

Salary Market Forecast Survey 2025

Latvia

9.01.2025

FIGURE 

Figure Baltic Advisory

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Purpose of the Survey, Sample and Methods



- The Forecast Survey provides an overview of current compensation trends in the labor market, also by providing short retrospective of 2024, as well as plans and forecasts for 2025.
- 445 organizations which participated or purchased General Compensation Survey 2024 in Latvia were invited to participate.
- 119 organizations completed the Forecast Survey questionnaire.
- The data was collected using an online questionnaire in December 2024.

Terms Used

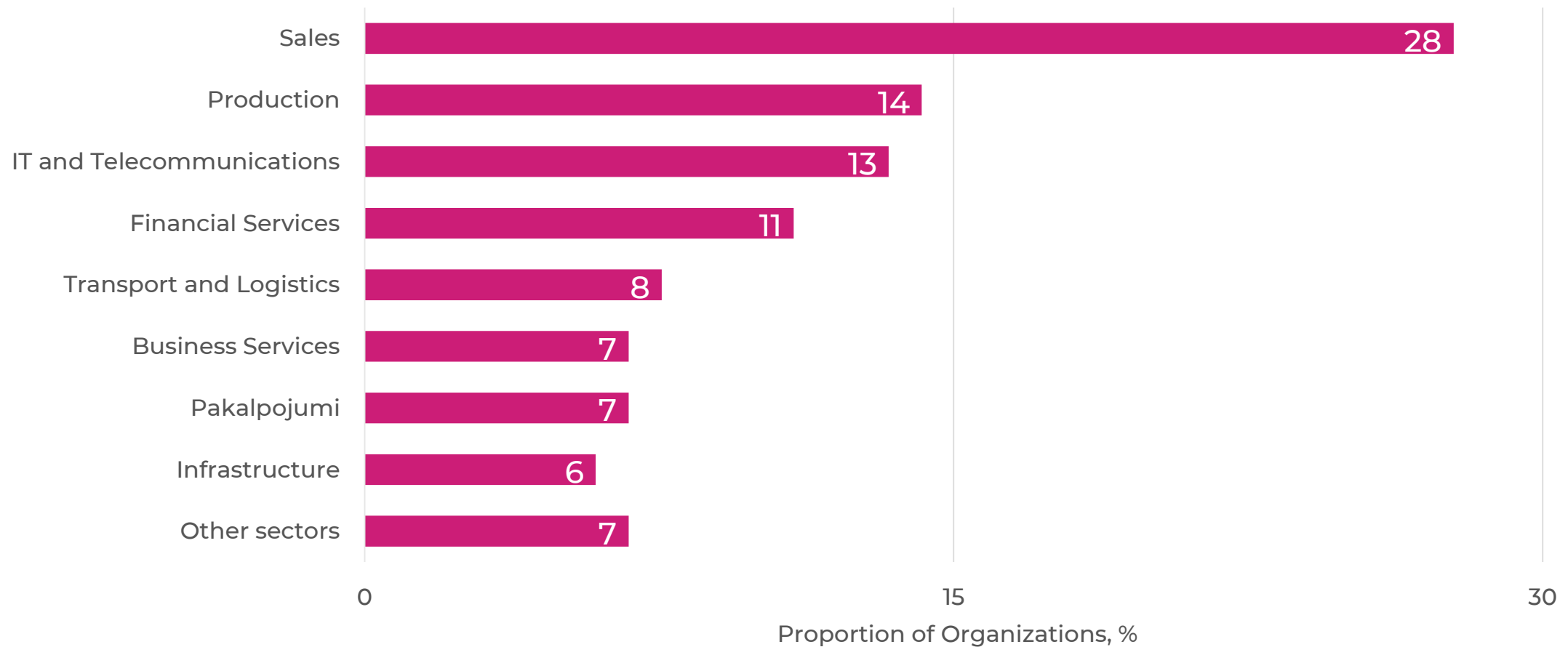


- ▣ **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- ▣ **90%** - 10% of values are higher than the presented value.
- ▣ **75%** - 25% of values are higher than the presented value.
- ▣ **Median** - the central member in the sequence of salaries, which are in order from the highest to the smallest. Both parts have an equal number of members.
- ▣ **25%** - 25% of values are lower than the presented value.
- ▣ **10%** - 10% of values are lower than the presented value.



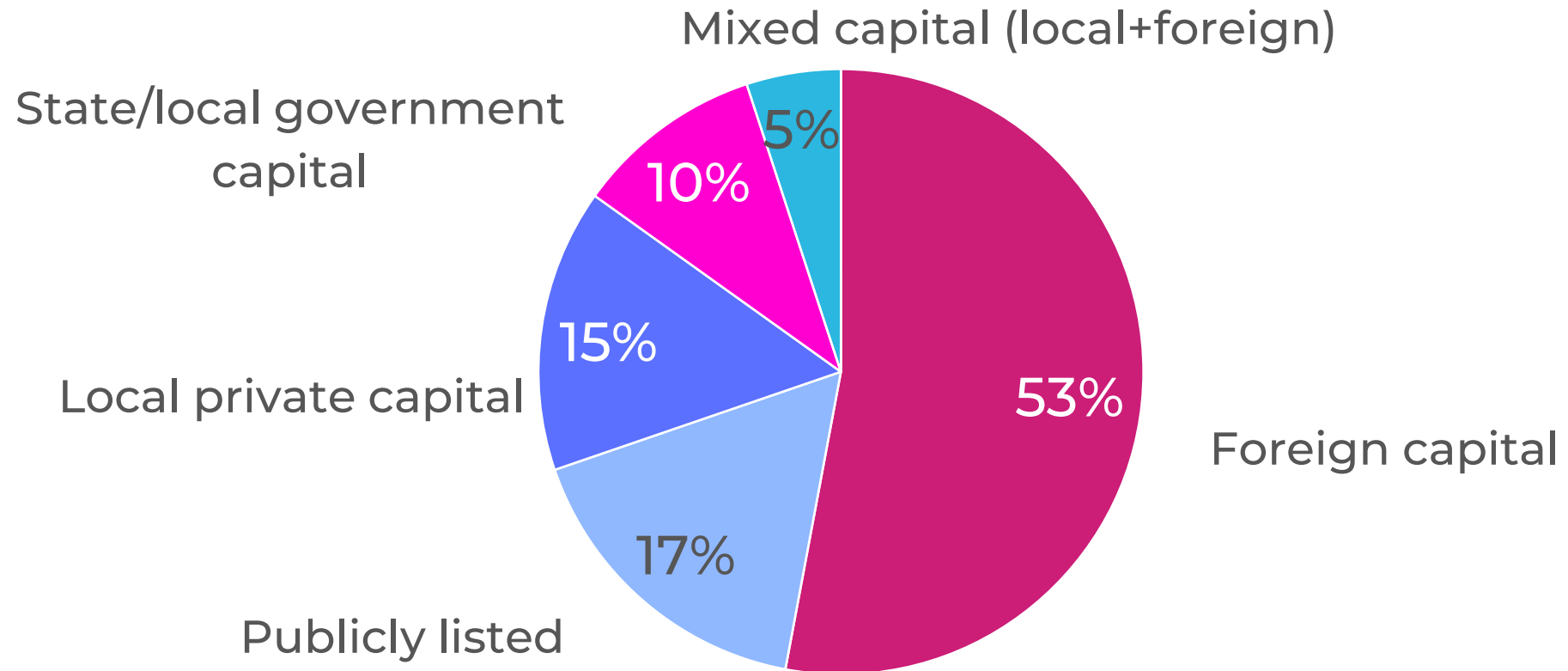
Description of Participating Organizations

Organizations by Field of Activity/Sector



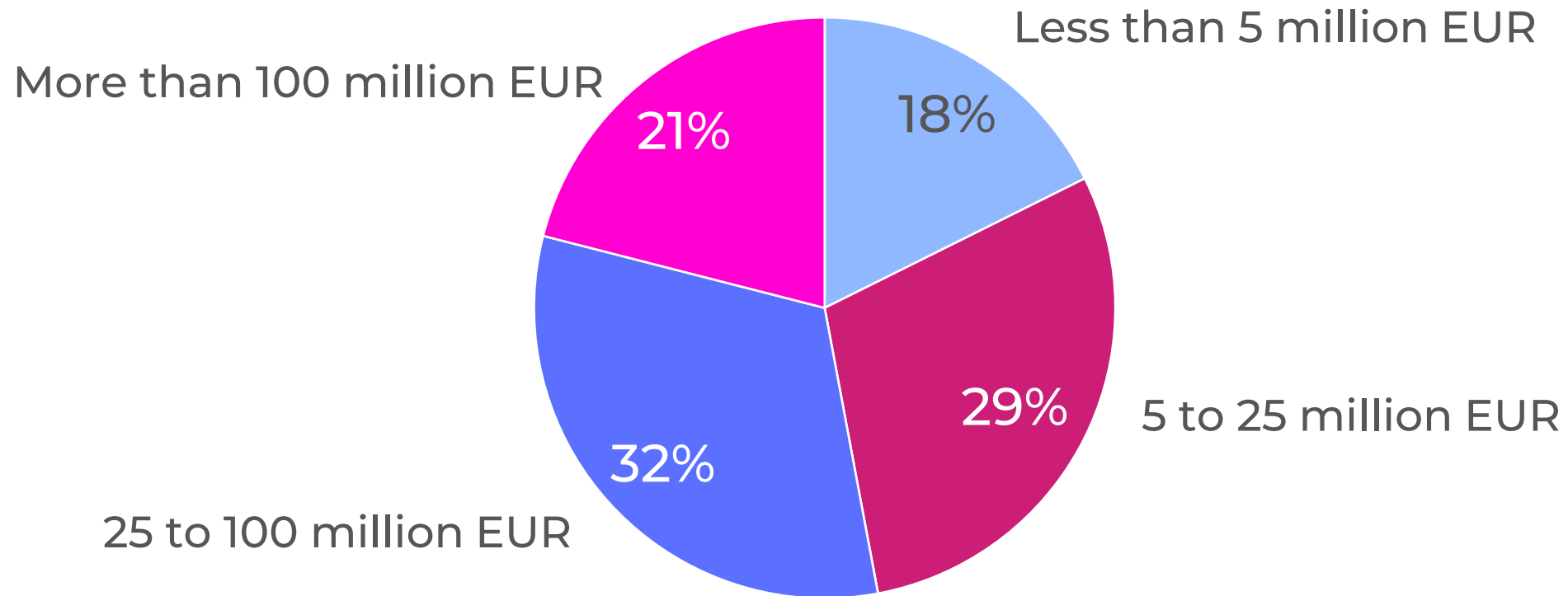
Graph is calculated using the data of 119 organizations.

Organizations by Capital Ownership



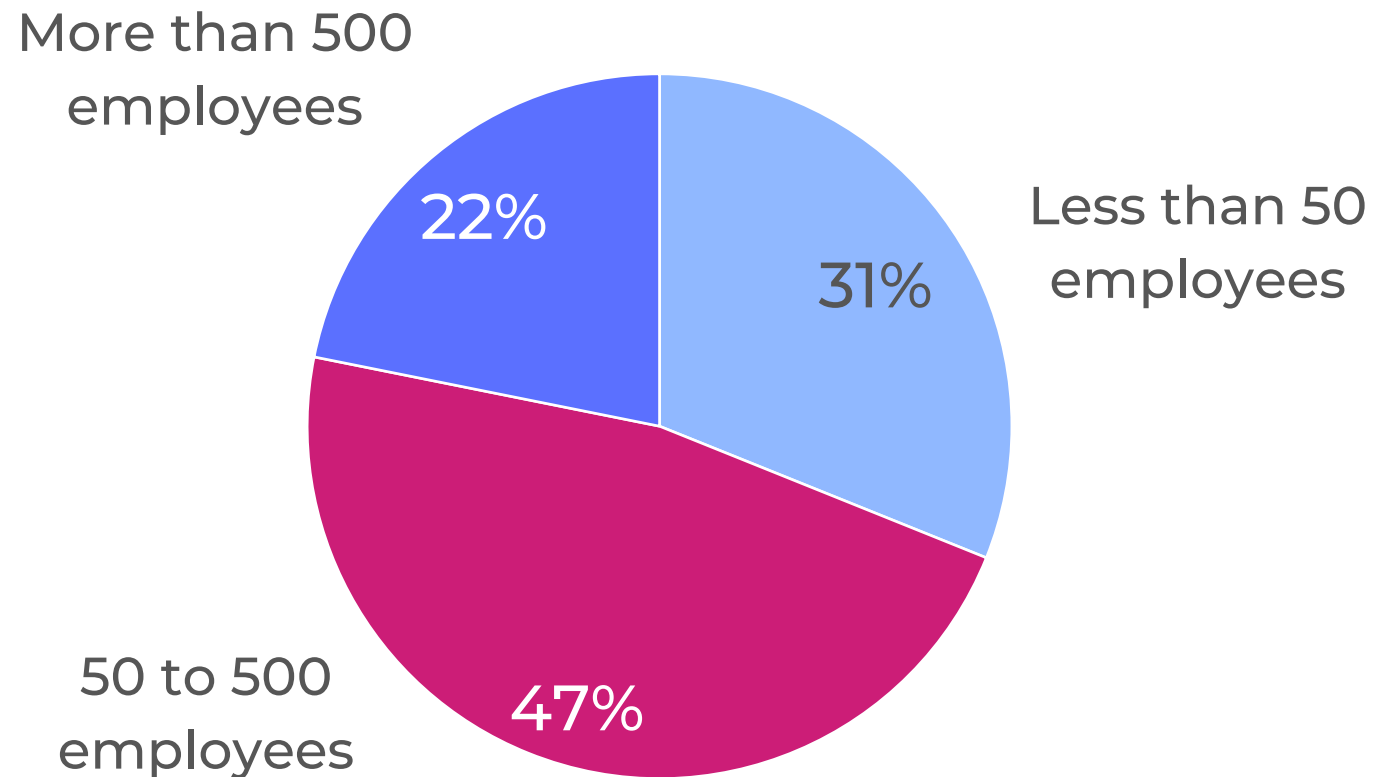
Graph is calculated using the data of 119 organizations.

Organizations by Annual Sales Revenue



Graph is calculated using the data of 119 organizations.

Organizations by Number of Employees



Graph is calculated using the data of 119 organizations.

List of Participating Organizations I



Business Services

Bolt Services LV SIA
Cabot Latvia SIA
Circle K Business Centre SIA
ELFA DISTRELEC SIA
ERNST & YOUNG BALTIC SIA
KFF Holding SIA
Norit Latvia SIA
SAS Manpower Lit filiāle Manpower Lit

Energy

Gren Jelgava SIA
Ignitis Latvija SIA
RĪGAS SILTUMS AS

Financial Services

4finance AS
Aizdevums.lv SIA
Attīstības finanšu institūcija Altum AS

BALTA Apdrošināšanas AS
Compensa Vienna Insurance Group ADB Latvijas filiāle
ERGO Insurance SE Latvijas filiāle
Holm Bank Latvia SIA
If P&C Insurance AS Latvijas filiāle
Luminor Bank AS Latvijas filiāle
Nasdaq Riga AS
SEB Banka AS
Swedbank AS (Latvia)
VIA SMS Group AS

Infrastructure

Elektroniskie sakari VAS
GASO AS
Latvijas Valsts ceļi VSIA
Latvijas valsts meži AS
Latvijas Valsts radio un televīzijas centrs VAS
Rīgas brīvostas pārvalde
Starptautiskā lidosta Rīga VAS

List of Participating Organizations II



IT and Telecommunications

Accenture Latvijas filiāle
Arvato Systems Latvia SIA
CGI IT Latvia SIA
DESKTIME SIA
Excellent Latvia SIA
If P&C Insurance Ltd (publ) Latvijas filiāle
Intrum Global Technologies SIA
Latvijas Mobilais Telefons SIA
Printful Latvia AS
Sapiens Software Solutions (Latvia) SIA
Scandic Fusion SIA
TET SIA
Tietoevry Latvia SIA
Visma Enterprise SIA
Visma Labs SIA
whiteCryption SIA

Media

Go3 Baltics Latvijas filiāle AS
LETA SIA

Production

AE Partner Liepājas speciālās ekonomiskās zonas SIA
Aldaris AS
Bucher Municipal SIA
Caljan LSEZ SIA
Dinair Filton SIA
Fazer Latvija SIA
Forevers SIA
HansaMatrix AS
JOŽI SIA
LATRAPs LPKS
Linde Gas SIA
Livonia Print SIA
MADARA Cosmetics AS
Orkla Latvija SIA
SCHWENK Latvija SIA
VAIROG EU SIA
VALMIERAS STIKLA ŠĶIEDRA AS

List of Participating Organizations III



Real Estate Management

Linstow Baltic SIA

Tirdzniecības centrs Pleskodāle SIA

Sales

AbbVie SIA

Accord Healthcare AB filiāle Latvijā

ALD Automotive SIA

Amgen Switzerland AG Rīgas filiāle

Baltic Agro Machinery SIA

Chemical Works of Gedeon Richter Plc. ĀKP

Decathlon Lietuva UAB Latvijas filiāle

ELKO Grupa AS

ESELO SIA

Euronics Latvia SIA

Henkel Latvia SIA

Inchcape Motors Latvia SIA

Indutek LV SIA

Inter Cars Latvija SIA

INTRAC Latvija SIA

King Coffee Service SIA

Lavazza Baltics SIA

LG Electronics Latvia SIA

Lidl Latvija SIA

LMT Retail & Logistics SIA

Magnum Medical SIA

Medochemie Latvia SIA

Miele SIA

ONNINEN SIA

Purmo Group Latvia SIA

REHAU SIA

Rimi Latvia SIA

Sandoz d.d. Latvia filiāle

Servier Latvia SIA

Siemens Osakeyhtio Latvijas filiāle

Stockmann SIA

Trodo SIA

Volvo Truck Latvia SIA

List of Participating Organizations IV



Services

Brink's Latvia AS
CleanR Grupa AS
Evolution Latvia SIA
Fitek SIA
LatRailNet AS
Latvijas Pasts VAS
MMS COMMUNICATIONS LATVIA SIA
PERI SIA

Transport and Logistics

DHL EXPRESS Latvia SIA
Kuehne+Nagel SIA
MSC Latvia SIA
Omniva SIA
Pasažieru vilciens AS
Rīgas Satiksme RPSIA
Schenker SIA
SmartLynx Airlines SIA
Vitol Terminal Latvia SIA

Other

Headquarters Multinational Division North

Compensation Surveys 2025



- We invite your organization to participate in **2025 compensation surveys** as the new survey cycle is about to open
 - Latvian General Compensation Survey 2025 report is published at the end of August
 - Latvian Top Executive Compensation Survey 2025 report is ready in November
 - Sector compensation surveys are conducted throughout the year according to the interest of participants. If you are interested in a sector specific compensation survey that might interest other organizations, feel free to contact us
- Satisfaction, engagement, organization culture surveys, equal pay analysis and assessment are available by request. Make sure you follow the **Gender Pay Gap** calculations for your organization within the Compensation survey.

Thank you for participating!

Let's figure out what really matters!



Best wishes,
Figure Baltic Advisory