



State
Labour Inspectorate
Republic of Latvia

Information on the Latvian system concerning posted workers

Maris Indrikovs
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Legislation

Labour Law - regulates the definition of posting of workers and determines the conditions of posting of workers.

In 2002, 2016 and 2020 the provisions of the European Parliament and Council Directives (*No. 96/71 / EC, 2014/67 /EU, 2018/957 / EU and No. 2019/1152 / EU*) were transposed into the Labor Law

Cabinet of Ministers Recommendations of 24 May 2016 No. 1 “**Recommendations for joint action on the posting of workers**”.

The recommendations set out in detail the responsibilities of the SLI, detection of genuine posting of workers and prevention of abuse. Cooperation between authorities and cooperation in the enforcement of cross - border administrative penalties



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Cooperation with other institutions

The Ministry of Welfare is the leading public administration institution in the field of labor, social protection, children's and family rights, as well as equal opportunities and gender equality for persons with disabilities.

The Labor Inspectorate is the state institution that supervises labor legal relations and labor protection regulations.

The State Social Insurance Agency issues A1 certificates to the posted workers.

State Revenue Service - SLI officials have access to the SRS database. Helps solve chain schemes.

The Office of Citizenship and Migration Affairs is responsible for issues of work and residence permits.

State Border Guard and State Police assists the State Labor Inspectorate in carrying out inspections.



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Cross-border administrative cooperation.

IMI is an important support tool for cross-border administrative cooperation.

In 2019 the SLI received 85 IMI requests and sent 44 IMI requests.

In 2020 the SLI received 34 IMI requests and sent 15 IMI requests.

ELA, in particular the assistance of our national liaison officer, has an important role to play in resolving cross-border administrative issues.

Cooperation agreement between the Baltic States.

Cooperation agreement with the Norwegian Labour Inspection Authority



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Notification of posting employees to Latvia.

The Labor Law stipulates that an employer who posts an employee to perform work in Latvia has the obligation, prior to posting the employee, to inform electronically the SLI in the official language of such posted employee.

Electronic online system for notifying the posting of employees.

Eidas (It was established by EU Regulation 910/2014 of 23 July 2014 on electronic identification and repeals directive 1999/93/EC from 13 December 1999.)



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Challenges

What are the general challenges?

1. Promptness of obtaining information to find out all the details of employment, possibly chain schemes, etc.
2. The different regulatory frameworks of the Member States, such as the level of minimum requirements, the terms of collective agreements, etc.
3. Application of penalties in cross-border cases



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Challenges

Which are specific challenges, maybe adhering to a specific country?

The problem of chain cases appears in countries that are typically use chain schemes implementation in order easily circumvent rules

List the three most important factors (can be more of course...) for your country to be able to have/create an effective process regarding posting?

1. Greater joint and several liability of services recipients
2. The regulation of higher penalties for violations
3. Closer multidisciplinary cooperation between the institutions



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THANK YOU FOR YOUR ATTENTION!

Māris Indrikovs
Legal Advicer
Maris.Indrikovs@vdi.gov.lv