EMN FOCUSED STUDY

DETERMINING LABOUR SHORTAGES AND THE NEED FOR LABOUR MIGRATION FROM THIRD COUNTRIES IN LATVIA

Riga, May 2015
Pursuant to Council Decision 2008/381/EC of 14 May 2008, the European Migration Network was established, its objective shall be to meet the information needs of European Union institutions and of Member States' authorities and institutions, by providing up-to-date, objective, reliable and comparable information on migration and asylum, with a view to supporting policymaking in the European Union in these areas. The European Migration Network also serves to provide the general public with information on these subjects.

The Network is composed by the European Commission and the contact points designated by the Member States. Each contact point establishes a national migration network.

The contact point of each state prepares studies, whose topics have been set in the respective annual programme of activities. The topics of studies are related to the area of migration of third-country nationals.

The Latvian Contact Point of the European Migration Network is the Office of Citizenship and Migration Affairs.

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This project has been funded with support from the European Commission. This publication reflects the views only of the authors, and the European Commission cannot be held responsible for any use which may be made of the information included therein.

Co-funded by the European Union
DEFINITIONS

‘Circular migration’ is a repetition of legal migration by the same person between two or more countries. (Source: EMN Glossary V3)

‘Contract migrant worker’ refers to a person working in a country other than their own under contractual arrangements that set limits on the period of employment and on the specific job held by the migrant. (Source: EMN Glossary V3)

‘Economic migration’ refers to migration mainly for economic reasons or in order to seek material improvements to livelihood. (Source: EMN Glossary V3)

‘Employee’ is defined as a worker holding an explicit or implicit employment contract, which gives them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work. (Source: EMN Glossary V3)

‘Employer’ is considered any natural person or any legal entity, including temporary work agencies, for or under the direction and/or supervision of whom the employment is undertaken. (Source: EMN Glossary V3)

‘Employment’ is defined as the exercise of activities covering whatever form of labour or work regulated under national law or in accordance with established practice for or under the direction and/or supervision of an employer. (Source: EMN Glossary V3)

‘Immigration quota’ is defined as a quota established for and by the country, normally for the purposes of labour migration, for the entry of immigrants. (Source: EMN Glossary V3)

‘Intra-corporate transferee’ refers to a third-country national subject to a temporary secondment from an undertaking established outside the territory of a Member State and to which the third-country national is bound by a work contract to an entity belonging to the undertaking or to the same group of undertakings which is established inside this territory. (Source: EMN Glossary V3)

‘Intra-EU mobility’ is an action of persons (EU nationals or legally resident third-country nationals) undertaking their right to movement by moving from one EU Member State to another. (Source: EMN Glossary V3)

‘Labour market test’ a mechanism that aims to ensure that migrant workers are only admitted after employers have unsuccessfully searched for national workers, EU citizens (in EU Member States this also means EEA workers) or legally residing third-country nationals with access to the labour market according to national legislation. (Source: EMN Glossary V3)

‘Labour migration’ is a movement of persons from one state to another, or within their own country of residence, for the purpose of employment. (Source: EMN Glossary V3)
‘Labour shortage’ is a shortage or insufficiency of qualified candidates for employment (in an economy, country) (Collins Dictionary)

‘Mobility partnership’ refers to cooperation arrangement, on the basis of political declarations, that provides the bilateral framework for dialogue and practical cooperation to address relevant migration and mobility issues of mutual concern primarily with EU neighbourhood countries, including short and long-term mobility, on a voluntary basis. (Source: EMN Glossary V3)

‘Occupation’ is defined as a set of jobs whose main tasks and duties are characterised by a high degree of similarity. (Source: EMN Glossary V3)

‘Social partners’ refers to employers’ associations and trade unions forming the two sides of social dialogue (Source: European Quality Assurance in Vocational Education and Training (EQAVET); European Commission Glossary1)

‘Seasonal worker’ is a third-country national who retains their principal place of residence in a third country and stays legally and temporarily in the territory of a Member State to carry out an activity dependent on the passing of the seasons, under one or more fixed-term work contracts concluded directly between that third-country national and the employer established in that Member State. (Source: EMN Glossary V3)

‘Skills shortages’ refers to shortages of particular skills on the labour market. Skills shortages can be cyclical and structural. On the one hand, shortages are common during periods of rapid economic growth, when unemployment is low and the pool of available workers is reduced to a minimum. However, these type of shortages tend to be overcome along the cycle. On the other hand, some structural changes, such as the adoption of new technologies, may increase the demand for certain skills that are not immediately available in the labour market, creating skills shortages even when unemployment is high. In fact, having a large pool of unemployed people provides no guarantee that employers can find appropriately skilled individuals to fill their vacancies. (Source: OECD)

‘Social dumping’ refers to the practice whereby workers are given pay and/or working and living conditions which are sub-standard compared to those specified by law or collective agreements in the relevant labour market, or otherwise prevalent there. (Source: EMN Glossary V3)

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1 Available at: http://www.eqavet.eu/ga/gns/glossary/s/social-partners.aspx
TOP-LINE “FACTSHEET”

Focussed Study Determining Labour Shortages and the Need for Labour Migration from Third Countries in Latvia covers the area of legal migration, within the context of which the link between labour shortage and labour migration is described.

The aim of the focussed study is to provide an overview of the methods in place to determine labour shortages and the need for labour migration. The focussed study also assesses the impact of labour migration on the measures of monitoring the Latvian labour market and the instruments used for that purpose.

It is important to note that the study includes in its scope all skill and qualification levels of third-country nationals and is not limited to highly skilled or skilled third-country nationals.

Section 1 outlines the national migration policy and recent public policy debates on labour migration. Presently the conditions for entry and stay in Latvia for third-country workers do not depend on the labour shortage forecasts for the respective occupation. If an employer wishes to invite a third-country national for work, it has to perform a labour market test and register the vacancy with the State Employment Agency, which any Latvian national or nationals of other European Union Member States, as well as third-country nationals permanently residing in Latvia are eligible to apply for.

Neither quotas nor points-based systems are used for acceptance of third-country nationals in Latvia.

Taking into account the decreasing numbers of population in Latvia, the estimates by the Ministry of Economics show that already starting with the years 2017/2018 an outspoken labour shortage may arise, which may hinder the achievement of the aims of economic growth. Hence, the migration policy will have an important role in mitigating the negative impact of demographic development trends on the Latvian labour market in the coming years.

Section 2 provides information on the link between the identified labour shortage and the labour migration policy. This Section contains an overview of the instruments of identifying labour and skills shortages and whether the need for labour migration is anticipated. The Section presents analysis of the results of current medium and long-term forecasts, which shows that the demand for specialists with higher qualifications will be growing faster. The growing demand will be dictated by the increasing volume of labour in processing industry and tertiary sectors, especially commercial services. It is expected that the demand will be most significant with regard to science and engineering specialists, as well as specialists in the areas of information and communication technologies, which may result in a shortage of the respectively qualified labour on the labour market.

It is explained in the Section how the lists of shortage occupations are determined and classified, as well as whether different shortage types (e.g. current shortage versus longer-term, short-term shortage versus permanent) are distinguished in Latvia in practice. In Latvia short-term, medium-term and longer-term labour market forecasts are practiced. Short-term labour market forecasts are prepared by the State Employment Agency, while medium and longer-term forecasts are prepared by the Ministry of Economics. The forecast results are used for the development of labour
market policy, division of state-funded study laces in higher education and determination of training programmes for the unemployed.

The Section describes the role of social partners and other stakeholders and whether there are in place any formal mechanisms for consulting/involvement of social partners in determining labour shortage and the expected need for labour migration. Social partners (including sectoral associations), state authorities and organisations representing local governments are engaged in the work of the commission established and managed by the Ministry of Welfare, whose task is to determine the training and education programmes, areas of occupational, social and professional key competences, which the unemployed, job-seekers and persons subject to the risk of unemployment should be provided training in.

Section 3 provides information on the monitoring of the impact of labour migration on shortage occupations in Latvia. In Latvia no assessment is conducted regarding the impact of labour migration on the labour market since the number of third country employees in Latvia is insignificant. 2966² third country nationals were staying in Latvia in 2014 in relation to employment. It has to be mentioned that social partners and other interested institutions actively participate in the development of migration policy by providing proposals both during the course of the development of policy documents and in the discussions regarding draft regulatory documents related to acceptance of third country nationals for employment purposes. Social partners are engaged in the working groups for the development of new regulatory enactments or amendments thereto.

This Section provides statistical data on the number of persons employed in certain occupations and the estimated number of free vacancies in key shortage occupations included in the lists of shortage occupations, as well as presents statistical data on the forecasted short-term and longer-term labour shortages.

In Latvia the vacancies noted by employers are chiefly concentrated in Riga region. Like in previous years, in 2014 low-skilled labour was in more demand, which can be explained with the high staff turnover in the low-paid jobs, which is caused by the quality of positions (long working hours, inadequate working conditions and other circumstances). Short-term, medium and longer-term labour market forecasts show that the demand for higher qualified specialists will grow, especially in the area of sciences and engineering.

SECTION 1: GENERAL OVERVIEW OF THE NATIONAL LABOUR MIGRATION POLICY AND RECENT PUBLIC AND POLICY DEBATES ON LABOUR MIGRATION

Q1. Please briefly describe how the national labour migration policy functions in Latvia.
Q1 (a). Are conditions for entry and stay for (categories of) third-country nationals provided in national legislation linked to shortage occupations?

Q1 (b). What are the instruments in place in Latvia for managing economic migration (quotas, labour market tests, points-based systems, other instruments) and how are they linked to labour shortages identified (for example, labour market test is not applied for third-country nationals applying for jobs listed in lists of shortage occupations)

Q1. (c) To what extent does Latvia view immigration as a tool to address labour shortages? What overall role for migration to address labour shortages is envisaged by policy in your Member State?

² Source: Office of Citizenship and Migration Affairs
Determining labour shortages and the need for labour migration from third countries in Latvia

(a) The entry and stay conditions for third-country workers in Latvia currently do not depend on whether labour shortage has been established for the respective occupation. Labour immigration conditions are mainly based on the ensuring compliance with the Union preference principle, that is, if an employer wishes to invite a third-country national for work, it has to register the vacancy with the State Employment Agency, which Latvian nationals or nationals of other European Union Member States, as well as third-country nationals permanently residing in Latvia are eligible to apply for over one month. There are particular occupations that are not subject to this requirement, but the list of these occupations is not related to labour shortage thereof, as they are mostly occupations related to invitation of highly qualified employees (teachers, EU Blue Card applicants), sports sector employees (athletes, coaches) and culture sector employees (representatives of creative occupations). Neither is verification of labour market carried out with regard to those employees who enter in relation to the performance of a contract for services.

(b) Latvia does not apply either a quota system or a points-based system to the acceptance of third-country nationals. Neither is acceptance of workers restricted with regard to sectors or qualifications, although regulatory enactments do contain a provision, which makes acceptance of low-skilled workforce uneconomical, namely, the requirement to ensure that the remuneration of the worker – third-country national – is equal to at least the average salary calculated in the country.

(c) The number of population in Latvia has decreased by one fourth as of the beginning of the 90-ies, and even more so, according to the demographic forecasts of the Ministry of Economics, it will continue to decrease also over medium and longer-term. Decrease of the number of population and ageing trends have had considerable impact on the labour supply, and it is anticipated that already starting with the years 2017/2018 an outspoken labour shortage may arise in Latvia, which may hinder the achievement of the aims of economic growth. Taking this into account, the migration policy will have an important role in mitigating the negative impact of demographic development trends on the Latvian labour market in the coming years and in planning development of selective immigration mechanisms that would ensure fast and effective remedying of the shortcomings of the labour market over a longer term. It should be mentioned that immigration of third - country nationals is not the only instrument for solving labour shortage – policymakers pay attention to the promotion of re-emigration of Latvian nationals, improvement of the education system and workforce re-qualification.

Q2. Please briefly describe any recent public and policy debates in the area of labour migration, especially with regard to debates on how labour migration is planned to be utilised to address labour market shortages.

There have been discussions among employers of certain sectors of economy and foreign investors in which shortage of educated and qualified labour has been stressed. Investors indicate that one of the challenges for the Government is the settlement of immigration policy and education issues.

On 19 and 20 March 2015, the Latvian Contact Point of the European Migration Network organised the annual European Migration Network conference Attracting and Retaining Talent in Europe. The following discussions took place within the framework of the conference: regarding global
challenges of talent attraction; readiness of the European Union to attract talented immigrants in competition with other countries; the current European Union and Member State policy for talent attraction; the importance of the host culture for keeping talented immigrants in the European Union, as well as how the movement of talented immigrants affect their countries of origin. A representative from Latvian group of companies HansaMatrix indicated that countries should survey their already available labour market resources, which also comprise foreign students, and invest funds in educating both these students and the Latvian population. Countries should create such education system, in which it would be possible to disclose talented pupils at school and stimulate their skills and education also after graduation from school. The country must create a well-developed business culture and the young inventors, including immigrants, must have financial resources readily available.

Presently draft Immigration Policy Concept is being worked on and one of the elements the inclusion of which in the concept is being discussed is the development of the list of shortage occupations, so that the third-country nationals invited for these occupations could be subjected to a shorter labour market test period (currently the Immigration Law and the relevant subordinated Cabinet Regulations stipulate that a third-country national is subject to a one-month labour market test period during which the vacancy has to be available for Latvian nationals and nationals of other European Union Member States and permanent residents).

SECTION 2: OVERVIEW OF INSTRUMENTS USED FOR IDENTIFYING CURRENT AND FUTURE LABOUR AND SKILLS SHORTAGES AND FOR ANTICIPATING THE NEED FOR LABOUR MIGRATION

Q3. Definition and classification of labour shortages
Q3.(a) How are labour shortages defined, identified and classified in Latvia?
Q3.(b) What is the level of analysis (e.g. by sectors, by occupations or by qualifications or skill levels)?
Q3.(c) Are classifications of shortages defined in legislation or soft law (e.g. circulars, regulations, policy documents)? If yes, please describe and provide examples for each of the classifications.
Q3.(d) To which extent the level of analysis includes region/local level?

Q3 (a) The following are distinguished in Latvia:
1) short-term labour shortage forecasts
   Short-term labour shortages are analysed during the process of short term labour forecasting. Reports on labour market surpluses and shortages are prepared twice a year by the public employment service - State Employment Agency.

2) medium and longer-term labour shortage forecasts
   The Ministry of Economics prepares An Informative Report on Medium and Longer-term Labour Market Forecasts\(^3\), for the approval by the Cabinet. The informative report shows the areas in which labour shortages may be expected in medium and longer term.

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Q3 (b)

1) **short-term labour shortage forecasts:**

The reports contain forecasts on occupational and skills mismatches for the time period of following 6 months.

Three main data sources for the reports is used:

a) econometric analysis is carried out based on value added forecasts for sectors for assumption of total employment in each sector. The results are used for the forecast of employment changes in each sector and the employment changes in each occupational group are calculated.

b) as a next step State Employment Agency organises the employers surveys and analyses the differences between econometric analysis and employers reported forecasts. Employers survey contains four sections on short term forecast issues:
   - projections on changes in demand of their goods/services;
   - projections on job creation;
   - projections on job lay-offs;
   - projections on labour rotation.

c) if there are significant differences among results of employers’ surveys and econometric analysis, in-depth interviews with sectoral employers’ organisations are held and the shortage lists are corrected if necessary.

The levels of analysis:

- statistical regions (Rīga, Pierīga, Vidzeme, Kurzeme, Zemgale, Latgale), short term forecasts include regional breakdown
- sectoral level (but only limited numbers of sectors is analysed),
- occupations are classified according to ISCO-08 (four digit groups of occupation), but for the skills there’s no generalised classification applied.
- level of necessary education.

1) As a result lists of needed (possible shortage) occupations and skills demands are prepared and discussed in an inter-institutional commission (headed by Ministry of Welfare with involvement among others of social partners and academics) for setting training programs to be offered for the unemployed as part of active labour market measures.

2) **Medium and longer-term labour shortage forecasts:**

Labour shortage is determined by comparing the forecasted number of vacancies in certain occupations to the labour supply of relevant qualification (number of economically active inhabitants). Labour market forecasts are prepared as broken down to industries of national economy, groups of occupations and education. The national economy industries forecast is based on the Statistical classification of economic activities in the European Community NACE Rev.2. The national economy industries forecast is prepared as broken down to 15 industries, which are aggregated in 8 sectors of national economy. Aggregation of occupational forecasts is based on the Latvian classification of professions created in line with the International Standard Classification of Occupations (ISCO-08). Labour demand and supply forecasts are prepared as broken down to subgroups of 40 occupations in the profession classification, summarised in three occupational...
qualification levels. The aggregation of education forecasts is based on the Latvian education classification, based on the International Standard Classification of Education (ISCED–97). The education supply and demand forecasts are provided in three education levels (basic, secondary and higher) and according to the division into 23 thematic education areas within each level of education.

Q3 (c) The classification of shortages is not defined in legislation. The task to carry out the short term forecasting is defined in Law on Support for Unemployed and Jobseeker⁴. Detailed procedures are described in State Employment Agency’s internal circulars.

The assignment of determining the medium and longer-term labour shortage forecast is specified in the Cabinet Protocol Decision No. 48 of 14 July 2009⁵ and the rules of the Ministry of Economics.

Q3 (d) Short-term analysis is taking into account statistical regions (Rīga, Pierīga, Vidzeme, Kurzeme, Zemgale, Latgale) and includes regional breakdown.

In preparing medium and longer-term labour shortage forecasts the regional aspect is not assessed.

Q4. Do any distinctions between different types of labour shortages exist in Latvia, such as for example:

- short-term (current) shortages and longer-term (projected) shortages; or
- cyclical shortages (shortages occurring due to short-term imbalances in the supply and demand in the labour market and/or by providing incentives to the labour force) and structural shortages (which are due to changes, such as the adoption of new technologies, may increase the demand for certain skills that are not immediately available in the labour market, creating skills shortages even when unemployment is high).

Distinctions between short-term and longer-term shortages exist due to different methodological approaches. Short term forecast focus on immediate labour force demand, while long-term forecasts are based on detailed demographic forecasts, assumptions regarding participation level changes by age groups, distribution of the current labour force by age and professional experience (current or previous occupation), education as well as current education system and education supply (number of students, distribution of total and State-funded study places by education levels and fields).⁶

Meanwhile, the longer term projections are less detailed and provide the labour force supply and demand at ISCO-08 two digit level.

The longer term forecasts are identifying structural shortages, the shorter – more cyclical shortages, nevertheless when setting training areas for unemployed – both the shorter and longer term (hence cyclical and structural factors) are taken into account.

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⁴ Support for Unemployed Persons and Persons Seeking Employment Law. Latvijas Vēstnesis, No.80, 29.05.2002 [came into force on 01.07.2002]
Q5. Please complete the table below identifying the instruments/tools in Latvia used to identify labour shortages and the need for migration labour. You can list more than one instrument/tool per category.

<table>
<thead>
<tr>
<th>Instruments and tools used for identifying labour market shortages and the need for migration labour</th>
<th>Is this instrument/tool used in Latvia State? (Y/N)</th>
<th>Is this instrument used for determining labour migration needs? (Y/N)</th>
<th>Please briefly describe the respective tool(s) and the methodology(ies) used for anticipating the need for migration labour.</th>
<th>(1) Please describe the level of analysis of the particular instrument/tools (i.e. skills, occupations, sectors, professions, level of qualifications, others).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lists of shortage occupations</td>
<td>Yes</td>
<td>No</td>
<td>Q3 provides information on the methodology of short term forecasting</td>
<td>The levels of analysis:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• statistical regions (Riga, Pērīga, Vidzeme, Kurzeme, Zemgale, Latgale), short term forecasts include regional breakdown.</td>
<td>• state employment agency.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Sectoral level (but only limited numbers of sectors is analysed),</td>
<td>National/regional.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Occupations are classified according to ISCO-08 (four digit aggregates), but for the skills there’s no generalised classification applied.</td>
<td>Short-term forecasts.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Level of necessary education.</td>
<td></td>
</tr>
<tr>
<td>Sector analysis</td>
<td>Yes</td>
<td>No</td>
<td>In-depth interviews with sectoral employer’s organisations as part of the short-term forecasting. Selected organisations are</td>
<td>Level of analysis: -sector; -occupations- ISCO-08 (four digit aggregates) is applied</td>
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<td></td>
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<td></td>
<td>State employment agency (method used for)</td>
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<td>National.</td>
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<td>Short-term forecasts.</td>
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</tbody>
</table>
Determining labour shortages and the need for labour migration from third countries in Latvia

<table>
<thead>
<tr>
<th><strong>Employer Surveys</strong></th>
<th><strong>Yes</strong></th>
<th><strong>No</strong></th>
<th>Quota sampling and stratified sampling methods are used to create representative sample, considering sector, size of enterprise and region of the enterprise. CATI(^7) and CAWI(^8) techniques are applied for interviews. (2556 employers were interviewed for preparation of short-term forecast for 2nd semester of year 2014). Data are weighted for statistical analysis.</th>
<th>Size of enterprise (by number of employees) Region Sector Occupational group Level of education</th>
<th>State Employment Agency National/regional Short-term forecasts</th>
</tr>
</thead>
</table>

\(^7\) CATI- Computer-assisted Telephone Interviews. Makes calls both over fixed and mobile telephone lines.  
\(^8\) CAWI – Computer-assisted Web Interviews. Completes a questionnaire online.
**Analysis of vacancies and changes of unemployed portrait**

<table>
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<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

Analysis of the vacancies (registered at State Employment Agency) and of the portrait of unemployed is carried out by preparing shortage list.

In addition, detailed statistics on unemployment and vacancies is published via homepage of State Employment agency on the monthly basis.

<table>
<thead>
<tr>
<th>Region</th>
<th>Sector</th>
<th>Occupational group</th>
<th>Level of education</th>
<th>State Employment Agency</th>
<th>-</th>
</tr>
</thead>
</table>
Q6. Concerning lists of shortage occupations, please briefly describe:

a. The process for developing the shortage occupation lists;

b. What are the criteria for selecting the shortage occupations (e.g. advertised vacancies are significantly higher than the qualified national job seekers available)?

c. Which organisations/institutions play a role in determining lists of shortage occupations?

d. How frequently are the lists of shortage occupations updated?

a) (b) Key criteria include both demand side and supply side analysis. Demand assumptions are estimated based on employers surveys, data on vacancies registered at State Employment Agency, employers’ organisations assumptions. From the supply side – number of registered unemployed and their profile is analysed. Demand side and supply side data are compared and as a result list of shortage occupations is created (at ISCO-08 four digit level).

c) Elaboration of the list of shortage occupation is responsibility of the State Employment Agency. State Employment Agency organises the process of short term forecasting, including employers surveys, interviews with employers, and statistical analysis. The employers (branch) organisations play important role, as the results are discussed with them for alignment of shortage lists following the sectoral perspective. The list of shortage occupations and skills (short-term forecasts) is reviewed by the commission established by the Minister for Welfare (for more details Q7).

d) The short term forecast and shortage lists are prepared twice a year.

Q7. For each of the instruments and tools used for identifying labour market shortages in Q5, please outline how it is used for policy purposes? Is there a formalised mechanism to disseminate the information produced? (Y/N) If yes, please describe.

Short-term forecasting process

Yes, there is a mechanism to disseminate the information produced.

All of the above-mentioned (Q5) instruments and tools are integral part of the short-term forecasting process. As a result of short term forecasting lists of shortage occupations and skills demands are prepared and discussed in cross-sectoral council for definition of training programs to be offered for the unemployed as part of active labour market measures.

According to Cabinet Regulation\(^9\) the list of shortage occupations and skills (short-term forecasts) is reviewed by the commission\(^{10}\) established by the Minister for Welfare. The commission at least once a year, determines the fields of training, educational programmes, professions and social and professional basic skills, in which training of unemployed persons, persons seeking employment and persons subject to the risk of unemployment needs to be carried out.

The reviewed list of shortage occupations and skills is submitted to Cabinet of Ministers as integral part of Report on labour market short-term forecasts for next year and on the fields of priority training programmes for

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9 Cabinet Regulation No. 75 “Regulation Regarding the Procedure of Organisation and Funding of Active Employment Measures and Preventive Unemployment Reduction Measures and the Principles of Choosing the Implementers of Measures” of 25 January, Latvijas Vēstnesis, No.21, 08.02.2011, [came into force on 09.02.2011]

10 The representatives and experts of the Ministry of Welfare, the Ministry of Economics, the Ministry of Education and Science, the State Employment Agency, the Latvian Association of Local and Regional Governments, the Employers’ Confederation of Latvia, the Free Trade Union Confederation of Latvia, as well as, if necessary, other competent State, local government, higher education and science institutions or associations and foundations are included in the composition of the commission.
unemployed and job-seekers. Following the approved training programmes list the training for unemployed and job-seekers is provided. The informative report prepared by the Ministry of Welfare on short-term labour market forecasts and priority training areas for the unemployed and job-seekers is published on the home pages of the Ministry of Welfare/State Employment Agency and the Cabinet of Ministers.

Yes, there is a procedure in place according to which the forecast results are disseminated.

Medium-term and longer-term labour market forecasts are updated on an annual basis. Recommendations for further labour market reforms are prepared on the basis of labour market forecasts.

Labour market forecasts are taken into account in creation of the higher education programme offer, which is available for the state budget funds, as well as when developing short-term labour market forecasts.

The updated short-term and longer-term labour market forecasts and recommendations are summarised in An Informative Report on Medium and Longer-term Labour Market Forecasts submitted for approval to the Cabinet. Prior to submission of the forecast and informative report to the Cabinet, it is reviewed by the Advisory Council for Labour Market Forecasts, which is supervised by the Ministry of Economics, and which comprises representatives from both public administration institutions and non-governmental organisations. The Informative Report on Medium and Longer-term Labour Market Forecasts is published on the home pages of the Ministry of Economics and the Cabinet.

Q8. Are any of the tools/mechanisms for identifying labour market shortages identified above (e.g. lists of shortage occupations, employers’ needs analysis, surveys, forecasts, etc.) used to determine any of the policy instruments for managing economic migration (e.g. quotas, labour market tests, points-based systems, etc.)? (Yes/No) If yes, please describe.

No.

Q9. Do any mechanisms or tools to monitor intra-EU mobility of workers filling job vacancies in the national labour market or leaving to work in other Member States exist in Latvia? (Y/N) If yes, please describe.

No, there are no monitoring mechanisms for intra-EU mobility.

Information on EU citizens employed in the Republic of Latvia is reported by employers to the State Revenue Service.

Q10. Please outline the role of social partners (see definition of social partners above) and other stakeholders (please identify which stakeholders) in identifying the need for migrant labour? Is there a formalised mechanism to consult/involve social partners in identifying the anticipated need for migrant labour or is their involvement on an ad-hoc basis?

There is no framework or formalised mechanism for identification of need for migrant labour. Although during the process of review of the list of shortage occupations and skills (short-term forecasts) social partners are represented in the commission established by the Minister for Welfare (Q7). Commission approves the list of shortage skills and occupations (with particular focus on training programs for retraining and upskilling unemployed and jobseekers, not for identifications the need for migrant labour).

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11 The Advisory Council for Labour Market Forecasts is a coordinating and advisory institution established with an aim to facilitate coordinated activities of the authorities engaged in the development and use of labour market forecasts, to assess the prepared labour market development scenarios and forecasts, current labour market problems, development of labour market research and forecasting system and to pass recommendatory decisions in this area.

Q11. Q5 in Section 2 examined the types of national instruments used in Latvia to identify labour shortages and the need for migrant workers. Please briefly summarise the results/findings of these instruments for the most recent year(s)

Despite low levels of aggregate demand and relatively high unemployment rates (9.1% February 2015), according to short-term labour market forecasts the number of jobs is on increasing trend. For instance for 2014 number of forecasted increase of jobs exceeded 9600 mainly in the groups of Professionals, Technicians and associate professionals and Craft and related trades workers. But still regional disparities are observable, new jobs are mainly created in Riga, whilst balance between labour demand and supply is negative (Vidzeme) or close to zero (Kurzeme, Latgale). According to studies (for instance, Structural or cyclical? Unemployment in Latvia since 2008-09 Financial Crisis) vacancies are filled quickly.

The recent geopolitical situation changes have impacted labour demand as the entrepreneurs whose export markets were mainly Russia, have faced shrinkages. Meanwhile the increase in demand of labour force is observable in occupations in Information Technologies field, Construction industry, as well as Sales.

Job rotation can be an issue especially for those workers who have lower skills levels and whose jobs are of lower quality. This is the case of Sales, where the number of vacancies remains high because of the high turnover rates.

According to An Informative Report on Medium and Longer-term Labour Market Forecasts 2014 of the Ministry of Economics, the situation in the Latvian labour market will continue to improve gradually over next years – by the year 2020 the number of the employed will increase by almost 50 thousand, with the unemployment level falling to 6.4 percent. At the same time, with the labour demand increasing it is expected that labour shortage may arise in certain areas. Like short-term labour market forecasts, the medium and longer-term forecasts show that a considerable shortage may arise with regard to specialists in the areas of engineering and information technologies. It is expected that the demand for specialists in the areas of engineering may increase by more than 20 thousand until the year 2020. At the same time, to satisfy the growing demand with the current labour preparation structure, the number of young specialists in the respective areas will be insufficient. Taking this into account, Latvia should consider development of selective immigration mechanisms for the future, which would supply the labour market shortages over medium and longer term.

Q12.(a) Please indicate any challenges and risks associated with the use of instruments for identifying labour shortages and the need for migration labour in your Latvia. (based on existing studies/evaluations or information received from competent authorities)

Q12. (b) Are there shortage occupations which are not addressed through labour migration (for example because of political concern, sensitivity of the jobs, etc.). If so, how is this determined?

Q12.(a)

The current labour market situation is still challenging in Latvia, new jobs are created at a slow pace hence discussions on the need for attracting labour force to possibly cover the medium or longer term needs are not the most pressing issue on the agendas of the different policies, however emigration from the country and increasing ageing of the population point to the need to possibly take a more pro-active approach to
attracting highly qualified labour force in the future from third countries than the current one that responds to
the current labour market needs.

Main problems related to use of medium and longer-term labour market forecasts for identifying labour
immigration:

The forecasts are based on national economy development and demography scenarios, which are based on
Latvian medium and longer-term development aims determined in Latvian strategic planning documents
(Latvia 2030 Sustainable Development Strategy16, The National Development Plan of Latvia for 2014-202017,
Latvian National Reform Programme for the Implementation of the EU 2020 Strategy18). Considering this,
preconditions for the fulfilment of the forecasts are closely related to Latvia’s capacity to implement the aims
laid down by it.

The base scenario of the medium and longer-term labour market forecasts assumes that the education
system and education offer (allocation of funds and study places) will not undergo material changes during
the forecast reporting period, hence the labour supply reflects a neutral situation of education policy changes
until 2030. With the changing education policy emphases and the intensity of preparation of young
specialists, the actual labour shortage in certain areas (especially over a longer term) may differ from the
forecast.

The degree of minuteness of the medium and longer-term labour market forecasts may be insufficient
for identifying the need for immigration of a particular type of specialists. Increasing the degree of minuteness
used for the analysis decreases the forecast reliability.

Q12.(b)
The labour migration policy in Latvia currently is not focussed on promoting acceptance of workers employed
in a particular occupation or, on the contrary, on creation of obstacles or determining complete prohibition of
employment thereof, except in cases stipulated by regulatory enactments and related to work in civil service
or occupations related to state security.

SECTION 3: MONITORING THE OUTCOMES OF LABOUR MIGRATION POLICY IN RELATION
TO SHORTAGE OCCUPATIONS

Q13. Are the outcomes of labour migration policies in relation to shortage occupations monitored in Latvia?
If yes, please describe:

(a) What are the monitoring mechanisms (e.g. workforce analysis, analysis of types and number of work
permits granted, sectoral analysis, discussions with employers, etc.)? Is there a formal mechanism(s) to
monitor the effects of migration on the labour market in your (Member) State or is this done on an ad-
hoc basis?

(b) At what level are labour migration policy outcomes monitored (e.g. workforce, sectors, skill levels,
occupations)?

(c) Which organisations carry out such monitoring? For example, are these produced by national agencies;
academics; NGOs?

(d) Is the monitoring laid out in legislation or soft law (e.g. circulars, policy documents)?

No, Latvia does not monitor migration policy results in relation to shortage occupations since currently the migration policy is not created with an aim to prevent labour shortage in particular occupations. Taking into account the present small demand for foreign workforce and the respectively small number of migrants for employment purposes, currently the correlation between labour shortage and migration policy is minor.

Q14. For each of the instruments and tools used for monitoring the outcomes of labour migration policy in relation to shortage occupations in Q13a, please outline how it is used? Are there formalised mechanisms to disseminate the results of each monitoring mechanism listed in Q13 (a)? (Y/N) If yes, please describe

No, Latvia does not use any instruments for determining the effect of labour migration policy on shortage occupations.

Q15. Please outline the role of social partners (including organised representatives of employers and employees) and other stakeholders in monitoring the effects of labour migration on the labour market? Is there a formalised mechanism to consult/involve social partners or is their involvement on an ad-hoc basis?

In Latvia the effect of labour migration on the labour market is not assessed, since the number of third-country workers in Latvia is not large. However, social partners and other stakeholder institutions actively participate in the development of immigration policy by providing proposals both during the course of development of policy documents and during discussing draft regulatory enactments related to acceptance of third-country nationals for employment purposes. When working groups for the development of policy documents are established, social partners are always included therein, and during the course of development of regulatory enactments social partners participate as independent opinion providers, whose opinions have to be taken into consideration when amending regulatory enactments.

Q16. Please indicate any challenges associated with monitoring the outcomes of labour migration policy in relation to shortage occupations in Latvia or the impact of labour migration on the labour market at large (based on existing studies/evaluations or information received from competent authorities)

Currently Latvia does not assess the impact of the migration policy results on the labour market shortage.

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19 Source: Office of Citizenship and Migration Affairs. As at 1 January 2015, there were 2966 third country nationals eligible for employment staying in Latvia.
STATISTICAL ANNEX

A1. Workers employed by selected occupations and estimated unfilled vacancies (statistics for the latest available year)

Member States are requested to also provide statistics on a number of pre-selected occupations. The occupations in the table below are selected on the basis of the occupations that most frequently feature in (Member) States’ shortage lists identified in the recent EMN Inform "Approaches and tools used by Member States to identify labour market needs". This section of the Statistical Annex is also aimed at collecting statistics on intra-EU mobility in terms of filling in shortage occupations.

If statistics are available based on ISCO-08, please provide the statistic based on the ISCO-08 number in brackets.

If statistics are not available based on ISCO-08, please provide the national equivalent available.

If your Member State has not yet adopted ISCO-08, but can provide ISCO-88 statistics, please provide the ISCO-88 statistics where statistics is available for the categories and sub-categories below.

Table 1: Workers employed by specific occupations and estimated unfilled vacancies (2014)

<table>
<thead>
<tr>
<th>Specific occupations</th>
<th>Total employment</th>
<th>Employment of EU-nationals from other Member States</th>
<th>Employment of third-country nationals</th>
<th>Number of residence permits issued to third-country nationals for specific occupations</th>
<th>Number of unfilled vacancies</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Health Professional (22)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Of which: Medical doctors (221)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Of which: Nursing and Midwifery</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professionals (222)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal care workers (53)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Of which: Child Care Workers (5311)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

20 Persons aged 15-74.
21 Data source: Central Statistical Bureau, Labour Force sample survey results.
22 Data are presented in thousands.
23 Source: Central Statistical Bureau.
24 Source: Office of Citizenship and Migration Affairs.
25 Data are not presented in thousands.
26 Source: The Information System for the Unemployed and Vacancy Registration of the State Employment Agency (BURVIS). The number of vacancies announced in 2014. A mathematical data surveying method is used for data processing.
27 As during information processing the data are calculated from not rounded figures, it is possible that in some columns the sum of some indicators does not coincide with the “Total”.
28 ( ) Data are based on small number of respondent answers.
29 … Data are not available or are too uncertain for presentation.
<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care Assistants (5321)</td>
<td>93</td>
<td></td>
</tr>
<tr>
<td>Of which: Home-based Personal Care Workers (5322)</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Personal Services Workers (51)</td>
<td>1457</td>
<td></td>
</tr>
<tr>
<td>Of which: Cooks (5120)</td>
<td>813</td>
<td></td>
</tr>
<tr>
<td>Of which: Waiters (5131)</td>
<td>189</td>
<td></td>
</tr>
<tr>
<td>Of which: Cleaning and Housekeepers in offices, hotels and other establishments (5151)</td>
<td>116</td>
<td></td>
</tr>
<tr>
<td>Of which: Domestic Housekeepers (5152)</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Skilled Agricultural, Forestry and Fishery Workers (6)</td>
<td>463</td>
<td></td>
</tr>
<tr>
<td>Of which: Field Crop and Vegetable Growers (6111)</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Of which: Gardeners; Horticultural and Nursery Growers (6113)</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td>Of which: Livestock and Dairy Producers (6121)</td>
<td>85</td>
<td></td>
</tr>
<tr>
<td>Information and Communications Technology Professionals (25)</td>
<td>194</td>
<td></td>
</tr>
<tr>
<td>Of which: Software and Applications Developers and Analysts (251)</td>
<td>116</td>
<td></td>
</tr>
<tr>
<td>Of which: Database and Network Professionals (252)</td>
<td>76</td>
<td></td>
</tr>
<tr>
<td>Teaching professionals (23)</td>
<td>380</td>
<td></td>
</tr>
<tr>
<td>Engineering Professionals (excluding Electro-technology) (214)</td>
<td>218</td>
<td></td>
</tr>
<tr>
<td>Architects, Planners, Surveyors and Designers (216)</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>Accountants (2411)</td>
<td>11</td>
<td></td>
</tr>
</tbody>
</table>

EMN Focussed Study 2015

Determining labour shortages and the need for labour migration from third countries in Latvia
A2. Top 15 professions included in lists of shortage occupations (statistics for the latest available year)

This part of the Statistical Annex aims to collect data on the occupations included in lists of shortage occupations and any estimations of unfilled vacancies.

If there are several regional lists of shortage occupations instead of a national list, please fill in the table below providing data for each region. You can create new tables below per region. Alternatively, you can use the box provided below to provide a descriptive overview and any available data.

If statistics is available based on ISCO-08, please provide the statistic based on the ISCO-08 number in brackets. If statistics are not available based on ISCO-08, please provide the national equivalent available.

Table 2: Statistics on lists of shortage occupations

<table>
<thead>
<tr>
<th>ISCO-08 (4 digit level)</th>
<th>Equivalent national classification of occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupation included in the list of shortage occupations</td>
<td>Are there any specified number of vacancies to be filled with labour migrants from third-countries? (Y/N) If yes, please provide the number</td>
</tr>
<tr>
<td></td>
<td>Are there any special conditions for migrants from third-countries applying for shortage occupations? (Y/N) If yes, please describe.</td>
</tr>
<tr>
<td></td>
<td>Please describe conditions which are targeted to TCNs as well as other conditions that may affect TCNs’ employment (for example, some professions may be regulated and may concern only MS nationals)</td>
</tr>
<tr>
<td>Source and additional information</td>
<td>Are there any conditions that migrants from third-countries need to fulfil when applying for shortage occupations? (Y/N) If yes, please describe.</td>
</tr>
<tr>
<td></td>
<td>Please describe conditions which are targeted to TCNs as well as other conditions that may affect TCNs’ employment (for example, some professions may be regulated and may concern only MS nationals)</td>
</tr>
<tr>
<td>Source and additional information</td>
<td></td>
</tr>
</tbody>
</table>

1. Software developers (2512) No No Labour market short-term Electrical and electronic trades No The medium-term labour

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30 Source: Forecasts developed by the State Employment Agency. Available at: http://www.nva.gov.lv/docs/28_538c73568cb1e0.44439129.pdf. [viewed on 07.04.2015]

31 Forecasts are prepared for 2nd semester of 2014.

32 Occupation name (occupation code according to ISCO-08, 2-digit level).

33 Occupations in which the most considerable labour shortage is expected in medium term.
<table>
<thead>
<tr>
<th>No</th>
<th>Occupation</th>
<th>Market forecast</th>
<th>Short-term labour market forecast for the 2nd semester of 2014(^{34})</th>
<th>workers (74)</th>
<th>Forecast for market forecast of 2014 by the Ministry of Economics(^{35})</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Information and communications technology operations technicians (3511)</td>
<td>No</td>
<td>No</td>
<td>Information and communications technology professionals (25)</td>
<td>No</td>
</tr>
<tr>
<td>3</td>
<td>Film, stage and related directors and producers (2654)</td>
<td>No</td>
<td>No</td>
<td>Market-oriented skilled agricultural workers (61)</td>
<td>No</td>
</tr>
<tr>
<td>4</td>
<td>Packer (manual work) (9321)</td>
<td>No</td>
<td>No</td>
<td>Drivers and mobile plant operators (83)</td>
<td>No</td>
</tr>
<tr>
<td>5</td>
<td>Business services agents not elsewhere classified (3339)</td>
<td>No</td>
<td>No</td>
<td>Science and engineering professionals (21)</td>
<td>No</td>
</tr>
<tr>
<td>6</td>
<td>Engineering professionals not elsewhere classified (2149)</td>
<td>No</td>
<td>No</td>
<td>Science and engineering associate professionals (31)</td>
<td>No</td>
</tr>
<tr>
<td>7</td>
<td>Construction managers (1323)</td>
<td>No</td>
<td>No</td>
<td>Production and specialised services managers (13)</td>
<td>No</td>
</tr>
<tr>
<td>8</td>
<td>Waiters (5131)</td>
<td>No</td>
<td>No</td>
<td>Food processing, woodworking, garment and related trades</td>
<td>No</td>
</tr>
</tbody>
</table>

---

\(^{34}\) Short-term labour market forecast for the 2nd semester of 2014. Available at: http://www.nva.gov.lv/docs/28_538c73568cb1e0.44439129.pdf [viewed on 07.04.2015]

\(^{35}\) The forecast is prepared for the next period of 7 years.
### Determining labour shortages and the need for labour migration from third countries in Latvia

<table>
<thead>
<tr>
<th></th>
<th>Occupation</th>
<th>Required?</th>
<th>Migrated?</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>Agricultural and industrial machinery mechanics and repairers (7233)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Stationary plant and machine operators (81)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Shop sales assistants (5223)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Health associate professionals (32)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Primary school teachers (2341)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Information and communications technicians (35)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Geologists and geophysicists (2114)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Metal, machinery and related trades workers (72)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Early childhood educators (2342)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Assemblers (82)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Gardeners, horticultural and nursery growers (6113)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Handicraft and printing workers (73)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Building frame and related trades workers not elsewhere classified(7119)</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>Numerical and material recording clerks (43)</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

Please provide any additional statistics or information regarding the national/regional lists of shortage occupations.
### Statistics on regional lists of shortage occupation

Number of vacancies broken down to occupations registered in 2014\(^\text{36}\) (announced by employers) (top 20)

<table>
<thead>
<tr>
<th>Vacant occupation</th>
<th>Kurzeme region</th>
<th>Latgale region</th>
<th>Riga region</th>
<th>Vidzeme region</th>
<th>Zemgale region</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail shop assistant (522301)</td>
<td>189</td>
<td>224</td>
<td>771</td>
<td>168</td>
<td>108</td>
<td>1460</td>
</tr>
<tr>
<td>Assistant worker (932909)</td>
<td>200</td>
<td>218</td>
<td>308</td>
<td>241</td>
<td>150</td>
<td>1117</td>
</tr>
<tr>
<td>Truck driver (833203)</td>
<td>66</td>
<td>80</td>
<td>692</td>
<td>40</td>
<td>28</td>
<td>906</td>
</tr>
<tr>
<td>Janitor (911201)</td>
<td>85</td>
<td>94</td>
<td>564</td>
<td>75</td>
<td>59</td>
<td>877</td>
</tr>
<tr>
<td>Cook (512002)</td>
<td>97</td>
<td>84</td>
<td>459</td>
<td>79</td>
<td>77</td>
<td>796</td>
</tr>
<tr>
<td>Fish processor (751102)</td>
<td>665</td>
<td>7</td>
<td>100</td>
<td>16</td>
<td>0</td>
<td>788</td>
</tr>
<tr>
<td>Shop assistant-consultant (522303)</td>
<td>56</td>
<td>80</td>
<td>366</td>
<td>76</td>
<td>50</td>
<td>628</td>
</tr>
<tr>
<td>Tailor (753101)</td>
<td>79</td>
<td>103</td>
<td>245</td>
<td>36</td>
<td>142</td>
<td>605</td>
</tr>
<tr>
<td>Shop cash desk operator (421114)</td>
<td>87</td>
<td>11</td>
<td>421</td>
<td>18</td>
<td>18</td>
<td>555</td>
</tr>
<tr>
<td>Packer (manual work) (932101)</td>
<td>38</td>
<td>31</td>
<td>282</td>
<td>19</td>
<td>10</td>
<td>380</td>
</tr>
<tr>
<td>Security worker (541405)</td>
<td>80</td>
<td>9</td>
<td>216</td>
<td>11</td>
<td>30</td>
<td>346</td>
</tr>
<tr>
<td>Loader (manual work) (933301)</td>
<td>38</td>
<td>26</td>
<td>194</td>
<td>20</td>
<td>53</td>
<td>331</td>
</tr>
<tr>
<td>Postman (441203)</td>
<td>40</td>
<td>22</td>
<td>167</td>
<td>34</td>
<td>63</td>
<td>326</td>
</tr>
<tr>
<td>Trade hall assistant (933402)</td>
<td>18</td>
<td>28</td>
<td>212</td>
<td>25</td>
<td>18</td>
<td>301</td>
</tr>
<tr>
<td>Yard keeper (961301)</td>
<td>42</td>
<td>19</td>
<td>147</td>
<td>38</td>
<td>20</td>
<td>266</td>
</tr>
<tr>
<td>Sales specialist (332209)</td>
<td>40</td>
<td>21</td>
<td>92</td>
<td>65</td>
<td>39</td>
<td>257</td>
</tr>
<tr>
<td>Workshop worker (932908)</td>
<td>87</td>
<td>11</td>
<td>122</td>
<td>14</td>
<td>19</td>
<td>253</td>
</tr>
<tr>
<td>Wood processing machine operator (752314)</td>
<td>62</td>
<td>56</td>
<td>53</td>
<td>74</td>
<td>31</td>
<td>276</td>
</tr>
<tr>
<td>Seasonal worker (961304)</td>
<td>9</td>
<td>19</td>
<td>51</td>
<td>16</td>
<td>139</td>
<td>234</td>
</tr>
<tr>
<td>Worker of finish works (712302)</td>
<td>37</td>
<td>47</td>
<td>66</td>
<td>68</td>
<td>12</td>
<td>230</td>
</tr>
<tr>
<td><strong>Total number</strong></td>
<td><strong>4630</strong></td>
<td><strong>3659</strong></td>
<td><strong>12645</strong></td>
<td><strong>3117</strong></td>
<td><strong>2892</strong></td>
<td><strong>26943</strong></td>
</tr>
</tbody>
</table>

\(^{36}\) Source: State Employment Agency.