



Labklājības ministrija

# OECD zinātniskā pētījuma «CILVĒKU SASAISTE AR DARBVIETĀM: LATVIJA»

CONNECTING PEOPLE WITH JOBS: LATVIA

prezentācijas konference

**Rīga, 16.04.2019.**

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Nr. 9.2.1.2./15/I/001 „Iekļaujoša darba tirgus un nabadzības risku pētījumi un monitorings”



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## Labklājības ministre Ramona Petraviča

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**OECD Nodarbinātības, darba un sociālo lietu  
direktorāta vadītājs  
Stefano Skarpeta**

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# CONNECTING PEOPLE WITH JOBS: EVALUATING LATVIA'S ACTIVE LABOUR MARKET POLICIES

**Stefano Scarpetta**

**Director for Employment, Labour and Social Affairs  
OECD**

**Riga, 16 April 2019**



*The OECD is committed to helping countries achieve good labour market outcomes*

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The OECD Jobs Strategy has three policy principles:



**PROMOTE** an environment in which high-quality jobs can flourish



**PREVENT** labour market exclusion and protect individuals against labour market risks



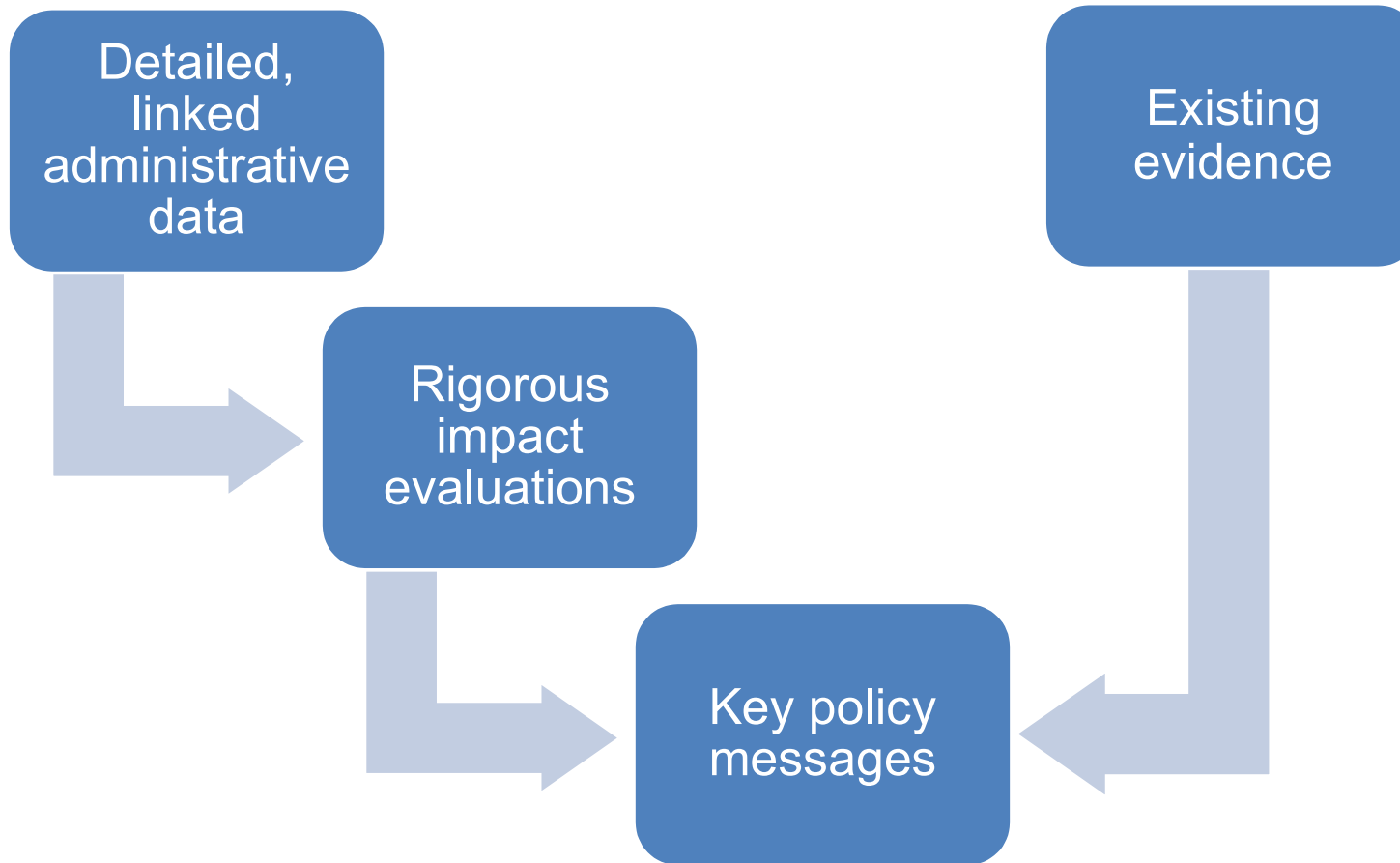
**PREPARE** for future risks and opportunities that may emerge in the labour market





*This review supports Latvia's Inclusive  
Employment Strategy 2015-2020*

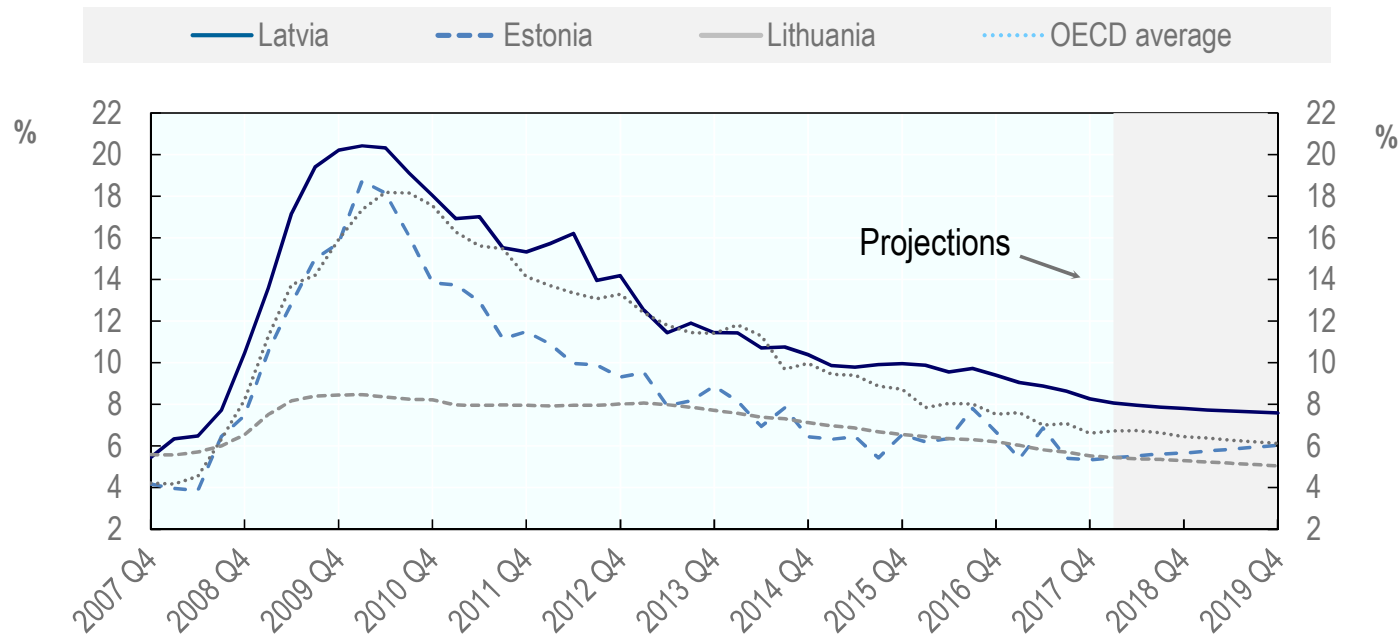
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## Unemployment has fallen, but challenges remain

Unemployment rates in the Baltic states, 2007-2017 (projections to 2019)  
Percentage of total labour force



Note: OECD is a weighted average excluding Lithuania.

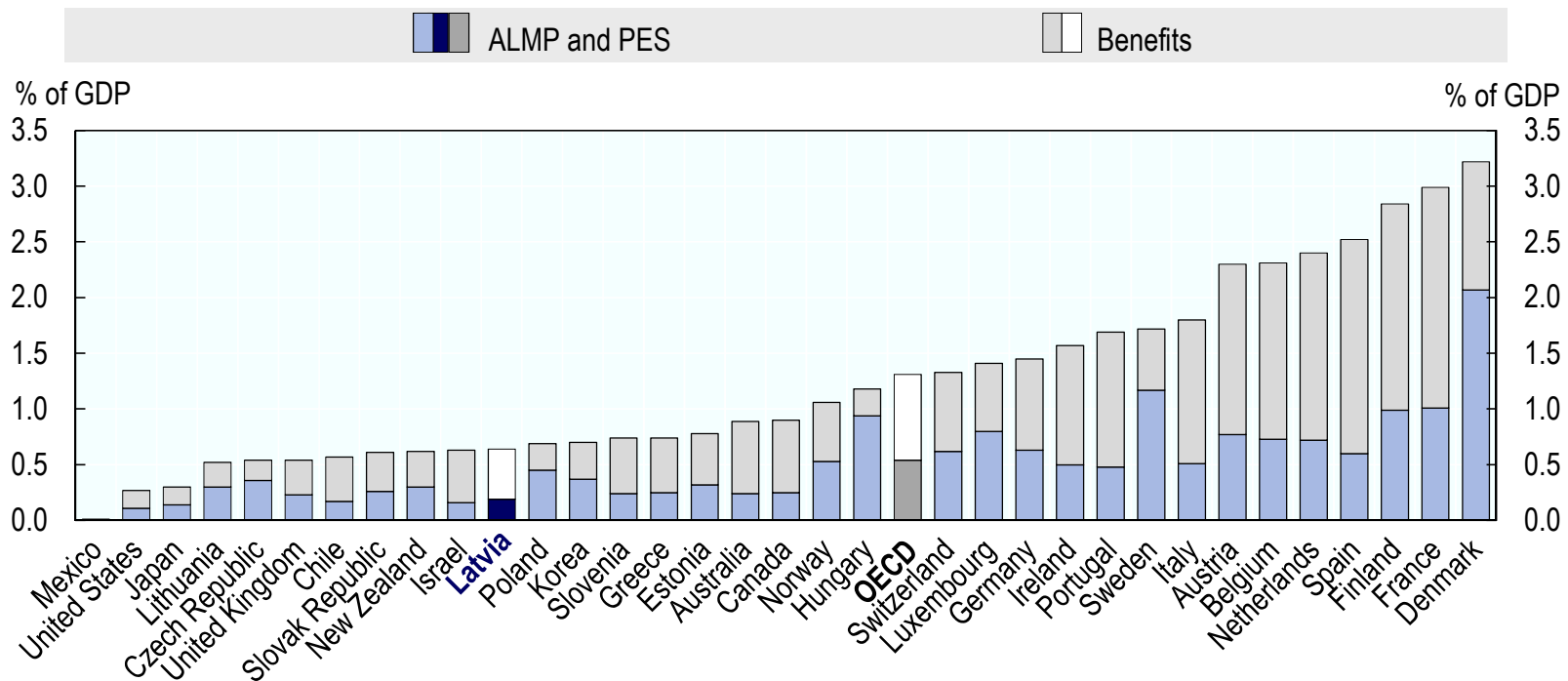
Source: OECD calculations based on *OECD Economic Outlook Database (No. 103)*, May 2018,

<http://stats.oecd.org//Index.aspx?QueryId=51396>.



## Spending on activation is low, but there is a new emphasis on disadvantaged groups

Public spending on labour market policies in OECD countries  
Expenditure as percentage of GDP, 2016



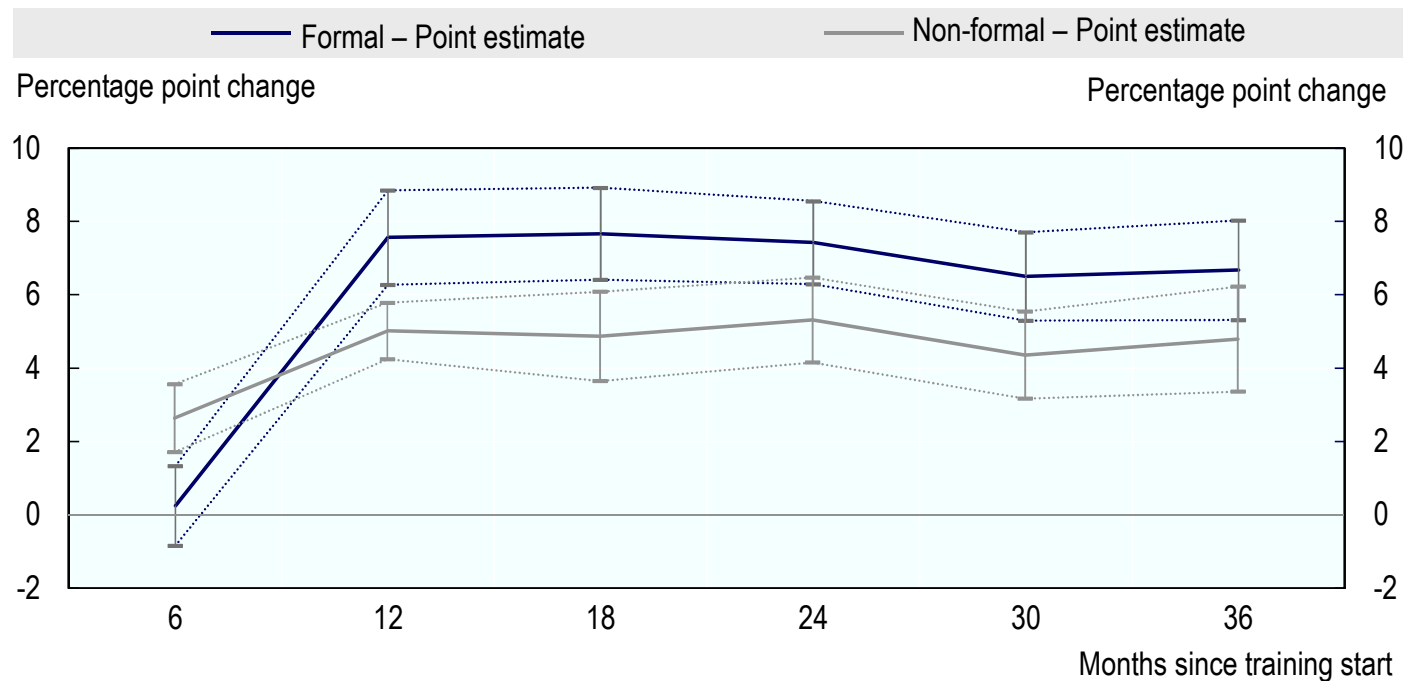
Source: OECD/Eurostat Labour Market Programme Database, <http://dx.doi.org/10.1787/data-00312-en>,  
Public expenditure and participant stocks on LMP Dataset,  
<http://stats.oecd.org/Index.aspx?QueryId=8540>.



## Training helps people connect with jobs, but the underlying voucher system may be improved

### Estimated effects of training on employment

Percentage point change in employment chances, January 2012 to October 2017



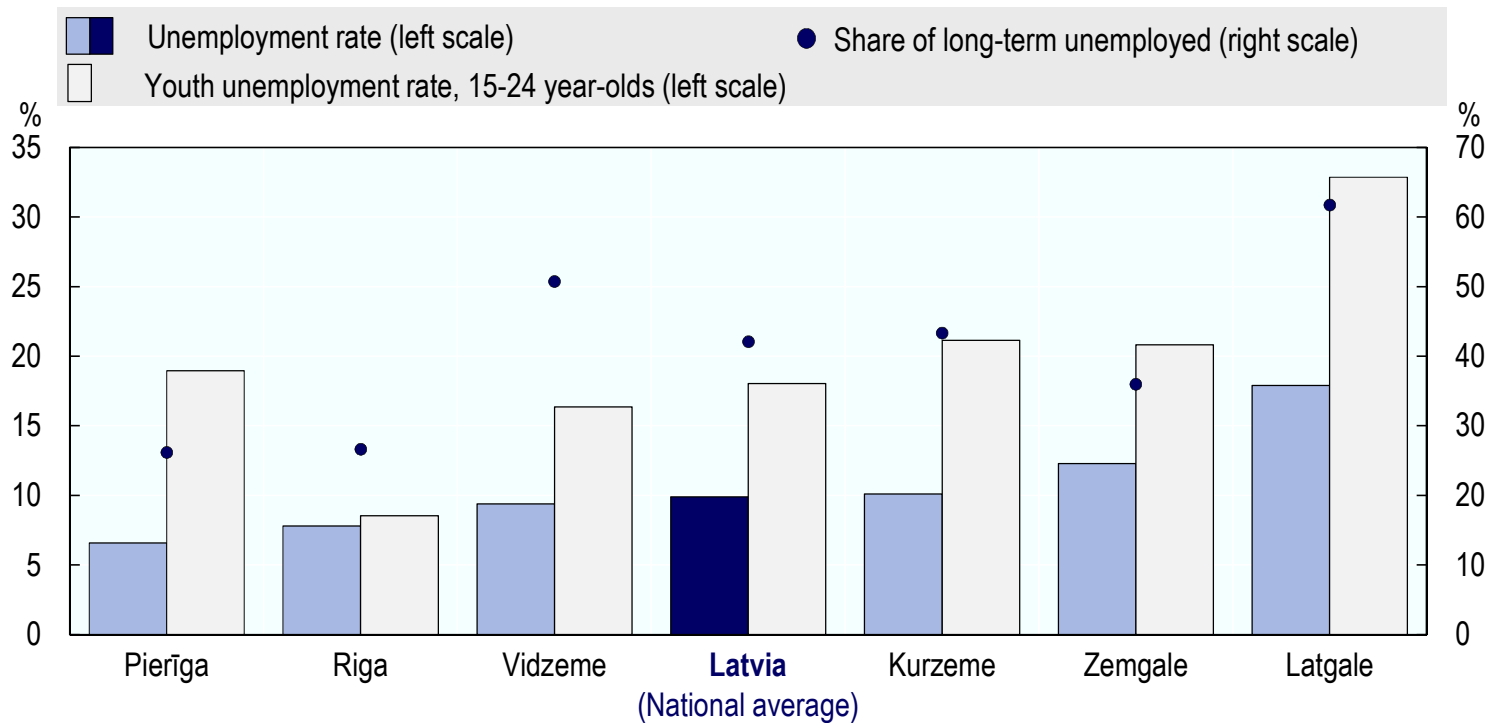
*Note:* The confidence intervals are shown at the 5% level and represented by the whiskers delimiting the dotted lines on the charts.

*Source:* Latvian State Employment Agency, Latvian Social Insurance Agency and OECD estimates.



## Regional differences present challenges but also opportunities for active labour market policy

### Unemployment in Latvia's regions, 2016



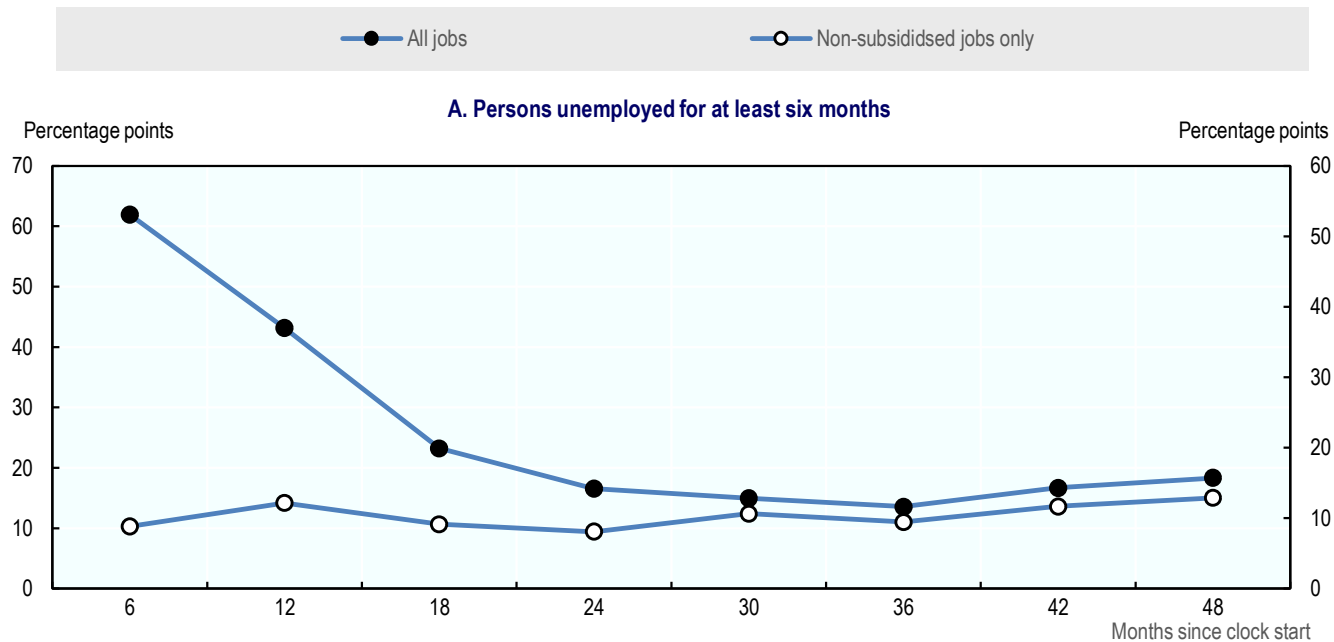
Note: The share of long-term unemployed refers to the percentage of unemployed who are unemployed for 12 months and over.

Source: Central Statistical Bureau of Latvia and Latvian Labour Force Survey (CSB).



## Subsidies have a positive impact on post-participation outcomes but not for all unemployed persons

### Estimated effect of the programme on the likelihood of employment Persons who have been unemployed for 6 months or longer



Source: Latvian Office of Citizenship and Migration Affairs, Latvian Social Insurance Agency, Latvian State Employment Agency and OECD estimates.





*Establishing a regular and well-functioning monitoring and evaluation system is crucial for policy*

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**THIS REVIEW** has relied on significant efforts from many different policy agencies in Latvia which collected and shared administrative micro data

**CONTINUITY** in these efforts is vital for building good evidence for better labour market policies in the future

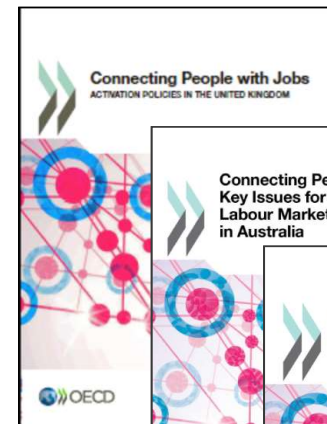
**BUILDING SKILLS** for data collection and analysis will be crucial

**CROSS-COUNTRY LEARNING** can be an important source of support



Thank you

Contact: Stefano Scarpetta ([Stefano.SCARPETTA@oecd.org](mailto:Stefano.SCARPETTA@oecd.org)), Jonathan Lain ([Jonathan.LAIN@oecd.org](mailto:Jonathan.LAIN@oecd.org)) and Theodora Xenogiani ([Theodora.XENOGIANI@oecd.org](mailto:Theodora.XENOGIANI@oecd.org))



OECD Directorate for Employment, Labour and Social Affairs: [www.oecd.org/els](http://www.oecd.org/els)  
ALMPs: [www.oecd.org/els/employment/activation.htm](http://www.oecd.org/els/employment/activation.htm)



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**Labklājības ministrijas valsts sekretāra vietniece**

**Jana Muižniece**

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**Pievienojies**

**Slido.com #6232**

**Sadaļā “Questions” uzdod savu jautājumu**

**WiFi: LU / ID: wlan15 / parole: ziemapavasaris**

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CONNECTING PEOPLE WITH JOBS

LAUNCH OF OECD REVIEW

# EVALUATING LATVIA'S ACTIVE LABOUR MARKET POLICIES

Riga, 16 April 2019

**Jonathan Lain, Irina Mozhaeva and Theodora Xenogiani**

OECD Directorate for Employment, Labour and Social Affairs



## *Outline of the presentation*

### Background

- OECD work on active labour market policies
- Scope, focus, objectives and work methods

### Recent trends

- Labour Market and remaining challenges
- Active Labour Market Policies
- Benefit reciprocity

### Data

- Linked administrative data: strengths and weaknesses

### Impact evaluation

- Training measures
- Regional mobility programme
- Employment subsidies

### Descriptive analysis

- Entrepreneurship scheme
- Public Works

### Summary of policy recommendations





## *A long expertise of the OECD on activation*

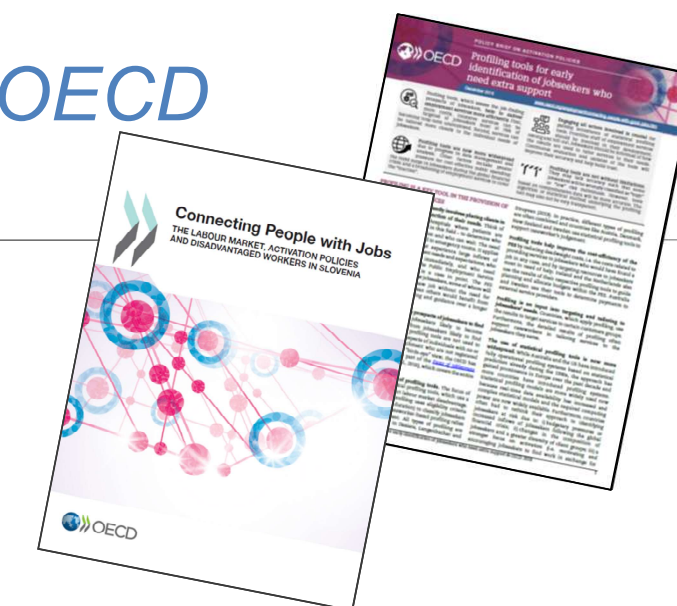
### **In-depth Policy Reviews**

Italy (16/5/2019), Korea,  
Australia, Slovenia, United  
Kingdom

### **Peer Learning Workshops**

(e.g. profiling, co-operation  
with employers & service  
providers)

**Tailored input into  
developing and  
implementing reforms**  
(Co-operation with SRSS)



### **Policy Briefs, Focus Notes**

(e.g. profiling—Dec.2018)

**Data collection and  
Impact Evaluation**



# SCOPE, FOCUS, OBJECTIVES AND WORK METHODS



## *Scope and objectives of the Review*

Key questions:

- ? What role ALMPs play in Latvia's labour market?
- ? Do ALMPs contribute to an inclusive labour market?
- ? What is their effect on the long-term unemployed and other vulnerable groups?

Make policy  
recommendations for  
improvement

Inform the mid-term  
review of the "Inclusive  
Employment Strategy  
2015-2020" on the  
effectiveness of  
existing measures

Strengthen Latvia's  
capacity to conduct  
regular monitoring and  
evaluation of its  
ALMPs



## How we worked?

### September 2017 → April 2019

#### Build on existing evidence

- OECD reviews: Investing in Youth (2015), ELS accession review (2016)
- World Bank report (2013) on unemployment, inactivity and poverty
- Work with Latvian researcher with long experience with Latvia's linked administrative data

#### Use rich data

- EU LFS and national LFS micro data
- OECD data bases on employment, social expenditure and benefits: how does Latvia fare in comparison with other OECD countries?
- Aggregate administrative data provided by the authorities
- **Linked administrative micro data**

#### Closely cooperate with authorities

- Fact-finding mission (Sept. 2017) and collection of relevant information
- Policy questionnaire sent to the authorities
- Frequent exchanges with the Ministry of Welfare, the State Employment Agency and other institutions



## *Structure of the Review*



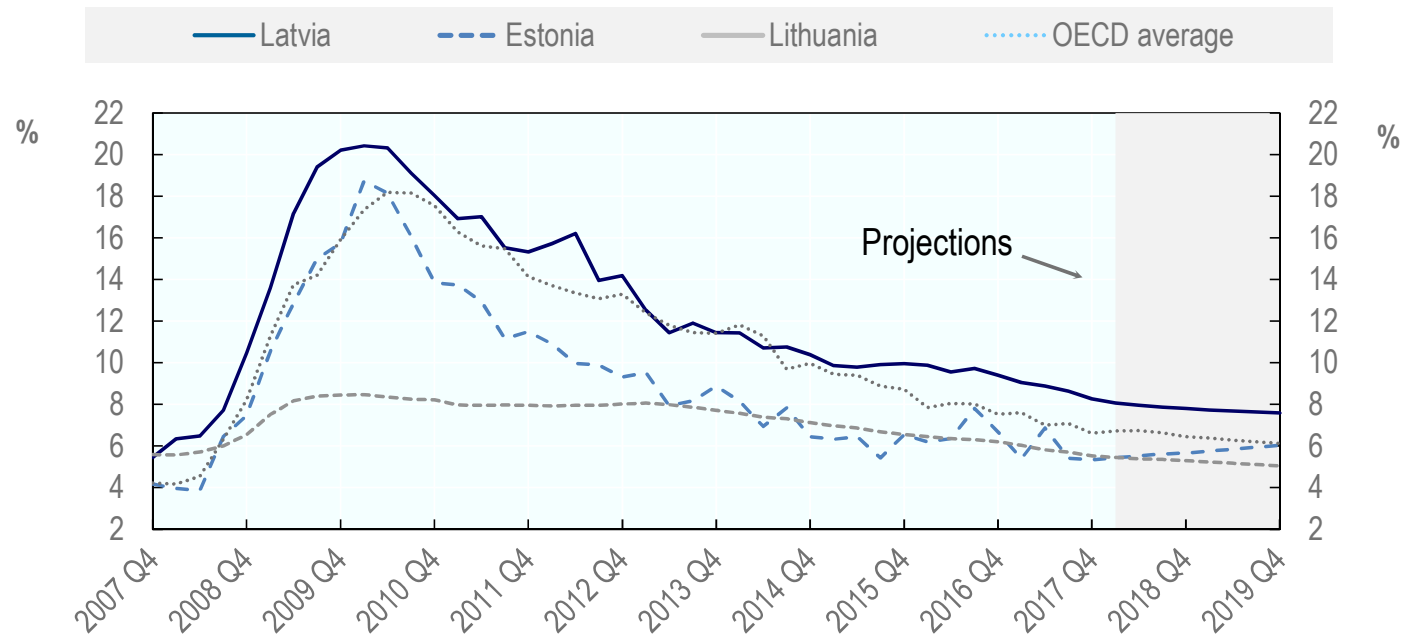


# RECENT LABOUR MARKET TRENDS AND CHALLENGES



## Unemployment has fallen to less than half its record level during the crisis...

Unemployment rates in the Baltic states, 2007-2017 (projections to 2019)  
Percentage of total labour force



Note: OECD is a weighted average excluding Lithuania.

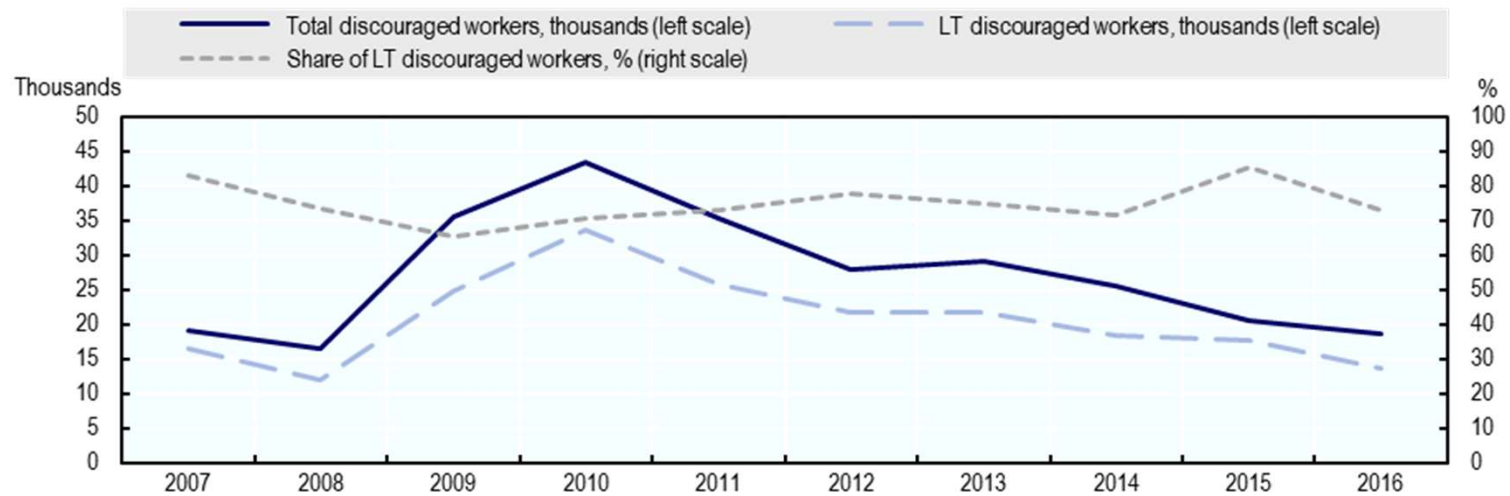
Source: OECD calculations based on *OECD Economic Outlook Database (No. 103)*, May 2018,

<http://stats.oecd.org//Index.aspx?QueryId=51396>.



## ...but the number of discouraged workers remains high

Discouraged workers in Latvia, 2007-2016



Note: LT discouraged workers stands for long-term discouraged workers.

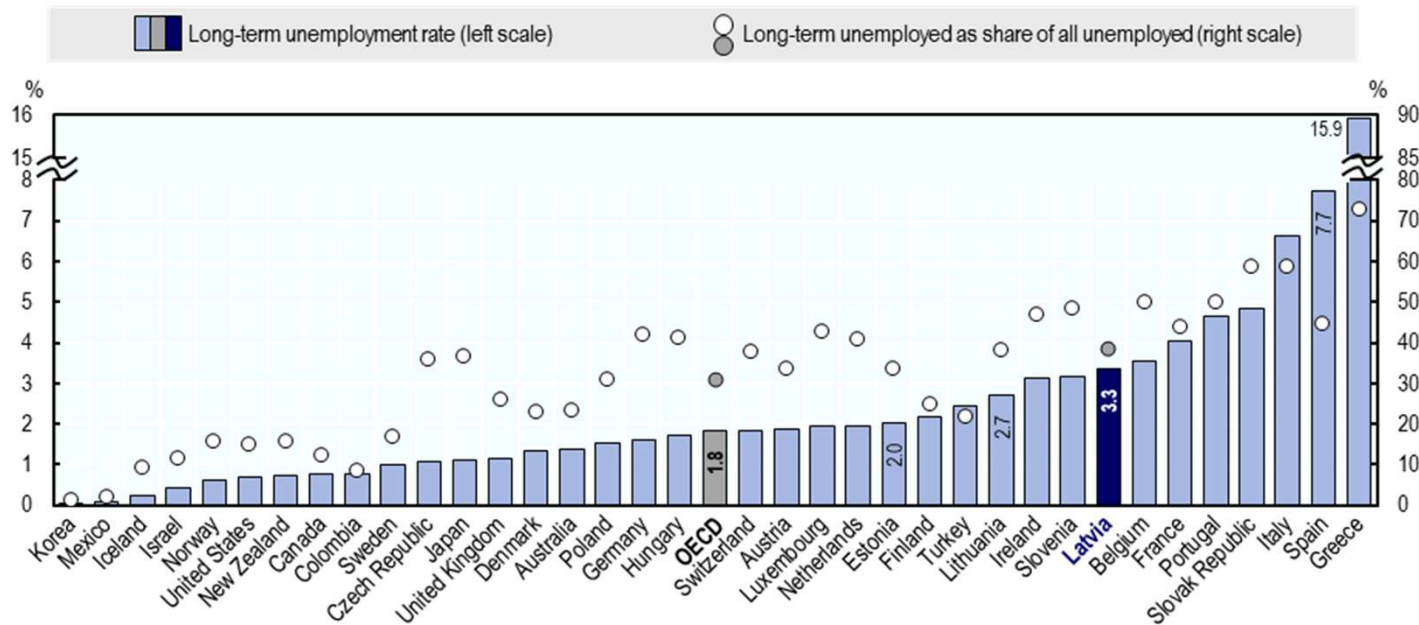
Source: OECD calculations based on the European Labour Force Survey (Eurostat), <http://ec.europa.eu/eurostat/web/lfs/overview>.





## Persistent long-term unemployment

Long-term unemployment in OECD countries, 2017



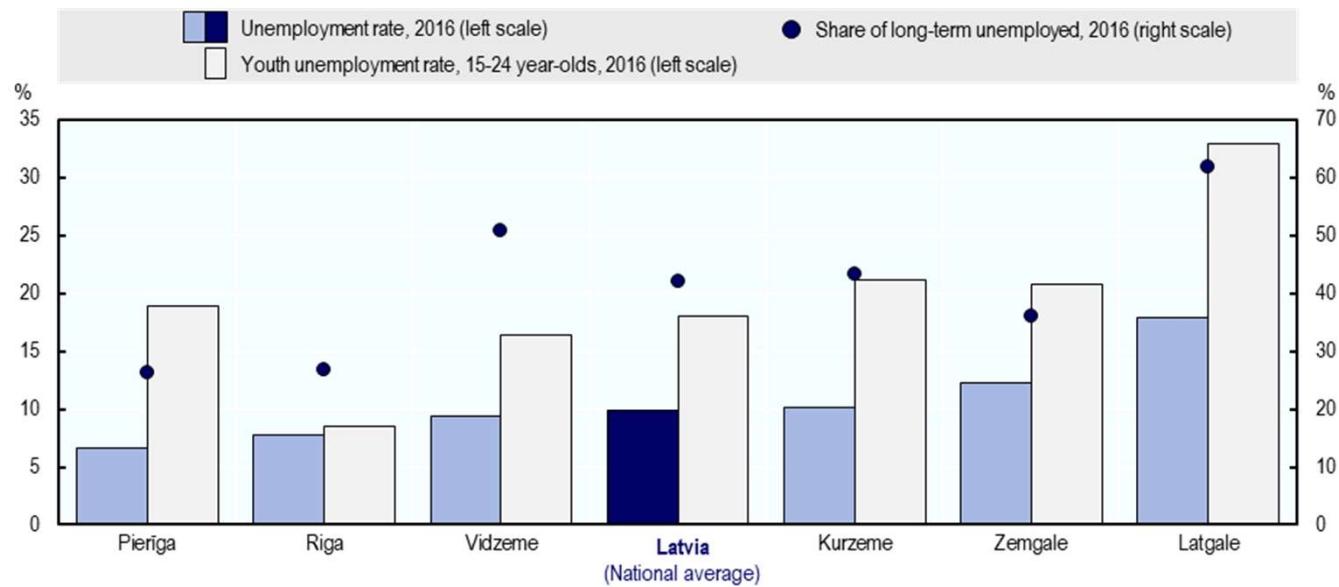
Source: OECD Labour Force Statistics Datasets.

Especially an issue for persons with low levels of education and those without prior work experience.



## Differences between regions are large

Unemployment in Latvian regions, 2016



Source: Central Statistical Bureau of Latvia.



# RECENT TRENDS IN ACTIVE LABOUR MARKET POLICIES



## Latvia's menu of ALMP has expanded

### Active labour market policy measures in Latvia, 2012-2018 Participations

	2012	2013	2014	2015	2016	2017	2018
<b>Training</b>	23089	30137	23131	17504	23772	20882	19083
<b>Public works</b>	31166	32129	19225	8430	10937	13032	12921
<b>Student summer employment</b>			4287	3804	4239	4975	5160
<b>Support for long-term unemployed</b>	9	146	204	164	3964	54318	53979
<b>Promoting regional mobility</b>		182	537	712	3582	4164	4350
<b>Subsidized jobs</b>	2184	3262	2639	2635	2804	3291	1693
<b>Business start-up support</b>	319	173	198	244	298	211	213
<b>Life-long learning for employed</b>	2532	6475	3101				
<b>Total</b>	59299	72504	53322	33493	49596	100873	97399

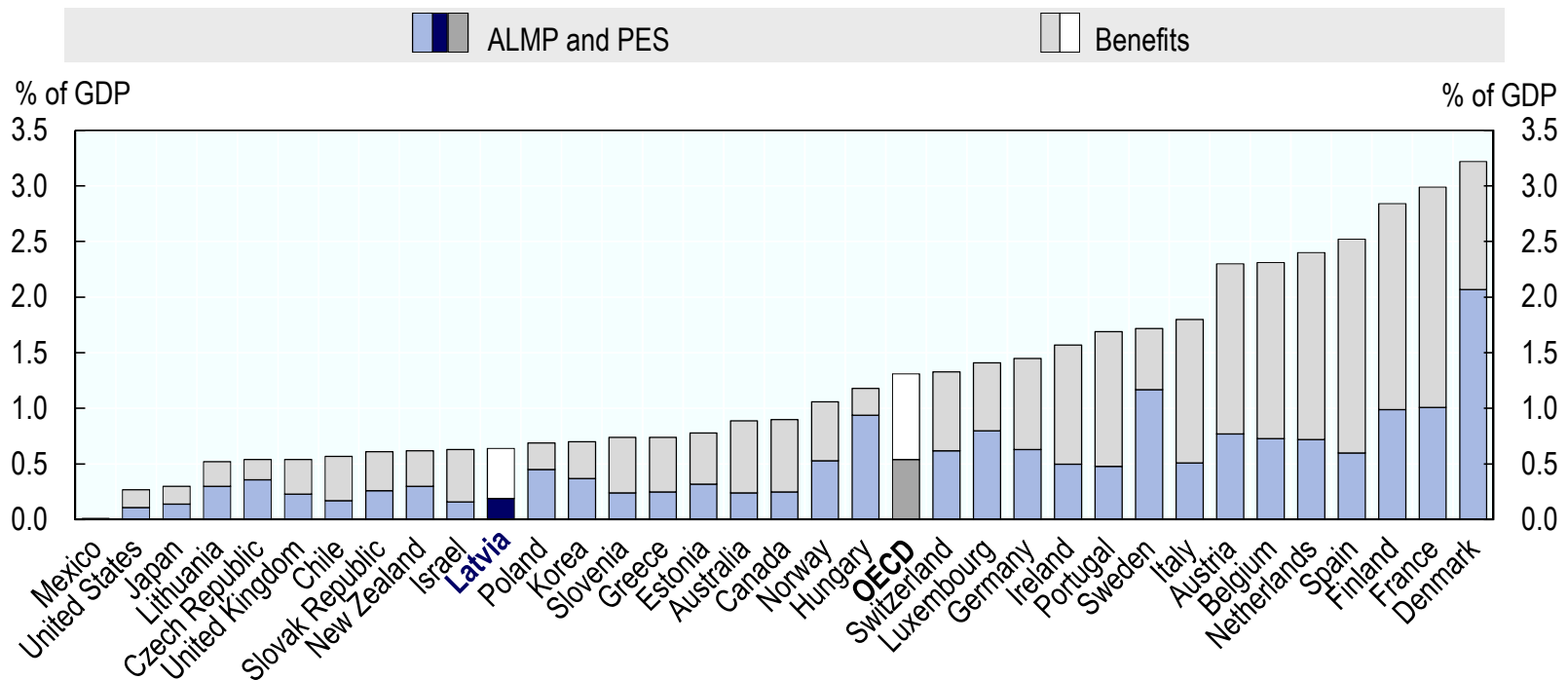
*Note:* Career consultations and “Measures to Improve Competitiveness” are not included.

*Source:* Latvian State Employment Agency.



# Yet spending on labour market policies is lower than in many OECD countries

Public spending on labour market policies in OECD countries  
Expenditure as percentage of GDP, 2016



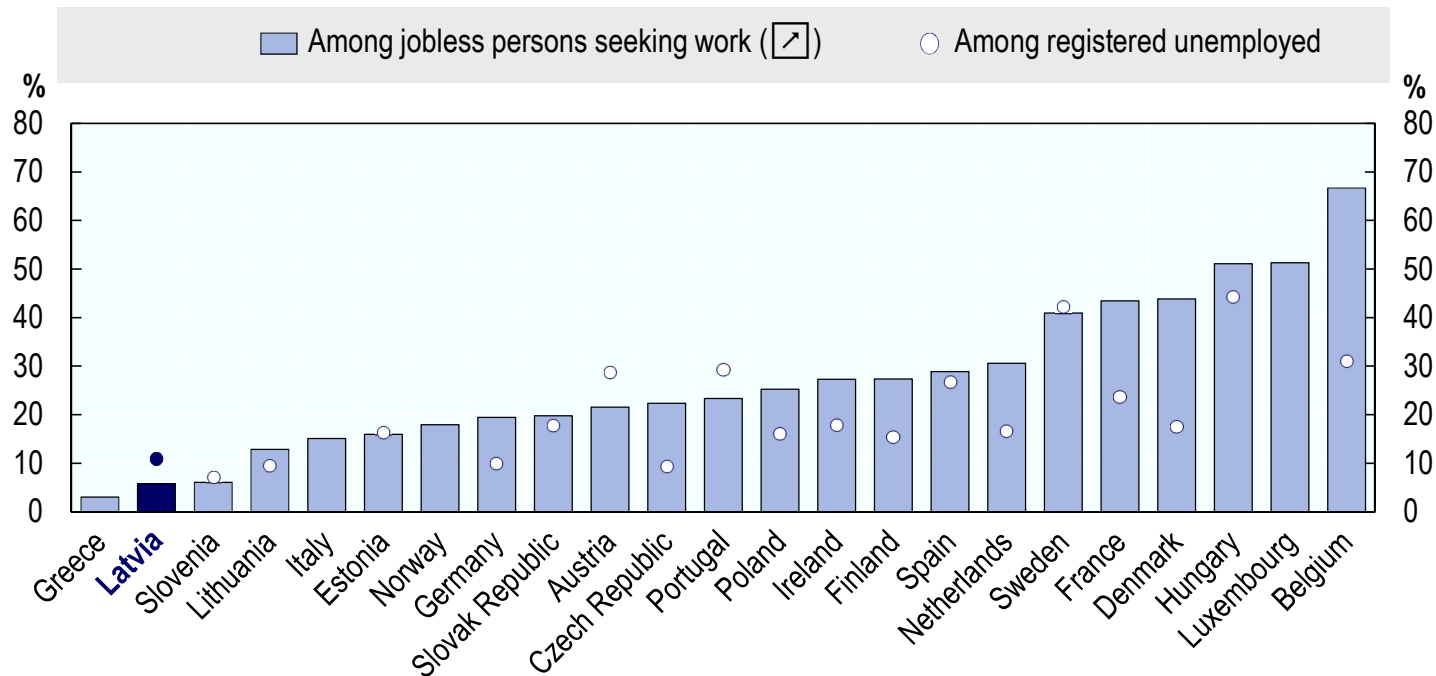
Note: ALMP: Active labour market policy. PES: Public Employment Service.

Source: OECD/Eurostat Labour Market Programme (LMP) Database



## Coverage is also low relative to other OECD countries

Participation in ALMPs among registered unemployed and jobless persons seeking work, European OECD countries  
Total share participating in ALMPs, 2016



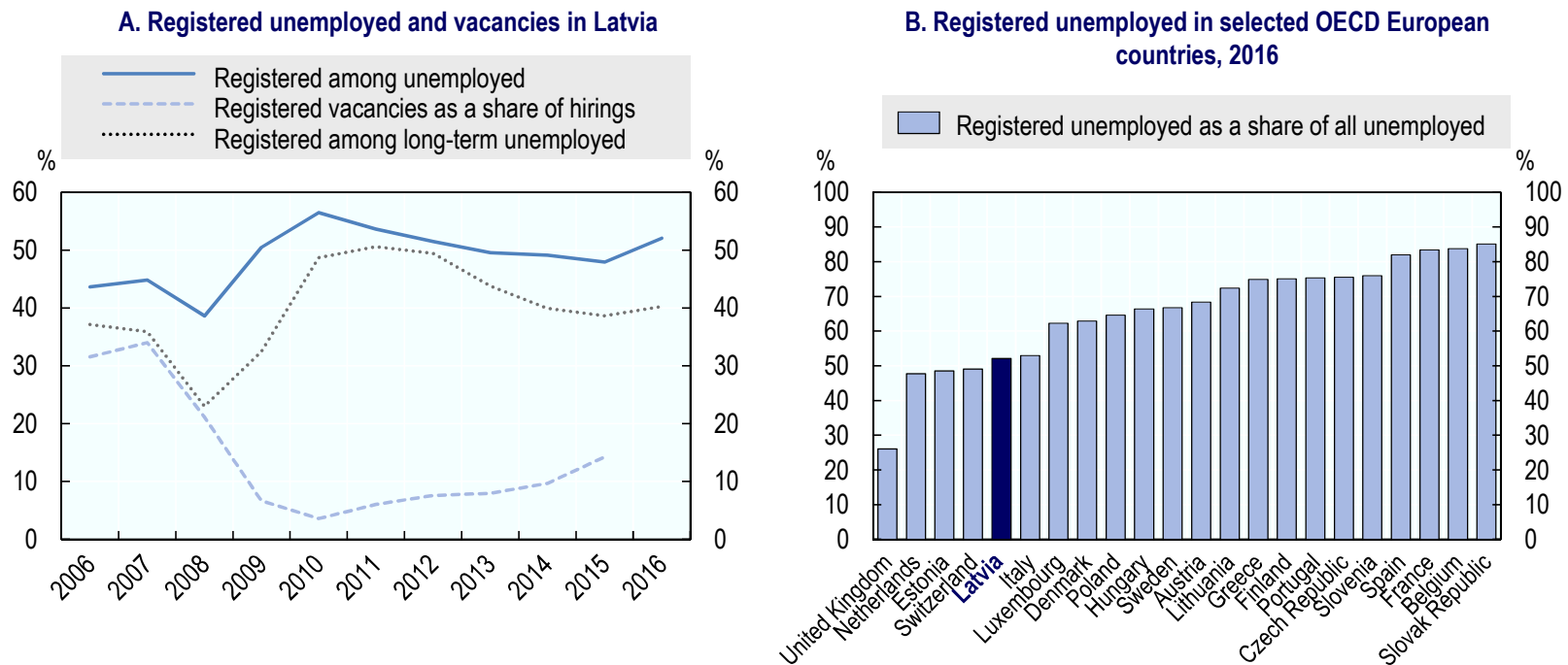
Note: ALMP: Active labour market policy. Short training measures, consultations, and workshops are not included in the figures.

Source: OECD/Eurostat Labour Market Programme (LMP) Database



# Contact with employers is limited and many unemployed are not registering with the SEA

## Registered parts of vacancies and unemployed persons



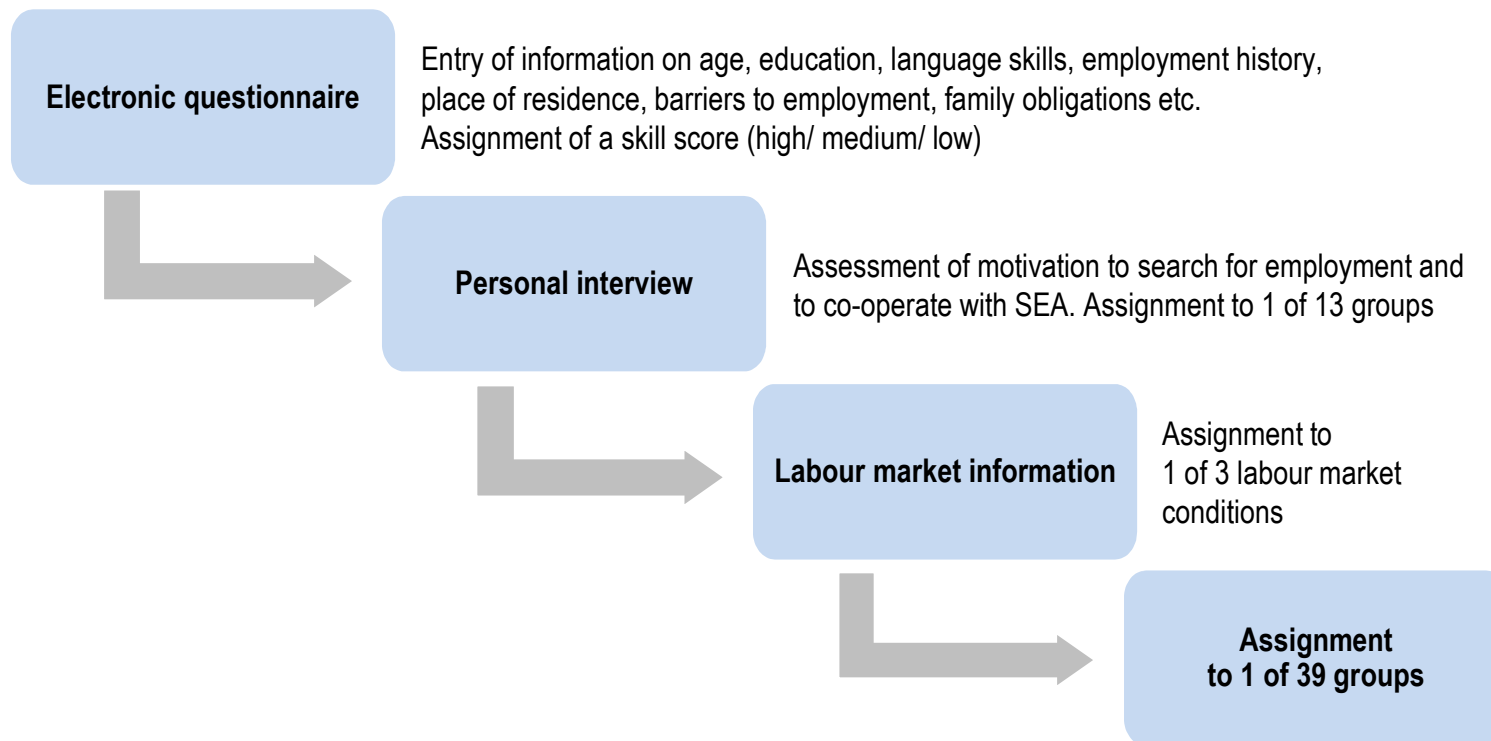
*Note:* The share of registered unemployed is obtained from micro data, using the International Labour Organisation definition. Long-term unemployment is defined as 12 months or more. Hirings are estimated as the number of employees who have started a job with a new employer in the last three months. The share of registered vacancies is the annual average of quarterly vacancies, divided by hirings. Latvia’s methodology of vacancy collection changed in Q4 of 2015, so that the 2016 value is not comparable. People aged 15-64 are covered.

*Source:* OECD calculations based on data from the European Labour Force Survey (Eurostat) and the Central Statistical Bureau of Latvia.



## *The State Employment Agency uses a profiling tool when individuals register with them*

### The profiling tool used by Latvia's public employment service, 2017



Source: OECD Secretariat based on information from the State Employment Agency.





## *The profiling tool could be used more effectively in practice*

---

- The profiling tool should be available and used at the moment of registration with the State Employment Agency
- The number of groups under the profiling tool could be **reduced**
- The profiling groups could be **better linked to differentiated service streams**
- The State Employment Agency could consider providing **online services** to individuals who are more likely to resume work quickly (according to the outcomes of the profiling tool)
- The profiling tool should rely more on easily available and reliable **statistical information** rather than self-declared information from each unemployed person

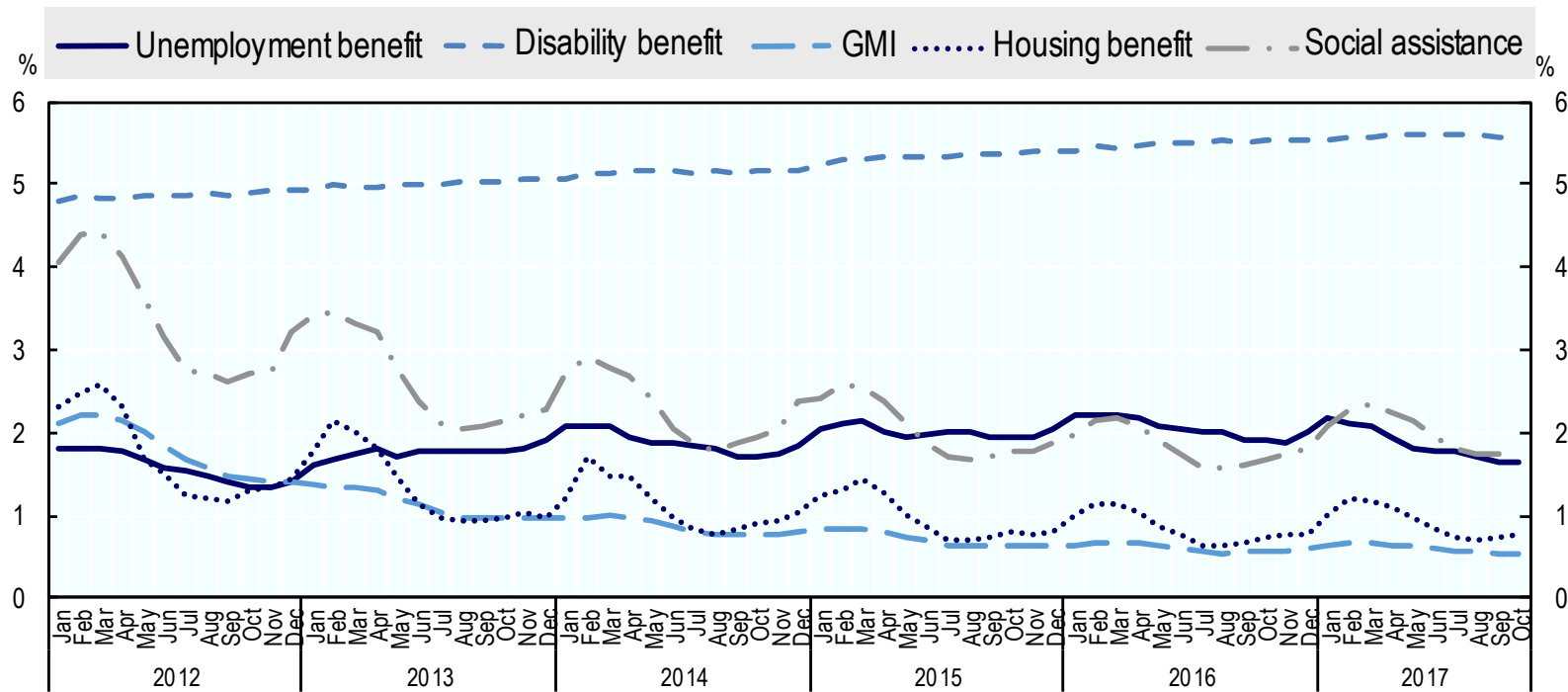


# RECENT TRENDS IN BENEFIT RECIPIENCY



## Reliance on social assistance benefits has diminished, while the stock of disability beneficiaries is increasing steadily

Beneficiaries as a share of population 15 and over

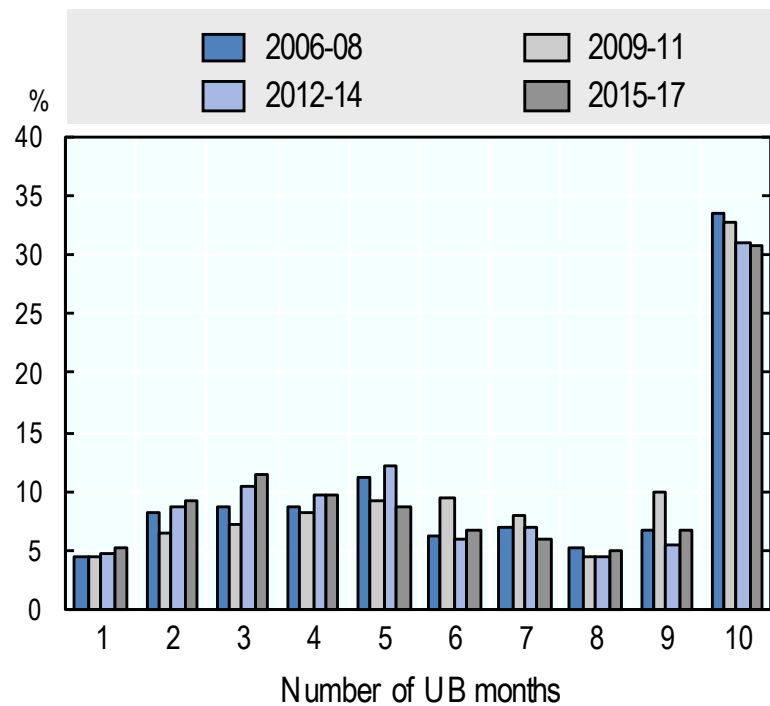


Source: OECD estimates using administrative data

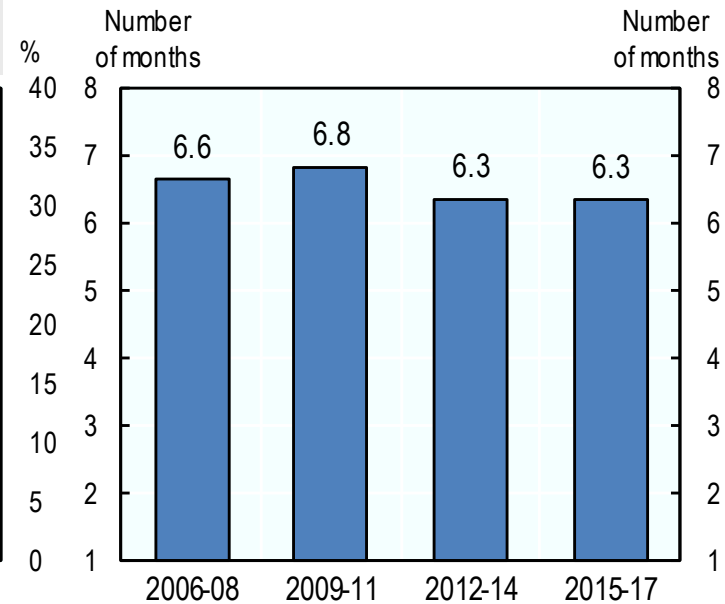


## *A third of all unemployment benefit recipients exhaust their full benefit entitlement*

A. Percentage of recipients by number of months on UB



B. Mean length of UB spell

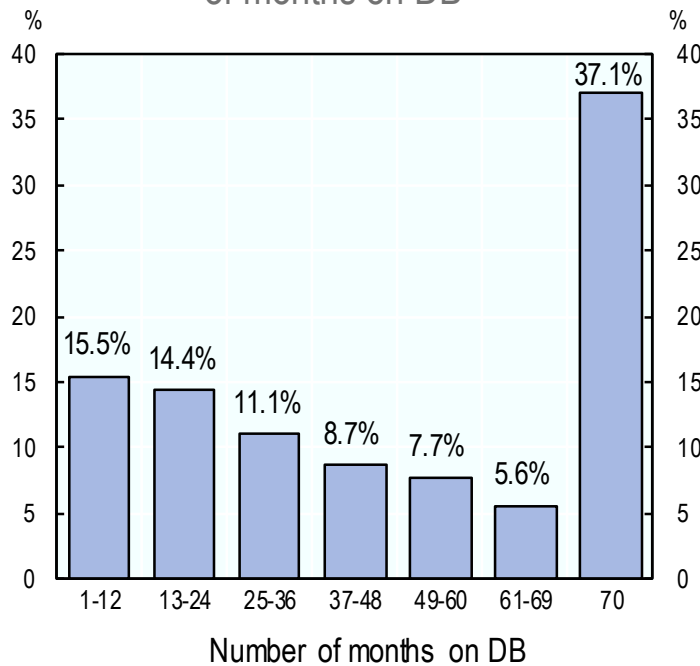


Source: OECD estimates using administrative data

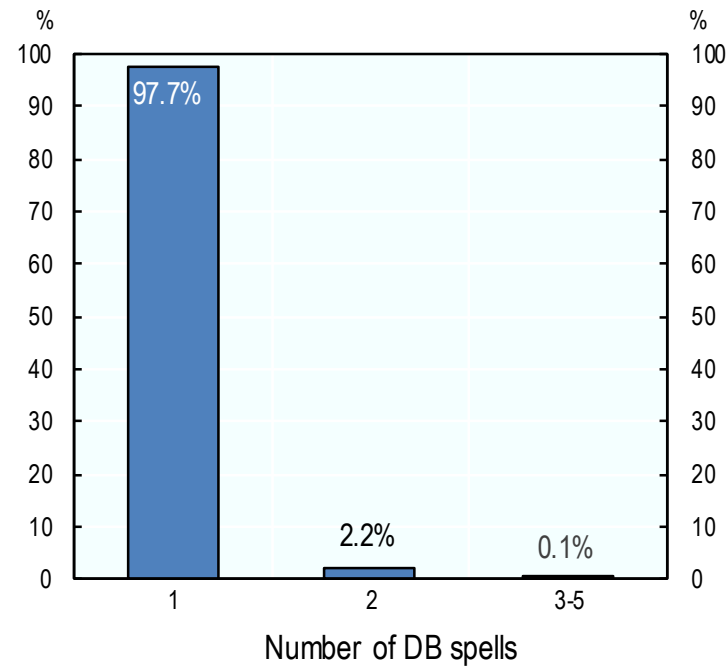


## *Disability benefit reciprocity has a long-term dimension*

A. Percentage of recipients by number of months on DB



B. Number of DB spells per person

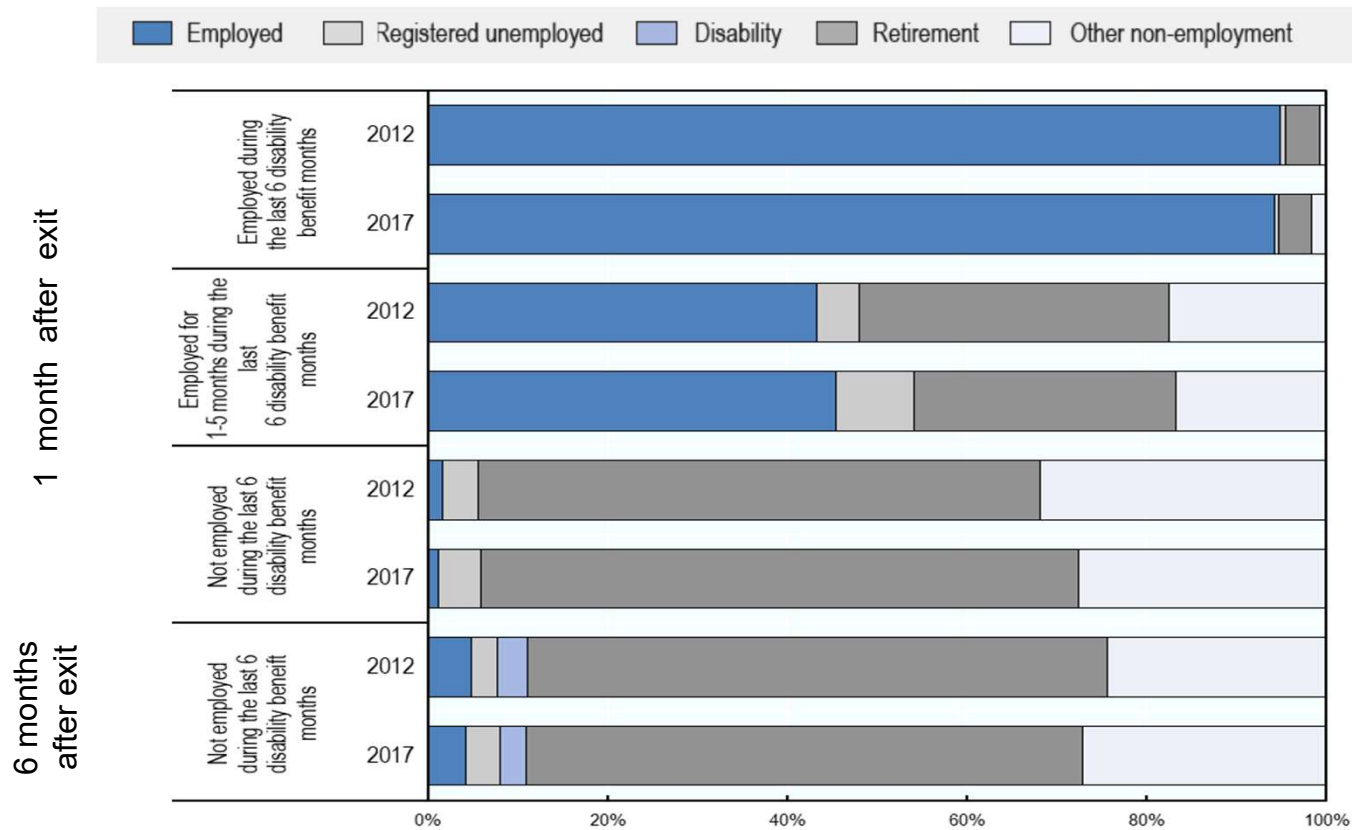


Source: OECD estimates using administrative data



## Non-employment during the disability spell is a strong predictor of subsequent labour market outcomes

Labour force status of former disability beneficiaries after exit by employment

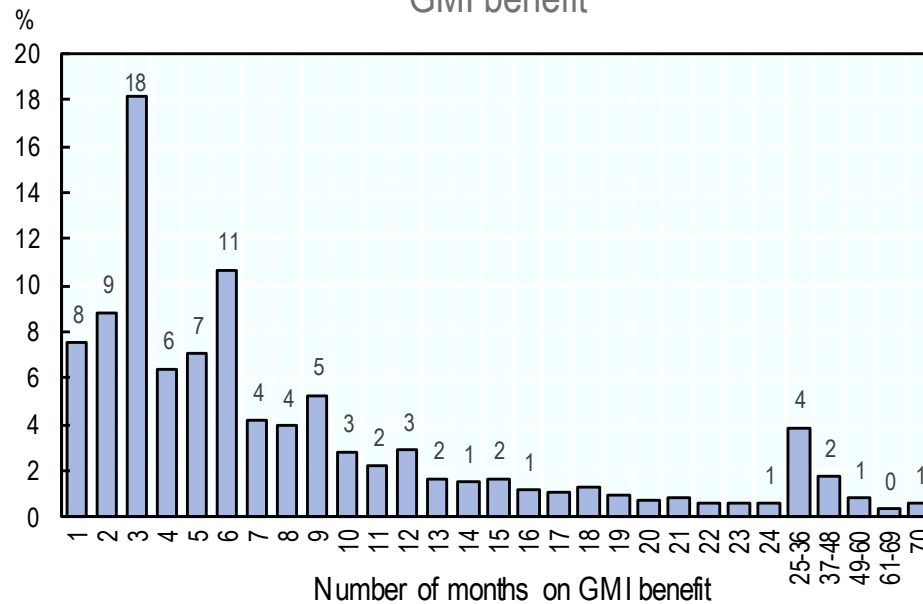


Source: OECD estimates using administrative data

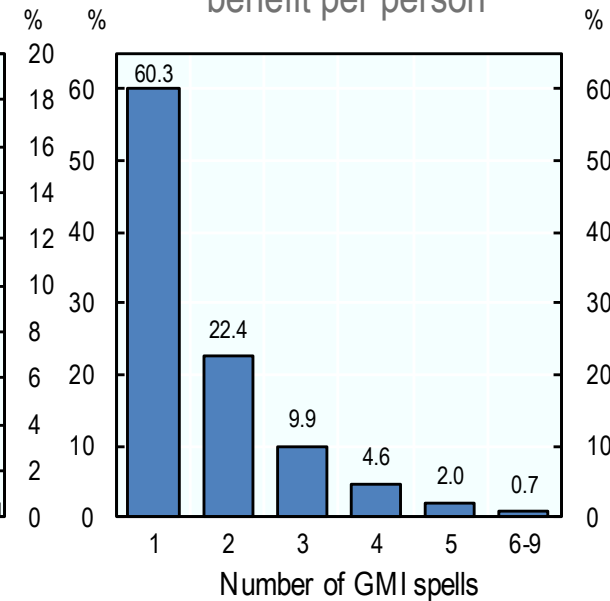


## *GMI is a short-term support measure for most recipients...*

A. Percentage of recipients by number of months on GMI benefit



B. Number of spells on GMI benefit per person



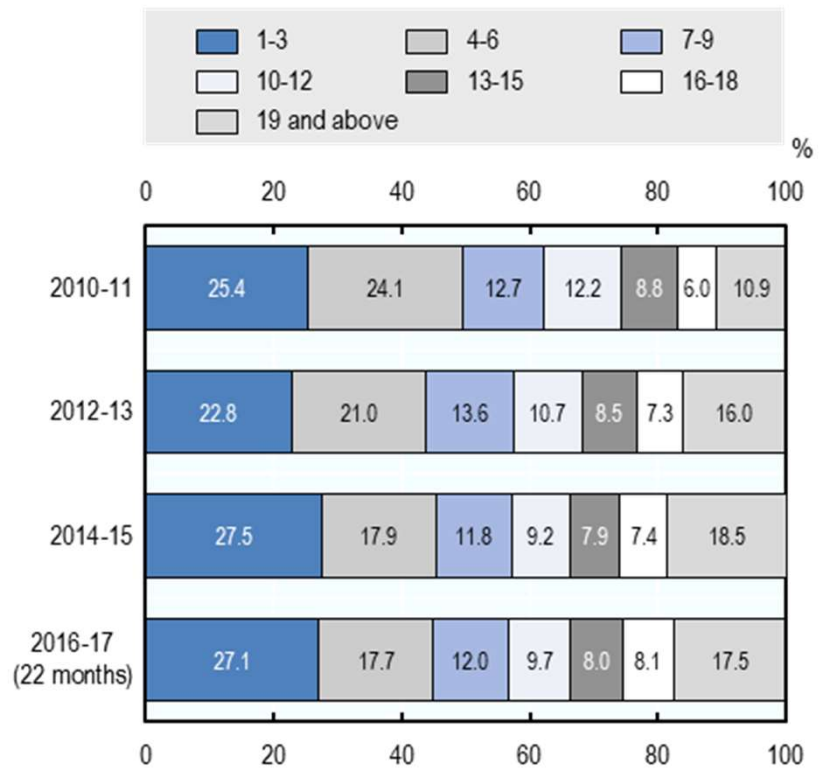
Source: OECD estimates using administrative data

- From 2012 to 2017, one third of GMI recipients received the benefit for up to three months and another 25% for up to six months.



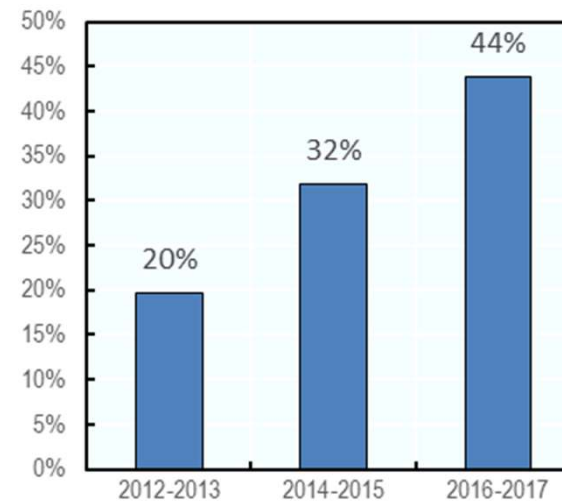
## ...but the share of those who rely on GMI for an extended period of time has grown

A. Percentage of recipients by total number of months on GMI benefit during the 2-year period



Source: OECD estimates using administrative data

B. Persons with disabilities as a share of recipients who stayed on the benefit during the full biennial period







# LINKED ADMINISTRATIVE DATA: STRENGTHS AND WEAKNESSES



## A wealth of administrative data

Individual level monthly linked administrative data for the entire population of Latvia, **January 2012 – October 2017**

Multiple labour market **outcomes** can be analysed in both the **short-** and **long-run**, while using **detailed controls** to make the results more reliable.

### Main data providers

State Employment Agency / UNISO	State Social Insurance Agency	ZZ Dats / 118 municipalities	The Office of Citizenship and Migration Affairs
<ul style="list-style-type: none"><li>• status of registered unemployed / job seeker</li><li>• participation in various SEA programmes</li><li>• personal characteristics</li></ul>	<ul style="list-style-type: none"><li>• social insurance</li><li>• pensions</li><li>• wages</li><li>• social contributions</li><li>• companies</li></ul>	<ul style="list-style-type: none"><li>• social assistance</li><li>• participation in public works program</li><li>• low income or needy status</li><li>• declared income level</li><li>• household characteristics</li></ul>	<ul style="list-style-type: none"><li>• year and month of birth</li><li>• personal characteristics</li><li>• declared place of residence</li><li>• changes in marital status</li></ul>

### SPECIAL THANKS!!!



## *Data limitations could be addressed going forward*

---

- Relatively short observation period determined by changes in data systems
- No technical possibility to link the data with those compiled for the World Bank project (2013)
- Crucial information on previous labour market outcomes is missing:
  - SEA data for the pre-observation period –unemployment history
    - unemployment spells are censored and previous unemployment spells are not recorded.
  - SSIA data for the pre-observation period –employment history
- Important variables are only partially available: education is available for the SEA clients only (partly supplemented by the information available in SOPA)

Continuing investing in the IT and data system to facilitate the regular monitoring and evaluation of the effectiveness of activation measures



# TRAINING PROGRAMMES



## *With certain skills in shortage, training has remained a tenable activation measure*

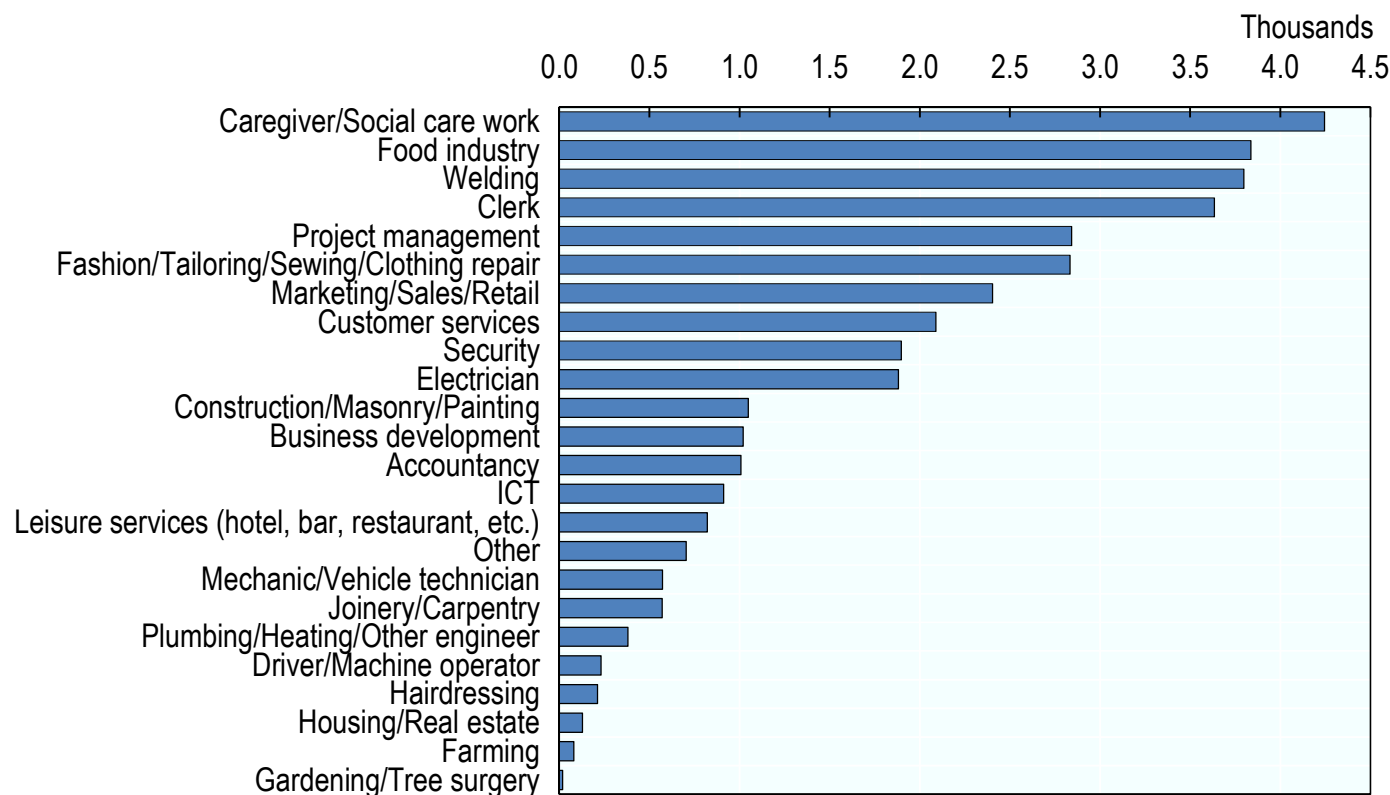
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- The *OECD Skills for Jobs Database* indicates that skills in **services** and skills related to **science, technology, engineering, and mathematics** are in shortage in Latvia
- In employer surveys, Latvian firms also indicate their strong demand for cross-cutting skills such as **Information and Communications Technology** and **foreign languages**
- Latvia's **Training Commission** brings stakeholders together to guide the fields of study on which training for the unemployed should focus



## Latvia offers a variety of formal and non-formal trainings to unemployed people

Number of participations in types of formal training, January 2012 to October 2017



Note: ICT: Information and communications technology. Data cover all participations between January 2012 and October 2017.

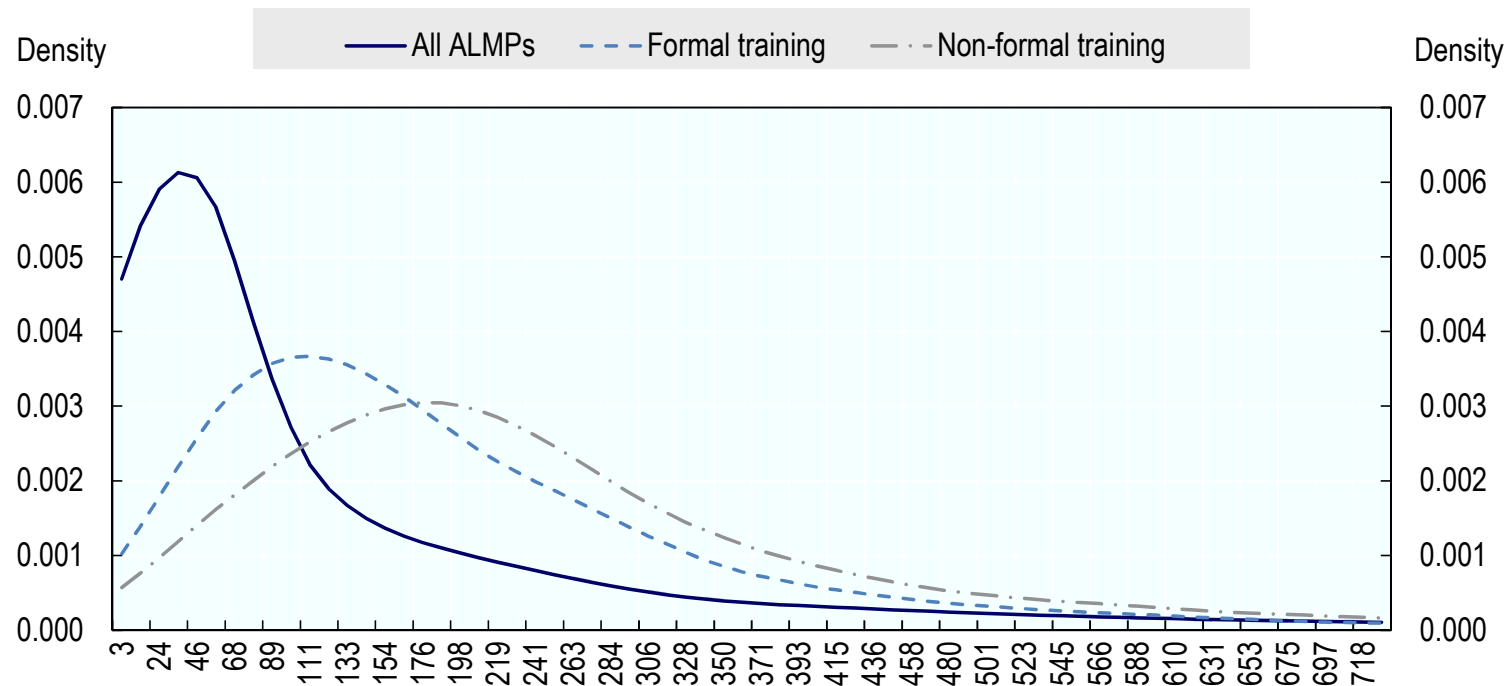
Source: Latvian State Employment Agency and OECD estimates.



## The timing of training varies, and it is often combined with other ALMP measures

### Variation in the start of ALMP measures

Number of days between registration as unemployed and start of ALMP measure by ALMP measure type, January 2012 to October 2017

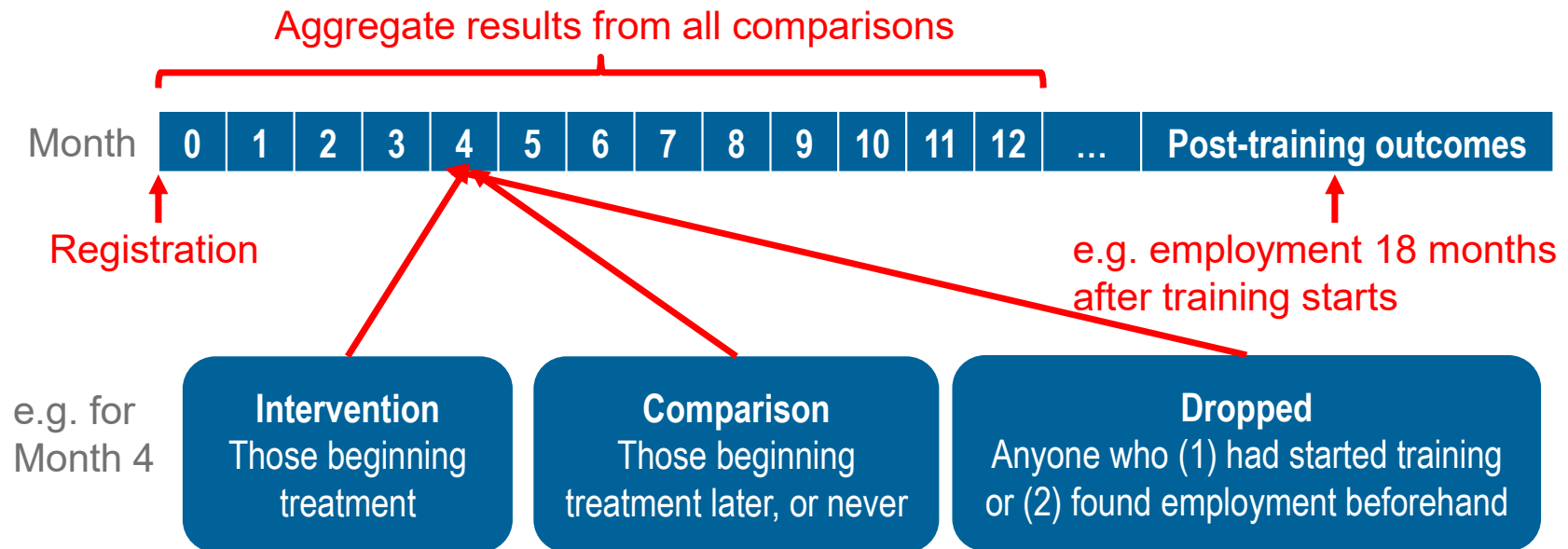


*Note:* ALMP: Active labour market policy. MIC(s): Measure(s) to Improve Competitiveness. Observations above 730 days excluded from the chart. Data restricted to individuals' first recorded unemployment spell.  
*Source:* Latvian State Employment Agency, Latvian Social Insurance Agency and OECD estimates.



## *With complex patterns of participation, we need a pragmatic econometric approach*

Impact evaluation relies on constructing a meaningful **counterfactual**, but this is difficult when the start of training varies so much.



This “**dynamic selection on observables**” is only possible with detailed **longitudinal** data that tracks individuals over time.

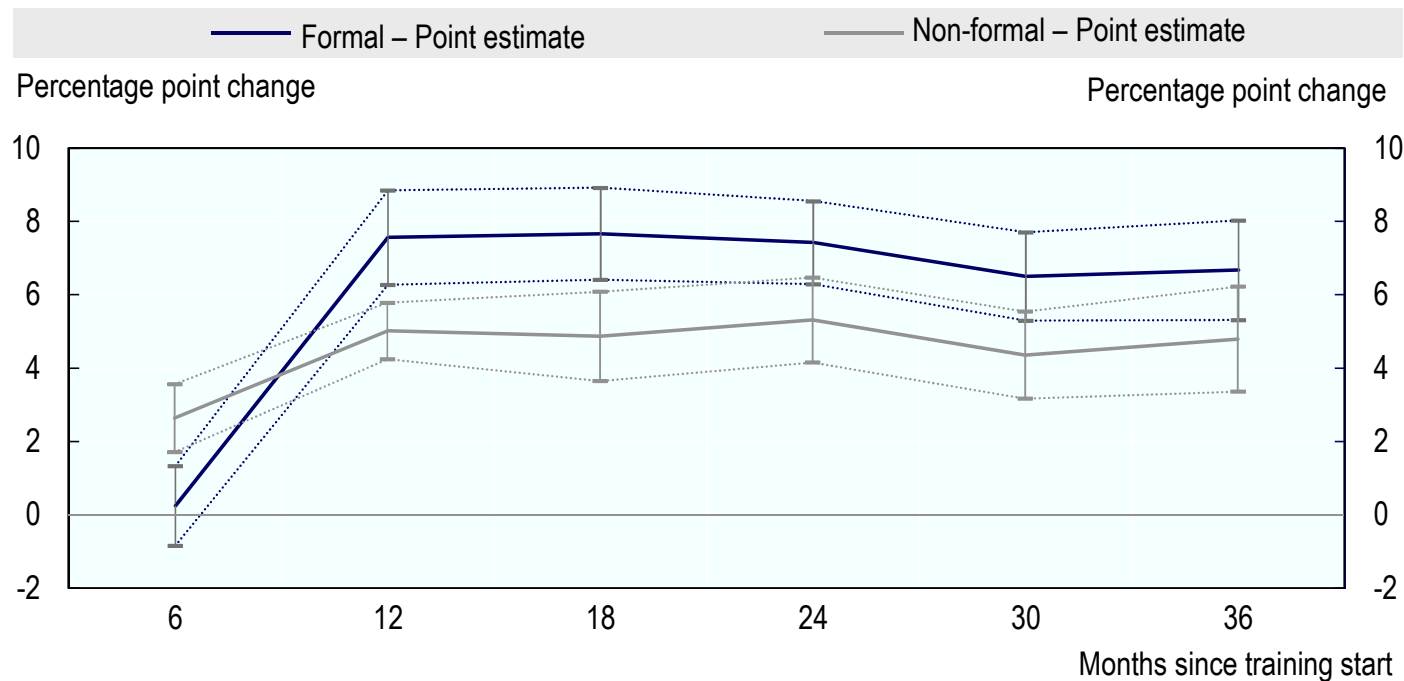




## Both formal and non-formal training have helped unemployed people into work

### Estimated effects of training on employment

Percentage point change in employment chances, January 2012 to October 2017



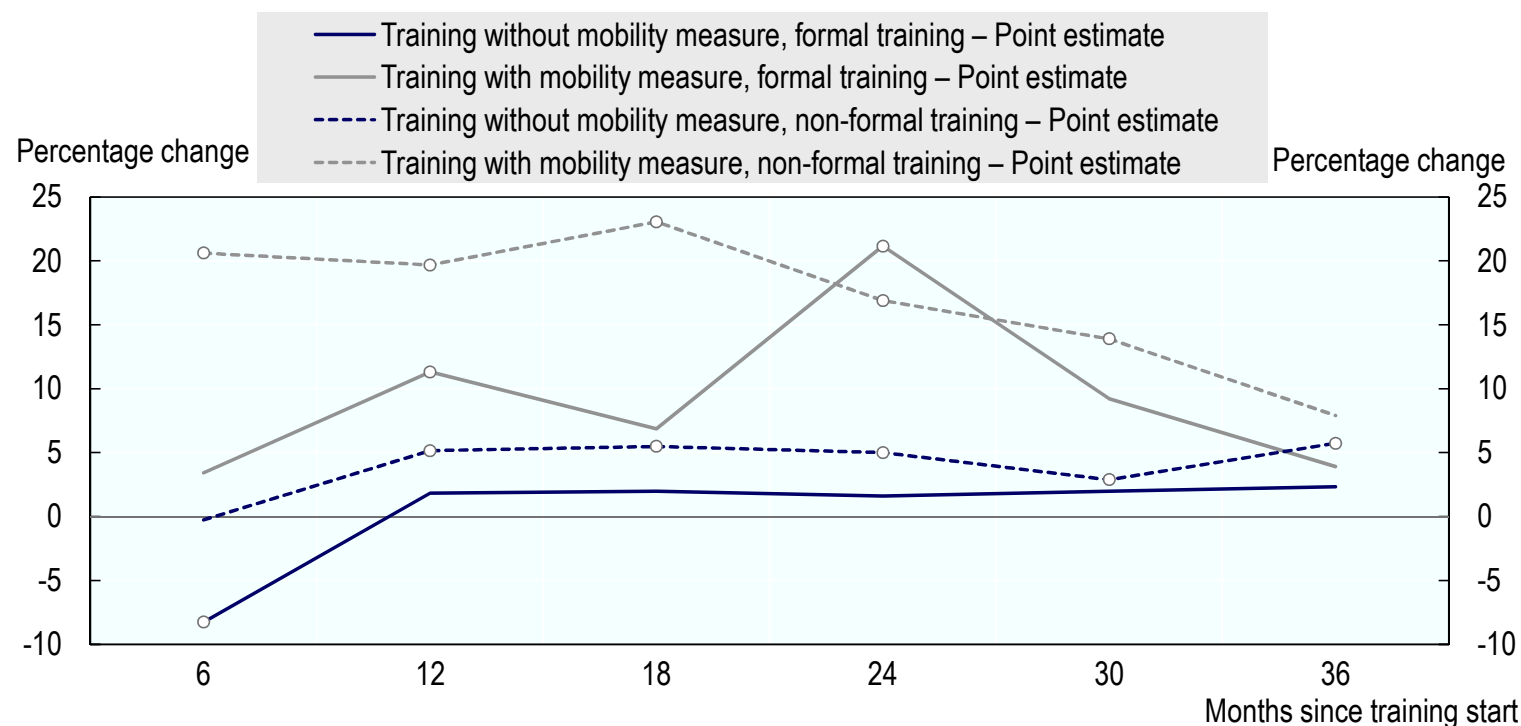
*Note:* The confidence intervals are shown at the 5% level and represented by the whiskers delimiting the dotted lines on the charts.

*Source:* Latvian State Employment Agency, Latvian Social Insurance Agency and OECD estimates.



## Combining training with other ALMPs may make it more effective

**Estimated effects of training on earnings depending on receipt of mobility support**  
Percentage change in earnings for those who found a job, January 2012 to October 2017



*Note:* The white circles indicate results that were significant at the 5% level.

*Source:* Latvian State Employment Agency, Latvian Social Insurance Agency and OECD estimates.



## *Delivering training through vouchers presents advantages, but carries risks*

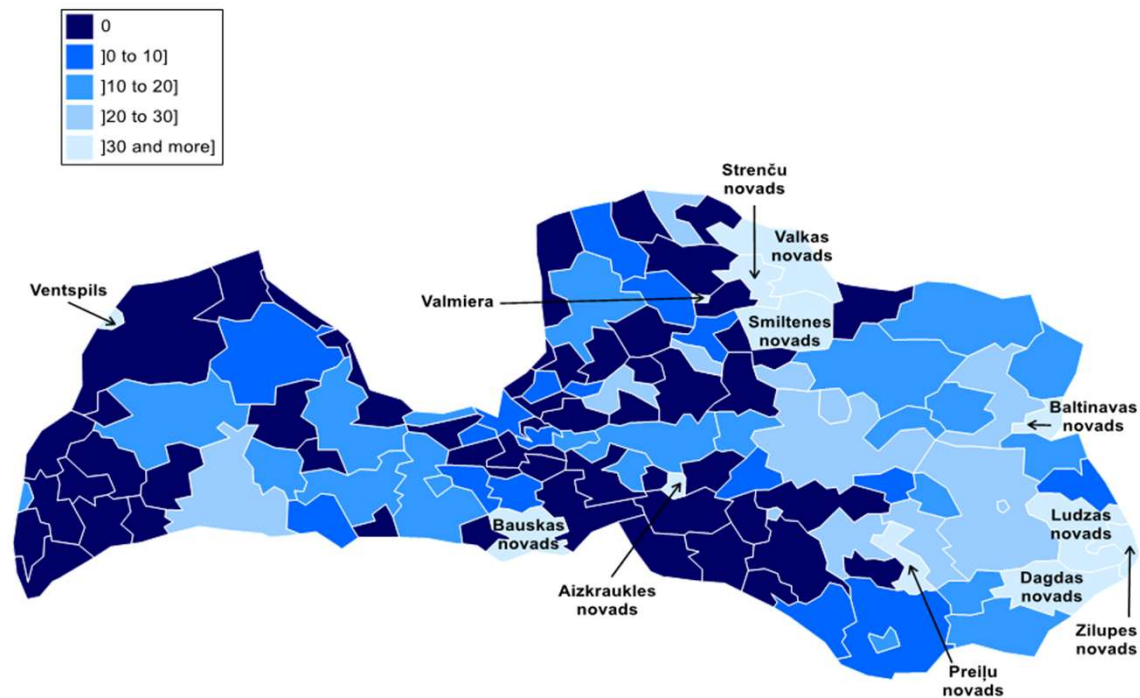
---

- Since 2011 training for the unemployed in Latvia has been provided through a **voucher** system.
  
- Providing training through vouchers can support **choice** for training recipients, fosters **competition** among training providers, and promotes **transparency** in the system as a whole
  
- However, the voucher system in Latvia faces three key challenges:
  1. Some **disadvantaged groups** may need more support in exercising choice and redeeming their vouchers.
  2. Individuals have to wait a **long time** to actually receive their voucher, during which time they may be **unsure** of their status
  3. Training providers are **distributed unevenly** across Latvia



## Training providers are not spread evenly across Latvia's municipalities

Number of accredited training sites (SEA partners sites) by municipality in Latvia  
Number of all training sites per thousand unemployed



*Note:* State Employment Agency (SEA) partners are the pre-approved training providers listed on the SEA website. This map is for illustrative purposes and is without prejudice to the status of or sovereignty over any territory covered by this map.

*Source:* Latvian State Employment Agency, Latvian Social Insurance Agency and OECD estimates.



## *The voucher system can be improved to make training more effective*

---

- Support for **regional mobility** for those receiving training should be enhanced, especially in certain remote and rural areas
- The effects of consolidating training provision on choice and competition should be **carefully monitored**
- The period when individuals have been assigned to the training voucher programme but not received a voucher should be **shortened**, while the period for which vouchers are valid should be **lengthened**
- Additional ways to limit lock-in effects should be considered, for example by allowing training to happen **alongside** job search
- Caseworkers need the capacity to support voucher recipients from **disadvantaged groups** to help them exercise effective choice



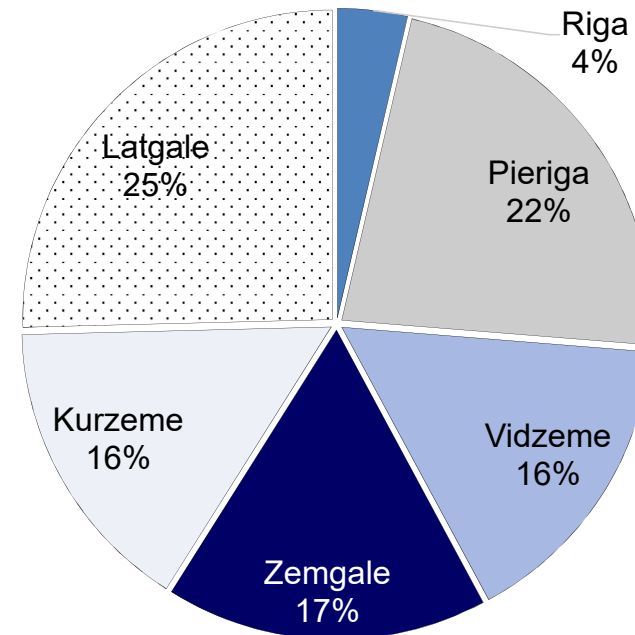
# REGIONAL MOBILITY PROGRAMME



## *In 2013, Latvia introduced a programme to support regional mobility*

- Individuals taking up job offers more than **20km away** are eligible, if they have been unemployed for at least **two months**
- Up to **EUR 150** per month may be reimbursed for the **first four months** of a new job (or the entirety of a training)
- The idea is to cover **transport and housing**
- Moves within Riga are not possible

Participants in the programme for regional mobility, January 2012 to October 2017



*Note:* Data refer to regions of residence at the beginning of the unemployment spell.

*Source:* OECD analysis using linked administrative data from BURVIS (SEA), the State Social Insurance Agency (SSIA), the Social Assistance Database (SOPA) and the Population Register (OCMA).



## *Eligibility rules can be used to identify the impact of the programme*

### Econometric approaches in the evaluation of the programme for regional mobility

	Considering effects on:	Considering effects from:	Treatment group	Control group
Model 1	Mobility to take up employment	Introduction of the programme for regional mobility in March 2013	Registered unemployed persons	Other persons not in employment
Model 2	Mobility to take up employment	Introduction of the programme for regional mobility under the Youth Guarantee in August 2014	Registered unemployed persons aged 15-29 (eligible under the Youth Guarantee)	Registered unemployed persons aged 30 or above (not eligible under the Youth Guarantee)
Model 3	Mobility to take up employment in the public sector	Inclusion of public sector employers in the programme for regional mobility from March 2016	Registered unemployed persons	Other persons not in employment





## *The programme has succeeded in raising regional mobility*

**Estimation results for the impact of the programme for regional mobility  
on mobility to take up employment, January 2012 to October 2017**  
Probabilities in percentage points

Dependent variable	Probability before: model 1	Probability before: model 2	Probability before: model 3	Effect in model 1	Effect in model 2	Effect in model 3
Moves between any two municipalities	0.031	0.031	0.003	0.032	0.008	0.002
Moves between non-adjacent municipalities	0.019	0.020	0.002	0.023	0.006	0.001

*Note:* All results shown are statistically significant at the 5% level. In model 3, only mobility to take up employment with public-sector employers is considered.

*Source:* OECD analysis using linked administrative data from BURVIS (SEA), the State Social Insurance Agency (SSIA), the Social Assistance Database (SOPA) and the Population Register (OCMA).



## *Support for regional mobility can be scaled up and better targeted*

---

- Ways for better supporting regional mobility for **families** should be explored, for example, through small state loans arranged by the State Employment Agency with credit providers
- The condition that individuals must have been unemployed for at least two months before receiving mobility support could be **abolished**
- Instead, assignment of the regional mobility programme should be better linked to **profiling**, determining who needs such support and which occupations (especially highly-paid jobs) should be excluded



# EMPLOYMENT SUBSIDIES



## Employment subsidies are offered to selected vulnerable groups

Programme eligibility and conditions

	Eligibility	Level	Maximum level	Maximum duration of payment
Vulnerable groups	Unemployed 12m+ or aged 55+ or refugee or alternative status	50% of total wage cost	MW	12 months
	Unemployed 12m & (aged 55+ or have at least one dependent)		MW	24 months
	Unemployed 24m		MW	24 months
	Persons with disabilities		MW (low-skilled jobs) or 1.5 x MW	24 months
Youth	Youth (20-29) & education and work-experience related restrictions		MW (youth with disabilities, up to 1.5 X MW)	6 months

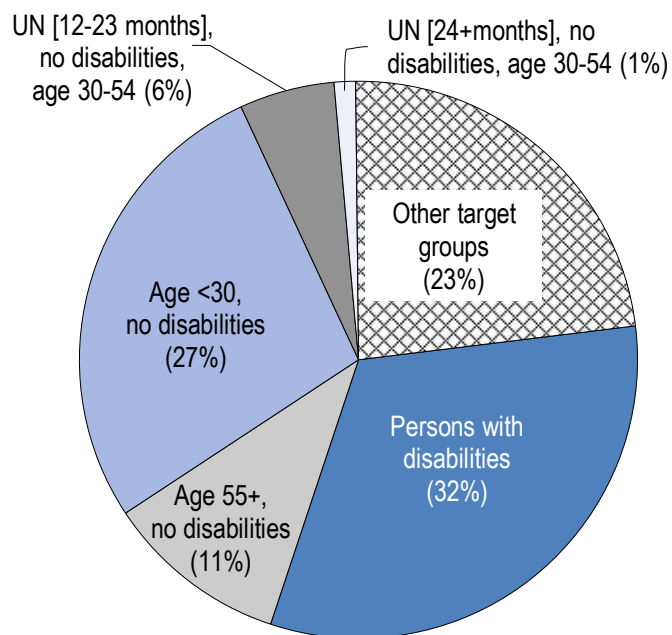
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- Eligible jobs should be vacant for a minimum of 4 months
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- A whole year should elapse between 2 participations
- Subsidy places allocated to SEA local offices according to clients and their characteristics, local LM conditions, etc.

Only 0.6% of employers participate: heavy administrative burden before and during the programme



## Programme participants reflect well the target groups

### Programme participants' characteristics, 2012-17



Source: Latvian Office of Citizenship and Migration Affairs, Latvian Social Insurance Agency, Latvian State Employment Agency and OECD estimates.

**Tight targeting** to unemployed persons who face the greatest challenges in entering the labour market and the LTU → minimize deadweight loss

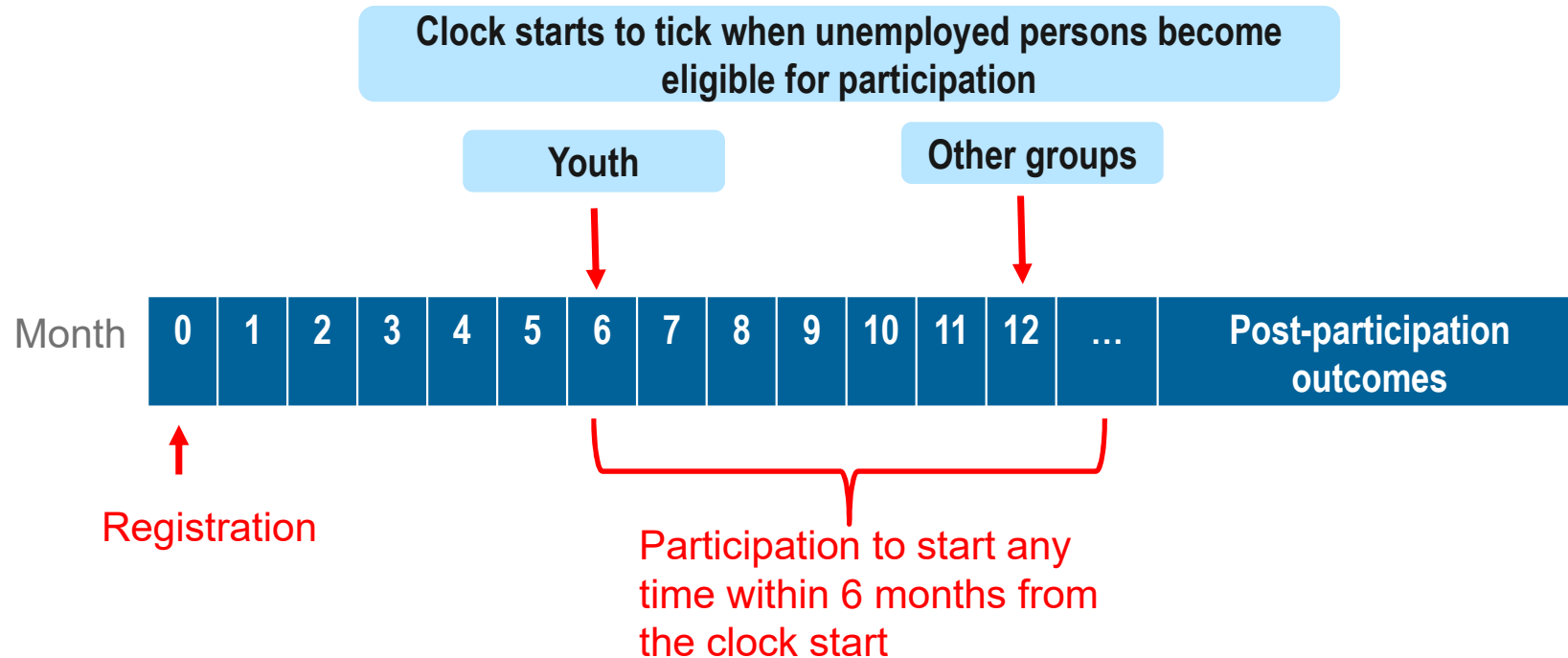
### Programme duration varies across groups (in months)

All subsidy beneficiaries	9.8
Persons with disabilities	14
Youth (<=29)	8.7
Persons aged 55+	11.2



## *Finding an appropriate estimation method*

Similar issues as in the impact evaluation of training programmes but the start of subsidised employment varies less than the start of training

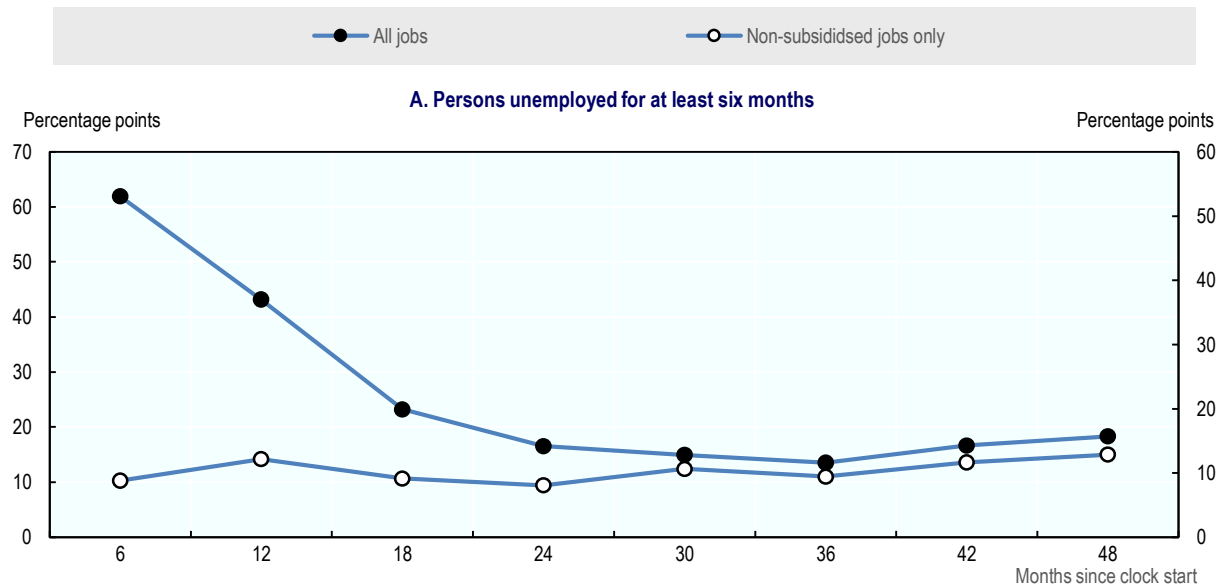


Compare similar individuals along a number of (observed) dimensions



## Subsidies have a positive impact on post-participation outcomes but not for all unemployed persons

### Estimated effect of the programme on the likelihood of employment Persons who have been unemployed for 6 months or longer



A positive effect is also found on post-participation earnings

Source: Latvian Office of Citizenship and Migration Affairs, Latvian Social Insurance Agency, Latvian State Employment Agency and OECD estimates.

In contrast to all other groups, the subsidies do not open the way to non-subsidised jobs for persons with disabilities!



## *Strengthening the effectiveness of the programme of subsidised employment*

---

- Use the well-developed and interconnected IT system to minimize the administrative burden on employers.
- Subsidy level and duration is currently the same for all groups of persons with disabilities → consider changing the programme conditions for persons with disabilities, for whom labour market outcomes of the programme seem poor, e.g. by:
  - Extending the duration of the subsidy for persons with severe disabilities for whom this is a unique way to get a job
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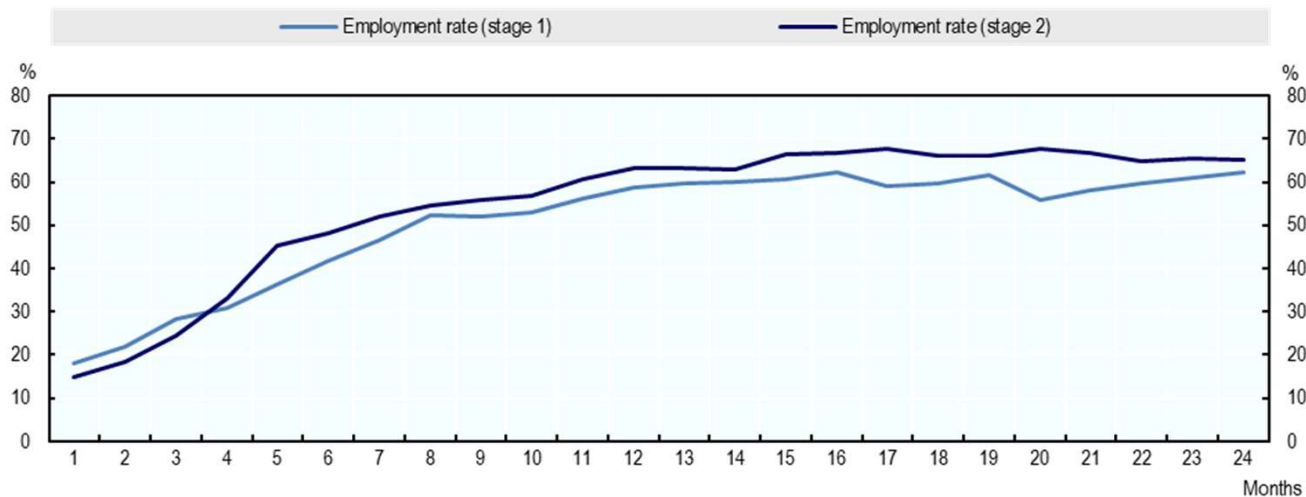


# PROMOTING ENTREPRENEURSHIP



## *The entrepreneurship programme could help start-ups and job creation in all regions*

**Employment rates or participants after the end of participation, 2012-17**  
By programme stage reached and month



Source: OECD analysis using linked administrative data from BURVIS (SEA), the State Social Insurance Agency (SSIA), the Social Assistance Database (SOPA) and the Population Register (OCMA).

The programme is successfully reaching the long-term unemployed and persons with disabilities.

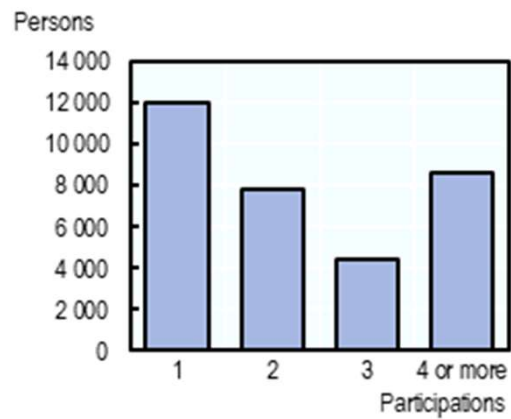


# PUBLIC WORKS PROGRAMME

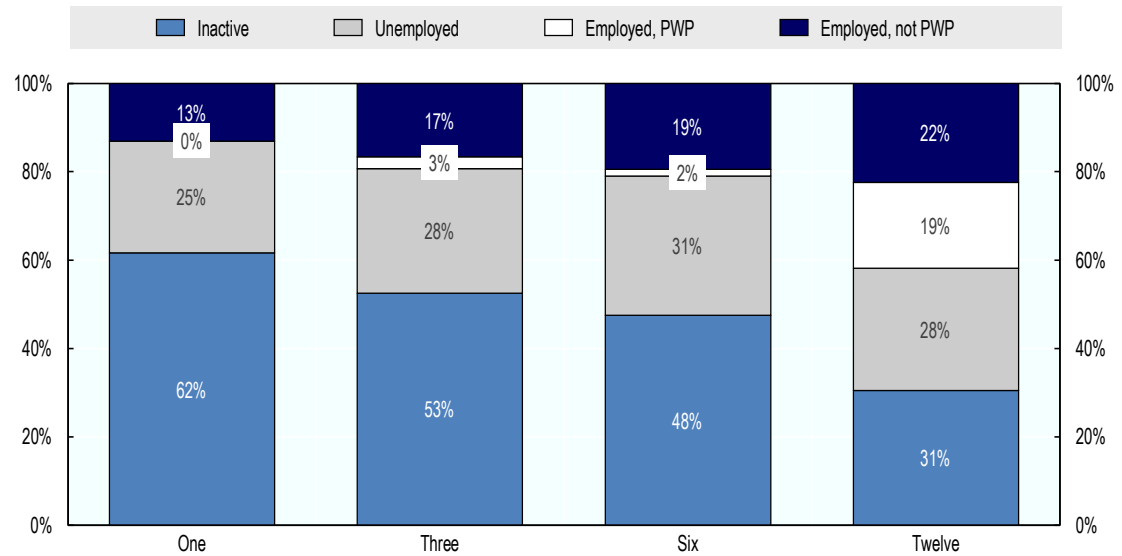


# Public works play an activation and anti-poverty role

A. Number of participations per person



B. Labour market outcomes of PWP participants, at 1, 3, 6 and 12 months after the end of the programme



Source: OECD estimates using administrative data



# POLICY RECOMMENDATIONS SUMMARY



## *Key policy recommendations*

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Better functioning of the voucher system to disperse training programmes

More regular and effective use of the profiling tool

Better target the regional mobility programme, link it with profiling outcomes and provide support for families

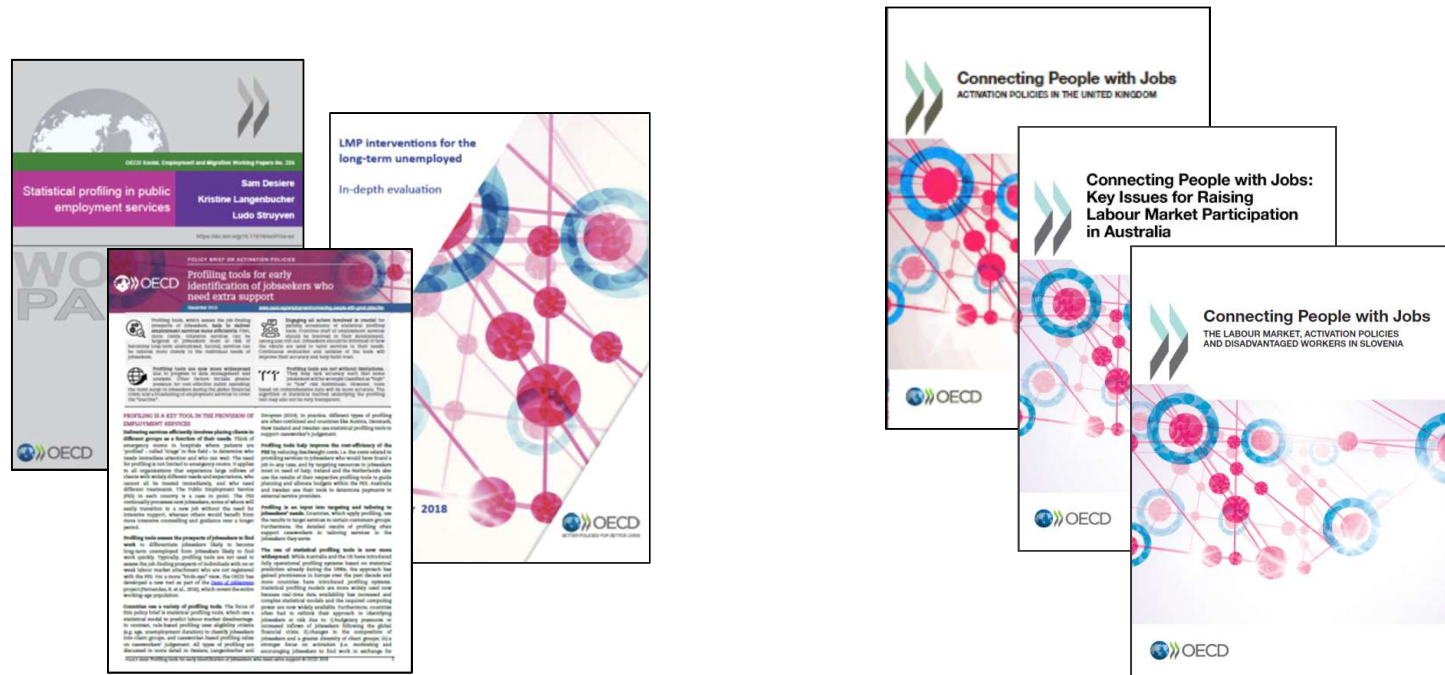
Promote the use of subsidies by employers and enhance their effectiveness for persons with disabilities

Continue to invest in the data infrastructure to perform regular monitoring and evaluations of ALMPs



Thank you!

Contact: Jonathan Lain ([Jonathan.LAIN@oecd.org](mailto:Jonathan.LAIN@oecd.org))  
Theodora Xenogiani ([Theodora.XENOGIANI@oecd.org](mailto:Theodora.XENOGIANI@oecd.org))



Active labour market policies and activation strategies:

<http://www.oecd.org/els/emp/activation.htm>

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# OECD zinātniskā pētījuma «CILVĒKU SASAISTE AR DARBVIETĀM: LATVIJA»

CONNECTING PEOPLE WITH JOBS: LATVIA

prezentācijas konference

Rīga, 16.04.2019.

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## Darba tirgus neatbilstības: izaicinājumi un risinājumi

**Mihails Hazans** – Latvijas Universitāte

**Uldis Rutkaste** – Latvijas Bankas Monetārās politikas pārvaldes vadītājs

**Linda Romele** – Latvijas Brīvo arodbiedrību savienības eksperte

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## Latvijas Universitātes profesors **Mihails Hazans**

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# Latvia's labour market and demographics: some observations

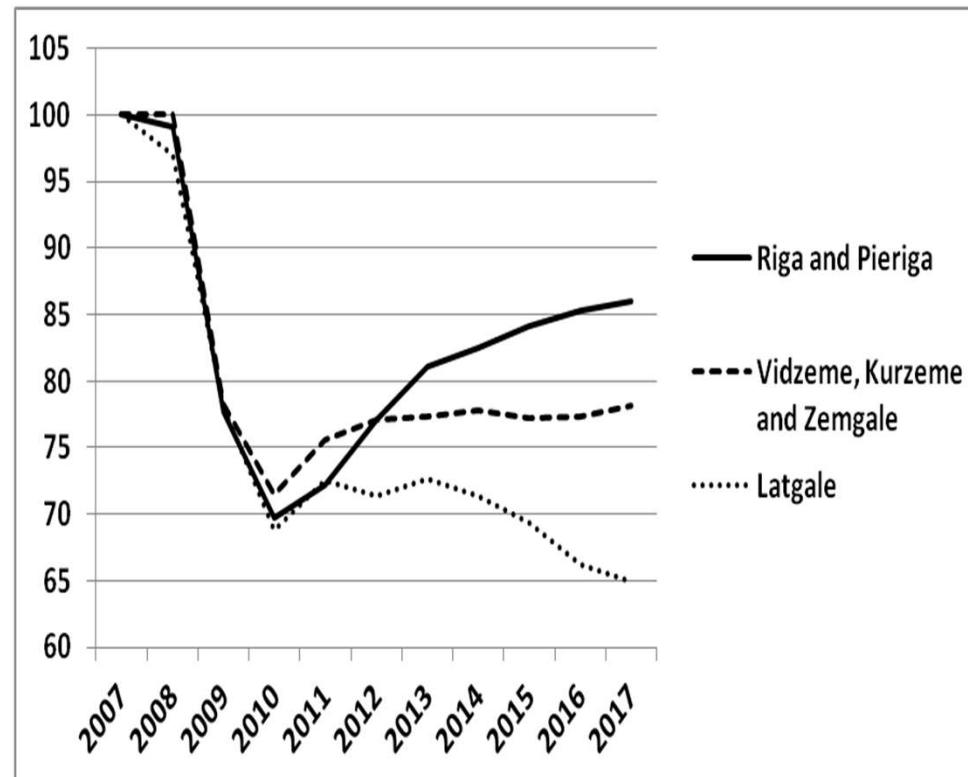
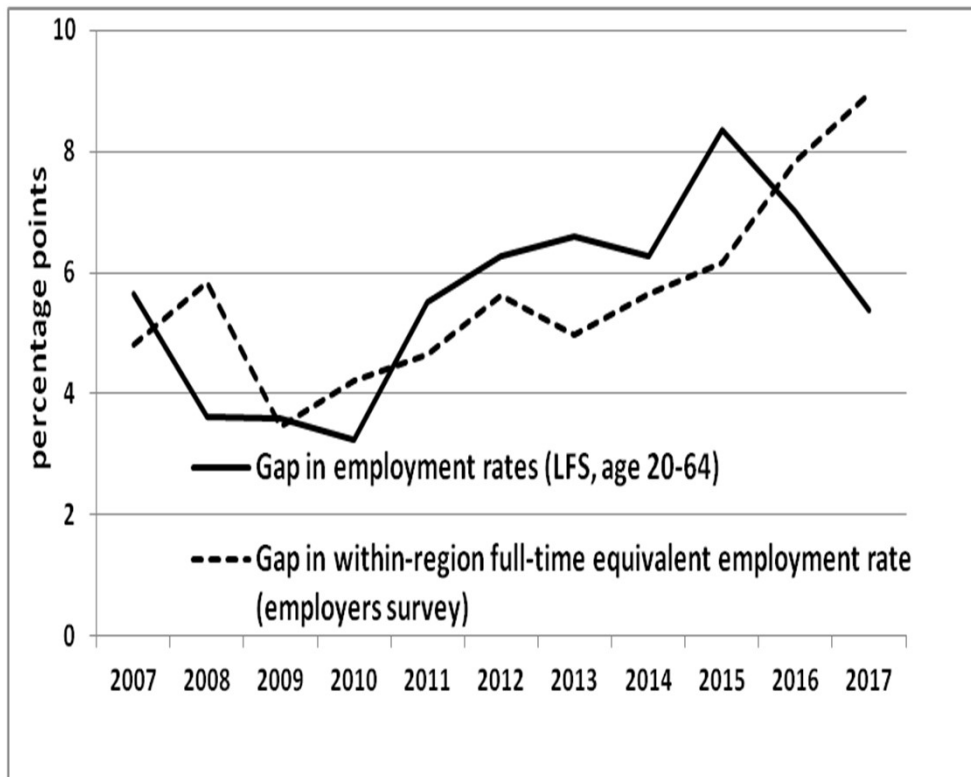
**Mihails HAZANS**  
**University of Latvia**

[mihails.hazans@lu.lv](mailto:mihails.hazans@lu.lv)

**Riga, April 16, 2019**

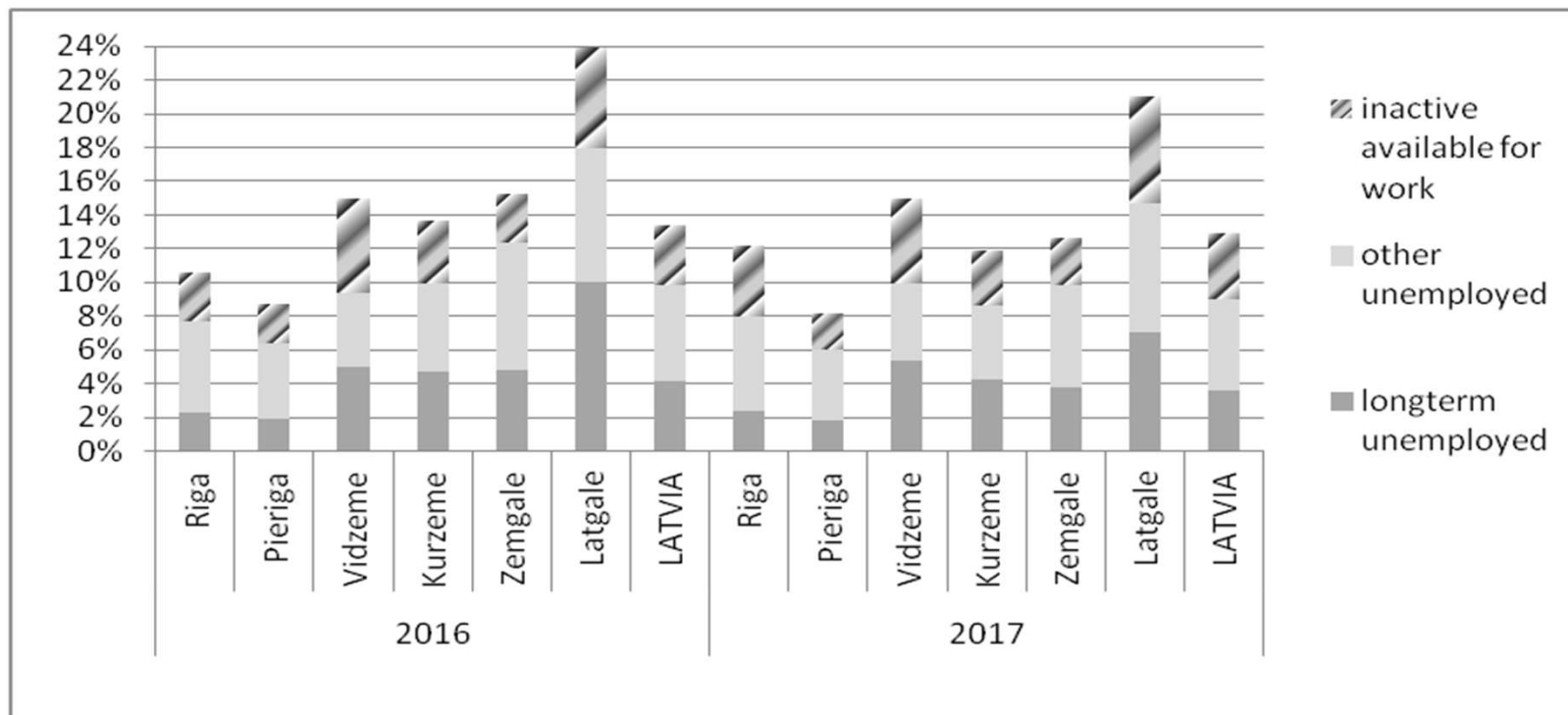


**Left: Regional employment gaps, 2007-2017 (population aged 20-64), (Vidz+Kurz+Zemg) vs. Latgale**  
**Right: Within-region employed population in FTE units, 2007-2017 (2007=100), by group of regions**

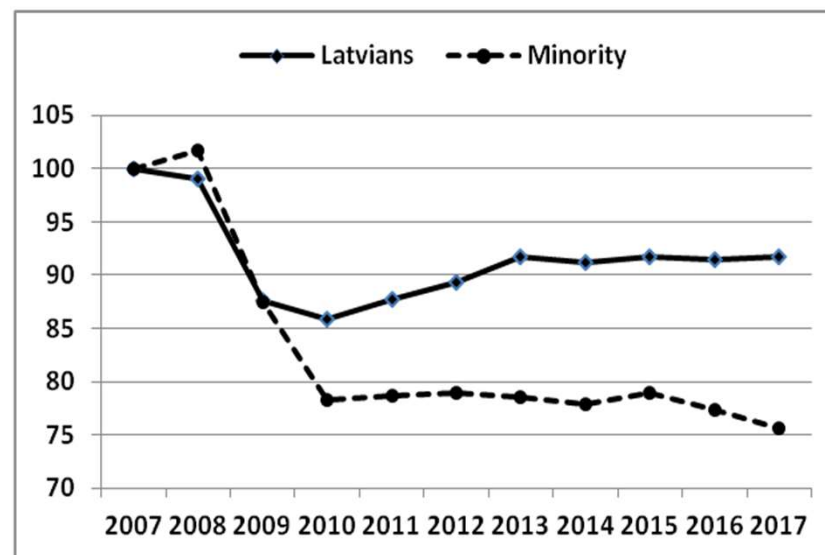
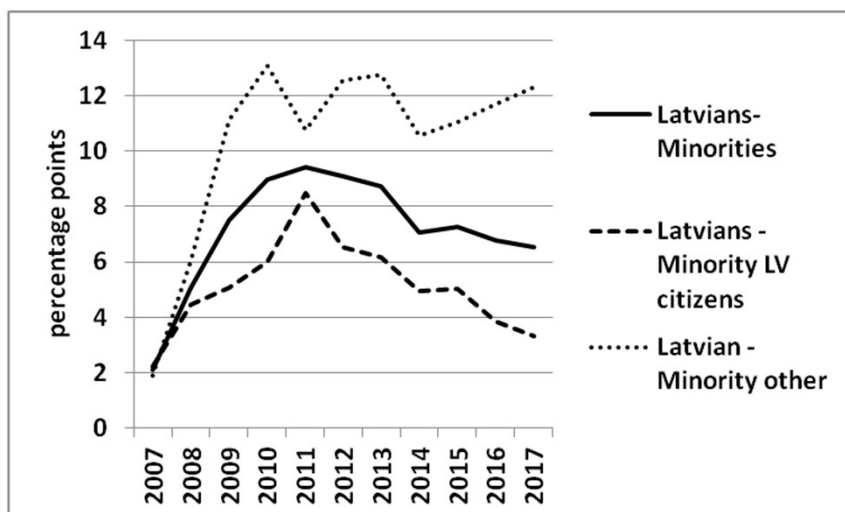


# Open and hidden unemployment by region, 2016-2017 (% of labour force)

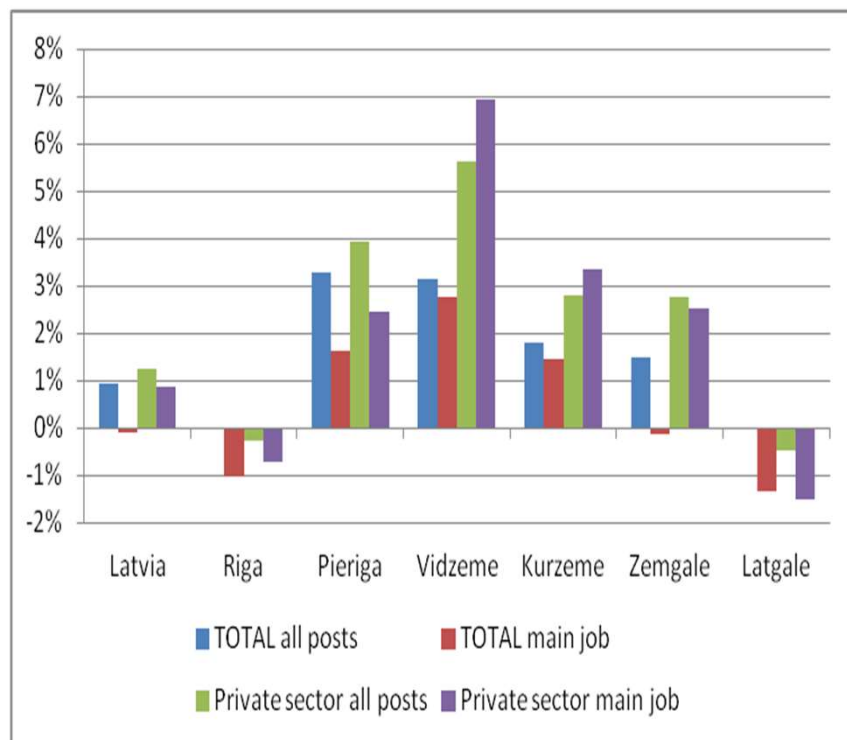
LTU rate 2017 vs 2016: Latgale: -3 points, Latvia average: -0.5 points



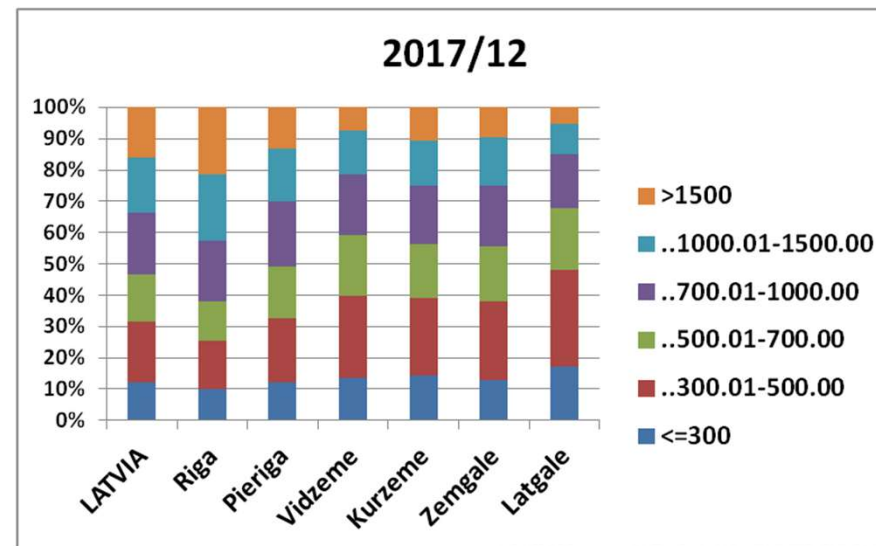
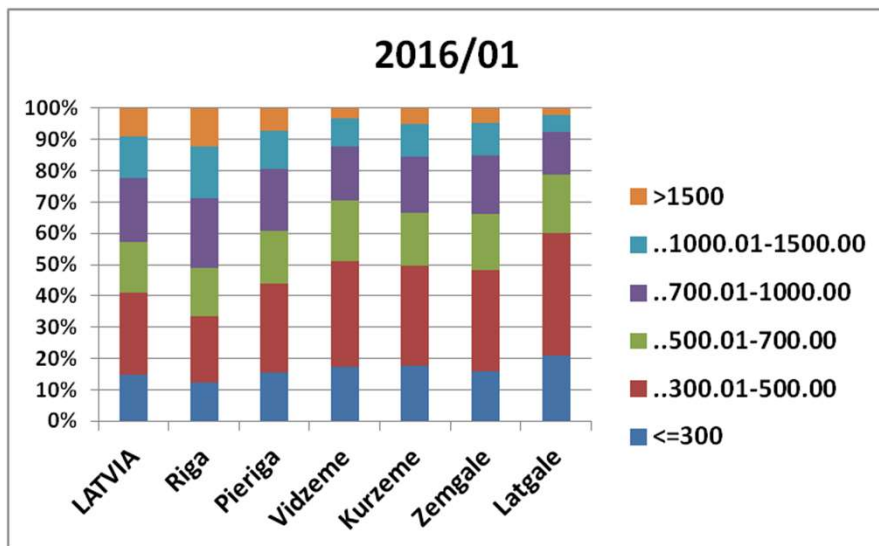
**Left: Ethnic employment gaps, 2007-2017 (population aged 20-64)**  
**Right: Size of employed population (2007=100) aged 20-64, 2007-2017, by ethnicity**



## Occupied posts growth by region, 2017 vs 2016



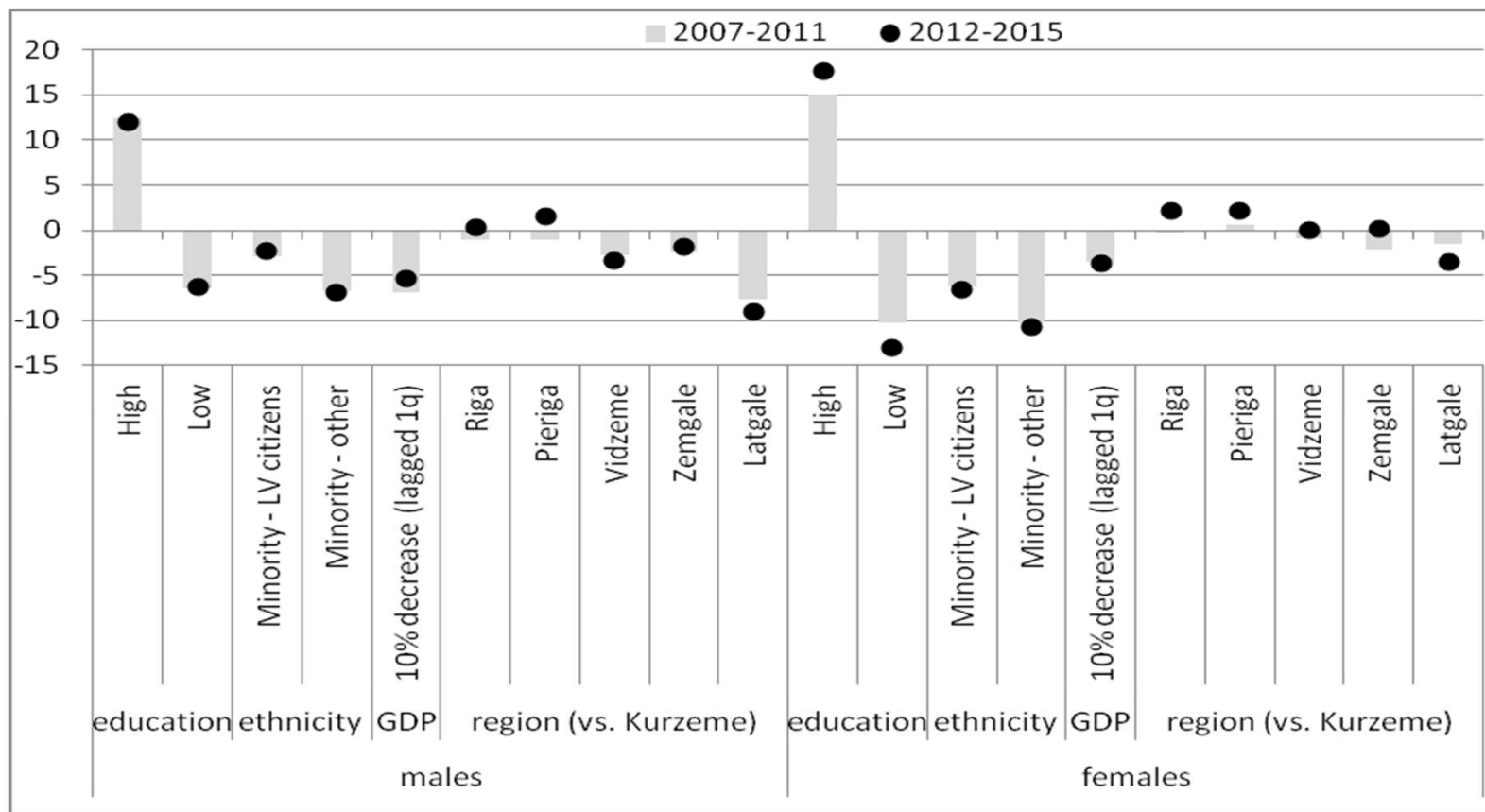
# Change in earnings distribution by region, 2017/12 vs 2016/01



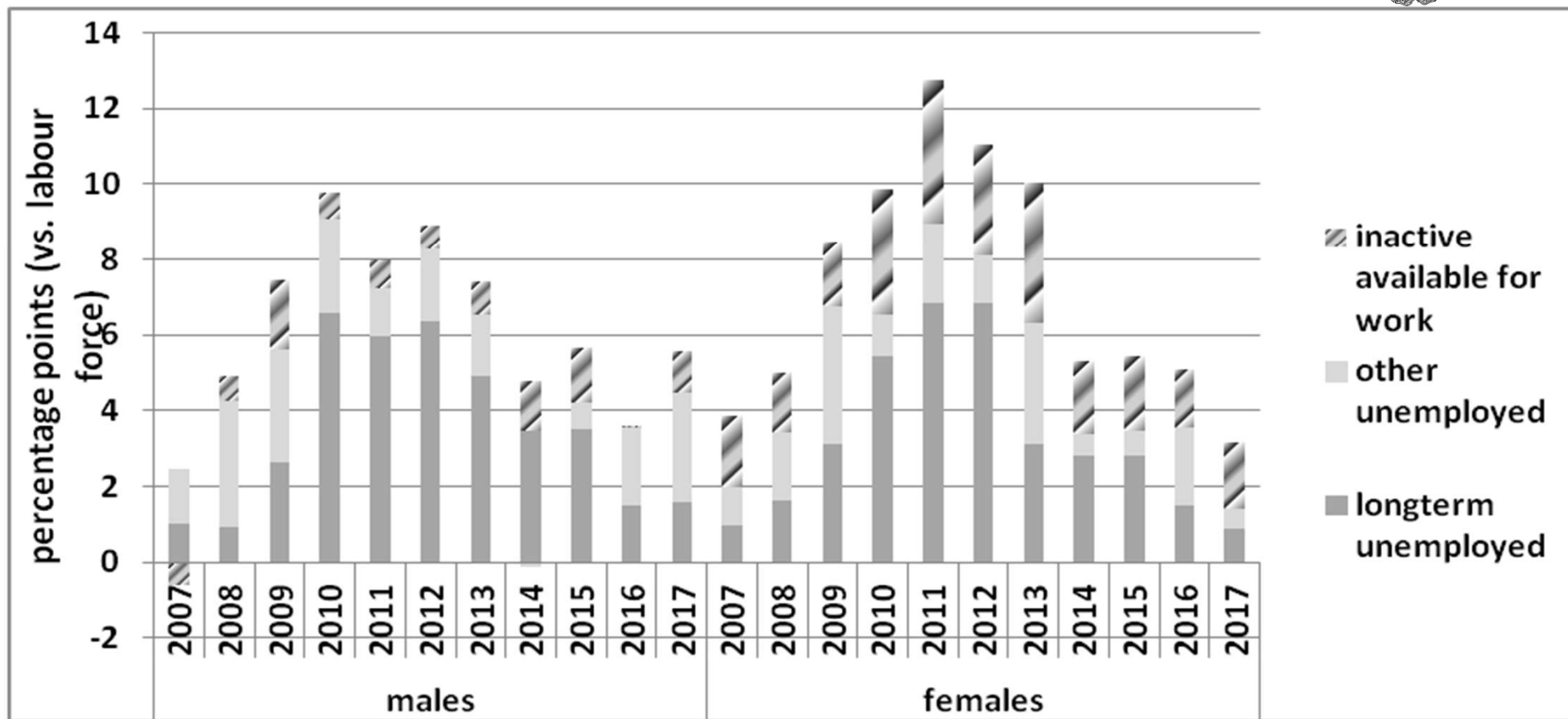


# Estimated marginal effects of selected determinants of employment.

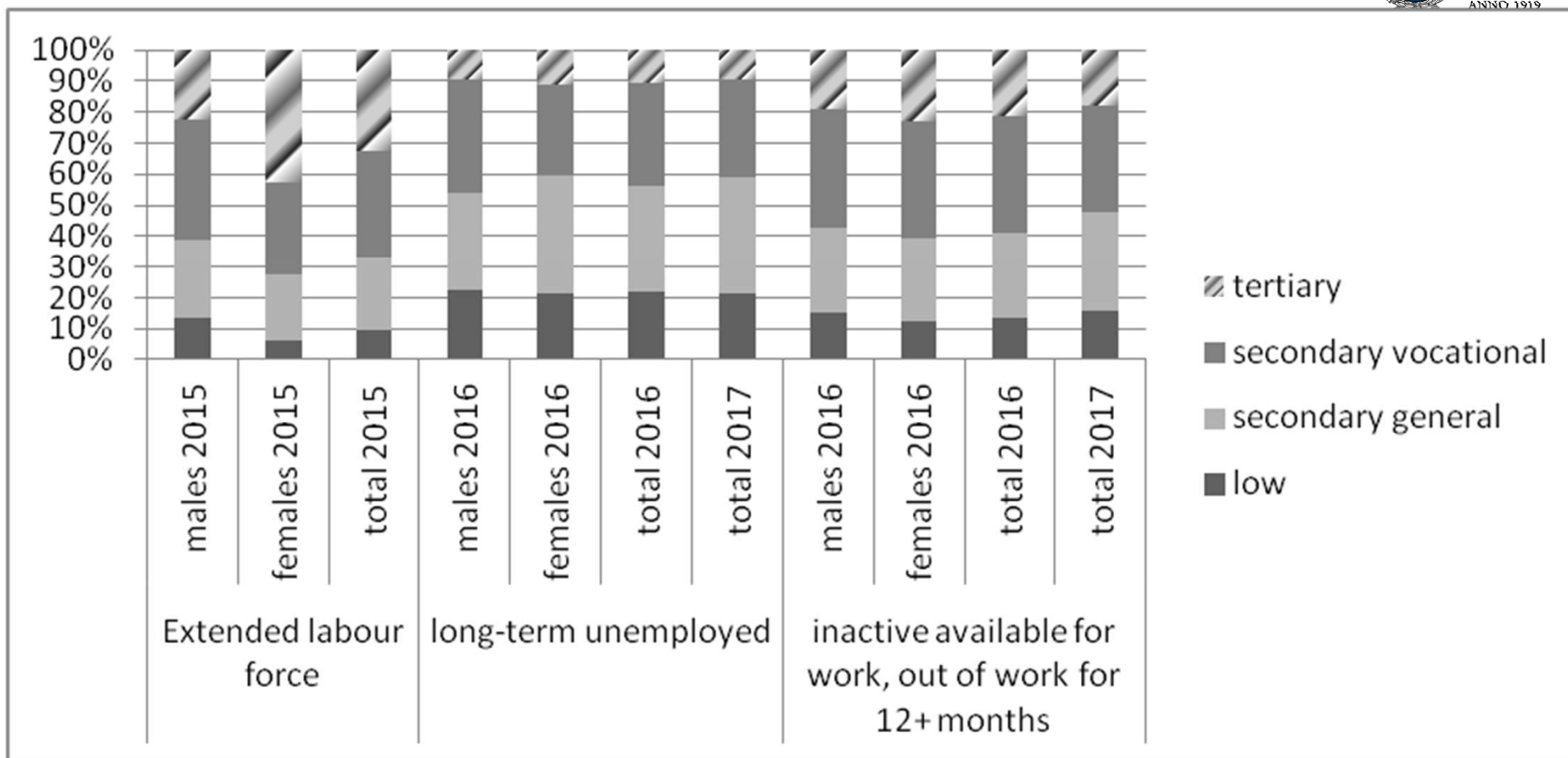
Population aged 20-64, by gender



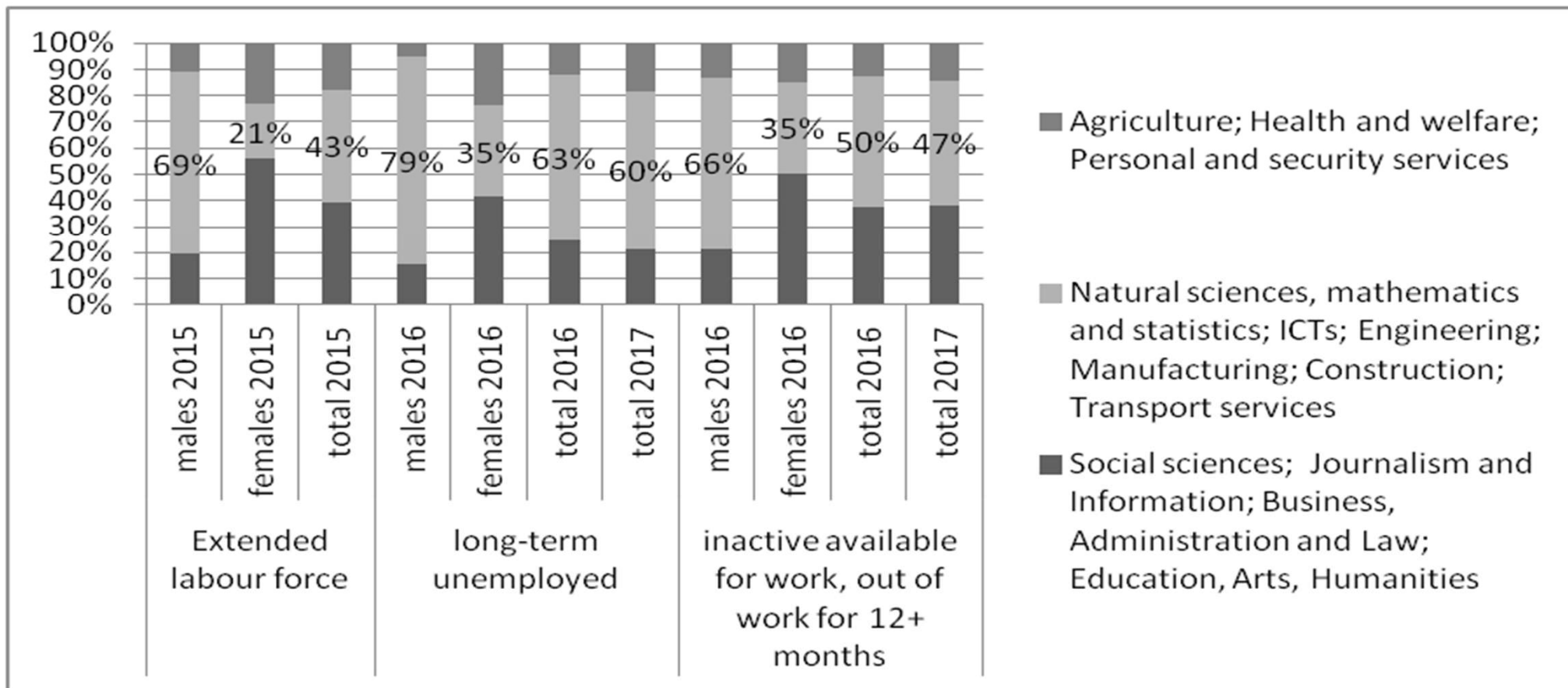
# Ethnic unemployment gap, by gender and unemployment type, 2007-2017



## Long-term active and hidden unemployed by education level, 2016-2017



# Long-term active and hidden unemployed with vocational or tertiary education by field of studies, 2015-2017



THANK YOU!



Biznesa, vadības un  
ekonomikas fakultāte

Faculty of Business,  
Management and Economics



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**Ilze Rudzīte** – Latvijas Pašvaldību savienības padomniece

**Pēteris Strautiņš** – a/s Luminor bank ekonomists

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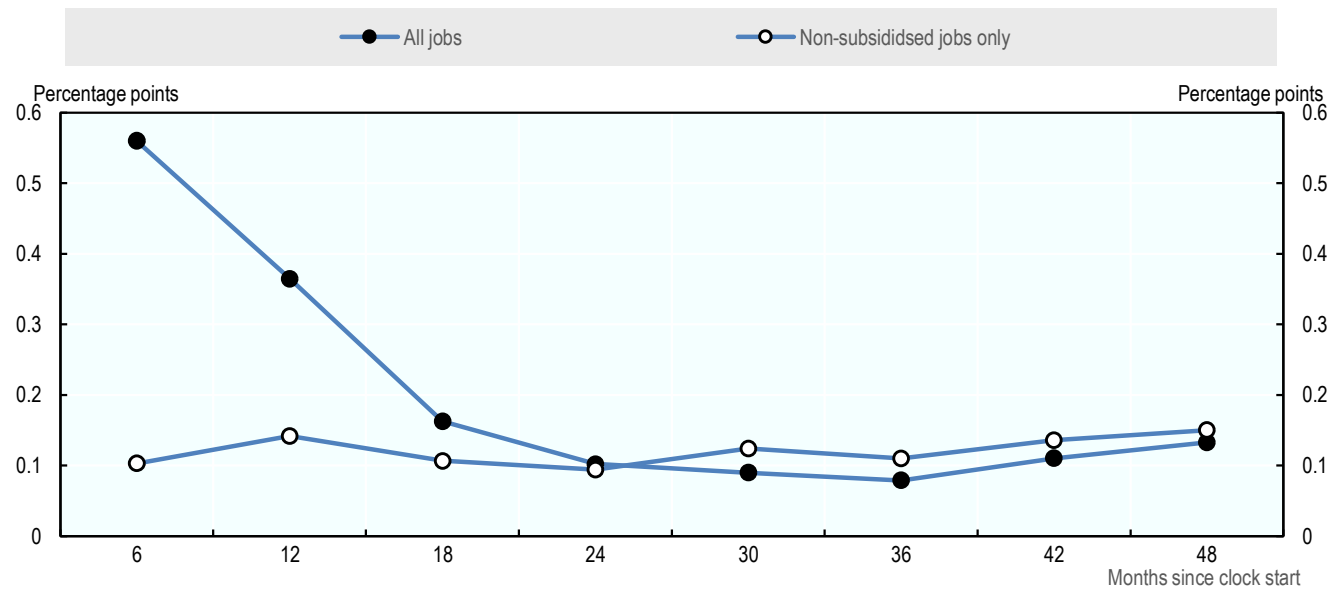
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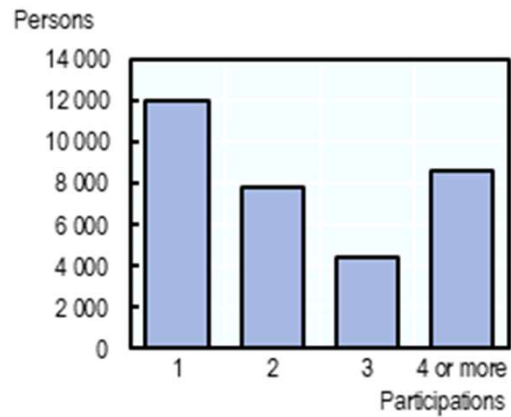


# PUBLIC WORKS PROGRAMME

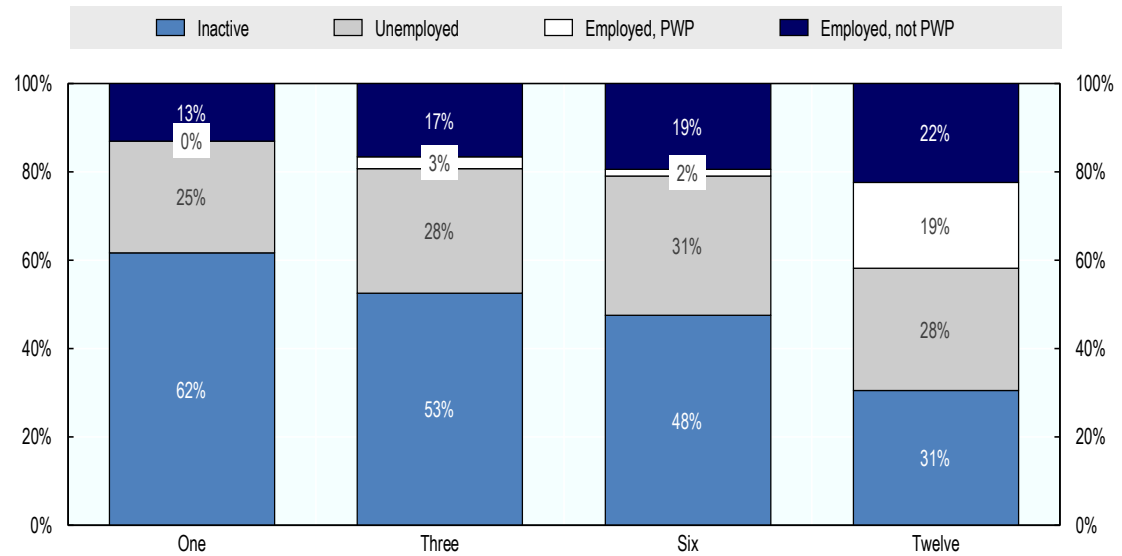


# Public works play an activation and anti-poverty role

A. Number of participations per person



B. Labour market outcomes of PWP participants, at 1, 3, 6 and 12 months after the end of the programme

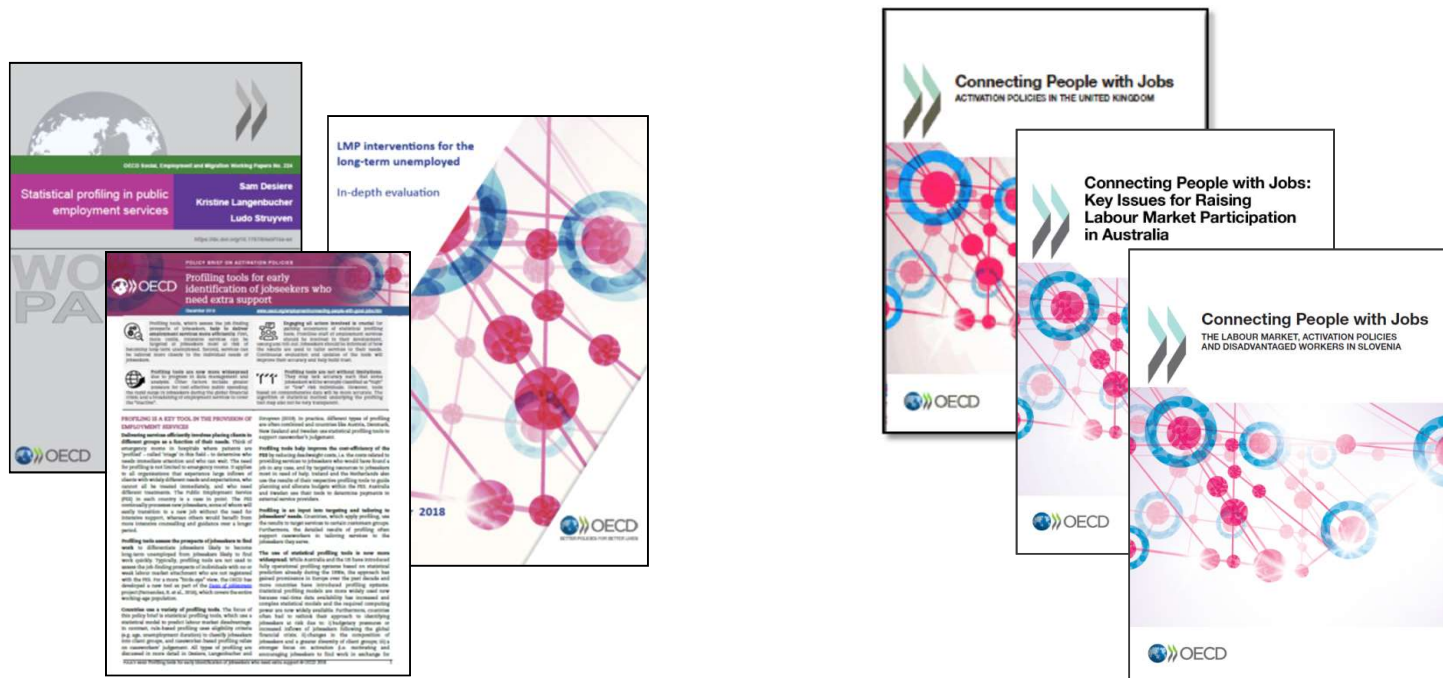


Source: OECD estimates using administrative data



Thank you!

Contact: Jonathan Lain ([Jonathan.LAIN@oecd.org](mailto:Jonathan.LAIN@oecd.org))  
Theodora Xenogiani ([Theodora.XENOGIANI@oecd.org](mailto:Theodora.XENOGIANI@oecd.org))



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## Sociālās politikas eksperte

# Ruta Zilvere

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# Sociālās atstumtības riskam pakļauto aizsardzība/aktivizēšana

Ruta Zilvere,  
Sociālās politikas zinātāja

OECD ZINĀTNISKĀ PĒTĪJUMA “CONNECTING PEOPLE WITH JOBS: LATVIA” PREZENTĀCIJAS  
KONFERENCE; 2019. gada 16. aprīlis

# BEZDARBNIEKA PABALSTS

- SAREŽĢĪTS DIZAINS: 4 GRUPAS ATKARĪBĀ NO STĀŽA UN 3 GRUPAS ATKARĪBĀ NO BEZDARBA ILGUMA
- POZITĪVI: APMĒRA SAMAZINĀŠANĀS IK PA TRIM MĒNEŠIEM MOTIVĒJOŠA. OECD: TIKAI 34% NO VISIEM SAŅĒMĒJIEM IZMANTOJUŠI IESPĒJU SAŅEMT PABALSTU VISUS 9 MĒNEŠUS
- TOMĒR: NEPIETIEKAMA AIZSARDZĪBA PRET NABADZĪBU, BEZDARBNIEKA PABALSTAM NAV MINIMUMA. TAS AKCEPTĒJAMI, JA BŪTU EFEKTĪVA SOCIĀLĀS PALĪDZĪBAS SISTĒMA.
- OECD: BEZDARBNIEKU PABALSTI PĀRĀK AUGSTI DAŽIEM, BET CITIEM – PĀRĀK ZEMI. PABALSTA APMĒRU (2016) AMPLITŪDA: NO 9% LĪDZ 269% NO VIDĒJĀS ALGAS

# IEPRIEKŠĒJĀ IENĀKUMA ATVIETOJUMS (PERSONA BEZ APGĀDĀJAMIEM UN BEZ INVALIDITĀTES)

JAUNIETIS (STĀŽS LĪDZ 9 GADIEM), STRĀDĀJIS AR MINIMĀLO ALGU (BRUTO 430 EIRO)



Pabalsta apmērs un neto atvietoījums

215 / 161,25 / 107,5

61% / 46% / 31%

PERSONA AR STĀŽU 30+ GADI, BRUTO ALGA 2000 EIRO



Pabalsta apmērs un neto atvietoījums

1300 / 975 / 650

92% / 69%/46%

# PERSONAS AR INVALIDITĀTI

- Pirmspensijas vecums, zema izglītība, maza alga, bezdarbs = invaliditāte kā izdzīvošanas stratēģija + neatgriezeniska aiziešana no darba tirgus.
- OECD: Invaliditātes pabalstu/pensiju saņēmēju skaits un proporcija aug. Varbūtība, ka persona atstāj šo statusu, zema.
- OECD: funkcionālie ierobežojumi (invaliditāte) > izteikti negatīva ietekme uz motivāciju un nodarbināmību, īpaši vecuma grupā 50+.
- Vai motivācijas problēmai ir sakars saistīta ar nevēlēšanos zaudēt statusu, ja sāks strādāt? Statuss kā lamatas?
- Alternatīvas invaliditātei vājas un/vai «neizdevīgas»: :
  - nepilna laika darbs maz pieejams: tradīcija, darba devējs maz motivēts, valsts institūcijas aizdomīgas
  - bezdarbnieka pabalsts īstermiņa, nepietiekams apmērs
  - GMI nepietiekams apmērs, biežs ienākumu tests
- Alternatīvas ļauj saglabāt kontaktu ar NVD, sociālo dienestu, paaugstina varbūtību būt darba tirgū un sabiedrībā
- Palielināt GMI pieejamību un adekvātumu 50+. Bezdarbnieka pabalsta nosacījumi un termiņš. Darbaspēju ekspertīzes reforma.



# GMI PABALSTS

- OECD: 2012.G. – 2017.G. 1/3 SAŅĒMU PABALSTU SAŅEM LĪDZ 3 MĒNEŠIEM, 25% - LĪDZ 6 MĒNEŠIEM. LIELĀKĀ DAĻA SAŅĒMUSI TIKAI VIENU REIZI.
- OECD: SAŅĒMĒJU SADALĪJUMS PĒC PABALSTA SAŅEMŠANAI ILGUMA MAINĀS. KOPŠ 2010-2011.G. PIEAUGUSI TO DAĻA, KAS SAŅEM GMI ĪSU LAIKU (LĪDZ 3 MĒNEŠIEM).
- OECD: NO OTRAS PUSES, - PIEAUGUSI ARĪ TO DAĻA, KAS SAŅEM PABALSTU 19 MĒNEŠUS VAI ILGĀK.
- OECD: PIEAUG VECUMA UN INVALĪDA STATUSA KĀ DETERMINĒJOŠA FAKTORA LOMA, GMI PABALSTA ILGSTOŠAI SAŅEMŠANAI (24 UN+ MĒNEŠI). PIEAUG INVALĪDU PROPORCIJA GMI SAŅĒMĒJU SKAITĀ.
- KOPŠ 2006.GADA NAV PAAUGSTINĀTI SN PABALSTI/MINIMĀLĀ PENSIJA.
- MAZINĀS GMI KĀ DARBA TIRGUS POLITIKAS INSTRUMENTA LOMA

# ATSTUMTĪBAS MAZINĀŠANA

- Daudzpakāpju riski: ilgstošs bezdarbs + zems prasmju līmenis + trūkums  
Σzema motivācija, zems pašvērtējums, nepietiekams finansiālas iespējas darba meklēšanai un darba piedāvājuma pieņemšanai.
- 2013.gada pilotprojekts, personas ar bezdarba stāžu 20 gadi, darbā iesaistījās 40% no projekta dalībniekiem, salīdzinot ar 16% no tiem, kas ārpus projekta.
- ATR kā iespēja sadarbībai starp dienestiem



Labklājības ministrija

## Sociālās atstumtības riskam pakļauto grupu aktivizēšana

**Ruta Zilvere** – sociālās politikas eksperte

**Ilze Rudzīte** – Latvijas Pašvaldību savienības padomniece

**Pēteris Strautiņš** – A/s Luminor bank ekonomists

**Daina Podziņa** – Latvijas eksperte ANED tīklā

**Teodora Ksenojani** – OECD vecākā darba tirgus ekonomiste

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fonds

IEGULDĪJUMS TAVĀ NĀKOTNĒ

Nr. 9.2.1.2./15/I/001 „Iekļaujoša darba tirgus un nabadzības risku pētījumi un monitorings”





Labklājības ministrija

# OECD zinātniskā pētījuma «CILVĒKU SASAISTE AR DARBVIETĀM: LATVIJA»

CONNECTING PEOPLE WITH JOBS: LATVIA

prezentācijas konference

Rīga, 16.04.2019.

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Labklājības ministrija

## Labklājības ministrijas

Darba tirgus politikas departamenta direktora vietniece

**Ilze Zvidriņa**

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