

A stylized, light-colored illustration of a plant with several leaves and a cluster of small, round berries or flowers, positioned on the left side of the slide against a dark background.

LABOUR SITUATION IN LATVIA

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General information on REPUBLIC of LATVIA



- Capital – RĪGA
- Currency – Lats, from the 1st of January, 2014 – Euro
- Population – 2,025 million
- Density - 31,6/km²
- Language – Latvian
- Area – 64589 km², including:
 - Agricultural land – 39,3%
 - Forest - 45%
 - Water - 3,62%

Labour force in agriculture

	Full time		Part time		
	2007	2010	2007	2010	
Number of persons, thsd					
Total	31.4	30.0	192.6	151.0	
Males	16.4	16.2	94.6	75.6	
Females	15.0	13.8	98.0	75.4	
% of total labour force					
Total	14.0	16.5	86.0	83.5	
Males	7.3	8.9	42.2	41.8	
Females	6.7	7.6	43.7	41.7	

Agricultural holdings by regular labour force in agriculture

Regular labour force on holding	Number of holdings	of total labour force in agriculture who during last 12 months worked, %				
		full time	part time, hours			
			under 459	460–919	920–1379	1380–1839
Total	83385	16.5	39.5	19.5	13.8	10.7
1	27894	10.1	52.0	18.9	11.4	7.6
2	35944	14.8	37.5	21.2	15.7	10.8
3–5	17925	14.4	42.5	20.7	13.3	9.1
6–10	1301	25.8	33.5	15.2	12.4	13.1
11–20	187	48.6	7.3	7.3	14.2	22.7
21–30	53	53.9	1.8	3.5	10.9	29.9
31–40	22	42.6	3.6	3.8	7.6	42.4
41–50	18	59.8	1.9	5.0	6.1	27.2
51–100	32	42.2	1.6	3.6	16.3	36.3
101 and more	9	80.3	0.6	1.2	1.7	16.2

Permanent employees by sectors (181 thsd)

Breakdown on size of farms (2010)

	Arable crops	Vegetables	Permanent crops	Mixed crops	Dairy	Grazing livestock	Pig-breeding and poultry	Mixed animal husbandry	Mixed animals and crops
0 - 0,9 ha	2572	111	37	2521	425	313	1639	56	317
1 - 5 ha	22403	422	757	2531	7542	2068	2773	2173	4826
5,1 - 10 ha	16992	283	723	2051	9665	2252	1769	3630	6985
10,1 - 50 ha	17282	683	842	2266	17253	4093	1230	4963	11332
50,1 - 100 ha	2281	106	82	171	2707	627	46	254	1117
>100 ha	6765	163	40	230	4605	565	405	310	2740
Total	68295	1768	2481	9770	42197	9918	7862	11386	27317

Labour costs in agriculture

- Minimum wage LVL 200,00, from 01.01.2014. LVL 225,00
- There is no collective agreement in agriculture.
- Public holidays in working days: 11 (2013) and 12 (2014)
- Holiday pay – 20 working days (4 calendar weeks)
- Sick leave: 10 days are paid by employer. Saturday and Sunday are taken into account when they count 10 days, but Saturday and Sunday are not taken in account for payment.
- Social security 33,09 %, including: 24,09 % pays employer and 9 % pays employee.
- To everybody is applicable non-taxable minimum- 45 LVL.
- Allowance for a dependent person is 80 LVL (for each dependent person).

Wages – Herdsperson

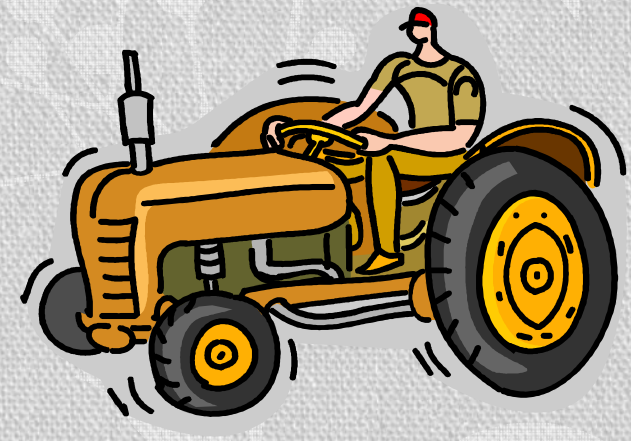
(after survey among farmers)

- This is a qualified dairy farming employee who milks cows, maintains the stalls and looks after the cows by feeding the animals and attending to their phytosanitary needs.
- LVL 200-500, depends on the number of cows
- LVL 200, when ~50 milking cows in the farm
- LVL 300, self employed person, works 6-8 hours per day
- LVL300-370, qualified milkmaid - herdsperson
- LVL 430



Wages – Qualified tractor driver (after survey among farmers)

- Qualified tractor driver. This refers to an employee who is not only capable of driving a tractor but is also able to perform maintenance on the equipment.
- LVL 300-350
- LVL 200-250
- LVL350-400, depends on season
- Up to LVL 700, depends on how modern equipment
- LVL 412, in horticulture
- LVL 650



Wages - Employees from agricultural contractors (after survey among farmers)

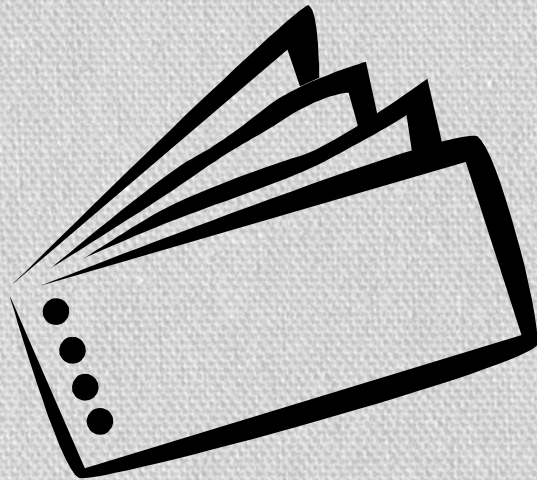
- Agricultural contractors. This refers to companies in the service sector who, after having signed a contract with an agricultural business, undertake to perform an agreed task



- LVL 384 (per month)
- LVL 200-250
- Mostly farmers don't use contractual work. (at least those who replied to survey)

Wages - Temporary employees (after survey among farmers)

- Employees from temporary employment agencies (TEA).
- Minimum wage LVL 200: 50 % farmer+ 50 % TEA
- Nursery farms use this to be able to hire more employees, unfortunately again – minimum wage



Wages - Seasonal employees (after survey among farmers)

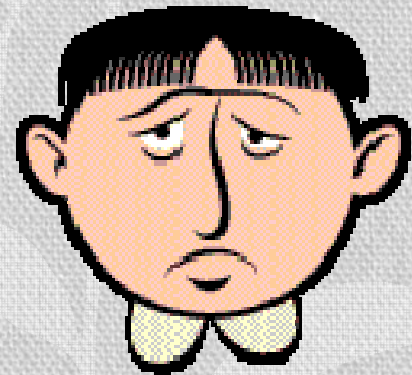
- Refers to employees who are employed for a relatively short period of time to carry out works that usually take place at approximately the same time each year
- LVL 200
- LVL 225-350, depends on skills
- LVL 168-336



Dislikes

Farmers dislike:

- Farmer, if working on farm, must pay salary him/herself.
- If farmer pays minimum wage LVL 200, State Revenue Service ask to explain, why farmer pays minimum wage?
- Working time accounts must be made
- Must pay salary and premium as 100% of salary hour rate for work on Saturday, Sunday and work in public holidays.



Working time (1)



- weekly working time: 40 working hours per week (by Labour Law)
- In agriculture employers often determine 6 day working week, but less hours per day
- Individual flexible weekly working time can vary on seasonality of work or weather in the period of yield.
- Paid overtime: Overtime cannot exceed 144 hours in period of 4 month.
- It is prohibited to employ overtime persons who are under 18 years of age.
- A pregnant woman, a woman recently given birth to one year and a woman who is breast-feeding, over feeding, may be employed on overtime if she has given written agreement.
- If an employer moves one working day, which falls between the holidays and weekly rest periods for the holiday, to the Saturday of the same week or any other week of the same month within the working day transfer case, the work is not considered as overtime.

Working time (2)



- Working time accounts:
 - (1) The employer has a duty accurately to record the hours worked by each employee as a whole and separately for overtime, night work, weekly rest periods and worked hours on holidays.
 - (2) Employees on the basis of the order of the employer, while acquiring an occupation (profession, trade), the work and the time spent in training is summed and considered as working time.
 - (3) The employee has the right, individually or through their representatives to check working time accounts made by employer.
- 100 % of companies have working time accounts
- Miscellaneous instruments:
 - Contractual work
 - Contract with self-employed persons
 - Piecework
- Increased working time flexibility does not come at the price of higher labour costs.

Flexibility



- Temporary workers are not used in Latvia to make working time more flexible. There is no demand among companies for this.
- For overtime work employees are paid salary and premium as 100% of salary hour rate. It is allowed to agree higher Premium for overtime work or work in public holidays.
- Compensatory days of leave in exchange for overtime: If person works on holidays (Saturday, Sunday), employer provides employee compensatory days next week or if they agree - add extra days to vacation.
- Seasonally variable working time: It can vary on seasonality of work or weather in the period of harvest. Employers and employees agree on extra vacation or shorter working time during winter.

Contractual aspects (1)

- Employer and employee make contract, obliged in contract:
 - Name, surname, ID, address
 - Date when contract begins
 - Length if contract is determined
 - Place of work
 - Speciality, position, description of work
 - Wage, payment date
 - Working time per day or week
 - Length of paid leave
 - Employment contract notice period
- Contract made in 2 copies
- Contract must be signed before work starts



Work helps us to prevent three
great evils:
boredom, vice and misery.

THANK YOU!

