

LATVIA

Action Plan to promote collective bargaining for 2025-2027

Include the following lines of action and measures in the Action Plan to Promote Collective Bargaining 2025-2027:

1. Developing collective bargaining practices:

1.1. to carry out, taking into account available resources, an evaluation, including a sociological survey, of the practice of concluding collective agreements at company and sectoral level (general agreements), of the various types of incentives and obstacles to their conclusion;

1.2 to encourage the social partners to take measures to raise employers' awareness of the benefits of collective bargaining and to disseminate examples of good practice;

2. Review and development of the regulatory framework:

2.1. to evaluate the mutual interaction of collective agreements at different levels and the possibilities to derogate from the general agreement of the sector in individual cases with the collective agreement of the undertaking;

2.2 to review the preconditions for the conclusion of a master agreement, while also taking into account the impact on the labour market, aspects of fair competition and genuine representation of the parties;

2.3. to review the procedure for approving collective agreements in the undertaking;

2.4. to evaluate the rights and possibilities of the Free Trade Union Confederation of Latvia and the Employers' Confederation of Latvia as social partner organisations at national level to conclude collective agreements at national level, including the right of these organisations to conclude collective agreements in sectors with low coverage;

2.5. to evaluate other proposals submitted by the Free Trade Union Confederation of Latvia and the Employers' Confederation of Latvia related to the legal framework of the collective agreement;

3. Obtaining information on the scope of collective agreements:

3.1. to evaluate the possibilities and solutions for obtaining data on collective agreements and their scope at national level;

3.2. to invite the Free Trade Union Confederation of Latvia and the Employers' Confederation of Latvia to collect regular and substantiated information on the scope of collective agreements and the number of members of organisations on their members;

4. Cooperation with other public administrations to invite ministries and other authorities to assess the feasibility of additional measures that could facilitate collective bargaining and collective bargaining.