



EMCC

European Monitoring Centre on Change

Latvia: Employees obligation to undertake training

[Go to list page](#)

Latvia

Phase:

Anticipation

Type:

Employees obligation to undertake training

Last modified: 21 October, 2019

Native name:

Darba likums

English name:

Labour law

Article

96

Description

The employer has to cover expenditures associated with occupational training or the increase of qualifications as well as to retain the post of employees if he/she decides to engage in training.

If occupational training or measures to increase qualifications are regarded to be related to the work performed by the employee but do not have a decisive role in the performance of given work (i.e. rather initiated by the employee), the employer and the employee may enter into a specific agreement on the training and cost coverage. An agreement between an employer and an employee on training or measures to increase qualifications is admissible only if it presents features described in the labour law, regarding employees' consent to participate in such measures, the maximum term of agreement, the proportionality principle of restrictive conditions set by an employer and the conditions of reimbursement of the expenses. If the employee decides to quit their job during the period of agreement or if the employer gives an employee notice of termination because of specific reasons (the employee has violated the employment contract, the employee has acted against law or against good virtue in the performance of work, the employee has been in a state of alcohol, drug or toxic intoxication while performing the work, the employee has grossly violated labour protection regulations and endangered the safety and health of other persons), the employer can claim back any expenses the employer has paid for.

If the employee rejects any proposed training, this cannot serve as the reason for dismissal or other restriction of any employment rights.

Comments

After any type of job loss, including collective dismissals, a person has to register in State Employment agency to receive unemployment benefit. The Agency then also helps to find training opportunities and/or a new job. But there are no restrictions, an unemployed is not obliged to go through training.

Cost covered by

Employer

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

Useful? Interesting? Tell us what you think. 

Eurofound welcomes feedback and updates on this regulation

Your name *

E-mail *

More information?
.....

Homepage

Subject

Comment *

Save

Preview

European Monitoring Centre on Change - EMCC

About EMCC

European Restructuring Monitor

- › [About the European Restructuring Monitor](#)
- › [Restructuring events database](#)
- › [Restructuring support instruments](#)
- › [Restructuring related legislation](#)
- › [Restructuring case studies](#)
- › [ERM publications](#)

European Jobs Monitor

Labour market research

Case studies

Future of Manufacturing in Europe (FOME)

Quick links

- Legal information
- Data protection
- Environmental policy
- Cookies
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map - how to get to Eurofound
- FAQ
- Sitemap



Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: information@eurofound.europa.eu

Press: media@eurofound.europa.eu



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

