

Latvian Labour Market

2009-2010

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1. General description of the labour market situation, unemployment rate, profile of unemployed, labour force demand and supply

1.1 Labour market developments

Rapid growth had been observed in Latvia during the period of 2005–2007, when GDP grew annually by 11% on average. Such high growth rates were mainly ensured by the domestic demand, which was largely based on substantial inflow of foreign capital. Both, private consumption and investment increased considerably. Increase of exports played a less significant role in the growth.

In 2008, GDP decreased by 4.6%. Deterioration of the economic situation in 2008 was due to both, domestic (weakening of domestic demand stimulus) and external (slowing down of the global growth rates) processes affecting the economy.

In the first half of 2009, with financial problems prevailing in the world, Latvia's economic recession continued. In the 1st quarter of 2009, GDP was by 18% and in the 2nd quarter – by 18.7% lower than in the respective period of the previous year. Total GDP decrease in 2009 composed 18,0%.

The depth of the current crisis in Latvia is related to the high current account deficit of the balance of payments, which has established during the previous years of rapid growth and therefore has increased the vulnerability of the economy of Latvia. In 2007, the current account deficit was 22.5% of GDP. As of the second half of 2008, due to decrease of the financial inflow, there has been a rapid decline of private consumption and investments along with substantial economic adjustments, resulting in improvement of the trade balance of goods and services and decrease of economic activities upon decreasing domestic demand.

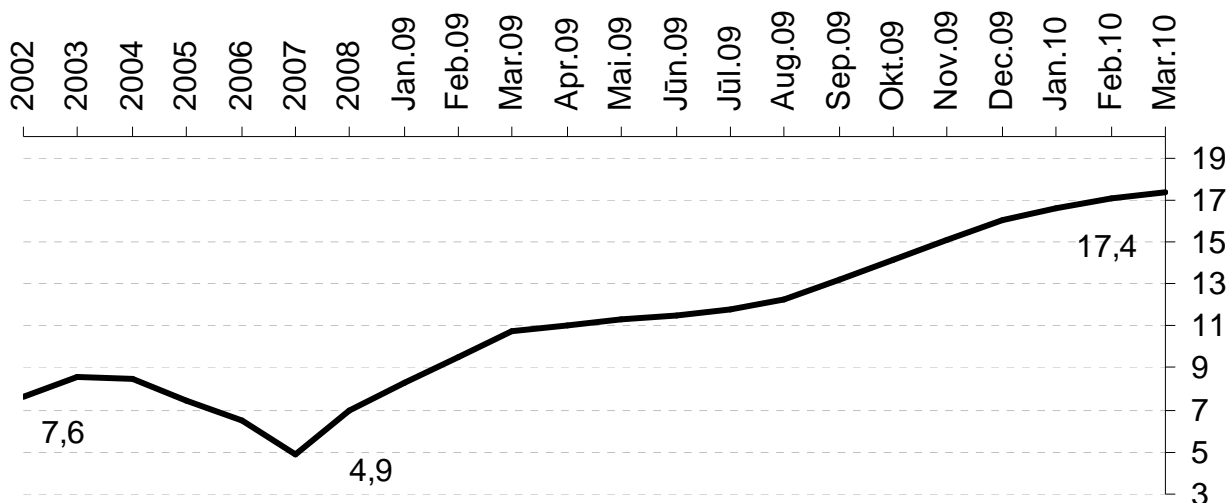
Economic decline severely affected the labour market – at the end of 2009, the ration of jobseekers exceeded 20% of the economically active population, wages decreased significantly, especially in the public sector. Due to labour market and crediting conditions, disposable income of population decreased. Government expenditure was substantially limited in order to reduce the budget deficit which rose due to declining tax revenues.

The population of Latvia decreases in average by 0.4 – 0.5% per year and in the beginning of 2009 it was 2.26 million. The decrease is mainly determined by the negative natural movement, but the negative net migration is also important. Working age population (15-74) is decreasing at an even higher rate in comparison with the overall population, mainly on account of a major decrease in the age group 15-24 which relates to the low birth rates in 1990-ties.

At the end of 2007, Latvian labour market indicators reached their best results – the share of jobseekers 5.4% and employment rate 70.3%. Such a positive development was determined by the rapid economic growth and wage growth which facilitated involvement of population in the labour market.

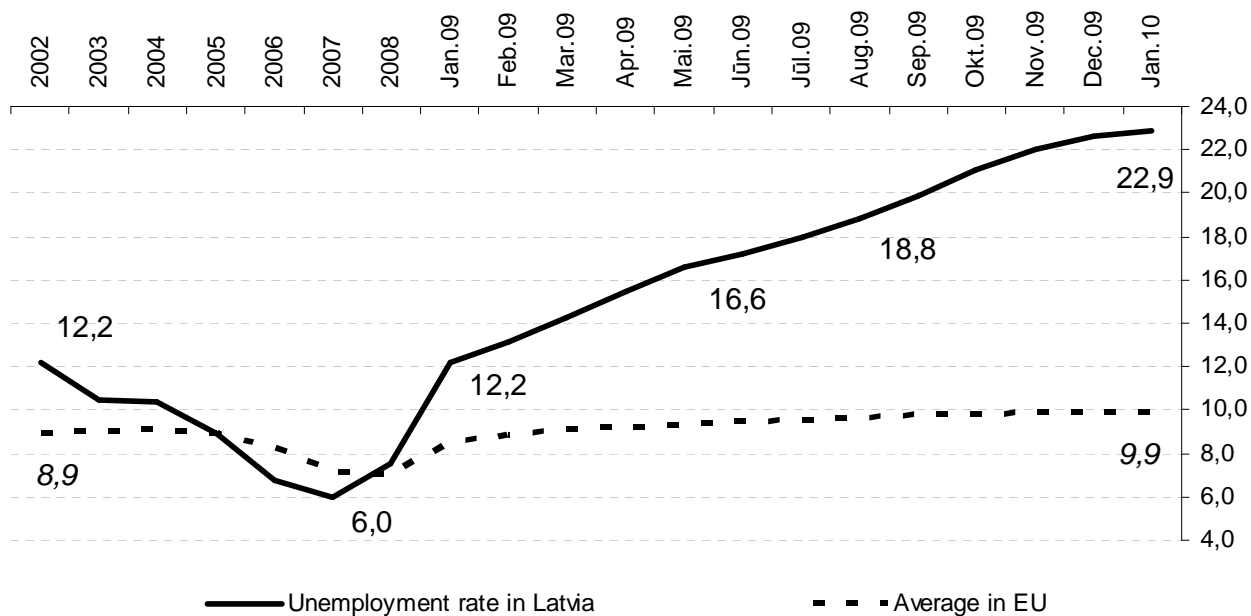
The downturn in economic activity has had a significant impact on the labour market – the unemployment rate is continuing to increase and the number of job vacancies is still decreasing.

Registered unemployment rates in Latvia (*Annex 13: Registered unemployment rate and number of unemployed*), as measured by the Labour Force Survey, have risen significantly over the last years – from average 5,0% in 2007 to 17,4% at the end of March 2010:



Source: Registered unemployment rate, SEA¹ data

The total number of registered unemployed has also grown rapidly from just over 50 000 unemployed in mid-2008 to almost 194 000 in March 2010. According to Eurostat data, the unemployment rate has reached 22,9% in January 2010 (*Annex 14: Unemployment rate in Latvia and the EU*):



Unemployment rate in Latvia and the EU, EUROSTAT data

Increasing funds investment will be required to resolve growing problems in the social area. As a comparison: at the end of 2007, the number of people receiving unemployment benefit was 30 000 and expenses for payment of unemployment benefit amounted to LVL 43.3 million (61,7 MEUR); in 2008, 37 000 people and LVL 56.3 million (80,2 MEUR); and in 2009 – 80 700 people (almost three times the amount in 2007) and LVL 137.2 million (195 MEUR) (more than three times the amount in 2007) respectively.

The economy may start to grow again in the second half of 2010, however, the annual average growth rate will remain negative. Positive growth rate may be reached in 2011. The social and economic situation in the country depends primarily on the stability of the macroeconomic

¹ State Employment Agency of Latvia (PES).

environment, the attraction of investors and possibilities for entering foreign markets, possibilities for undertaking business activities under circumstances whereby financial resources are available within a limited budget, as well as lending opportunities for businesses. The growth will be closely related to the gradual increase of the economic activities in export partner countries, especially in the EU, as well as with the reforms implemented for the improvement of the competitiveness of Latvia's economy.

Recovery of the labour market is expected a year after the recovery of the economic growth since it will be based on growth of productivity, but not on the number of the employed persons.

1.2 The profile of registered unemployed, employment reduction by economic sectors

The number of persons continuously being in unemployment (more than 6 months) is increasing (in February 2010, 55,2% of unemployed were in unemployment less than 6 months, 26,9% - 6 to 12 months, 16,4% - 1 to 3 years and 1,6% - more than 3 years) (*see also Annex 18: Breakdown of registered unemployed by length in unemployment*). It can be explained with rapid reduction in available newly created workplaces (more than 10 times during past two years, from 18 000 in December 2007 to 1 614 in March 2010) (*Annex 15: Announced vacancies and number of unemployed*). There are approximately 120 unemployed competing for one vacancy registered at the SEA². At the same time, only 27% of all registered unemployed in 2009 lost their unemployed person's status because of returning into employment (found a new workplace).

First of all, redundancies affected low-skilled workers, as well as those working in public sector. At the same time, a number of young unemployed in total number of unemployed has almost tripled (from 10,9% in 2007 to 33,6% in September 2009) (*see also Annex 20: Breakdown of registered unemployed by age*), and those persons with vocational and higher education was rapidly increasing during past years (

² SEA is staying in contact with employers and providing information on newly created or available vacancies throughout the country (stored in data base – the registration of the vacancies is however voluntary from the side of the employer), but there are also additional portals and press sources, where available vacancies are being published.

Annex 21: Breakdown of registered unemployed by education attained). At the end of 2009, youth unemployment rate in Latvia comprised 43,6% - that is twice higher than EU average rate – 20,2%. An average unemployed person may be characterized as a person: without profession, previously being in profession with low qualifications required, in age group 20-24 years, mainly with secondary education or higher education, or in age group 45-49 years, mainly with vocational education (a profile of unemployed person).

The economic and financial crisis left an impact almost on every sector of the economy, but, primarily, the following sectors and industries were hit: construction, manufacturing, wholesale and retail trade, as well as public sector, due to structural adjustments. According to the data provided by SEA³, the greatest reduction of workplaces was observed in public sector (20% of the total amount), manufacturing (19%), human health and social work activities (11%), wholesale and retail trade, repair of motor vehicles and motorcycles (10%) and transportation and storage (8%). At the end of 2009, the greater amount of registered unemployed was previously working in the following professions: shopping assistant, hodman, driver, domestic helper and cleaner, roadman, guard, project manager, cook, yard keeper, sewer, nurse, teacher. Further reductions in 2010 are forecasted for tellers, shopping assistants, accountants, domestic helpers and cleaners and plumbers.

The largest amount of workplaces created in 2009 was in manufacturing industry (41% of the total amount) and wholesale and retail trade (12%), as well as transportation and storage sector (12%), agriculture, forestry and fishing (11%), arts, entertainment and recreation sector (5%). The main groups of demanded professions are: specialists, qualified workers and craftsmen.

³ SEA is carrying out employers' polls in order to estimate the short-term demand in labour force on the labour market.

2. Description of active labour market policy measures (ALMP measures)

In past years, when unemployment rate in Latvia was low, the main challenges for the labour market were to increase labour competitiveness and to promote the inclusion of marginalised groups into the labour market. Taking into account the serious consequences of the economic crisis and possible impact of recently implemented structural adjustments on the labour market during the next years, there is a need for both types of measures – short-term measures, aimed at alleviating the severe social consequences of the crisis and reduce the risk of increasing poverty (the main activity is workplaces with stipend in municipalities, the main task of the measure is to provide minimum support to those persons in continuing unemployment, not receiving unemployment benefit and to retain their vocational skills) and long-term measures, aimed at increasing competitiveness of labour force and giving positive signals to unemployed and the workforce in general. As it was mentioned before, in December 2009, average 55% of registered unemployed were not receiving an unemployment benefit and only 38% of unemployed, involved in ALMP measures, were receiving any kind of training allowance.

The budget for ALMP measures in 2009 and 2010 will be 99,6 million EUR, the planned number of supported beneficiaries is 260 000 (*Annex 17 : Active Labour Market Policy Measures and Expenditures*).

Expenditures on labour market measures in 2007-2010:

2007	2008	2009	2010
11,0 MEUR	16,0 MEUR	45,6 MEUR	54,0 MEUR

As a response to an increased number of unemployed people, registering with the PES, in 2009 the available funding for active labour market measures was increased by 3 times, comparing to 2008. On average, 83% of all registered unemployed were involved in any kind of ALMP measures (training, raising competitiveness e.c.) in 2009, 43% of them were participating in training measures, 15,6 % in activities for most vulnerable target groups. 33% of all registered unemployed were receiving career counselling services.

The following active labour market measures were provided to registered unemployed in 2009 (*Annex 16: Active Labour Market Policy Measures and number of participants*) and will be implemented in 2010:

- **measures to enhance competitiveness** - different short courses, seminars, lectures and consultations offered to the unemployed in areas such as communications skills, networking, negotiation, job-finding and interview skills, motivation etc.) – nearly 39 000 participants in 2009,
- **vocational training, requalification and qualification improvement, training at the workplace** - training programmes organized in co-operation with educational institutions (non-formal educational programs, work practice at the employer) – nearly 32 000 participants in 2009,
- **complex inclusion measures** comprising support activities for specific target groups (long-term unemployed, unemployed with disabilities, unemployed after child-care leave, young unemployed) – nearly 3 800 participants in 2009,
- **subsidised employment for the most vulnerable**, these are projects aimed at specific target groups – people with disabilities, youth, older workers, women returning to the labour market after maternity leave etc., their aim is to preserve skills and maintain income for target groups' unemployed – nearly 1 900 participants in 2009,
- **measures to support the unemployed to enter self employment or entrepreneurship** - training programs and grants for business start-up or self-employment) – nearly 290 consultations and 80 entrepreneurship grants in 2009,
- **workplaces with stipend emergency public works programme** (started in 2009 and planned to be implemented also in 2010-2011), the aim of the measure is to

strengthen the social safety net in order to reduce the impact and the severe social consequences of the economic crisis. At the same time, this is an activation measure as well; the measure comprises lower-qualified community jobs in municipalities to those who are not eligible for unemployment benefit any more) – nearly 19 000 participants in 2009⁴,

- **measures to promote life-long learning initiatives** – training vouchers for employed with reduced working hours (implementation in 2009 and at the first half of 2010) and life long learning vouchers for acquiring different training programs for employed 25 years and more (is planned to be implemented in 2010) in order to promote lifelong learning approach to working life) – nearly 3 200 participants in 2009,⁵

- **career counselling and vocational guidance**, including the help in career planning, professional suitability tests, and acquiring the skills of job seeking and job maintaining – nearly 55 000 participants in 2009.

Organization of active labour market policy measures in Latvia, especially development of training and educational programs for different target groups, is based on the results obtained in labour market forecasts, provided by different public institutions (also see the information given in Chapter 5 about labour market forecasting system in Latvia).

3. Forthcoming labour market initiatives addressing social consequences of economic and financial crisis

Taking into account the serious consequences of the economic crisis and structural adjustments and their impact on the labour market during the next years, there is the need for both types of measures – short-term measures aimed at alleviating the severe social consequences of the economic crisis – here the public works measure is thought to be the main activity (though it is seen as an activation measure as well especially for the long term unemployed) – and longer-term measures (including as a part of a later broader exit strategy) aimed at increasing skills levels and giving positive signals to the unemployed and the workforce in general. The third aim that is being pursued is to assist those that are considered most vulnerable – like people with disabilities – or are hit particularly hard by the crisis and structural adjustments – like young people and people in the pre-retirement age group. Given the overall budgetary situation the European Social Fund is currently regarded as the main source available for financing ALMP measures and with its specific characteristic is regarded as a very valuable source for financing activities that if advisedly implemented can have a considerable positive impact on the economic potential of the economy.

In 2010, the majority of unemployed persons will be involved in measures raising competitiveness, in the Workplaces with Stipend (emergency public works programme), in training, re-training and raising qualification, and also will receive career counselling services.

The aim of planned ALMP measures is to provide at least minimum support for those not able to return to the labour market (due to reduced number of available workplaces) and to prevent inactivity of those being continuously in unemployment, as well as provide additional support for most vulnerable groups (for example, young people) and address consequences of structural unemployment in the future. Therefore, the ALMP measures in 2010 will be the following (the description is given for newly implemented measures in 2009 and 2010):

- *Workplaces with Stipend emergency public works programme* (was presented in September 2009), the aim of the measure is to strengthen the social safety net in order to reduce the impact and the severe social consequences of the economic crisis, in some cases the activity has turned out to be an instrument for the activation of the inactive people as well. The measure comprises lower-qualified community jobs (no specific qualifications necessary in order to participate) in municipalities (with no commercial aims – like cleaning, improvement and maintenance of public infrastructure (parks and other public areas), small infrastructure building

⁴ See also Chapter 3.

⁵ See also Chapter 3.

(like trails, benches in national parks), clean-up of polluted areas (rivers, lakes, forests), works in parks and forests, municipal social services (like assisting elderly people) – including in NGO's (and/or in cooperation with NGO's), municipal institutions (excluding municipal and state enterprises) and a number of state institutions (border guard, social care centres and nature protection objects (national parks and similar)). The workplaces have to be newly created (specific criteria to be fulfilled in this regard are set) in order not to replace those currently doing the job (either being employed in the municipality or being employed in an enterprise providing the given service to the municipality) what is subject to inspection. A person has the opportunity to participate in the measure for a maximum period of 6 months (a minimum of 2 weeks) – not exceeding the period of 6 months per year. The target group of the measure are registered unemployed not receiving the unemployment benefit. The allowance (stipend) paid to the beneficiaries is 100 LVL (EUR 142) per month (a full-time participation requirement (the allowance is paid taking into the account the period of participation) and the allowance is approx. 80% of the net minimum monthly wage currently), accidents at work insurance is provided to those unemployed participating in the measure (the allowance is however not subject to taxes and social contributions). Other additional costs like transport, small equipment (purchase and/or rent), support for salaries for supervisors and those organizing the work places in municipalities are covered (a fixed maximum amount for an established work place) by the programme. In order to participate in the measure municipalities that wanted to join the programme had to sign a contract with the affiliate (regional office) of the State Employment Agency responsible for the respective territory (the contract contains obligations for both parties – including reporting, payments, safety at work rules, the procedure setting how unemployed join the programme (according to a waiting list kept by the State Employment Agency information system) etc.) - municipalities (currently 118 after the regional reform (one of the municipalities has refused to participate in the programme) – a specific arrangement is undertaken for the capital city (being the largest city of the country with more than a third of inhabitants of the country living there)) are those responsible for providing and establishing the work places. The measure is co-financed by the European Social Fund and the total financing amount scheduled for the measure is 34,7 Mio LVL (EUR 49,4 Mio) for the period from September 2009 to December 2010. It is envisaged that during the whole period approximately 50 000 persons will have the opportunity to benefit from the measure. Currently discussions are going on about extending the volume of the programme and prolonging it till 2011 given the situation in the labour market.

- ***Training vouchers for employed with reduced working hours*** are provided since September 2009 (Eurostat LMP category 2). Training for employees with reduced working hours (due to the economic crisis) who are subject to the risk of becoming unemployed is a measure for improving skills and raising of the competitiveness during the crisis period and by this – lowering his/her individual risk of becoming unemployed. The target group of the measure are employed persons (in private companies - employed there for at least 6 months prior joining the measure) with reduced working hours (the working hours have to be reduced at least 1 months prior starting participation in the measure). The person participating in the measure has the opportunity to acquire a self-chosen training course – limited by his/her professional activities in the company and the sector of the company (the employer has the possibility to give his/her advice on the training areas necessary – the knowledge gained has however be such that the person can use it in other enterprises as well if loosing the current job) using a voucher-system (with a maximum amount of 500 LVL (EUR 711,44) for programmes with maximum duration of 6 months (for specific programmes 300 LVL (EUR 426,86) – with maximum duration of 3 months)). The person participating in the measure is eligible to a training grant in the amount of 70 LVL (EUR 100) per month. For the participation in the measure the person wanting to participate in the measure has to submit a confirmation of the employer of reduced working hours (subject to verification) and with this - the description of the particular situation (proposals for training areas). The measure is co-financed by the European Social Fund and the total financing amount for 2009 was nearly 0,8 Mio LVL (EUR 1,1 Mio), the total amount allocated to the programme is 9,9 Mio LVL (EUR 14,0 Mio) for the whole period from 2009 September to 2013 December. The decision has been taken to finish this short-term measure in 2010 and move the resources left to lifelong learning training measures.

- **Expansion of training measures for unemployed and job-seekers** – a second stage of the ESF co-financed project for training of unemployed and job-seekers has been launched with additional 4 Mio LVL (EUR 5,7 Mio) in 2009 – the overall financing for the second stage of the project is scheduled 22 Mio LVL (EUR 31,3 Mio) till the end of 2013. The first stage of this ESF co-financed project started in 2008 and the financing amount for the first stage of the project is 11,6 Mio LVL (EUR 16,5 Mio) (additional 2,3 Mio LVL (EUR 3,3 Mio) have been requested and received for the first stage of the project given the changes in the labour market situation). The second stage of the project encompasses (as one of the activities of the second stage of the project) the voucher system for longer-term training programmes (of higher professional education) of unemployed aged 25 years and more.

- **Training vouchers for the unemployed with unfinished tertiary education** (up to 1000 LVL (1 400 EUR) voucher and + 70 LVL (100 EUR) monthly training grant) will be provided in 2010. The scheme gives an opportunity to unemployed with initially gained or unfinished higher education to obtain a higher vocational education. 900 persons will be targeted for the whole program period till 2013 (350 persons in 2010).

- **Complex inclusion programme** a measure comprising support activities for different vulnerable groups (like long-term unemployed, unemployed with disabilities, unemployed after child-care leave and unemployed with addiction problems). The measure is being implemented already. In 2010, the measure will particularly target the resources to the young unemployed by establishing work practice places for young unemployed people for getting the first work experience and to other more specific services. The programme is being co-financed by the ESF, the total amount of financing allocated to the programme is 6,9 Mio LVL (EUR 9,8 Mio) for the period till 2013, 1,9 Mio LVL (EUR 2,7 Mio) for the year 2009.

The other, also before implemented measures, will be: measures to enhance competitiveness, vocational training, requalification and qualification improvement, training in the workplace, measures to support the unemployed to enter self employment or entrepreneurship.

4. Supporting measures for most vulnerable groups of unemployed

Taking into account overall demographic trends characterised by low birth rates and increased ageing of the population, it is crucial to integrate all working age persons into the labour market and extend their active working life.

In February 2010, approximately 17,9% of all registered unemployed were long-term unemployed (more than 1 year), 14,6% were young unemployed aged 15-24 years, 9,6% were people at pre-retirement age (5 years before state pension time), 4,1% were persons with disabilities, 1,9% - persons after childcare leave and 0,3% - after imprisonment (*See also Annex 23: Vulnerable groups of registered unemployed*).

Employment rates for young people and people at pre-retirement age in EU and Latvia, Eurostat data:

	2007 (before crisis)		2009 I quarter		2009 III quarter	
	EU 27 countries	Latvia	EU 27 countries	Latvia	EU 27 countries	Latvia
Young 15-24 years	37,4	38,4	35,3	29,6	35,9	28,9
Pre-retirement, 55-59 years	57,5	71,4	59,2	71,2	60,3	66,1

Unemployment rates for young people and people at pre-retirement age in EU and Latvia, Eurostat data:

	2007 (before crisis)		2009 I quarter		2009 III quarter	
	EU 27 countries	Latvia	EU 27 countries	Latvia	EU 27 countries	Latvia
Young 15-24 years	15,5	10,7	18,9	19,6	20,4	35,3
Pre-retirement, 55-64 years	5,5	4,4	6,3	9,8	6,1	14,4

There are several measures designed particularly for vulnerable groups of unemployed (measures for specified groups of persons, complex inclusion programme, paid temporary works). One of the form is subsidized employment - measures for specified groups of persons, in particular for persons of age from 15 to 24; for persons at pre-retirement age; for persons with disabilities; for persons after parental leave; for long-term unemployed; for persons after imprisonment and others). Under this measure, a person can be involved in employment relations, receiving monthly remuneration (paid by employer, but part (minimum monthly wage) is granted by state) and working under supervision of a person employed in a company (also receiving additional remuneration).

In 2010, additional measures will be provided to young persons aged 18-24 – in order to ensure their transition from education to working life, they will have a possibility to participate in work practices for 6-12 months.

5. Labour Market Forecasting

It is essential to provide reliable data on labour market future trends in order to ensure the effectiveness of provided services to unemployed and those facing risk of unemployment (in order to be able to plan future labour force demand, to create an effective support scheme for different target groups, to allocate resources between ALMP measures e.c.), therefore the necessary steps should be taken in order to make future improvements in existing forecasting system.

Short-term forecasting in Latvia is carried out by SEA. SEA is aggregating monthly, quarterly and yearly labour market surveys based on available operational information about registered unemployed and information obtained from employers' surveys. The list of demanded occupations on the labour market, obtained as a result of the surveys, is approved by a special Commission. The representatives of branch ministries (Ministry of Education and Science, Ministry of Welfare, Ministry of Economics) as well as representatives of municipalities, social partners (Free Trade Union Confederation of Latvia, Employers' Confederation of Latvia) and nongovernmental sector organizations are represented in the Commission. Social partners are also involved in special Commission, that deals with the implementation of measures offered by the SEA.

The Ministry of Economics is the responsible institution for coordination of medium and long-term labour market forecasting in the country. The Ministry of Economics also elaborates labour market development scenarios, as well as medium and long-term forecasts. Under the Ministry of Economics, the Advisory Council of the Labour Market Forecasting is operating and comprises representatives from the involved institutions and social partners. The task of the Council is to ensure interinstitutional cooperation by assessing the prepared forecasts and searching solutions for further actions.

In 2009, medium term labour market forecasts were elaborated (for up to 2015) taking into consideration the global financial crisis and its impact on Latvia. The elaborated forecast is based on 3 economic development scenarios – the highest probability base, more rapid and weak growth scenarios. The forecasts are made in the framework of 15 sectors of economy and 35 groups of aggregated professions. The obtained results reflect the situation, which may develop in the labour market, if no changes are provided to the structure of the education system. It can be expected that the situation in the labour market in medium-term up to 2015 will be defined by the following tendencies:

- negative effects of recession on demand for workforce and the slow changes in the after-crisis period;
- unfavourable demographic development;
- decreased economic activity level of population.

The forecasts emphasize several aspects in the future labour market which must be taken into account when implementing corrections in the education, social and employment policies.

In 2009 and 2010, significant contraction of labour market demand is to be expected, which will lead to a sharp increase of unemployment.

Besides, it must be borne in mind, that the future growth will mainly be based on increased productivity and less on increased employment, which will be created by the high competition in goods and services markets.

The demand will in general diminish evenly in all groups of professions, the supply will decrease unevenly leading to significant disproportions of workforce demand and supply in certain groups of professions. Proportion of the higher qualified unemployed persons will increase.

At the same time, the Ministry of Welfare is forecasting that the registered unemployment rate will be increasing during 2010, and may reach 18,7% at the end of the year (and may be average 18% for the whole year). At the same time, the share of registered unemployed, not receiving unemployment benefit, will reach on average 63% in 2010 (at the end of 2009 55% of registered unemployed were not receiving unemployment benefit and in July the same year - 53%).

Thus, the social problems related to the high unemployment rate will prevail over the next 3–4 years. The most rapid decrease of labour demand is expected in 2009 and 2010. A gradual decrease of unemployment is expected only in 2011.

In order to reduce the negative consequences in the labour market, the main challenges in short-term are to prevent further decrease of employment, to lessen the social strain in the society created by the unemployment and reduced income, while in medium-term these are to ensure the balanced growth of wages and labour force productivity, as well as to focus on improved labour market supply:

- by improving the quality of the educational system, as well as by improving the competencies and skills of the specialists trained;
- by ensuring close cooperation of educational institutions and employers;
- by improving the attraction of secondary vocational education and by ensuring an optimal distribution of pupils among general secondary and secondary vocational education;
- by promoting the professional mobility of the employed, including improvement of life-long learning.

In 2010, growth is expected in several sectors: financial and insurance activities, wholesale and retail trade, transportation and storage, manufacturing, information and communication.

Training programmes of unemployed will be more oriented on attaining essential competencies and skills (non-formal training programmes): communication in native language and other languages, mathematical skills and basic knowledge in natural sciences and technologies, digital skills, social and personal skills, time planning, computer skills, creativity, project management, organizing and analysing information flows, management and business administration skills, risk analysis and other. In 2010, training programmes will be organized in 87 professions.

6. Minimum monthly wage rate

Section 61 of the Labour Law named as “Minimum Wage” does not define the terms, but sets the main provisions regarding minimum wage. In compliance with the law, a minimum wage shall not be less than the minimum level determined by the state. The minimum monthly salary within the scope of normal working time, as well as minimum hourly wage rates, shall be determined by the Cabinet of Ministers. The procedures for the specification and review of the minimum monthly wage shall be determined by the Cabinet of Ministers.

Each year, the Ministry of Welfare together with other partners, like the Ministry of Finance, the Ministry of Economics, the State Chancellery Policy co-ordination department, the Union of Local and Regional Governments of Latvia, the Free Trade Union Confederation of Latvia and the Latvian Employers' Confederation, shall evaluate the economic situation in the country and co-ordinate the amount of the minimum monthly wage. The amount of the co-ordinated minimum monthly wage and the date for amendments introduction must be approved at the meeting of the National Trilateral Co-operation Council.

The increase of minimum wage does not have a substantial impact on average wage level in the country. The increase of average wages is more determined by labour market competition and other factors (*Annex 19: Average monthly wage developments*)

Developments of minimum monthly wage in 1992-2009, EUR, Central Statistical Bureau of Latvia:

Development of minimum wage, EUR			
As of:	Minimum wage	Average wage	Minimum wage in % of average wage
01.01.1992	2.9	26	10.7
01.02.1992	4.2	26	15.6
16.04.1992	6.3	26	23.3
01.06.1992	9.5	26	34.9
01.05.1993	18.9	59	31.8
01.04.1994	33.9	108	31.3
01.10.1994	40.6	104	39.0
01.04.1996	55.4	144	38.4
01.01.1998	64.8	205	31.6
01.01.1999	75.5	213	35.5
01.07.2001	109.2	289	37.7
01.01.2003	112.7	309	36.5
01.01.2004	118.3	312	37.9
01.01.2006	128.1	430	29.8
01.01.2007	170.7	566	30.2
01.01.2008	227.7	682,2	33,4
01.01.2009	256,7	n.a.	n.a.

7. Emigration/Immigration trends

Emigration problem becomes of much importance in times, when economic situation in a country is worsening. According to national surveys, number of young people wanting to gain working experience abroad, is rapidly increasing. Over the recent years, a large scale migration to wealthier EU member states took place, Latvian inhabitants often took lower qualified jobs in the host countries, though there were signs of down-skilling (higher qualified people taking lower qualified jobs). The situation may be different for the present time, when, with the economic

circumstances becoming less favourable, more highly qualified people are forced to emigrate to take highly qualified jobs.

SEA is gathering information about persons' interest in EURES services. At the end of 2009, the main favourable countries for working abroad were: Great Britain and Ireland (38% and 11%), countries of Northern Europe (Norway – 26%, Denmark – 18%, Sweden – 16%) and Germany (14%). Mostly viewed workplaces by sectors and groups of professions are: elementary occupations (45%), in agriculture, forestry and fishing (skilled agriculture and fishery workers - 25%), construction (builders – 16%), accommodation and food services (12%), skilled workers in transportation sector (8%) and human health (nurses, doctors – 4%).

The other negative trend, which seems to be of much importance, is related with persons' interest in leaving the country all together, with family members (asking an information about pre-school institutions, social insurance system e.c.). The average estimated number of people, leaving country in 2009, might be average 30 000 persons. This data partly may be confirmed with the SEA poll of registered unemployed - approximately 44% of unemployed were looking for or already have found work abroad (the end of October, 2009).

Between 2004 and 2008, 76 000 social security numbers were granted in the UK and Ireland to persons from Latvia; another 4 000 were registered in other countries of the EEA. After a peak in 2005, workforce emigration slowed down in 2006-2007 and regained momentum in mid-2008 and especially 2009. According to Central Statistical Bureau of Latvia, the number of people leaving a country for a purpose of living or working in 2008 had 43,6% increase comparing to 2007.

The number of Latvian citizens and non-citizens registered in the UK in the 1st quarter of 2009, namely 4 400, was much higher than in any other quarter. Even in Ireland, which has been particularly hard hit by the crisis, the number of registered persons from Latvia in the first 8 months of 2009 was the same as in the corresponding period in 2008, namely 2 500.

There are no specific measures in place for people returning to Latvia after an experience gained, while working abroad. In SEA, people returning to Latvia, have the possibility to receive all the support provided by the institution. People with experience gained while working abroad, are one of the target groups of employment measure "Support for business start-up and self-employment".

Talking about immigration, in recent years, other countries' nationals have mainly been employed in construction sector (there was a rapid growth in previous years, created by the necessity of employees in construction sector). In past years, there has been a shortage on the labour market of high-level officials – members of boards, chairman of boards, directors and heads (mainly in connection with foreign owners' companies, established in Latvia), as well as professionals with special skills and work experience, such as sportsman, cook of Oriental cuisine and other. Due to the economic slowdown, a demand for the labour force from the other countries is decreasing.

According to national jurisdiction, employer may employ a foreigner (a third-country national) only if he cannot find an appropriate employee on the Latvian labour market. The foreigners may legally work in Latvia only with a work permit. The foreigner may work with an employment contract or on the basis of another civil legal contract or by being a self-employed person in Latvia.

Number of approved work permits in 2007-2009:

<i>Country</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>
<i>USA</i>	<i>14</i>	<i>18</i>	<i>9</i>
<i>Belorussia</i>	<i>226</i>	<i>129</i>	<i>48</i>
<i>India</i>	<i>89</i>	<i>90</i>	<i>66</i>
<i>China</i>	<i>47</i>	<i>70</i>	<i>31</i>
<i>Russia</i>	<i>198</i>	<i>220</i>	<i>181</i>
<i>Ukraine</i>	<i>961</i>	<i>1087</i>	<i>659</i>
<i>Moldavia</i>	<i>847</i>	<i>487</i>	<i>43</i>
<i>Uzbekistan</i>	<i>343</i>	<i>223</i>	<i>9</i>
<i>Thailand</i>	<i>68</i>	<i>238</i>	<i>13</i>
<i>Armenia</i>	<i>90</i>	<i>50</i>	<i>23</i>
<i>Other countries</i>	<i>230</i>	<i>288</i>	<i>74</i>
<i>Total:</i>	<i>3113</i>	<i>2900</i>	<i>1156</i>

Source: State Employment Agency of Latvia

In order to approve a work invitation an employer or his or her authorised representative shall submit to the State Employment Agency the following documents:

- a submission where the necessity to employ a third-country national is substantiated and it is certified that the employer does not have State Revenue Service administered tax debt;
- if the profession of the third-country national is regulated — a copy of the certification acknowledging qualifications or equivalent document, which certify conformity of the professional qualifications with the requirements provided for in the Republic of Latvia. If the profession of a third-country national is not regulated, a copy of a legalised education document or document which certifies three years experience in the profession in which the employer plans to engage the third-country national shall be submitted, appending a translation into the official language certified according to specified procedures;
- if the work of a third-country national in the Republic of Latvia is provided for in accordance with an employment contract or a work-performance contract — a copy of the employment contract or a copy of a work-performance contract co-ordinated;
- a copy of a registration certificate, articles of association, by-laws or another document certifying the legal status of the employer;
- a copy of a permit (licence), if the employer intends to employ the third-country national in such work as requires a permit (licence) for the performance thereof;
- a power of attorney if the submitter of documents is an authorised representative of the employer;
- a document certifying payment for the examination of the documents.

A work permit to a foreigner may issued by the Office of Citizenship and Migration Affairs on the basis of a visa, residence permit, or an asylum seeker's identity document.

8. New measures affecting the level of income support available to job losers from unemployment benefit schemes

Generally the duration of the unemployment benefit depends on the social insurance record:

- 1) for 1 to 9 years, the benefit is paid for 4 months;
- 2) for 10 to 19 years, the benefit is paid for 6 months;
- 3) for 20 or more years of social insurance record, the benefit is paid for 9 months.

For the period from July 1st 2009 to December 31st 2011 an amendment to the system is effective establishing that the duration of the unemployment benefit is extended to 9 months for those who were eligible for unemployment benefit of 4 or 6 months previously - by paying 45 LVL (EUR 64,04 EUR) for the months 5,6,7,8,9 (if the person was eligible to the unemployment benefit for 4 months) and 45 LVL (EUR 64,04 EUR) for the months 7,8,9 (if the person was eligible to the unemployment benefit for 6 months) - the benefit amount people get for the first 4 or the first 6 months respectively is however not changing because of this amendment (it stays the same).

As from July 1st 2009 an amendment (permanent) to the system is effective establishing that social insurance contributions have to be paid for at least 9 months during the previous 12 months (previously it was 12 months during the previous 18 months) period prior to becoming unemployed in order for being eligible to the unemployment benefit.

As from January 1st 2010 an amendment (permanent) to the system is effective establishing that the calculation period for the amount of the unemployment benefit is extended from 6 to 12 months in order to reduce the importance of the wage a person gets in the last months before becoming unemployed.

For the period from January 1st 2010 to December 31st 2012 an amendment to the system is effective establishing that if the calculated unemployment benefit (according to the common system) per calendar day exceeds 11,51 LVL (EUR 16,38) than the amount of the unemployment benefit for

the calendar day that is being paid out is the sum of 11,51 LVL (EUR 16,38) and 50% from the amount of the calculated unemployment benefit exceeding the 11,51 LVL (EUR 16,38).

Annex 1: Labour force participation, employment and unemployment rate

	2007	2008				2009			
		I quarter	II quarter	III quarter	IV quarter	I quarter	II quarter	III quarter	IV quarter
Labor force participation rate (population aged 15-64)	72,9	74,7	74,3	74,6	74,0	75	74,1	73,5	73,0
Employment rate (population aged 15-64)	68,4	69,6	69,5	69,0	66,5	64,3	61,4	59,8	58,4
Youth employment rate (population aged 15-24)	38,5	40,1	38,2	39,4	31,2	29,6	28,3	28,9	23,9
Unemployment rate (population aged 15-64)	6,2	6,8	6,6	7,5	10,1	14,3	17,2	18,6	20,1
Youth unemployment rate (population aged 15-24)	10,9	10,7	11,9	12,2	18,5	28,2	30,5	35,3	40,4
Long-term unemployment rate (unemployed more than 12 months out of the total)	26,6	27,3	26,8	26,0	23,8	24,8	24,1	26,4	30,5

Source: Central Statistical Bureau of Latvia, %

Annex 2: Employment rate for those aged 15-64 in Latvia

	Total (%)	Men (%)	Women (%)
2004	62,3	66,4	58,5
2005	63,3	67,6	59,3
2006	66,3	70,4	62,4
2007	68,3	72,5	64,4
2008	68,6	72,1	65,4
2009'1 quarter	64,3	64,2	64,3
2009'2 quarter	61,4	61,6	61,2
2009'3 quarter	59,8	60,9	58,8
2009'4 quarter	58,4	57,5	59,2

Source: Eurostat

Annex 3: Employment rate for those aged 15-64 in Latvia and EU

	Latvia	EU average
2000	57,4	63,2
2001	58,9	63,9
2002	60,5	64,2
2003	61,7	64,4
2004	62,3	64,6
2005	63,3	64,0
2006	66,3	64,8
2007	68,3	65,4
2008	68,6	65,9
I quarter 2008	69,6	65,5
II quarter 2008	69,5	66,0
III quarter 2008	69,0	66,4
IV quarter 2008	66,5	65,8
I quarter 2009	64,3	64,6
II quarter 2009	61,4	64,8
III quarter 2009	59,8	64,8
IV quarter 2009	58,4	64,4

Source: Eurostat

Annex 4: Activity rate for those aged 15-64 in Latvia and EU

	Latvia	EU average
2000	67,1	69,0
2001	68,0	69,0
2002	69,8	69,6
2003	69,1	70,1
2004	69,2	70,5
2005	69,6	70,3
2006	71,3	70,7
2007	72,8	70,5
2008	74,4	70,9
I quarter 2008	74,7	70,5
II quarter 2008	74,3	70,9
III quarter 2008	74,6	71,3
IV quarter 2008	74,0	71,0
I quarter 2009	75,0	70,8
II quarter 2009	74,1	71,1
III quarter 2009	73,5	71,3
IV quarter 2009	73,0	71,0

Source: Eurostat

Annex 5: Employment by the kind of economic activity

	2008	2009
Total (%)	100.0%	100,0%
Agriculture, hunting and forestry	7,9	8,8
Manufacturing and energy	17,6	16,2
Construction	11,4	7,8
Wholesale and retail trade; repair of cars, motorcycles and personal and household goods, hotels and restaurants	18,9	19,1
Transport, storage and communications	11,0	11,4
Financial intermediaries, real estate, renting and business activities	7,8	9,2
Public administration and defense; compulsory social security	7,7	7,9
Education	8,3	9,1
Health and social services	4,7	5,3
Other	4,7	5,2

Source: Central Statistical Bureau of Latvia, thousands of people

Annex 6: Breakdown of employed persons by age

	2005	2006	2007	2008	2009
Total men and women (%)	100,0%	100,0%	100,0%	100,0%	100,0%
15-24 years	11,3	11,8	12,3	11,8	9,6
25-34 years	23,4	23,3	22,9	23,0	23,8
35-44 years	26,1	25,2	24,1	24,0	24,7
45-54 years	23,6	23,4	23,8	23,7	24,9
55-64 years	12,5	12,6	13,0	13,3	13,6

Source: Central Statistical Bureau of Latvia

Annex 7: Status of employed persons working in the main job

	2005		2006		2007		2008		2009	
	men	women	men	women	men	women	men	women	men	women
Total %	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Employees	86,5	90,4	86,7	90,2	87,1	91,8	87,3	92,7	85,5	91,3
Employers	4,5	2,3	4,2	2,6	4,4	1,9	4,7	1,7	5,9	1,8
Self-employed	6,4	5,3	7,6	5,7	7,0	4,7	6,6	4,4	7,0	5,5
Unpaid person*	2,5	2,1	1,6	1,4	1,5	1,6	1,4	1,2	1,7	1,4

* helping to other family members in an enterprise e.c.

Source: Central Statistical Bureau of Latvia

Annex 8: Breakdown of employed persons by occupation

	2005		2006		2007		2008		2009	
	men	women	men	women	men	women	men	women	men	women
Total %	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Legislators, managers, senior officials	11,0	8,5	10,0	7,5	9,6	7,1	10,3	7,5	11,1	7,9
Professionals	7,6	16,0	7,9	18,2	8,9	18,5	10,0	19,4	12,0	21,9
Technicians, associate professionals	9,1	17,1	11,1	16,9	11,1	21,6	10,0	23,4	11,3	19,8
Clerks	2,7	9,4	1,8	9,5	2,1	7,6	1,4	8,0	1,9	8,3
Service workers, store and market sales workers	7,1	21,9	5,6	20,3	6,0	19,6	7,0	17,8	7,7	18,8
Skilled agriculture and fishery workers	6,7	5,5	6,9	5,9	5,4	4,6	5,0	3,2	5,4	3,6
Craft and related trade workers	25,9	5,6	26,9	6,7	27,3	6,1	24,4	5,5	20,2	4,7
Plant and machine operators and assemblers	17,3	4,0	17,2	3,2	16,7	2,8	17,0	2,5	16,9	2,0
Elementary occupations	12,4	12,1	12,1	11,6	12,6	11,9	14,3	12,6	12,9	12,9

Source: Central Statistical Bureau of Latvia

Annex 9: Employed persons working full-time and part-time work

	2005		2006		2007		2008		2009	
	men	women	men	women	men	women	men	women	men	women
Total %	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100%
Full-time workers	93,6	89,4	95,3	91,6	95,1	92,0	95,5	91,8	92,5	89,8
Part-time workers	6,4	10,6	4,7	8,4	4,8	8,0	4,5	8,2	7,5	10,2

Source: Central Statistical Bureau of Latvia

Annex 10: Employed persons by hours actually worked per week

	2005	2006	2007	2008	2009
Total %	100.0%	100.0%	100.0%	100.0%	100.0%
0 hours	3.2	3.8	3.2	5.1	5.7
1-39 hours	15.1	12.9	12.0	14.9	16.8
40 hours	55.1	57.5	63.8	63.8	63.7
More than 41	26.7	25.6	20.1	15.8	13.1
Not indicated	...	0.2	0.9	0.4	0.8

Source: Central Statistical Bureau of Latvia

Annex 11: Breakdown of self-employed (employers, self-employed, unpaid persons) by age and gender

	2008		2009	
	men	women	men	women
Total %	100.0%	100.0%	100.0%	100.0%
15-24 years
25-34 years	17.6	13.6	18.2	13.6
35-44 years	30.7	25.5	29.9	22.6
45-54 years	26.2	31.7	25.5	30.9
55-64 years	12.5	15.2	15.4	20.8
65-74 years	6.4	12.0	5.8	8.4

Source: Central Statistical Bureau of Latvia

Annex 12: Participation in life-long learning within 4 weeks before survey

	2008			2009		
	Share in total number in corresponding age group					
	total	men	women	total	men	women
Total	6.8	4.3	9,0	5.3	3.6	6,9
25-34	11.7	8.4	15.1	10.1	7.7	12.5
35-54	5.8	2.9	8.4	4.7	2.6	6.6
55-64	2.2	1.4	2.9	1.5	1.0	1.9

Source: Central Statistical Bureau of Latvia

Annex 13: Registered unemployment rate and number of unemployed

Year	Month	Registered unemployment rate (%)	Number of unemployed	Trend (pp for previous period, year or month)
2002		7,6	89735	
2003		8,6	90551	+ 1,0
2004		8,5	90800	- 0,1
2005		7,4	78482	- 1,1
2006		6,5	68944	- 0,9
2007		4,9	52321	- 1,6
2008		7,0	76435	+ 2,1
2009	January	8,3	90436	+ 1,3
	February	9,5	103731	+ 1,2
	March	10,7	116768	+ 1,2
	April	11,0	123127	+ 0,3
	May	11,3	126595	+ 0,3
	June	11,5	129269	+ 0,2
	July	11,8	132519	+ 0,3
	August	12,3	137586	+ 0,5
	September	13,2	147754	+ 0,8
	October	14,1	157897	+ 1,0
	November	15,1	169236	+ 1,0
	December	16,0	179235	+ 0,9
2010	January	16,6	186295	+ 0,6
	February	17,1	192032	+ 0,5
	March	17,4	194415	+ 0,3

Source: State Employment Agency of Latvia

Annex 14: Unemployment rate in Latvia and the EU

	Unemployment rate in Latvia	Average in EU
2002	12,2	8,9
2003	10,5	9,0
2004	10,4	9,1
2005	8,9	8,9
2006	6,8	8,2
2007	6	7,1
2008	7,5	7,0
Jan.09	12,2	8,5
Feb.09	13,1	8,8
Mar.09	14,3	9,1
Apr.09	15,5	9,2
Mai.09	16,6	9,3
Jun.09	17,2	9,4
Jul.09	18,0	9,5
Aug.09	18,8	9,6
Sep.09	19,9	9,8
Okt.09	21,1	9,8
Nov.09	22,0	9,9
Dec.09	22,6	9,9
Jan.10	22,9	9,9

Source: Eurostat

Annex 15: Announced vacancies⁶ and number of unemployed

Year	Month	Registered announced vacancies in the PES	Number of registered unemployed	Number of unemployed per one vacancy
2007	October	21986	52383	2,38
	November	20342	51660	2,54
	December	18147	52321	2,88
2008	January	17662	53325	3,02
	February	14463	53429	3,69
	March	13111	52806	4,03
	April	12535	52897	4,22
	May	12517	52213	4,17
	June	11444	54012	4,72
	July	10321	55436	5,37
	August	11001	56333	5,12
	September	8304	57644	6,94
	October	6762	61049	9,03
	November	5337	67065	12,57
	December	3205	76435	23,85
2009	January	2549	90436	35,48
	February	2477	103731	41,88
	March	1895	116768	61,62
	April	2409	123127	51,11
	May	2353	126595	53,80
	June	1998	129269	64,70
	July	2027	132519	65,38
	August	1875	137586	73,38
	September	1856	147754	79,61
	October	1836	157897	86,00
	November	1796	169236	94,23
	December	1389	179235	129,04
2010	January	1594	186295	116,87
	February	1560	192032	123,10
	March	1614	194415	120,46

Source: State Employment Agency of Latvia

⁶ There are several internet portals and other sources providing information about newly created workplaces, therefore in table provided data allows to see common trends on the labour market, but does not completely feature the situation on the labour market (at present, only vacancies registered by PES are analyzed).

Annex 16: Active Labour Market Policy Measures and number of participants

		2007	2008	2009	2010*
	Total number of registered unemployed at the end of the year	52321	76435	179235	-
1.	Training of unemployed (formal and non-formal training programmes, training at the employer)	3893	8657	31618	15719
2.	Measures to enhance competitiveness (unemployed can be involved several times)	47572	70747	38720	47400
3.	Summer employment for youth (stopped because of crisis)	7781	11222	-	-
4.	Career counselling and vocational guidance	44252	67939	55084	87965
5.	Subsidised employment for vulnerable groups	1052	1136	1949	1184
6.	Complex inclusion program (for vulnerable groups)	-	-	3766	2757
7.	Public works with minimum wage (cancelled by mid-December 2009)	10284	9983	11884	-
8.	Support to business start-ups or self employment	-	93	286	350
9.	Work trials (only in 2008)	-	550	-	-
Newly implemented measures:					
10	Social safety net measure: Work Places with Stipend (WWS) (from September 2009)	-	-	19295	31500
11	Training vouchers for short-time workers (from September 2009)	-	-	3253	4400
12	Life-long learning vouchers from 2010	-	-	-	3699
13	Training vouchers for unemployed with unfinished tertiary education from 2010	-	-	-	350

Source: State Employment Agency of Latvia

*planned number of participants, including those transitive participants from 2009

Average number of unemployed, 2007 – 60 458, in 2008 – 57 720, in 2009 – 134 513, provisional data for 2010 – 200 000.

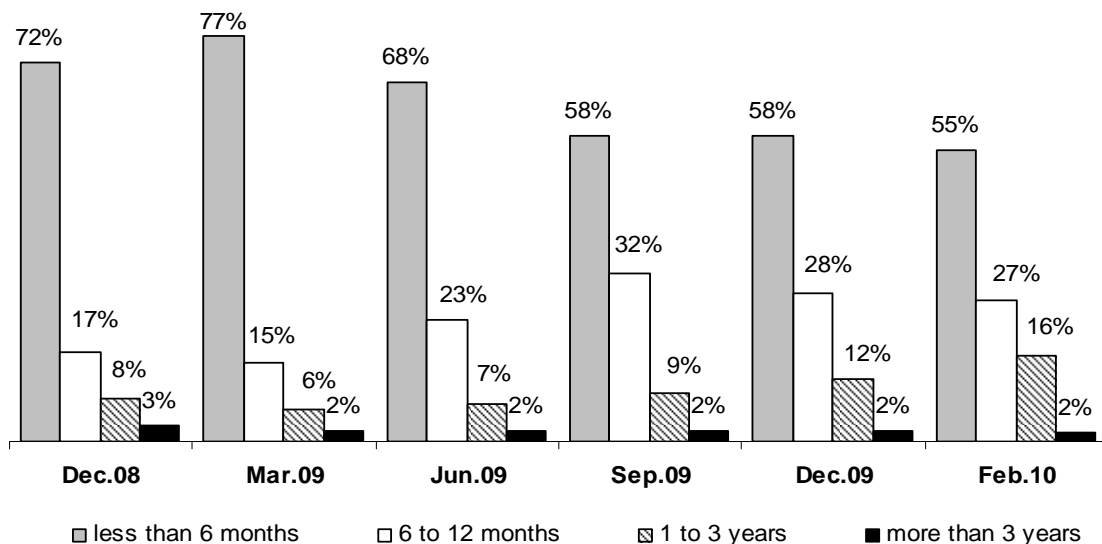
Annex 17 : Active Labour Market Policy Measures and Expenditures

Name of programme	Actual expenditures (in national currency) LVL		
	2008	2009	2010*
<i>Training of unemployed (formal and non-formal training programmes, training at the employer; training vouchers for unfinished tertiary education from 2010)</i>	3 891 130	14 912 559	10 380 477
<i>Measures to enhance competitiveness (short-term courses, lectures, individual and group consultations), incl. summer employment for youth in 2007, 2008</i>	1 386 290	327 024	474 000
<i>Career counselling and vocational guidance</i>	-	-	274 462
<i>Subsidised employment for vulnerable groups</i>	2 301 119	2 365 794	1 881 626
<i>Complex support measures (for vulnerable groups)</i>	66 098	1 918 309	3 296 691
<i>Public works (with minimum wage - to be cancelled by mid-December)</i>	2 970 720	3 541 612	0
<i>Work Places with Stipend (WWS) emergency public works programme</i>	-	8 053 600	16 547 174
<i>Training vouchers (short-time workers)</i>	-	684 360	2 754 793
<i>Life long learning vouchers</i>	-	-	915 745
<i>Support to business start-ups or self employment</i>	150 075	237 781	1 167 500
<i>Others (mobility grants in 2008/2009 and work trials in 2008)</i>	349 321	2 766	0
Total	11 114 753	32 043 805	37 692 468

*planned expenditures

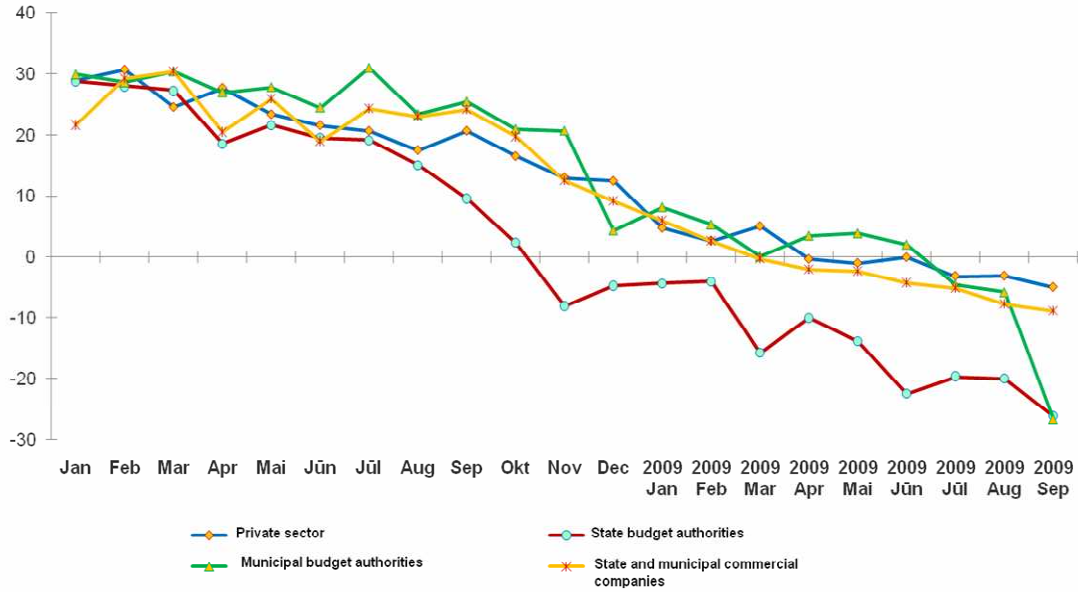
Source: State Employment Agency of Latvia

Annex 18: Breakdown of registered unemployed by length in unemployment



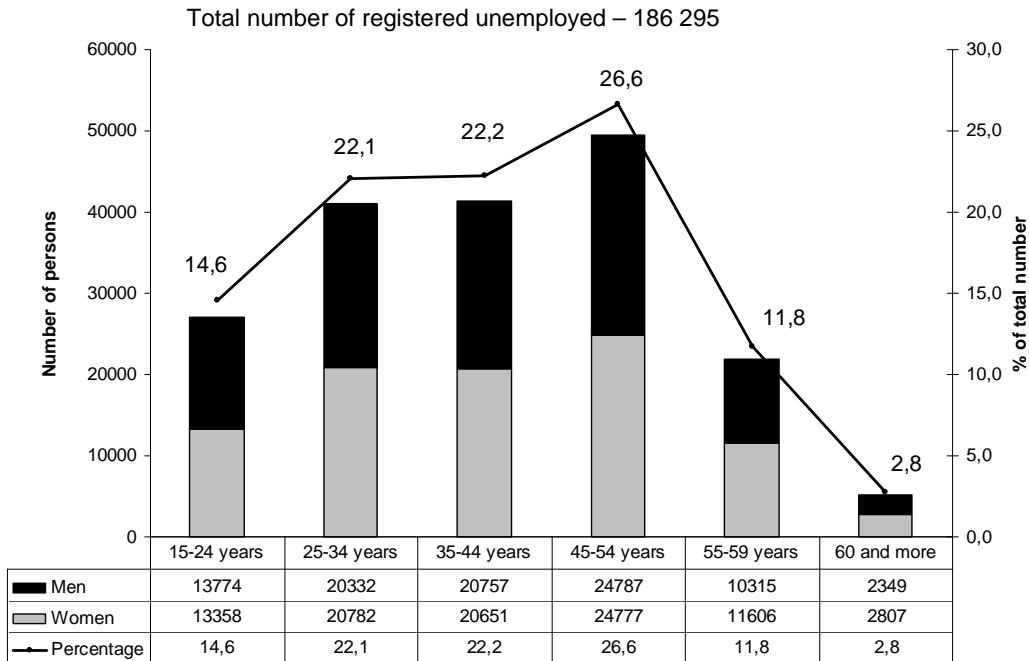
Source: State Employment Agency of Latvia

Annex 19: Average monthly wage developments



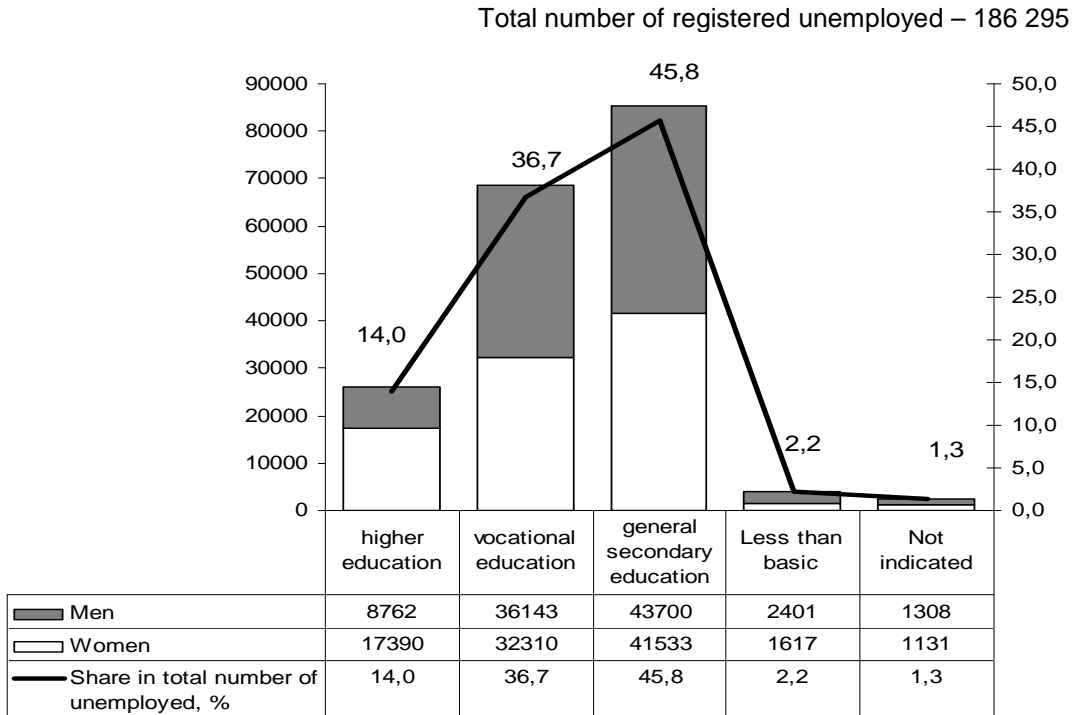
Source: Central Statistical Bureau data, % to the corresponding period of previous year

Annex 20: Breakdown of registered unemployed by age



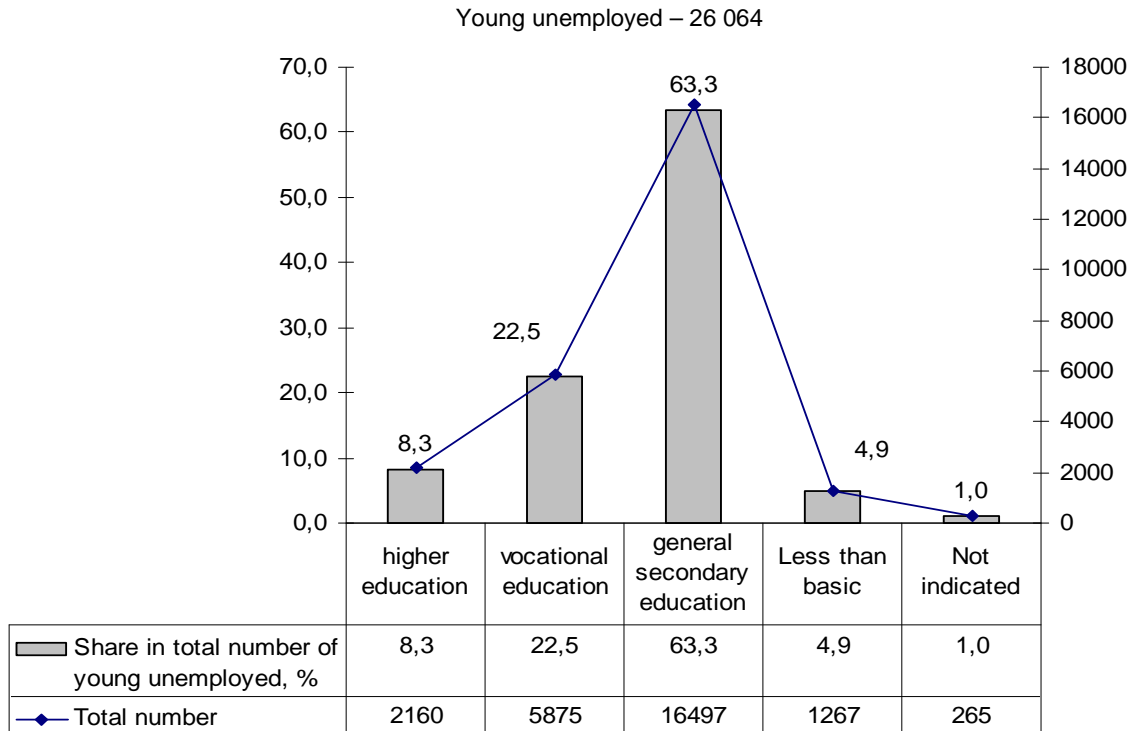
Source: State Employment Agency of Latvia, January 2010

Annex 21: Breakdown of registered unemployed by education attained



Source: State Employment Agency of Latvia, January 2010

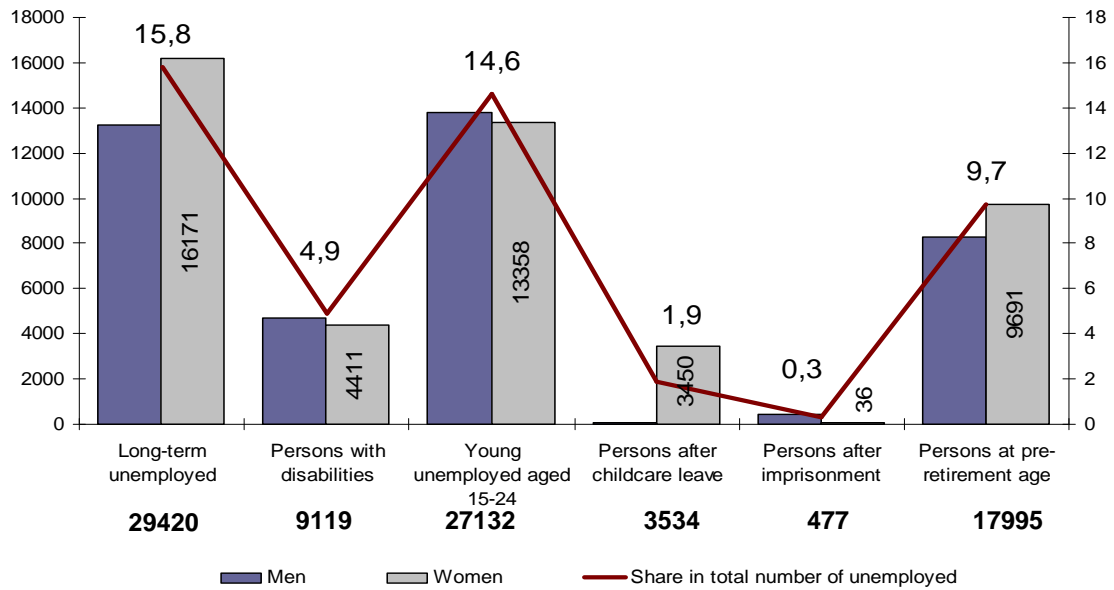
Annex 22: Breakdown of young registered unemployed aged 15-24 years by education attained



Source: State Employment Agency of Latvia, January 2010

Annex 23: Vulnerable groups of registered unemployed

Registered unemployed - 179 235, (51 % - women, 49 % – men)



Source: State Employment Agency of Latvia, January 2010

**Annex 24: Changes in unemployment benefits and length of unemployment status
(from 1st July 2009 till 31st December 2011)**

Insurance period:	Unemployment benefit from average monthly income (6 months)	Payable part of unemployment benefit by month in unemployment								
		Month of unemployment:	1	2	3	4	5	6	7	8
1-9 years	50%	100%	100%	75%	75%	64 EUR	64 EUR	64 EUR	64 EUR	64 EUR
10-19 years	55%	100%	100%	75%	75%	50%	50%	64 EUR	64 EUR	64 EUR
20-29 years	60%	100%	100%	100%	75%	75%	75%	50%	50%	50%
30 and more	65%	100%	100%	100%	75%	75%	75%	50%	50%	50%

Annex 25: Expenditure on ALMP per one registered unemployed

