



Le 12 novembre 2007

RAP/Cha/Latvia 3(2007)1

## **CHARTRE SOCIALE EUROPEENNE**

3ème Rapport national sur l'application de la Charte Sociale  
Européenne

soumis par

***LE GOUVERNEMENT DE LETTONIE***

(pour la période du 1 janvier 2006 au 31 décembre 2006 )  
sur les articles 1 et 9

---

Rapport enregistré au Secrétariat le 9 novembre 2007

**MINISTRY OF WELFARE  
OF THE REPUBLIC OF LATVIA**



**Third Report  
on the implementation of the  
European Social Charter  
Article 1 and Article 9**

**Riga**

**October 2007**

For the period from 1 January 2006 to 31 December 2006 made by the Government of the Republic of Latvia in accordance with Article 21 of the European Social Charter, on the measures taken to give effect to the accepted provisions of the European Social Charter, the instrument of ratification or approval of which was deposited on 31 March 2001.

## **ARTICLE 1: THE RIGHT TO WORK**

### **ARTICLE 1 PARA. 1**

***"With a view to ensuring the effective exercise of the right to work, the Contracting Parties undertake:  
to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment;"***

### **Question A**

**Please indicate the policy followed by your government in attempting to reach and maintain full employment. Please supplement with details of the measures and programmes implemented to achieve as high and stable a level of employment as possible.**

**Please indicate, if possible, the trend in total employment policy expenditure over the past five years, including the relative shares of "active" (job creation, training, etc.) and "passive" (financial compensation, etc.) measures.**

**Please indicate the active policy measures taken in order to favour access to employment of groups most exposed to or affected by unemployment (eg. women, the young,<sup>1</sup> older workers, the long-term unemployed,<sup>2</sup> the disabled, immigrants and/or ethnic minorities). Please give indications on the number of beneficiaries from these measures and information, if possible, on their impact on employment.**

Reforms accomplished in Latvia and integration into the European Union have had a positive effect on the economic development of the country. Economic growth and other factors like the successful implementation of active labour market measures, that were partially co-financed by the European Social Fund as well, a gradual increase in the retirement age a.o. have favoured the situation in the Latvian labour market, hence indicators of employment and unemployment continue to improve.

Amendments to the Law on Support of the Unemployed and Job Seekers were adopted on the 3rd March 2005. Whereas most of these amendments to the Law on Support of Unemployed and Job Seekers were of technical character. By means of these amendments one more type of active labour market policy measures was envisaged: measures for business or self-employment start-ups. It is planned to provide support for job seekers, employed and unemployed persons in starting-up business activities or self-employment. Several national projects are planned to be implemented with financial support of state budget and the European Social Fund.

In addition to regulations mentioned in the First National Report, Regulation of the Cabinet of Ministers No.491 "Procedures for licensing and supervising of merchants - performing workplacement services" was adopted on 5th July 2005.

According to National Lisbon Programme of Latvia for 2005-2008 the main planned measures is to ensure inclusive labour market by fostering employment of different social risk groups of persons and to foster employee's

---

<sup>1</sup> Aged between fifteen and twenty-four.

<sup>2</sup> Persons without employment for over one year and seeking employment.

to stay longer in the labour market. Life-cycle approach to employment, improvement and diversification of active labour market measures (hereinafter – ALMM) along with development of labour market institutions, employment partnerships and social dialogue are the basic elements that make up the set of ALMM of the Programme.

In accordance with the Law on Support of the Unemployed and Job Seekers the ALMM are as follows:

- 1) Vocational training, re-training and improving of qualification;
- 2) Paid temporary work;
- 3) Measures for increasing competitiveness;
- 4) Measures related to the inclusion of groups at risk of social exclusion, especially of young unemployed (aged 15-25); unemployed with disabilities; people after child care leave; pre-retirement age persons, long-term unemployed; unemployed after serving their sentence in detention facilities as well as other target groups;
- 5) Measures to facilitate start-up of business activities and self-employment.

Persons who in accordance with the procedure prescribed by the law have been granted the status of unemployed by the State Employment Agency (SEA) as well as job seekers have the right to participate in ALMM.

With support of European Social Fund, SEA in 2006 involved: 8 587 unemployed persons in vocational training and re-training courses, 145 733 persons in measures for increasing competitiveness, 9 622 persons in paid temporary works and 2 412 persons in measures for specified groups of persons.

Table No.1  
Expenditure (LVL) related to the active and passive labour market policy measures within the last 5 years<sup>3</sup>

	2001	2002	2003	2004	2005	2006
<b>Total expenditure on active measures*</b>	<b>7447649</b>	<b>4812351</b>	<b>5624505</b>	<b>6222348</b>	<b>13521613</b>	<b>16870790</b>
Inter alia:						
Paid temporary work	2366048	2366047	2839953	1823272	2256459	1552557
Vocational training of unemployed	3988598	1739697	1350027	1813109	6481262	7930999
Scholarships for participants in unemployed training	798003	411667	305364	535996	-	-
Measures for increasing competitiveness	295000	294940	303258	850343	3961427	5512011
Measures for disadvantaged groups of persons	-	-	351047	1199628	822465	1875223
Improvement of working capacity of unemployed (subsidised employment measures for disabled unemployed)	-	-	474856	-	-	-
<b>Total expenditure on passive measures</b>	<b>18400000</b>	<b>21100000</b>	<b>23700000</b>	<b>27100000</b>	<b>28900000</b>	<b>32800000</b>

\* inter alia, projects of European Social Fund in 2005 and 2006.

In 2006 SEA implemented a new pilot project "Supported work" involving **5 persons with mental disorder** (project costs 1 531 LVL). If a person with mental disorder is involved in work, SEA provides this employee with a paid mentor, who follows the quality of work done by this employee and the acquisition of required skills.

Special measures are meant for **persons after child care leave** in order to involve them in the labour market. SEA organises professional training, paid temporary public works and other ALMM. Career consultations provided by Professional Career Counselling State Agency (PCCSA) are available. So that parents could co-ordinate work and family lives more successfully and persons after child care leave could return to work, 18 projects for creation of child play areas and development centres were implemented in the framework of the State Programme for Improvement of the Situation of Children and Family and in co-operation with local governments and non-governmental organisations in 2005. Agreements on creation of 10 child play areas and development centres, and day centres all around Latvia for primary school age children were concluded in 2006.

<sup>3</sup> Data of the State Employment Agency and State Social Insurance Agency.

**Pre-retirement age people** can be engaged in ALMM like vocational training, retraining and improvement of professional skills, in measures for the rise of competitiveness. PCCSA offers specially organised career consultations to older people. In 2006 1 058 persons in pre-retirement age received consultations which is by 24% more than previous year, which were 852.

Special ALMM for older people “Prolongation of active life for seniors” (so called “seniors” programme) have been introduced by SEA in 2006, proposing 9 new modular vocational training programmes for unemployed at the pre-retirement and retirement age. These modular training programmes include lectures by experts (specializing in gerontology) and useful information on how to obtain the status of self-employment. The modular training of seniors is organized in groups consisting of either 6 or 12 unemployed and jobseekers. The volume of modular training programme shall not exceed 150 academic hours and the expected overall duration of the training programme is approximately two and a half months. Retirees - jobseekers are offered participation in the following modular vocational training programmes: housekeeping, assistance in household works, catering jobs, babysitting, shop assistant, reception staff etc. It is possible to combine these training programmes with other topics like IT, foreign languages, project management, marketing, psychological support, vocational guidance. In 2006 1540 people in pre-retirement and retirement age were involved in modular trainings.

Also SEA has set a special measure “Ensuring subsidized workplaces for pre-retirement age unemployed” for pre-retirement age people who have less than 5 years till pension age.

In order to foster **youth employment**, the PCCSA provides individual and group consultations in the choice of education and profession, determination of professional suitability and career planning. In order to solve the current problems of unemployed youth with integration in the labour market, SEA organises ALMM, especially involving unemployed young people into them.

Implementation of the projects of the European Social Fund open project tender “Ensuring work practices for unemployed young people” (27 projects) was started at the end of 2005, in 2005 involving 3 unemployed young people, but in 2006- already 80.

„Employment measure during summer holidays for persons, who acquire education at general, special or professional education institutions” started in 2004 is being continued. The measure has a goal to encourage summer employment of pupils and promote their competitiveness in the labour market, giving to pupils an opportunity to acquire necessary basic abilities and skills and get work experience. In this project, SEA financed pupils’ wages in the amount of 50% of the minimum monthly wage set in the country and covered costs of the work practice supervisor from state budget resources. Costs of employers consisted of pupils’ wages in the amount of at least 50% of the minimum monthly wage, tax payments, bonuses, dinners, etc. 11 552 pupils were involved in this measure during 2006, 9264 - in 2005, and 3223 - in 2004.

To ensure enterprises with adequate skilled workers, SEA offers to organize state paid vocational training, retraining and rise of qualification of

unemployed, according to demand of enterprises. After graduating employer have to ensure a job for trained unemployed. In 2006 8 587 unemployed were involved in trainings by demand of enterprises.

### **Question B**

**Please indicate the trends in employment<sup>4</sup> covering all sectors of the economy. In connection with this, indicate as far as possible, the activity rate,<sup>5</sup> the employment rate<sup>6</sup> and the breakdown of employment by region, by sex, by age, by employment status (employed, self-employed), by type of employment (full time and part time, permanent and fixed term, temporary), and by sector of activity.**

**Please give the trend of the figures and percentages of unemployed in your country, including the proportion of unemployed to the total labour force. Please give a break-down of the unemployed by region, category, sex, age and by length of unemployment.**

[For clarification: in Latvia both figures that of unemployment rate (sometimes referred to as the share of job seekers) and the registered unemployment rate (for the calculation administrative data from the State Employment Agency are employed) are being calculated, therefore in the text the use will be made of both]

Table No.2

**The level of economic activity of population, level of employment and proportion of job seekers**

*(average annual; in accordance with the data on selective survey of labour force (age 15 – 64); percentage)<sup>7</sup>*

	2001	2002	2003	2004	2005	2006
Proportion of economically active population to the total population	56.6	61.8	62.0	62.6	62.6	64.5
Men	64.6	68.4	68.3	68.7	69.1	71.1
Women	50.1	56.0	56.5	57.2	56.8	58.7
Proportion of employed population to the total population (persons aged 15 to 64)	58.6	60.4	61.8	62.3	63.4	60.1
Men	61.9	64.3	66.1	66.4	67.6	65.9
Women	55.7	56.8	57.9	58.5	59.5	55.0
Proportion of job-seekers to total economically active population (persons aged 15 to 74)	12.9	12.6	10.4	9.8	8.7	6.8
Men	14.2	13.6	10.1	9.2	9.0	7.2
Women	11.5	11.4	10.6	10.3	8.4	6.4

<sup>4</sup> Reference is made to the definition of employment adopted by the Thirteenth International Conference of Labour Statisticians (Geneva, 1982) or any further versions.

<sup>5</sup> The activity rate represents the total labour force as a percentage of the population aged 15 years and over and living in private households. The labour force is defined as the sum of persons in employment plus the unemployed.

<sup>6</sup> The employment rate represents persons in employment as a percentage of the population aged 15-64 years and living in private households.

<sup>7</sup> Data of the Central Statistical Bureau.

Table No. 3  
Breakdown of economically active population by the level of education, additional education and by reasons stated for the acquiring of the additional education  
*(average annual; in accordance with the data on selective survey of labour force, (age 15 – 74); percentage )<sup>8</sup>*

	2003	2004	2005	2006
<i>By education level</i>				
Economically active population	100.0	100.0	100,0	100.0
Higher education	19.0	21.3	22,3	22.6
Vocational education and professional secondary education	40.4	38.9	37,4	36.9
General education	25.4	25.9	25,9	25.9
Basic education	14.2	13.1	13,5	13.6
Below basic education and without school education	1.0	0.9	0,9	0.9
<i>By additional education</i>				
Participated in courses, seminars or training	4.7	4.7	4,6	4.1
<i>By reasons for participating in additional education</i>				
To get skills for a job	16.0	11.0	77,9	78.5
To enhance professional knowledge	77.8	83.1	}	}
General interest	6.2	5.9	22,1	21.5

Table No.4  
Activity rates in regions  
*(Selective type survey of labour force (age 15 – 74, percentage)<sup>9</sup>*

	2002	2003	2004	2005	2006
Riga	65,6	67,2	68,4	67,7	69,4
Pieriga	63,6	63,4	64,1	64,5	67,3
Vidzeme	62,1	59,1	59,5	61,8	59,4
Kurzeme	60,5	60,7	62,9	62,3	62,1
Zemgale	58,9	59,8	58,5	58,3	64,6
Latgale	55,5	54,6	54,3	54,3	57,9
Urban	62,9	63,7	64,4	64,4	66,4
Rural	59,3	58,2	58,7	58,5	60,3

<sup>8</sup> Data of the Central Statistical Bureau.

<sup>9</sup> Data of the Central Statistical Bureau.



Table No.5  
Structure of population employed in main labour by labour type, status and contract type  
*(average annual; in accordance with the data on selective survey of labour force, (age 15 -74); thousands)<sup>10</sup>*

	2003	2004	2005	2006
Employed in total	1006.9	1017.7	1035.9	1087.6
By gender:				
Men	516.6	521.8	534.1	559.2
Women	490.2	495.9	501.8	528.5
By age groups:				
15-24	110.7	108.9	117.2	128.3
25-34	247.2	243.6	242.8	253.5
35-44	272.1	269.2	270.0	273.8
45-54	233.6	240.8	244.5	254.6
55-64	117.8	125.7	129.1	137.1
65-74	25.4	29.5	32.3	40.3
By status:				
Employees	876.0	885.9	915.3	961.5
Employers	32.2	34.6	35.9	37.3
Self-employed	61.4	62.9	60.8	72.4
Non-paid persons that are helping other family member in their enterprise or household	37.3	34.3	23.9	16.5
Employees by labour contract type:				
Permanent work	777,1	802,2	836,5	892.9
Temporary work, labour contract for a specified period or for execution of particular work	98,9	83,7	78,9	68.6
General indicators:				
Economically active/total population, % (age 15-74)	62.0	62.6	62.6	64.5
Employed/ total population., % (age 15-64)	61.8	62.3	63.4	66.3

<sup>10</sup> Data of the Central Statistical Bureau.

Table No.6

Structure of population employed in main labour by labour type(average annual; in accordance with the data on selective survey of labour force, (age15 -74, for the years 1996 and 2001 age 15 and over); thousands)<sup>11</sup>

	1996	2001	2002	2003	2004	2005	2006
Employed in total	948,7	962,1	989	1006,9	1017,7	1035,9	1087,6
Agriculture, hunting and forestry (A)	158,8	142,7	146,9	135	132,5	122,3	117,8
agriculture, hunting and related service activities (01)	138,6	119,8	112,3	104,4	97	87,8	88,4
forestry, logging and related service activities (02)	20,2	22,9	34,7	30,6	35,5	34,6	29,4
Fishing (B)	5	...	5,5	3,5	2,3	2,9	2,4
Industry - total (C+D+E)	207	186,3	193,1	197,7	191,2	179,2	195,6
mining and quarrying (C)	...	...	3,4	2,5	2,2	2	3,8
manufacturing (D)	183,4	165,6	167,2	173,6	163,5	154,1	169,6
electricity, gas and water supply (E)	21,2	19,3	22,5	21,5	25,5	23,1	22,3
Construction (F)	51,1	67,9	60,3	74,4	86,8	90,5	103,9
Wholesale, retail trade; repair of motor vehicles, motorcycles, personal, household goods (G)	117	150,8	147,7	152,6	151,2	157,7	170,2
Hotels and restaurants (H)	15,6	22,2	24,4	24,7	25,6	27,6	29,2
Transport, storage and telecommunication (I)	84,3	78,2	86,2	94,5	95,9	94,6	100,8
Financial intermediation (J)	14,3	13,7	12,7	15,7	18,3	20,1	25,1
Real estate, renting and business activities (K)	31,5	40,8	38,5	41,9	40,2	49,2	60,7
Public administration and defence; compulsory social security (L)	60	67,5	67,8	67,4	73,1	81,8	88,2
Education (M)	94,8	88,3	87,6	78,6	82,8	90,5	87,8
Health and social work (N)	57,8	49,9	60,4	59	54,4	57,9	51
Other community, social and personal service (O)	50,4	49,1	53,3	56,7	59,8	57,6	49,5

Table No.7

Unemployment rate in regions (average annual; in accordance with the data on selective survey of labour force, (age 15-74); percentage)<sup>12</sup>

	2002	2003	2004	2005	2006
Riga	11,1	10,9	10,3	7,7	5,8
Pieriga	10,8	8,2	9	7,9	4,9
Vidzeme	10,5	9	9,4	8,2	6,4
Kurzeme	12,6	9,5	10,6	10,8	7,5
Zemgale	10,4	9,7	10,8	6,1	6,7
Latgale	17,1	15,5	12,8	12,8	10,8
Urban	13,2	11,7	11,3	9,3	6,9
Rural	9	7,8	8,4	7,4	6,7

<sup>11</sup> Data of the Central Statistical Bureau.<sup>12</sup>Data of the Central Statistical Bureau.<sup>12</sup> Data of the Central Statistical Bureau.

Table No.8  
Unemployment rate by age group and sex  
*(average annual; in accordance with the data on selective survey of labour force, (age 15 -74 for total); percentage)<sup>13</sup>*

		2002	2003	2004	2005	2006
	Total	12	10,6	10,4	8,7	6,8
	15-24	20,8	18,5	18,2	12,9	13,1
	25-34	11	9,1	10,6	9,1	6,5
	35-44	12,2	9,6	8,6	6,7	5,1
	45-54	9,8	11,1	10,3	9,2	6,6
	55-64	9,6	7,9	8,3	8,1	6,3
	65-74	7,7	4,1	4,4	5,6	2,5
Males	Total	12,9	10,7	10,6	9	7,2
	15-24	18,3	17,1	16	12	11,3
	25-34	11,4	9,1	10,9	8,4	7,1
	35-44	13,9	9,8	9,2	7,3	5,9
	45-54	11,7	11,3	10,7	9,8	7
	55-64	11,1	8,5	7,5	9,8	7,4
	65-74	8	4,2	5,5	5,8	2,4
Females	Total	11	10,5	10,3	8,4	6,4
	15-24	24,1	20,4	21,4	14,3	15,8
	25-34	10,5	9,2	10,1	9,8	5,8
	35-44	10,4	9,3	8,1	6,2	4,3
	45-54	8,2	11	9,9	8,6	6,2
	55-64	7,9	7,3	9,1	6,5	5,3
	65-74	7,4	3,9	3,2	5,5	2,5

Table No.9  
Breakdown of job seekers by education level  
*(average annual; in accordance with the data on selective survey of labour force, (age 15 – 74); percentage)<sup>14</sup>*

	2001	2002	2003	2004	2005	2006
Total job seekers	100	100	100	100	100	100
With higher education	8.3	9.2	8.8	8.7	10.7	13.3
With secondary education	63.9	65.1	66.8	68.5	65.6	57.4
Out of it:						
– vocational training and vocational secondary education	36.2	36.4	35.6	35.8	36.4	31.7
– general secondary education	27.7	28.7	31.2	32.8	29.2	25.7
Basic education	25.2	23.3	22.8	21.0	21.8	26.5
Below basic education and without school education	2.6	2.4	1.6	1.8	1.9	2.8

<sup>13</sup> Data of the Central Statistical Bureau.

<sup>14</sup> Data of the Central Statistical Bureau.

Table No.10  
Unemployed persons by time spent without a job  
*(in accordance with the data on selective survey of labour force, (age15 -74); percentage)<sup>15</sup>*

	2002	2003	2004	2005	2006
Total	100	100	100	100	100
Until 2 years	57,9	67,6	62,5	59,2	69,3
3-4 years	11,6	10,6	12,5	11,3	8,6
5-8 years	11,4	7,7	10,1	10,3	9,1
More than 8 years	19	14,1	14,9	19,2	13

Table No.11  
Registered unemployed by groups at risk of social exclusion at the end of 2003-2006 (stock figures)<sup>16</sup>

Risk groups	2003	% of all registered unemployed	2004	% of all registered unemployed	2005	% of all registered unemployed	2006	% of all registered unemployed
Long term unemployed	23 617	26,1	23 209	25,6	20 581	26,2	15 197	23,1
Young unemployed (aged 15-25)	12 011	13,3	11 611	12,8	11 058	14,1	9 671	14,0
Unemployed with disabilities	3 165	3,5	3 292	3,6	3 391	4,3	3 404	4,9
Unemployed after serving their sentence in detention facilities	608	0,7	562	0,6	417	0,5	295	0,4
Unemployed after child care leave	9 101	10,1	9 871	10,9	8 849	11,3	7 968	11,6
Women in pre-retirement age	4 836	5,3	5 156	5,7	4 371	5,6	4163	6,0
Men in pre – retirement age	3 219	3,6	3 136	3,5	2 831	3,6	2798	4,1

### **Question C**

**Please indicate the trend in the number and the nature of vacant jobs in your country.**

Due to the economic development there has been a significant increase in the number of vacancies in the economy.

<sup>15</sup> Data of the Central Statistical Bureau.

<sup>16</sup> Data of the State Employment Agency.

Table No.12  
Number of the job vacancies by kind of activity at the end of the quarter<sup>17</sup>

		1st quarter	2nd quarter	3rd quarter	4th quarter
2005	Total	11061	12039	12765	13177
	Agriculture, hunting and forestry (A)	157	209	249	225
	Fishing (B)	-	48	-	-
	Industry - total (CDE)	1740	1950	2194	2291
	mining and quarrying (C)	16	63	14	13
	manufacturing (D)	1691	1817	2097	2201
	electricity, gas and water supply (E)	33	70	83	77
	Construction (F)	182	220	302	302
	Wholesale, retail trade; repair of motor vehicles, motorcycles, personal, household goods (G)	892	971	1551	1352
	Hotels and restaurants (H)	145	260	233	150
	Transport, storage and telecommunication (I)	1318	1597	1731	2252
	Financial intermediation (J)	288	321	323	330
	Real estate, renting and business activities (K)	894	825	807	819
	Public administration and defence; compulsory social security (L)	3499	3574	3226	3568
	Education (M)	387	524	491	406
	Health and social work (N)	1356	1218	1334	1151
	Other community, social and personal service (O)	201	319	324	327
2006	Total	17140	18252	20781	20454
	Agriculture, hunting and forestry (A)	233	267	248	275
	Fishing (B)	-	-	17	17
	Industry - total (CDE)	3519	4287	4971	4664
	mining and quarrying (C)	75	85	19	19
	manufacturing (D)	3286	4023	4780	4379
	electricity, gas and water supply (E)	157	179	172	266
	Construction (F)	630	866	1127	1213
	Wholesale, retail trade; repair of motor vehicles, motorcycles, personal, household goods (G)	2124	2107	2544	2301
	Hotels and restaurants (H)	404	363	439	388
	Transport, storage and telecommunication (I)	2509	2543	2656	2590
	Financial intermediation (J)	388	330	543	538
	Real estate, renting and business activities (K)	1243	1294	1607	1553
	Public administration and defence; compulsory social security (L)	3854	3660	3734	3916
	Education (M)	431	684	847	833
	Health and social work (N)	1294	1284	1496	1650
	Other community, social and personal service (O)	509	566	550	515

Employers in Latvia have the possibility to register their vacancies with the State Employment Agency, as discussed further in Article 1 PARA.3 (Question A) - the respective administrative data provide an insight into the number of the vacant jobs and trends in the country as well.

<sup>17</sup> Data of the Central Statistical Bureau

**ARTICLE 1 PARA. 2**

***"With a view to ensuring the effective exercise of the right to work, the Contracting Parties undertake:***

***to protect effectively the right of the worker to earn his living in an occupation freely entered upon;"***

**[The Appendix to the Charter stipulates that this provision shall not be interpreted as prohibiting or authorising any union security clause or practice.]**

**Elimination of all forms of discrimination in employment**

**Question A**

**Please give information concerning legislative or other measures taken to ensure the elimination of all discrimination in employment which might be based on sex, social or national origin, political opinion, religion, race, colour or age and to promote effectively equal opportunities in seeking employment and in taking up an occupation.<sup>18</sup>**

**Please give information in this respect on existing sanctions and remedies in cases of discrimination in employment.**

On September 21, 2006 the amendments to Labour Law concerning the policy of anti-discrimination were adopted. By these amendments sexual orientation was explicitly included among the grounds of discrimination. Similarly sexual orientation was included as a ground of differential treatment.

The amendments concerned the rights of disabled persons as well. Part of the article which embodies the principle of equal treatment upon disabled persons currently states that in order to promote the adoption of the principle of equal rights in relation to disabled persons, an employer has a duty to take measures that are necessary in conformity with the circumstances in order to adapt the work environment to facilitate the possibility of disabled persons to establish employment legal relations, fulfill work duties, be promoted to higher positions or be sent for professional training or have inservice training, insofar as such measures do not place an unreasonable burden on the employer.

By the same amendments Article 29 of Labour Law, which enshrines the principle of prohibition of differential treatment, was amended, stating that differential treatment based on the gender of an employee is prohibited when establishing employment legal relationships, as well as during the period of existence of employment legal relationships, in particular when [...] determining [...] inservice training.

Consequently, provisions in regard of protection the violated rights (differential treatment) have been complemented by the aforementioned ground.

Article 29 was supplemented by an additional paragraph, which determines the exception to the principle of the prohibition of differential treatment. According to this paragraph in a religious organization differential treatment depending upon the religious beliefs of a person is permitted in the case if a specific type of religious belief is the objective of the relevant

---

<sup>18</sup> The term "discrimination" in this Form is to be understood in terms of ILO Convention No. 111 (Discrimination, Employment, Occupations), Article 1.

performance of work or the relevant employment and a justified prerequisite taking into account the ethos of the organization.

According to the law adopted on November 2, 2006 (in force since January 1, 2007), Act of Alternative Service has been declared to be void. Such law has been adopted according to the Action plan for transition to professional military service, which had been approved by the Cabinet of Ministers on May 18, 2005.

Please find enclosed information about complaints reviewed by Ombudsman of Latvia (Latvian National Human Rights Office previously) during the period of years 2005-2007.

Table No.13

Written complaints reviewed and verbal consultations provided by the Latvian National Human Rights Office in year 2005<sup>19</sup>

Topics	Complaints in written form				Verbal consultations provided	Total
	Received	Solved	Unjustified	Solved by providing recommendation		
		/including the ones received in previous period/				
Discrimination						
A. On basis of race or nationality	5	-	-	1	10	15
B. Gender discrimination	8	2	-	6	47	55
C. On age basis	1	-	-	1	6	7
D. On basis of language	-	-	-	1	5	5
E. On basis of religious conviction	-	-	-	-	1	1
F. On basis of social origin or property	-	-	-	-	2	2
G. On basis of sexual orientation	6	-	-	3	2	8
H. On basis of health condition	2	-	-	2	7	9
I. On basis of political or other conviction	-	-	-	-	-	-
J. Others	3	2	-	1	12	15
<b>Total</b>	<b>25</b>	<b>4</b>	<b>0</b>	<b>15</b>	<b>92</b>	<b>117</b>
Total number of written complaints received and reviewed and verbal consultations provided (in all areas)	1878	309	81	1248	3711	5589

<sup>19</sup> Data of the Ombudsman.

Table No.14  
Written complaints reviewed and verbal consultations provided by the Latvian National Human Rights Office in year 2006<sup>20</sup>

Topics	Complaints in written form				Verbal consultations provided	Total
	Received	Solved	Unjustified	Solved by providing recommendation		
	/including the ones received in previous period/					
Discrimination						
A. On basis of race or nationality	9	-	-	10	40	<b>49</b>
B. Gender discrimination	53	23	-	32	98	<b>151</b>
C. On age basis	2	-	-	2	15	<b>17</b>
D. On basis of language	14	1	1	10	14	<b>28</b>
E. On basis of religious conviction	-	-	-	-	-	-
F. On basis of social origin or property	1	-	-	-	3	<b>4</b>
G. On basis of sexual orientation	5	-	-	3	6	<b>11</b>
H. On basis of health condition	6	5	-	1	17	<b>23</b>
I. On basis of political or other conviction	-	-	-	-	9	<b>9</b>
J. Others	19	3	-	12	36	<b>55</b>
<b>Total</b>	<b>109</b>	<b>32</b>	<b>1</b>	<b>70</b>	<b>238</b>	<b>347</b>
Total number of written complaints received and reviewed and verbal consultations provided (in all areas)	1926	262	115	1180	3517	5443

<sup>20</sup> Data of the Ombudsman.



Table No.15

Written complaints reviewed and verbal consultations provided by the Ombudsman in year 2007 (1<sup>st</sup> quarter)<sup>21</sup>

Topics	Complaints in written form				Verbal consultations provided	Total
	Received	Solved	Unjustified	Solved by providing recommendation		
	/including the ones received in previous period/					
Discrimination						
A. On basis of race or nationality	5				10	15
B. Gender discrimination	-				5	5
C. On age basis	1				2	3
D. On basis of language	8				2	10
E. On basis of religious conviction	7				-	7
F. On basis of social origin or property	-				-	-
G. On basis of sexual orientation	1				2	3
H. On basis of health condition	1				10	11
I. On basis of political or other conviction	-				-	-
J. Others	3				9	12
K. Principle of equality	1				2	3
<b>Total</b>	<b>27</b>				<b>42</b>	<b>69</b>
Total number of written complaints received and reviewed and verbal consultations provided (in all areas)	634				867	1501

### **Question B**

**Please indicate any methods adopted:**

**to seek the co-operation of employers' and workers' organisations and other appropriate bodies in promoting the acceptance and observance of the above policy of non-discrimination;**

**to ensure the acceptance and observance of the above policy through educational efforts.**

The Free Trade Union Confederation of Latvia and the Latvian Employer's Confederation participate in development of legislative acts and policy documentation by help of National Tripartite Cooperation Council, which is formed by equal number of representatives of all parties.

In order to encourage the social dialogue at the highest level, according to amendments to the National Tripartite Cooperation Council statute, adopted on 20 September 2005, starting from the January 1, 2006, the state administration institution providing the work of National Tripartite Cooperation Council will be State Chancellery (instead of Ministry of Welfare), which is a

<sup>21</sup> Data of the Ombudsman.

central public administration institution directly subordinated to the Head of Government. Respectively the National Tripartite Cooperation Council will operate under the supervision of the Prime Minister.

Also according to mentioned amendments there will be nine representatives from each party (from the government, Free Trade Union Confederation of Latvia and the Latvian Employer's Confederation) in National Tripartite Cooperation Council (previously – seven).

Starting from 2006 three new subcouncils of the National Tripartite Cooperation Council will start their work – Subcouncil of Environmental Protection, Tripartite Cooperation Subcouncil of Regional Development and Tripartite Cooperation Subcouncil of Transport, Communications and Information Technologies.

### **Question C**

**Please indicate the guarantees, including applicable sanctions and remedies, which prevent any discrimination in regard to members of workers' organisations at the time of engagement, promotion or dismissal.**

According to the amendments made to the Law “On Police” on April 14, 2005 the prohibition for police officials to organize trade unions was excluded. Currently part 5 of Article 23 of the law determines only that trade unions of police officials are not entitled to declare strikes.

In accordance with amendments of September 21, 2006 Article 9 of the Labour Law was clarified, stating that it is prohibited to apply sanctions to an employee or to otherwise directly or indirectly cause adverse consequences for him or her because the employee, within the scope of employment legal relationships, exercises his or her rights in a permissible manner, or informs competent institutions or authorities about suspicion in regard of crime or administrative offence done at the workplace.

Article 110 of the Labour Law which determines the procedure how the employment contract shall be terminated if the employee is a member of trade union was concretized by the amendments of September 21, 2006 stating that the decision of the trade union shall be delivered during 7 working days (instead of one week period) after the request from the employer was received.

### ***Prohibition of forced labour***

#### **Question D**

**Please indicate whether any form of forced or compulsory labour is authorized or tolerated.<sup>22</sup>**

There has been no substantial change.

The law on ratification of the International Labour Organisation Convention No. 29 “On Forced or Compulsory Labour” was adopted in the Parliament on 23 March 2006.

---

<sup>22</sup> The term "forced or compulsory labour" in this Form is to be understood in terms of ILO Convention No. 29 (Forced Labour), Article 2.

### **Question E**

If so, please describe the nature and scope of any such labour and indicate the extent to which recourse has been had thereto during the reference period.

The answer is not affirmative.

### **Question F**

Please indicate what measures are being taken to secure the complete abolition of forced or compulsory labour and the date by which these measures will be fully implemented.

Forced labour is prohibited in Latvia.

### **Question G**

Please give information concerning the conditions under which work is carried out in prison establishments.

In 2006 1377 convicted persons (30,61% of labour capable convicted persons or 20,64% of all convicted persons) were employed.

According to the information provided by the Latvian Prison Administration, labour capable convicted persons are employed in prisons` economic service and workplaces established by entrepreneurs. The main work industries, where the convicted persons are employed are: wood-working, metal working, sewing, production of fishing tackles.

Table No.16

#### **Work of convicted persons in years 2005 and 2006<sup>23</sup>**

Number of convicted persons who carry out work		Number of convicted persons, who carry out work (proportion in regard of all convicted persons, %)		Number of convicted persons, who carry out work (proportion in regard of all labour capable convicted persons, %)		The average earnings of convicted persons (LVL)	
<b>2005</b>	<b>2006</b>	<b>2005</b>	<b>2006</b>	<b>2005</b>	<b>2006</b>	<b>2005</b>	<b>2006</b>
1286	1377	17,55	20,64	30,47	30,61	32,93	70,41

<sup>23</sup> Data of Latvian Prison Administration

**ARTICLE 1 PARA. 3**

***"With a view to ensuring the effective exercise of the right to work, the Contracting Parties undertake:  
to establish or maintain free employment services for all workers;"***

**Question A**

**Please describe the operation of free employment services available in your country, indicating the age, sex and nature of occupation of persons placed by them in employment and persons seeking employment.**

**Please indicate as far as possible the number of vacancies, the placement rate and the duration of unemployment of persons placed.**

Reference is made to the First National Report and statistics on job seekers in Article 1, paragraph 1 – Question B and C.

Public employment services in Latvia are provided by the State Employment Agency and those are primarily targeted at registered unemployed and registered job seekers, other services like counselling and an on-line vacancy database are however available for the whole economically active population.

In accordance with the Law on Support of the Unemployed Persons and Job Seekers the State Employment Agency is presently implementing the following active labour market policy measures in order to encourage the inclusion of the unemployed and the job seekers into the labour market: vocational training, re-training and improving of qualification; paid temporary work; measures for increasing competitiveness; measures related to the inclusion of groups at risk of social exclusion, especially of young unemployed (aged 15-25); unemployed with disabilities; people after child care leave; pre-retirement age persons, long-term unemployed; unemployed after serving their sentence in detention facilities as well as other target groups; measures to facilitate start-up of business activities and self-employment.

Table No.17  
Registered vacancies with the State Employment Agency <sup>24</sup>

Year	Number of registered vacancies
1998	43 555
1999	44 530
2000	51 986
2001	50 433
2002	48 476
2003	55 520
2004	61 906
2005	74 747
2006	72 762

Here the figures displaying the number of newly registered vacancies in the respective years show a steady increase, in 2006 there has however been a decrease. Employers seem to have become less eager to register their vacancies with the State Employment Agency in 2006.

The stock of the vacancies at the end of the year has displayed an enormous increase meaning that more and more had not been taken up in this period. The number of vacancies registered with the State Employment Agency at the end of the year, on 31<sup>st</sup> of December (stock figures) amounted to<sup>25</sup>:

- 4 395 in 2004;
- 7 752 in 2005;
- 16 039 in 2006.

It is important to stress here that the majority of the vacancies registered with the State Employment Agency require a lower level of skills and there are no vacancies demanding persons for high-skilled jobs.

In 2006 permanent employment was established by 65.6 thousand registered unemployed (in 2005 by 65.1 thousand, in 2004 by 41.8 thousand), registered unemployed are however only a part of the customers of the State Employment Agency as mentioned previously. Due to the lack of information no placement rates are being calculated.

In order to demonstrate the changes in the duration of unemployment of the registered unemployed, as an indication for the effectiveness of the public employment services, the figures for long-term unemployment are of importance. The number of long-term unemployed and their share in the total number of registered unemployed had a tendency to decrease – at the end of 2006 (stock figures) there were 15.1 thousand long-term registered unemployed (this amounts to 23.1% of the total registered unemployed), comparing to 23.6 thousand (or 26.1% of the total registered unemployed) at the end of 2003.

<sup>24</sup> Data of the State Employment Agency

<sup>25</sup> Data of the State Employment Agency

### **Question B**

**Please describe the organization of public employment services in your country indicating the accompanying measures for the unemployed, and where appropriate, the steps taken to revise the geographical distribution of local and regional employment centres and to redeploy resources when the changing patterns of economic activity and of population so warrant.**

There has been no substantial change.

### **Question C**

**If both public and private free employment services exist in your country, please describe the steps taken to co-ordinate such services, and to determine the conditions governing the operation of private employment agencies.**

The main prerequisite for employment of a person is information on vacancies, which is provided by the State Employment Agency free of charge for individuals but it is chargeable if provided by private employment provision companies.

The procedure for licensing of legal entities that desire to provide work placement services in Latvia is prescribed by the regulation of the Cabinet of Ministers No.491 "Procedure for licensing and supervision of merchants - paid employment provision services", that was adopted on 5 July 2005. Merchant has the right to provide the employment provision services (to consult about employment issues, to inform about free working places (vacancies), to work with job arrangement and so on) only after receipt of the licence issued by the State Employment Agency. In 2005 the licence was issued for 1 year, in 2006 – for 3 years.

According to amendments of regulations mentioned above which has been submitted to Cabinet of Ministers private enterprise dealing with work placement services further will be prohibited to charge job seekers for provided services. However enterprises will be allowed to collect fees from the job seekers for documentation costs, health insurances and travelling expenses. New regulations also revoke restriction on validity of licences. Further licences will be issued for open - ended period.

In the beginning of 2007 there were 73 legal entities operating in Latvia that had received licences for employment provision services and 5 of them had licences to provide employment services abroad.

In accordance with the procedure prescribed by the Cabinet of Ministers, the State Employment Agency performs inspections of licence recipients, as well as requests reports of activities and other information relating to employment provision services and observance of the rights of their clients.

#### **Question D**

**Please indicate whether and how the participation of representatives of employers and workers in the organisation and operation of the employment services and in the development of employment services policy is provided for.**

There has been no substantial change.

#### **Question E**

**Please indicate what legislation or administrative guarantees are provided to ensure that these services are available to all.**

There has been no substantial change.

#### **ARTICLE 1 PARA. 4**

***"With a view to ensuring the effective exercise of the right to work, the Contracting Parties undertake:***

**to provide or promote appropriate vocational guidance, training and rehabilitation."**

**Please indicate, illustrating with relevant data as far as possible, what measures have been taken to provide or promote:**

**a. vocational guidance;<sup>26</sup>**

**b. vocational training;<sup>27</sup>**

**c. vocational rehabilitation;<sup>28</sup>**

**with the aim of giving everyone the possibility of earning his living in an occupation freely entered upon.**

**Please indicate whether equal access is ensured for all those interested, including nationals of the other Contracting Parties to the Charter lawfully resident or working regularly in your territory, and disabled people.**

#### **a. vocational guidance**

The Republic of Latvia has accepted Article 9 of the European Social Charter (the right to vocational guidance). Please, see the information provided on Article 9.

#### **b. vocational training**

After completing compulsory education students with mild, moderate and severe intellectual disabilities can continue their education in one, two or three year vocational programs in special schools. Initial vocational training in Latvia can be obtained in 35 special schools. 814 students with intellectual disabilities acquire initial vocational training in 105 vocational training classes.

---

<sup>26</sup> If your country has accepted Article 9, it is not necessary to describe the vocational guidance services here.

<sup>27</sup> If your country has accepted the four paragraphs of Article 10, it is not necessary to describe the vocational training services here.

<sup>28</sup> If your country has accepted the two paragraphs of Article 15, it is not necessary to describe the rehabilitation services for physically or mentally handicapped persons.

Table No.18  
Number of students

Type \ Year	2001	2002	2003	2004	2005	2006
Public	44576	43481	43556	43804	39913	38077
Municipal	1422	1468	1546	1312	1285	1101
Private	1629	1584	1687	1745	1539	1261
Total	47627	46533	46789	46861	42737	40439

Table No.19  
Proportion of students in vocational education programs in secondary education level in year 2005 and 2006

	2005	2006
Male	25379	23662
Female	17358	16777

Table No.20  
Enrolment of students in vocational education programs in 2006

<b>Educational programme</b>	
Services	3260
Agriculture	290
Building	1797
Production	1599
Engineering	2616
Commerce	2155

In 2005 number of students who graduated vocational educational establishments was 9938 and in year 2006 the number was 9455. The proportion in different educational programmes in 2006 were:

Table No.21

<b>Educational programme</b>	
Services	2599
Health and social care	402
Agriculture	183
Engineering	4075
Social sciences	1571
Humanities and art	479
Compulsory education	146

40439 students studied in vocational educational establishments in 2006.

Proportion of graduates registered in unemployment register from total number of unemployed persons in 2005 and 2006 is 0,39%.

In accordance with the Vocational Education Law teachers can obtain vocational education (qualification) and pedagogical education (educational



programme period is one year). In Latvia 88% of teachers in vocational educational establishments have university degree. The percentage of teachers with pedagogical education is 86% per all teachers and 71% of all teachers are women.

**c. vocational rehabilitation**

The State Agency Social Integration Center (hereinafter – SIC) has been established to ensure implementation of government policy in the performance of functions delegated to SIC. Activities of SIC are aimed at facilitating social integration of disabled persons and persons with functional disturbances.

SIC is providing professional and social rehabilitation services to facilitate the improvement of the quality of life for disabled persons – their physical and mental health; leisure time and activities; employment and financial provision; link with society; their rights to make and implement decisions. SIC is continuously developing and introducing new services and improving their quality.

“Alsviķi” vocational training and rehabilitation centre in 2006 implemented several education programmes:

Table No.22

<b>Education programme</b>	<b>Qualification</b>	<b>Duration of studies</b>
Production technologies	Tailor	2 years
Computer application	Operator of text editor	2 years
Social care	Caretaker	3 years
Manufacturing of wood articles	Wood processing operator	3 years
Catering service	Cook	3 years

The education establishment is accommodating 80 students with special needs, including 34 females.

Jurmala Vocational School was providing 10 education programmes. Professional rehabilitation was provided to 233 disabled persons including 36 disabled persons who started studies within the scope of European Social Fund project Correspondence Curriculum in Commerce with the Use of Advanced Information and Communication Technologies. 146 students paid for their education. Jurmala Vocational School implemented the following education programmes:

Table No.23

<b>Education programme</b>	<b>Qualification</b>	<b>Duration of studies</b>
Commercial Sciences	Commercial retail salesperson	4 years
Computer systems	Technician of computer systems	4 years
Electronics and Automated Facilities	Mechanic of programmed automated facilities	4 years
Electronics	Assembler of electronics	2 years
Accounting	Accountant	2 years
Secretarial and clerical work	Clerk	3 years
Catering service	Cook	3 years
Commercial Science	Industry commercial servant	correspondence
Book-keeping	Accountant	correspondence
Commercial science	Hotel service commercial servant	correspondence

82% of students found employment after the graduation of studies at Jurmala Vocational School, and 16% of students pursued further secondary and higher education.

The College RCC planned educating 200 students in 6 higher education study programmes during the reporting year. The following 6 first level higher professional education study programmes were implemented:

Table No.24

<b>Education programme</b>	<b>Qualification</b>	<b>Duration of studies</b>
Marketing and Sales	Marketing and sales specialist	3 years
Human Resource management	Human resource specialist	3 years
Accountant and Taxes	Accountant	3 years
Information Technologies	Administrator of computer systems and computer networks	3,5 years
Software of applied systems	Programmer	3,5 years
Surdo Translator	Surdo translator	2,5 years

199 students studied at College RCC in the above-mentioned education programmes during the reporting period including studies of 79 disabled persons subsidized from State budget. Studies for 15 students in the group of Surdo translators were funded from the project and 105 students paid for their studies.

The number of persons receiving professional rehabilitation services has increased significantly from 2003. In average, 76% of graduates from the College RCC with the first level professional education and fourth qualification degree found employment. 2% of the students continue education in other higher education establishments pursuing the second level higher professional education.

## **ARTICLE 9: THE RIGHT TO VOCATIONAL GUIDANCE**

*"With a view to ensuring the effective exercise of the right to vocational guidance, the Contracting Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including school children, and to adults."*

### **Question A**

Please give a description of the service – its functions, organisation and operation, specifying in particular:

- a. whether access to services is free of charge;
- b. whether vocational guidance work is carried out in the public or private sectors;
- c. the measures taken to supply all persons with adequate information on the choice of employment;
- d. the measures taken to ensure a close link between vocational guidance and training on the one hand and employment on the other;
- e. the measures in hand for improving the services;
- f. the details of special measures to assist disabled persons.

#### **a. whether access to services is free of charge**

National Resource Centres for Vocational Guidance (NRCVG) are hosted by the public agency – Vocational Education Development Agency (subordinate agency of the Ministry of Education and Science). The services provided by the NRCVG are free of charge to all clients, regardless of public or private legal status.

#### **b. whether vocational guidance work is carried out in the public or private sectors**

Vocational Education Law of 30.06.1999 defines National Vocational education policy and vocational education organization system in Latvia. National Education Development Concept Paper 2007–2013 adopted by the Cabinet of Ministers on 27.09.2006 stipulates vocational guidance work as one of the major priorities. Namely:

- education availability in regions;
- educational system relevance to development of the economics of the State;
- education accessibility for handicapped persons;
- lifelong learning.

NRCVG is a public body and works as a part of the European Commission supported Euroguidance network.

**c. the measures taken to supply all persons with adequate information on the choice of employment**

The NRCVG functions are limited to promotion of education opportunities, including mobility for study purposes. However, the “Frequently asked questions” section of the NRCVG web page provides links to further information on summer employment opportunities. There are also the Eurodesk (organisation giving young people access to information on opportunities to work) and EURES (European Employment Services) services available in Latvia.

**d. the measures taken to ensure a close link between vocational guidance and training on the one hand and employment on the other**

The NRCVG imposed to invite employer organisations and professional associations, when presenting new information on tools and materials produced by the Centre. However, the main target audience of the NRCVG is the education sector.

**e. the measures in hand for improving the services**

In order to improve careers education, the NRCVG initiated and participated in the Structural fund national programme’s project “Implementation of Careers Education Programme within Educational Sector” targeted to foster the development of careers education programmes and student counselling provision in different types of educational institutions.

In order to develop the system of vocational guidance in Latvia and enhance the institutional capacity, the Career Counselling Centre was reorganised into the Professional Career Counselling State Agency (PCCSA) (in compliance with the Law on Support of the Unemployed and Job Seekers) in 2004. The change of the organization’s status fostered the co-ordination of operations and promotion of concerted actions in the provision of availability of the service to all the residents.

Students of schools and other educational establishments undergo career counselling at the PCCSA every year. The numbers of visitors at the Centre grows yearly by 7,5 thousand on the average last years.

In 2004-2007 the implementation of European Social Fund co-financed national program project “The development of the PCCSA vocational guidance system” was carried out. The actions taken within the project are the following: establishment of the quality management system; improvement of the PCCSA employees’ skills; development of the research model and identifying needs of those persons, who are using the PCCSA services; promotion of knowledge about vocational guidance in Latvia within society e.c.

In 2004-2007 the implementation of European Social Fund co-financed national program project “The development of the PCCSA infrastructure and advancement at information technology system” was carried out.

The actions taken within the project are the following: establishment of 7 new career counselling offices in Latvia regions, renovation of premises 4 regional information-counselling centres, installation of elevator in Riga

regional information-counselling centre, equipping of working places with furniture and bureau technique, obtaining 50 computers, creating new WEB page (with self-determination programs of interest tests, data basis of educational establishments in Latvia, data basis for further development of e-counselling service).

#### **f. the details of special measures to assist disabled persons**

The Ministry of Education and Science collaborates with the Centre for social integration – the Ministry of Welfare subordinate agency – to improve regional centres and help disabled persons to exercise their rights for education near to their residence.

In year 2006 815 youngsters with disability have acquired new skills by attending 35 special classes, 105 classes for voluntary special education, and numerous voluntary programmes and vocational education schools.

In recent years the number of disabled persons, who have received the PCCSA services, has increased significantly. In 2004 - 446 disabled persons received career counselling services, in 2006 - 909 persons. The significant improvement in services provided to disabled people is the result of the cooperation between the Vocational Career Counselling State Agency and the State Employment Agency as well as with associations and special educational institutions for disabled people.

In order to ensure the accessibility of services provided by the PCCSA to higher number of interested persons, the PCCSA new affiliates were opened in different country's regions and visiting services were provided to those persons who, for any reasons, couldn't attend any centre of the PCCSA.

#### **Question B.**

**Please indicate the measures taken in the field of vocational guidance to promote occupational and social advancement.**

The NRCVG mandate concerns the promotion of education opportunities and is not directly linked to occupational and social advancement.

#### **Question C.**

**Please indicate the types of information available in the vocational guidance services and the means employed to disseminate this information.**

The NRCVG has three main target groups:

1) Guidance teachers and counsellors.

The NRCVG assists guidance teachers and counsellors in acquiring new working methods through creation and publication of informative materials, dissemination of and training in the use of these materials. There are at least 4 information and training seminars annually held by the NRCVG.

The NRCVG publishes an information bulletin twice a year. It also maintains a website [www.piaa.gov.lv/Euroguidance](http://www.piaa.gov.lv/Euroguidance), containing a library of guidance policy documents and publications, methodological tools and information opportunities.

The NRCVG is also the Latvian body responsible for maintaining information within PLOTEUS – the Portal on Learning Opportunities throughout the European Space.

2) Lower and upper secondary school students.

On average the NRCVG organizes information events at 7 schools annually, where students are informed about education opportunities and enrolment requirements. Students are acquainted with information catalogues on where to study after completing the 9<sup>th</sup> or the 12<sup>th</sup> form as well as with databases on studies' opportunities, which are produced and presented by the NRCVG. Students are also taught to perform information searches.

The NRCVG participates in two national education fairs annually as well as exhibitions organized for specific subgroups of students.

3) The general audience.

The NRCVG provides e-consultations through its website and via e-mail, as well as consultations over the phone to persons searching for information on education opportunities both in Latvia and elsewhere in the European Union (approximately 200 annually).

The NRCVG regularly contributes interviews to various radio programmes and periodicals.

The NRCVG also participates in public information events organized in co-operation with other European agencies.

In 2004-2007 the implementation of European Social Fund co-financed national program project "The development of the PCCSA infrastructure and advancement at information technology system" was creating new WEB page (with self-determination programs of interest tests, data basis of educational establishments in Latvia, data basis for further development of e-counselling service).

**Question D.**

**a. the total amount of public expenditure devoted to vocational guidance services during the reference period**

The NRCVG is funded under the principal of co-financing. The Ministry of Education and Science and the Directorate General for Education and Culture each fund half of the annual budget, in total of 80,000 EUR in year 2006.

In order to implement vocational guidance and consulting, the PCCSA receives state funding equal to LVL 595125 in 2006 and LVL 678290 in 2007 (funding from the Ministry of Welfare).

**b. the number of specialised staff of the vocational guidance services and their qualifications (teachers, pshycholgists, administrators, etc.)**

The NRCVG employs two full time and one part-time permanent staff members: an administrator, an information specialist, and an accountant (part-time).

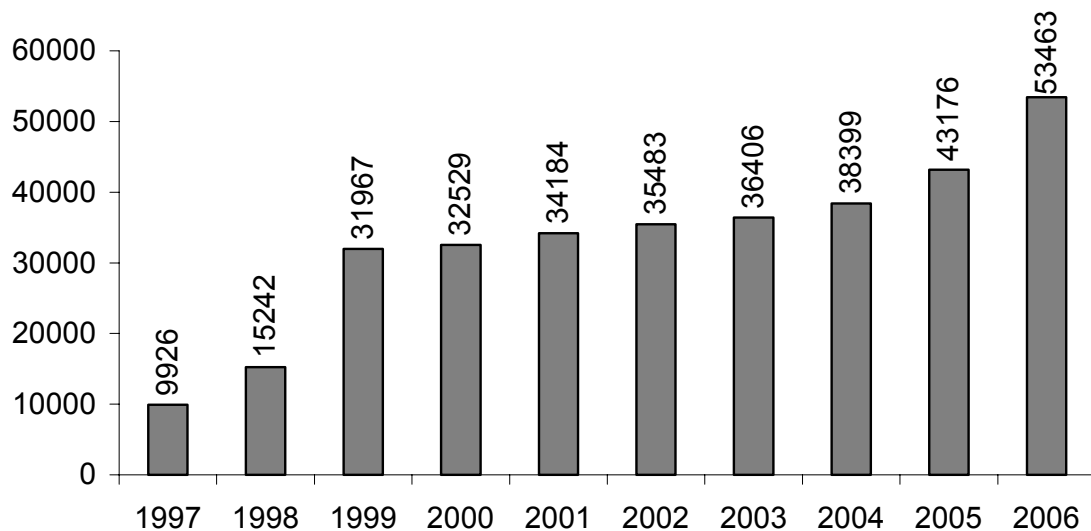
In 2006 89 persons in average were employed by the PCCSA (62 of them were career counsellors, with higher education in psychology, pedagogy or social pedagogy).

**c. the number of persons benefiting from vocational guidance broken down by age, sex and education a background**

The NRCVG does not provide vocational guidance as such, but rather information and methodological tools. NRCVG maintains neither gender, age nor educational background data of their clients.

In 2006 53463 persons obtained assistance from the PCCSA, out of whom 33511 were persons who are studying in different educational institutions, 12513 unemployed persons registered at the State Employment Agency, 1577 other unemployed, 2336 employed persons, 1413 experts and 2113 parents of schoolchildren, 909 invalids were consulted as well.

Chart No.1  
Number of the Professional Career Counselling State Agency visitors in 1997 - 2006<sup>29</sup>



The number of visitors, who were using the PCCSA services, has increased significantly in 2006 comparing to 2005 due to the establishment of new regional offices. In 2006 there were 33511 students, 12513 unemployed persons and 7439 other persons who visited the PCCSA.

<sup>29</sup> Data provided by the Professional Career Counselling State Agency



Table No.25  
Breakdown of the Professional Career Counselling State Agency visitors by regions and groups of interest in 2006<sup>30</sup>

	Total number of visitors		out of them:			
			out of them unemployed persons		out of them other visitors	
	Number of visitors	%	Number of visitors	%	Number of visitors	%
Riga region	13205	24,70	3338	25,28	9867	74,72
Vidzeme region	9896	18,51	1812	18,31	8084	81,69
Kurzeme region	10338	19,34	2130	20,60	8208	79,40
Zemgale region	9779	18,29	1730	17,69	8049	82,31
Latgale region	10245	19,16	3503	34,19	6742	65,81
<b>Total number of visitors</b>	<b>53463</b>	<b>100,0</b>	<b>12513</b>	<b>23,40</b>	<b>40950</b>	<b>76,60</b>

As is seen from the table, a fourth of all services are provided by the PCCSA affiliate located in Riga. The proportion of unemployed persons to total number of the PCCSA visitors is 23,40%, but the proportion changes by regions: for example proportion of unemployed people, who have used the PCCSA services in Latgale region is 34,19% comparing to 18, 29% in Zemgale region.

<sup>30</sup> Data provided by the Professional Career Counselling State Agency

Table No.26

Breakdown of the Professional Career Counselling State Agency visitors by sex and groups of clients in 2006<sup>31</sup>

Group of interest	Total number of visitors	Out of them:			
		Women	Men	Women (%)	Men (%)
Total number of visitors:	53463	33775	19688	63,2	36,8
<i>Out of them:</i>					
Unemployed persons registered at SEA	12513	9238	3275	73,83	26,17
Other unemployed persons	1577	1088	489	69,00	31,00
Employed persons	2336	1884	452	80,65	19,35
Persons attaining education	33511	18377	15134	54,84	45,16
Parents of those persons attaining education	2113	1878	235	88,88	11,12
Experts	1413	1310	103	92,71	7,29
<i>Out of them groups of social exclusion:</i>					
Persons after maternity leave	2057	2057	0	100,00	0,00
Pre-pension age persons	1058	750	308	70,89	29,11
Persons with disabilities	909	501	408	55,12	44,88
Persons released from imprisonment	135	10	125	7,41	92,59
Prisoner	157	22	135	14,01	85,99

As is seen from the table, the major part of the PCCSA visitors are women. Out of all visitors, 63,2% were women and 36,8% - men. Out of the registered unemployed persons, who were rendered consultations, 73,83% were women and only 26,17% - men.

Table No.27

Breakdown of unemployed persons registered at the State Employment Agency, who were rendered consultations, by sex and age in 2006<sup>32</sup>

Age group:	Total number of persons	Out of them:			
		Women	Men	Women (%)	Men (%)
Total number of registered unemployed persons at SEA	12513	9238	3275	73,83	26,17
15-24	3348	2435	913	72,73	27,27
25-34	3460	2770	690	80,06	19,94
35-44	2851	2137	714	74,96	25,04
45-54	2267	1536	731	67,75	32,25
55-64	587	360	227	61,33	38,67

<sup>31</sup> Data provided by the Professional Career Counselling State Agency

<sup>32</sup> Data provided by the Professional Career Counselling State Agency

In 2006 out of the registered unemployed persons, who were rendered consultations, 26,76% were 15-24 years old, 27,65% - 25-34 years old, 22,78% - 35-44 years old, 18,12% - 45-54 years old, 4,69% - 55-64 years old.

**d. the geographical and institutional distribution of vocational guidance services**

The NRCVG office is located in Riga.

Services of the PCCSA in vocational guidance and consulting services are available in Latvia today: in Riga, 4 regional information-consulting centres (in Liepaja, Jekabpils, Valmiera, Jelgava) and 22 offices (in Daugavpils, Rezekne, Livani, Gulbene, Madona, Bauska, Kuldiga, Talsi, Cesis, Smiltene, Tukums, Aluksne, Aizkraukle, Balvi, Ogre, Valka, Kraslava, Saldus, Ventspils, Dobeles, Limbazi and Olaine).

During 2004-2007 the PCCSA continued working at the development of the system of career counselling. Within the framework of a project of the National Programme of the European Regional Development Fund for 2004-2007, improvement of the infrastructure is envisaged, together with the establishment of 7 new career counselling offices, thus finalising the establishment of the vocational guidance system in the Republic of Latvia.

**Question E.**

**Please indicate whether equality of access to vocational guidance is ensured for all those interested, including nationals of the other Contracting Parties to the Charter lawfully resident or working regularly in your territory, and disabled persons.**

The NRCVG provides its services to any client who requires them, without any discrimination.