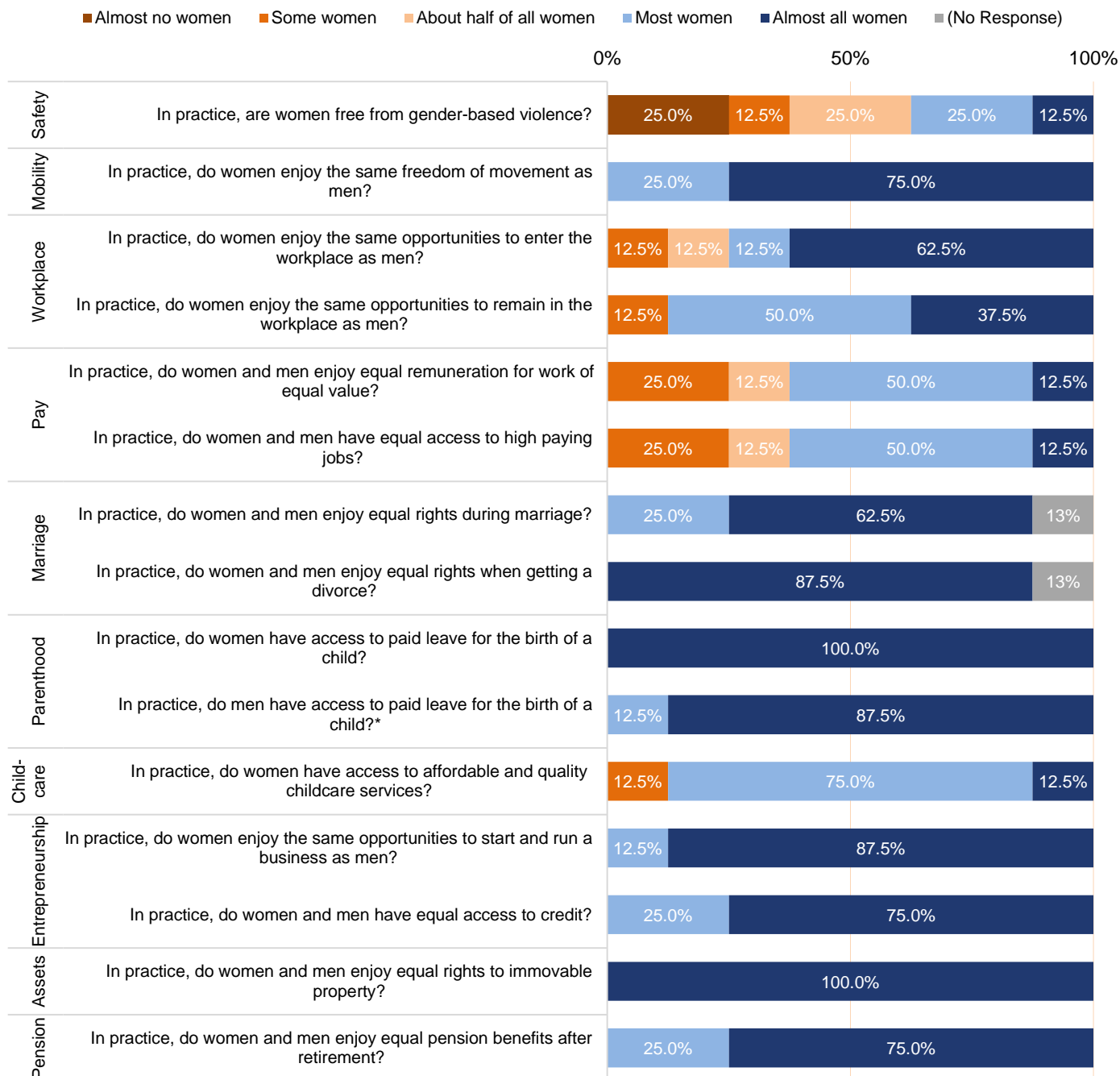
Pension

Are incentives in place to increase women's retirement benefits?	Yes	Law on State Pensions
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Is 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.