



## European network of legal experts in gender equality and non-discrimination

### FLASH REPORT

<b>Country:</b>	Latvia
<b>Title:</b>	Legal amendments regarding adoption leave
<b>Date:</b>	28 June 2019
<b>Expert:</b>	Kristīne Dupate
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Changes in adoption leave regulations
<b>Grounds of discrimination:</b>	Sex
<b>Field of application:</b>	Family related leave, Social advantages
<b>Source:</b>	National legislation
<b>Applicable law:</b>	The Labour Law, The Law on Maternity and Sickness Insurance

### **Content**

**Legal development:** On 6 June 2019 the Parliament adopted the amendments to the Labour Law and the Law on Maternity and Sickness Insurance providing the right to adoption leave and entitlement to social insurance allowance during such leave. In particular, one of parents will have the right to 10 days long paid adoption leave in case of adoption of up to a child of 18 years old. The amendments will enter into force as from 1 September 2019.

**Key points of analysis:** Current legal regulation provides for the same right of adoptive parents – by which one of the parents is entitled to a 10 day adoptive leave with the right to social insurance allowance. However, they are only entitled to this if the adoptive child is not older than three years of age. The new legal regulation lifts the age limit of the adoptive child to 18 years. In substance adoptive leave is granted on the same terms as paternal leave – both are 10 days long and a parent is entitled to statutory social insurance allowance corresponding to 80 % of average social security contribution salary. With regard to the right to parental leave, adoptive parents are treated equally as biological parents, so they are entitled to the parental leave and receive parental allowance on the same terms.

### **Internet link source:**

- Amendments to the Labour Law (*Grozījumi Darba likumā*), OG No.123, 19 June 2019, <https://likumi.lv/ta/id/307632-grozijumi-darba-likuma>.
- Amendments to the Law on Maternity and Sickness Insurance (*Grozījumi likumā "Par maternitātes un slimības apdrošināšanu"*), OG No.123, 19 June 2019, <https://likumi.lv/ta/id/307625-grozijumi-likuma-par-maternitates-un-slimibas-apdrosinasanu>.