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EMCC

European Monitoring Centre on Change

Latvia: Notice period to employees

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Latvia

Phase:

Management

Type:

Notice period to employees

Last modified: 04 October, 2019

Native name: **Darba likums**

English name: **Labour law**

Article

101, 103

Description

If an employer is reducing its number of employees or in case the business (legal person or partnership) is being liquidated, an employer has to give a notice of termination of an employment contract to the employee one month before, unless the collective agreement or the employment contract specifies a longer time period.

The right to revoke a notice of termination by the employer is subject to agreement by the employee unless the collective agreement or the employment contract has specified such right. The purpose of this norm is to protect employees against unexpected changes in employers' decision.

By agreement between the employee and the employer, an employment contract may also be terminated before the expiry date for the notice of termination.

No specific provisions are made for collective redundancies.

Comments

No information available.

Cost covered by

Not applicable

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- [EMCC legal framework of restructuring](#)
- Karnite, R. (2011), Evaluation of the operation and effects of information and consultation directives in the EU/EEA countries, Fitness Check, National Report Latvia, European Commission, DG for Employment, Social Affairs and Inclusion
- [Labour law](#)
- Eurofound (2018), Latvia: Developments in working life 2017

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