

Salary Market Forecast Survey 2024

Latvia

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Figure Baltic Advisory

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Purpose of the Survey, Sample and Methods

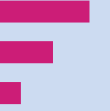


- The Forecast Survey provides an overview of current compensation trends in the labor market, also by providing short retrospective of 2023, as well as plans and forecasts for 2024.
- 330 organizations which participated or purchased General Compensation Survey 2023 in Latvia were invited to participate.
- 103 organizations completed the Forecast Survey.
- The data was collected using an online questionnaire in December 2023.

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.



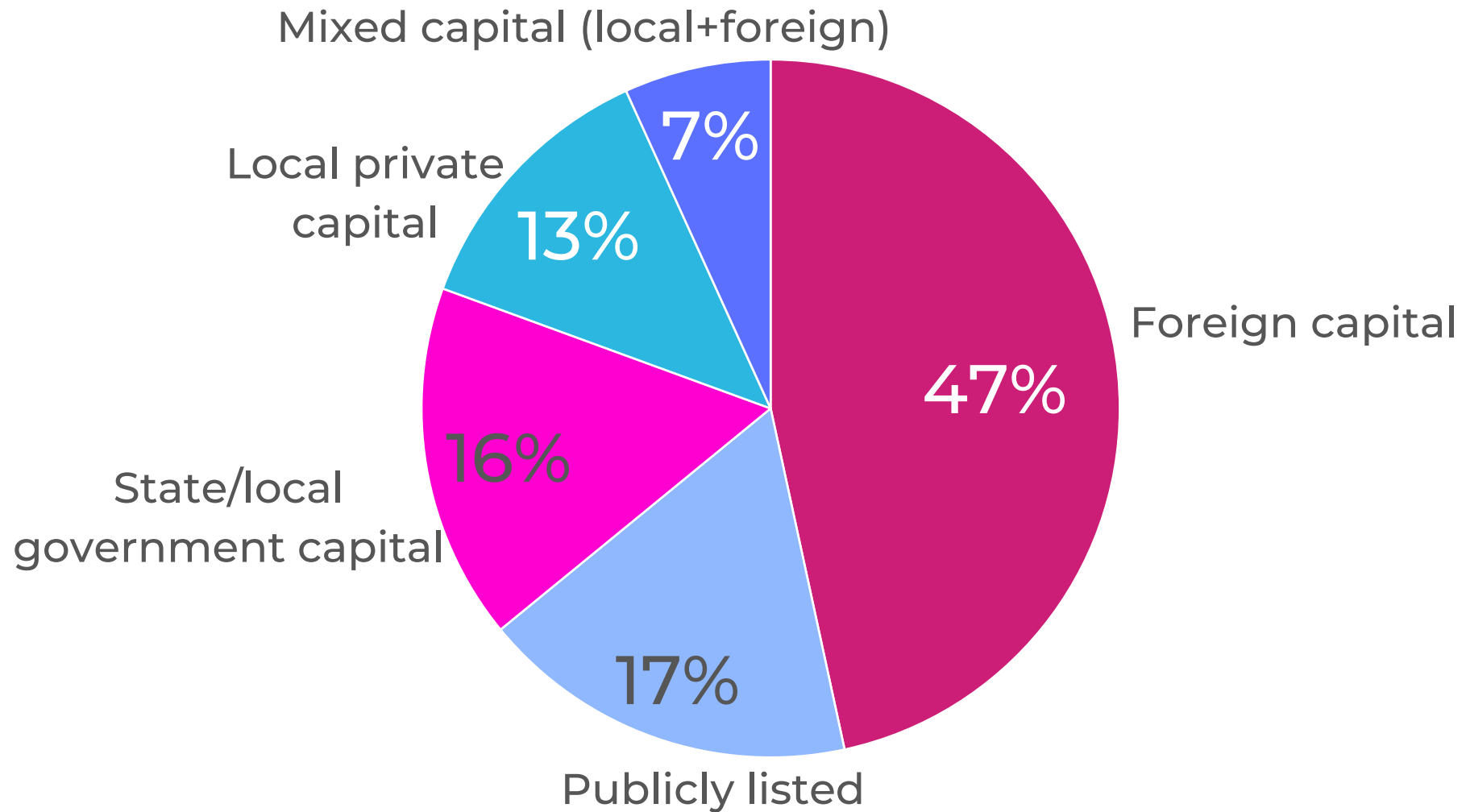
Participants

Organizations by Field of Activity/Sector



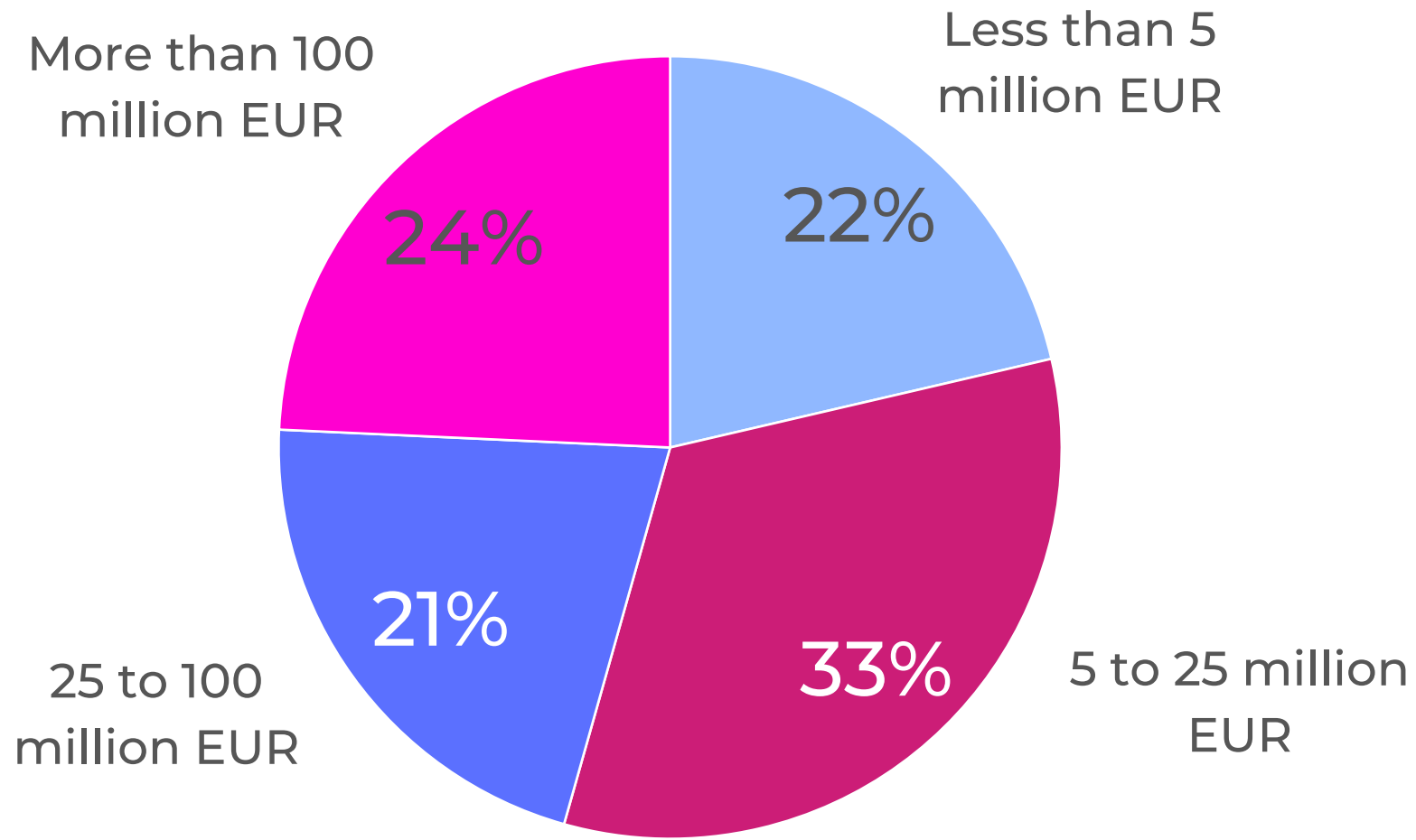
Graph is calculated using the data of 103 organizations.

Organizations by Capital Ownership



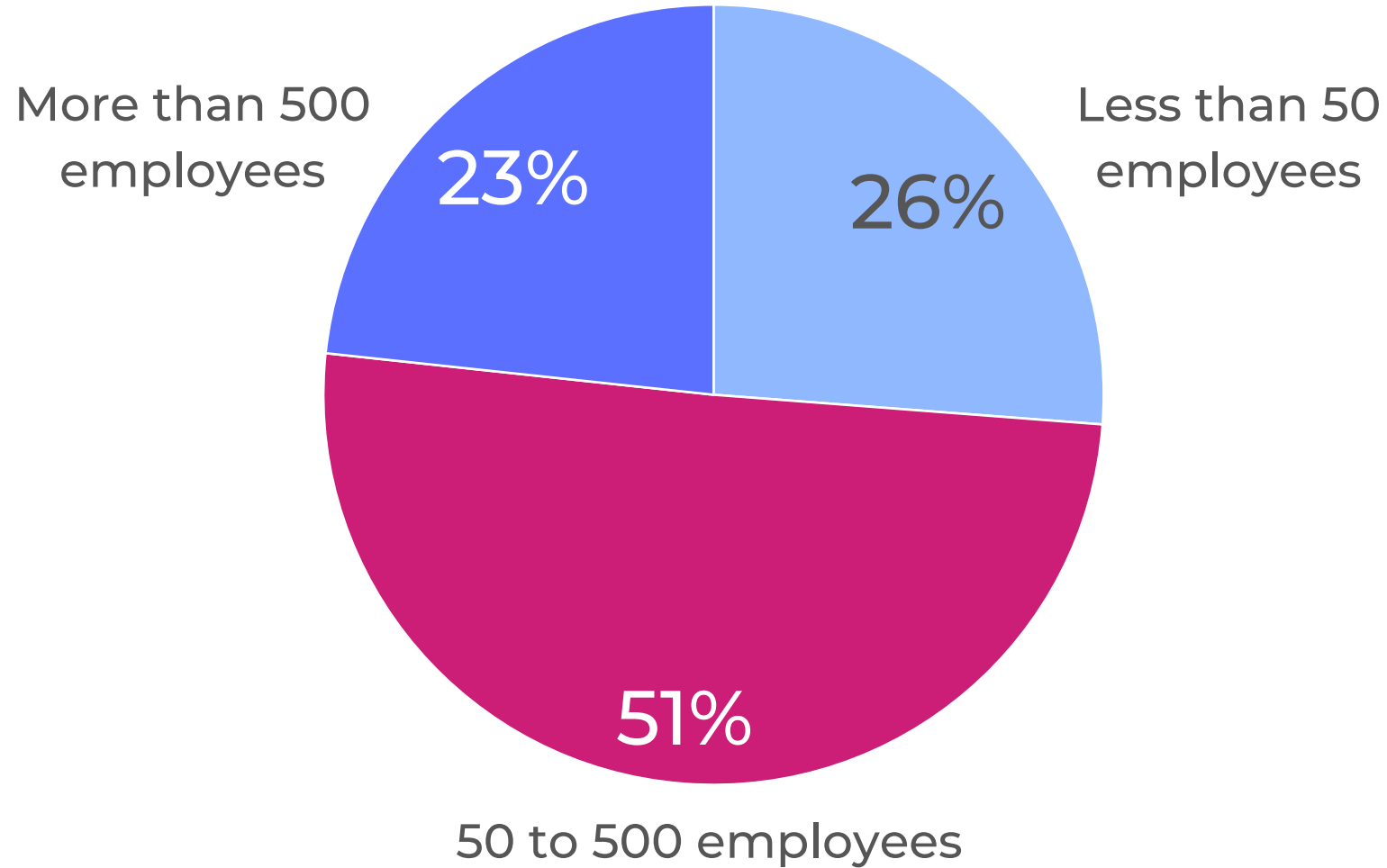
Graph is calculated using the data of 103 organizations.

Organizations by Annual Sales Revenue



Graph is calculated using the data of 103 organizations.

Organizations by Number of Employees



Graph is calculated using the data of 103 organizations.

List of Participating Organizations I



Business Services

Allnex Latvia SIA

Circle K Business Centre SIA

Ernst & Young Baltic SIA

KPMG Baltics SIA

MMS Communications Latvia SIA

Norit Latvia SIA

Norwegian Air Resources Latvia SIA

Picanova GmbH filiāle "Picanova Baltics"

Construction

BMGS AS

Education

APECEF Biedrība

Energy

Enefit SIA

Gren Jelgava SIA

Ignitis Latvija SIA

Jūrmalas siltums SIA

Latvenergo AS

Rīgas Siltums AS

Sadales tīkls AS

Financial Services

AIZDEVUMS.LV SIA

Attīstības finanšu institūcija Altum AS

Balcia Insurance SE

BTA Baltic Insurance Company AAS

DNB Bank ASA Latvijas filiāle

GoCardless SIA

Holm Bank Latvia SIA

Latvijas Banka

Luminor Bank AS Latvijas filiāle

Nasdaq Riga AS

OP Corporate Bank plc filiāle Latvijā

SEB banka AS

Swedbank AS (Latvia)

List of Participating Organizations II



Infrastructure

Augstsprieguma tīkls AS
Conexus Baltic Grid AS
Elektroniskie sakari VAS
Latvijas Valsts ceļi VSIA
Rīgas brīvostas pārvalde
Starptautiskā lidosta Rīga VAS

IT and Telecommunications

Accenture Latvijas filiāle
BITE Latvija SIA
CGI IT Latvia SIA
D8 Corporation SIA
EMERGN AS
Intrum Global Technologies SIA
Latvijas Mobilais Telefons SIA
Mapon AS
Primend SIA
Printful Latvia AS
Sonarworks SIA

Swisscom DevOps Center Latvia SIA
Tet SIA
Tietoevry Latvia SIA
Visma Enterprise SIA
whiteCrypton SIA
Wunder Latvia SIA

Other

Meža pētīšanas stacija
Sabiedrisko pakalpojumu regulēšanas komisija

Production

Aldaris AS
Caljan LSEZ SIA
Dinair Filton SIA
Fazer Latvija SIA
Forevers SIA
Glassense SIA
Knauf SIA

List of Participating Organizations III



KUREKSS SIA

Latraps LPKS

Latvijas Finieris AS

Livonia Print SIA

Olainfarm AS

Putnu fabrika Ķekava AS

SCHWENK Latvija SIA

Stora Enso Packaging SIA

Public Sector

Olimpiskais sporta centrs SIA

Real Estate Management

Tirdzniecības centrs Pleskodāle SIA

Valsts nekustamie īpašumi VAS

Sales

AbbVie SIA

Accord Healthcare AB filiāle Latvijā

ALD Automotive SIA

Amber Beverage Group SIA

Amgen Switzerland AG Rīgas filiāle

Bayer SIA

Bionorica SE ĀKP

Circle K Latvia SIA

Decathlon Lietuva UAB Latvijas filiāle

ELKO Grupa AS

LG Electronics Latvia SIA

Lidl Latvija SIA

Merck Serono SIA

Merrild Baltics SIA

Miele SIA

Novo Nordisk AS ĀKP

ONNINEN SIA

Rehau SIA

Rimi Latvia SIA

SCA Mežs Latvija SIA

STADA Latvia SIA

Stockmann SIA

TRODO SIA

List of Participating Organizations IV



Services

Lindstrom SIA

Transport and Logistics

Civilās aviācijas aģentūra

CMA CGM Global Business Services Latvia SIA

DHL Express Latvia SIA

LatRailNet AS

SELF Loģistika SIA

Smartlynx Airlines SIA

Compensation Surveys 2024



- We invite your organization to participate in 2024 compensation surveys as the new survey cycle is about to open
 - Latvian General Compensation Survey 2024 report is published at the end of August
 - Latvian Top Executive Compensation Survey 2024 report is ready at the end of 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, motivation, organization culture surveys and equal pay analysis and assessment are carried out in accordance with the organizations needs.

Thank you for participating!



Best wishes,
Figure Baltic Advisory
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Pauls Vēbers, Viktors Kačalovs