

Information

about rights and obligations as a seasonal worker

in accordance with the Directive of the European Parliament and of the Council of 26
February 2014

No. 2014/36/EU on the conditions of entry and residence of third-country nationals
for the purposes of seasonal employment

Third-country nationals who enter and stay in the Republic of Latvia as seasonal
workers have the following rights and obligations:

Rights to:

- terms and conditions of employment, including salary and termination of employment, working time, holidays and leave, and health and safety requirements at the workplace;
- organise, strike, negotiate with your employer and conclude collective contracts;
- receive any outstanding payments from your employer in respect of any unpaid salaries;
- receive goods and services other than housing;
- get advice on seasonal work from the State Employment Agency;
- education and vocational training;
- recognition of diplomas, certificates and other professional qualifications;
- extend a visa without leaving the Republic of Latvia if it was issued for a period of less than six months in the last 12 months, and the previous employment relationship is continuing or is about to start with another employer, and the visa application is submitted at least three working days before the expiry of the validity of the existing visa;
- continue to work during the visa extension procedure, if this is intended to be with the same employer who invited the seasonal worker;
- if the qualifying criteria are met and an insured event occurs, the socially insured person is entitled to the services of the state social insurance system, such as sickness benefit (which is claimed from the State Social Insurance Agency - <https://www.vsaa.gov.lv/lv/pakalpojumi>).

These rights are to be guaranteed in the same way and to the same extent as they apply to Latvian nationals.

Responsibilities:

- to work only for the employer who invited you to work seasonally;
- inform the Office of Citizenship and Migration Affairs within three working days of any changes in the position, place of work, amount of remuneration by sending information to the address Čiekurkalna 1. līnija 1, k-3, Rīga, LV-1026 or to the e-mail address pasts@pmlp.gov.lv, by signing the application with a secure electronic signature.

Where to turn in cases of employer's misconduct, forced labour or human trafficking:

State Police - phone 112 or 110 if immediate assistance is needed, or by applying in person to any State Police station with an application, giving details about yourself, the nature of the offence, or by sending the application to the State Police. Contact information: Riga, Čiekurkalna 1. līnija 1, k-4, LV - 1026, e-mail pasts@vp.gov.lv, using an electronic signature.

State Labour Inspectorate - by applying in person to the State Labour Inspectorate in Riga (Kr. Valdemāra Street 38 k-1) or at any regional State Labour Inspectorate, giving details about yourself, the employer and the nature of the infringement, or by post (Kr. Valdemāra Street 38 k-1, Riga, LV-1010), or e-mail vdi@vdi.gov.lv, using an electronic signature (you can also report anonymously using the SLI website) or by calling the SLI consultative phone number. (+371) 67186 522 .

24/7 Hotline for reducing human trafficking **(+371) 28612120** - by calling this hotline, anyone can receive information on what to do in a specific situation.

Where to go for advice on your rights at work and in other areas:

State Labour Inspectorate - by applying in person to the State Labour Inspectorate in Riga (Kr. Valdemāra Street 38 k-1) or at any regional State Labour Inspectorate, giving details about yourself, the employer and the nature of the infringement, or by post (Kr. Valdemāra Street 38 k-1, Riga, LV-1010) or e-mail vdi@vdi.gov.lv, using an electronic signature (you can also report anonymously using the SLI website), or by calling the SLI consultative phone number. (+371) 67186 522.

One Stop Agency for Foreigners (provided by the Society Integration Fund) - provides free consultations to third-country nationals who have obtained the right to reside in the territory of Latvia. Contact information of the One Stop Agency in Riga and the regions is available here: <https://www.integration.lv/lv/vienas-pieturas-agentura>.

The Integration.lv website contains: services available to third-country nationals; up-to-date information on integration measures implemented by state and non-state organisations; information materials and resources for third-country nationals. More: <http://www.integration.lv/>.