

Country fiche LATVIA
Implementation of the Council Recommendation on a Quality Framework for Traineeships
(2014/C 88/01)

General description – open market and ALMP-type traineeships

Open market traineeships outside formal education are prohibited by law in Latvia (they are considered as undeclared work).

ALMP-type traineeships, for example under the Youth Guarantee measure 'First work experience' and 'Subsidized workplace', as well as 'First work experience in NGOs' are governed by general labour law as there is a regular employment contract between the unemployed and the employer. This means that they comply with QFT only in terms of working conditions and transparency regarding financial conditions, as well as partly in terms of learning content.

Remaining challenges

- No specific legislation covering open market traineeships;
- Learning objectives not properly defined (ALMP-type traineeships);
- Duration can exceed 6 months (certain ALMP-type traineeships);
- No rules on proper recognition of traineeships (ALMP-type traineeships);
- No rules on transparency regarding hiring practices (ALMP-type traineeships).

Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded	n.a.	Partly compliant
Learning and training objectives		
Objectives clarified		Not compliant
Mentor/supervisor assigned		Fully compliant
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified		Fully compliant
Allowance/compensation and amount clarified		Fully compliant
Reasonable duration		
Duration limited to 6 months		Not compliant
Conditions of longer duration clarified		Not compliant
Termination allowed		Fully compliant
Proper recognition of traineeship		
Proper recognition through certificate		Not compliant
Transparency requirements		
Allowance/compensation		Partly compliant
Health/accident insurance		Partly compliant
Hiring practices in recent years		Not compliant
Employment services on financial conditions		Fully compliant

