

**CURRICULUM VITAE**  
**MIHAILS HAZANS – April 2012**

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Faculty of Economics and Management  
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**EDUCATION**

<b>Institution [ Date from - Date to]</b>	<b>Degree(s) or Diploma(s) obtained:</b>
University of Latvia [1967-1972]	Higher education in Mathematics, diploma with distinction
Institute of Mathematics and Computer Science, University of Latvia [1972-1975]	Candidate of physical and mathematical sciences (granted by Voronezh State University, Russia)
Doctoral student, Faculty of Mathematics and Mechanics, University of St.-Petersburg [1989-1992]	Dr. Math. (granted by University of Latvia)
Summer School of Economics, Stefan Batory Foundation, Olsztyn, Poland [1996]	Certificates in Intermediate Microeconomics and Industrial Organization

**PUBLICATIONS**

**Refereed Journal Articles**

“Ethnic and parental effects on schooling outcomes before and during the transition: Evidence from the Baltic countries”, *J. of Population Economics*, 2008, 21(3): 719-749 (with Ija Trapeznikova and Olga Rastrigina).

“Workers' Valuation of the Remaining Employment Contract Duration”, *Economica*, 2008, 75 (297): 116–139 (with Jos van Ommeren).

“Looking for the Workforce: The Elderly, Discouraged Workers, Minorities and Students in the Baltic Labour Markets”, *Empirica*, 2007, 34(4): 319-349.

“A Stock-Flow Matching Approach to Evaluation of Public Training Program in a High Unemployment Environment”, *LABOUR: Review of Labour Economics and Industrial Relations*, 2007, 21 (3): 503-540 (with Jekaterina Dmitrijeva)

“Does Commuting Reduce Wage Disparities?” *Growth and Change*, 2004, 35 (3): 360-390.

“How parallel markets fuelled chronic shortage in the Soviet official sector.” *Baltic Journal of Economics*, 1999, vol. 2: 3 – 58. Available at SSRN: <http://ssrn.com/abstract=1074502>

**Refereed Working Papers**

“What Explains Prevalence of Informal Employment in European Countries: The Role of Labor Institutions, Governance, Immigrants, and Growth”. *World Bank Policy Research Working Paper* No. 5917, Washington DC: World Bank, 2011/12.  
Available at SSRN: <http://ssrn.com/abstract=1972832>

„Informal workers across Europe: Evidence from 30 European countries.” *World Bank Policy Research Working Paper* No. 5912, Washington DC: World Bank, 2011/12.  
Available at SSRN: <http://ssrn.com/abstract=1972128>

„Unemployment and the Earnings Structure in Latvia.” *World Bank Policy Research Working Paper* No. 3504, Washington DC: World Bank, 2005.  
Available at SSRN: <http://ssrn.com/abstract=659103>

## Book Chapters:

“Selectivity of migrants from Baltic countries before and after enlargement and responses to the crisis”, in Bela Galgoczi, Janine Leschke and Andrew Watt (eds). *Intra-EU Migration in Troubled Times: Skills Mismatch, Return Migration and Policy Responses*. Farnham, UK: Ashgate, 251-291 (forthcoming in August 2012).

“Labor market integration of ethnic minorities in Latvia”, in Martin Kahanec and Klaus F. Zimmermann (eds), *Ethnic diversity in European labor markets: Challenges and solutions*, Cheltenham, UK – Northampton, MA, USA: Edward Elgar (2011), 163-197.

“The changing face of Latvian emigration, 2000-2010”, in: Brigita Zepa and Evija Klave (eds), *Latvia. Human Development Report 2010/2011: National Identity, Mobility and Capability*. Riga: University of Latvia Press (2011), 70-91.

“The Post-Enlargement Migration Experience in the Baltic Labor Markets” (with Kaia Philips), in Martin Kahanec and Klaus F. Zimmermann (eds), *EU Labor Markets After Post-Enlargement Migration*, Berlin - Heidelberg: Springer (2010), 255-304 (also available as *IZA Discussion Paper* No. 5878 (July 2011), <http://ftp.iza.org/dp5878.pdf>).

“Ethnic minorities in Latvian labour market, 1997-2009: Outcomes, integration drivers and barriers”, in Nils Mužnieks (ed.) *How integrated is Latvian Society? An Audit of Achievements, Failures and Challenges*. Riga, Latvia: University of Latvia Press (2010), 125-158.

“Immigrants’ situation in Latvia: Quantitative data analysis”, in Brigita Zepa and Inese Supule (eds), *Immigrants in Latvia: Possibilities and Conditions of Inclusion*, Riga: BISS (2009): 85-110, [http://www.biss.soc.lv/downloads/resources/imigrantu\\_integracija/Imigranti\\_EN.pdf](http://www.biss.soc.lv/downloads/resources/imigrantu_integracija/Imigranti_EN.pdf)

"L'impact des programmes de formation sur les flux de sortie du chômage : L'expérience de la Lettonie" (with Jekaterina Dmitrijeva), in: Hadjila Krifa-Schneider (ed.) *L'élargissement de l'Union Européenne: Quels enjeux et défis majeurs?*. Paris: L'Harmattan editions (collection "L'esprit économique", 2007), 449-470.

"Latvia: Working Too Hard?", in Daniel Vaughan-Whitehead (ed.). *Working and Employment Conditions in New EU member States - Convergence or Diversity?* Geneva: ILO-EC (2005), 161-212. Available at SSRN: <http://ssrn.com/abstract=742124>

„Job satisfaction and its impact on life satisfaction in Latvia“, in: Tisenkopfs, T., Bela, B. (eds), *Quality of life in Latvia*. Riga: Zinatne (2006, in Latvian): 237-264. Available at: [http://www.president.lv/images/modules/items/PDF/item\\_1124\\_Dzives\\_kvalitaate\\_Latvija.pdf](http://www.president.lv/images/modules/items/PDF/item_1124_Dzives_kvalitaate_Latvija.pdf)

## Other publications:

"What works when the labour market doesn't?", *Host Country Discussion Paper, Peer Review* on “Workplace with Stipend (WWS) Emergency Public Works Programme”. Mutual Learning Programme, Latvia, 26th - 27th of April, 2012

"Latvian Labour Market in the Time of Crisis" (in Latvian), in: Anders Aslund and Valdis Dombrovskis, *How Latvia came through the Financial Crisis*. Commented Edition (in Latvian). Riga: "Economists Association 2010" (2012)

“Informal Workers across Europe: Evidence from 30 Countries”, *IZA Discussion Paper* No. 5871 (July 2011), <http://ftp.iza.org/dp5871.pdf>

“What Explains Prevalence of Informal Employment in European Countries: The Role of Labor Institutions, Governance, Immigrants, and Growth”, *IZA Discussion Paper* No. 5872 (July 2011), <http://ftp.iza.org/dp5872.pdf>

“*Determinants of Employment Status and (In)Formality in Europe: A Nested Logit Approach*”. Background paper for *In from the Shadow: Integrating Europe’s Informal Labor*, a World Bank regional report on the informal sector in Central, Southern Europe and the Baltic countries (Task number P112988), May 2011.

“Teacher Pay, Class Size and Local Governments: Evidence from the Latvian Reform”, *IZA Discussion Paper* No. 5291 (October 2010). <http://ftp.iza.org/dp5291.pdf>

“*Teachers’ pay, class size, and local governments: A reform amidst the crisis*”, Background study for the World Bank (2010). Republic of Latvia Public Expenditure Review.

"Post-enlargement return migrants' earnings premium: Evidence from Latvia", EALE 2008 paper No. 541, 2008. Available at SSRN: <http://ssrn.com/abstract=1269728>

"Coping With Growth and Emigration: Latvian Labor Market Before and After EU Accession" (2007). Available at SSRN: <http://ssrn.com/abstract=971198>

"Latvian labor market before and after EU accession", *Beyond Transition Newsletter*, 2007, 18(1): pp. 10 -11.

"Access to Secondary Education in Albania: Incentives, Obstacles, and Policy Spillovers", (with Ija Trapeznikova), *BICEPS* working paper, 2006. Available at SSRN: <http://ssrn.com/abstract=912810>

"Access to Secondary Education in Albania," *Beyond Transition Newsletter*, 2006, 17(3): 13.

"Family Background and Schooling Outcomes in the Baltic Countries" (with Olga Rastrigina, and Ija Trapeznikova), *Beyond Transition Newsletter*, 2005, 16(2): p. 23.

"EU referenda in the Baltics: Understanding the Results at the Regional Level," *44th ERSA Congress*, Paper No. 138, 2004. Available at SSRN: <http://ssrn.com/abstract=742224>

"Potential Emigration of Latvian Labour Force after Joining the EU and its Impact on Latvian Labour Market", 2003, *BICEPS* working paper. Available at SSRN: <http://ssrn.com/abstract=739305>

"Returns to Education in the Baltic Countries", *BICEPS* working paper, 2003. Available at SSRN: <http://ssrn.com/abstract=699623>

"Commuting in the Baltic States: Patterns, Determinants, and Gains," *ZEI Working Paper* No. B02-2003, pp. 1- 28, [http://www.zei.de/download/zei\\_wp/B03-02.pdf](http://www.zei.de/download/zei_wp/B03-02.pdf)

"Determinants of Inter-Regional Migration in the Baltic Countries", *ZEI Working Paper* No. B17-2003, pp. 1-35; <http://ssrn.com/abstract=742184>

"Employed and unemployed search: The marginal willingness to pay for attributes in Lithuania, the US and the Netherlands" (with Jos van Ommeren), *ZEI Working Paper* No. B15-2003, pp. 1-28, [http://www.zei.de/download/zei\\_wp/B03-15.pdf](http://www.zei.de/download/zei_wp/B03-15.pdf)

„Determinants of Earnings in Estonia, Latvia and Lithuania" (with Raul Eamets and John Earle), 2003, <http://www.oecd.org/dataoecd/18/10/2493411.pdf>

„Labour Force Dynamics in Estonia, Latvia and Lithuania" (with Raul Eamets and John Earle), 2003, <http://www.oecd.org/dataoecd/18/9/2493421.pdf> .

„Unemployment Risk Factors in Estonia, Latvia and Lithuania." (with Raul Eamets and John Earle), 2003, <http://www.oecd.org/dataoecd/28/55/2493996.pdf>

## KEY QUALIFICATIONS

- Labour markets and human capital in post-communist economies
- Migration and commuting
- Education economics
- Regional disparities
- Applied econometrics
- Programme evaluation
- Survey design
- Policy analysis

## PROFESSIONAL EXPERIENCE

### University of Latvia, Faculty of Economics and Management

Professor (July 2007 - present); Associate Professor (2001-2007);  
Docent (1982-1989, 1992-2001); Senior Lecturer (1978-1982); Lecturer (1975-1978).

*Courses taught:* Labour Economics, Mathematical Economics, Methodology of Economic Research (undergraduate), Practical Research Methodology, Microeconomics, Economic Policy, Investment Portfolio Theory (graduate).

### Freelance consultant and researcher (2001 – present)

#### Institute for the Study of Labor (IZA)

Research Fellow since March 2010

#### Baltic International Centre for Economic Policy Studies (BICEPS)

Research Associate (2002- October 2010)

#### EuroFaculty (Tartu – Riga – Vilnius)

Teaching associate, Student research and exchange co-ordinator (1994-2003)

## RESEARCH PROJECTS

Theme of the research, country (-ies)	Start/end dates	Beneficiary (Contracting authority)	Position, main tasks	Brief description of research (objectives, main activities)
Disabled persons and persons with long-standing illnesses in the labour market, Republic of Montenegro	August – September 2011	<i>Eurostat</i>	Labour Force Survey expert	Methodological support for the Montenegrin Institute of Statistics in preparation of the Labour Force Survey ad hoc module „Disabled persons and persons with long-standing illnesses in the labour market”
Intra-EU labour migration trends at times of the crisis – length of stay, skills, return (the Baltic countries)	July 2010- October 2011	The European Trade Union Institute (ETUI)	Expert	Preparation of a chapter on the Baltic countries for the book “ <i>Intra-EU Migration in Troubled Times</i> ” (forthcoming in Ashgate, 2012)
Latvia. Human Development Report 2010/2011: National Identity, Mobility and Capability	November 2010 – June 2011	Advanced Social and Political Research Institute (ASPRI)	Lead researcher	Preparation of a chapter on trends and pattern of emigration from Latvia in 2000-2010 and on recent migration intentions.
Multi-country policy study of unregistered employment and the shadow economy (30 European countries)	June – December 2010	World Bank	Consultant	Econometric analysis of flows between unemployment, unregistered employment, self-employment and formal employment and their relation to the economic cycle.

<b>Theme of the research, country (-ies)</b>	<b>Start/end dates</b>	<b>Beneficiary (Contracting authority)</b>	<b>Position, main tasks</b>	<b>Brief description of research (objectives, main activities)</b>
Evaluation of teachers' pay reform in Latvia	March-June 2010	World Bank	Consultant	Econometric and statistical analysis of administrative and survey data in order to evaluate the change in incentives
Latvian labour market and household vulnerability analysis	May-Dec 2009	World Bank	Consultant	Analysis of Latvian labour market adjustment mechanisms and households' coping strategies during the economic crisis
Immigrants from outside the EU in Latvia	July-Dec 2009	Baltic Institute of Social Sciences (funded by European Integration Fund)	Responsible researcher	Survey design and analysis of survey data in order to describe the situation of recent non-EU immigrants
Labour market integration of ethnic minorities in Latvia	Dec 2008-Dec 2009	Advanced Social and Political Research Institute	Responsible researcher	Analysis of labour market outcomes, integration drivers and barriers
Migration, Latvia, Estonia, and Lithuania	07/2008-12/2008	IZA (Bonn)	Book contributor	Preparation of a chapter for the book „ <a href="#">EU Labor Markets After Post-Enlargement Migration.</a> ” Springer, 2010
Labour market reform and workforce development - Republic of Montenegro (project E0761C)	07/2007-07/2008	<a href="#">European Agency for Reconstruction</a>	Labour Force Survey expert	Scientific support in harmonisation of the Labour Force Survey with the <i>Eurostat</i> requirements
<a href="#">Study on the social and labour market integration of ethnic minorities</a>	02/2007-09/2007	European Commission	Latvian expert	Preparation of the country report and policy recommendations
Firm dynamics and productivity growth in ECA region	05/2006-01/2007	World Bank	Latvian expert	Preparation of data and econometric analysis
Latvia Living Standards Assessment	02/2006-06/2006	World Bank	Consultant (labour market)	Statistical and econometric analysis of Labour force survey data to identify the trends in living standards of different social groups
<a href="#">Reasons and duration of unemployment and social exclusion in Latvia</a>	05/2006-05/2007	Latvian Ministry of Welfare /ESF	Responsible researcher	Econometric analysis of Labour Force Survey and State Employment Agency data. Preparation of policy recommendations.

Theme of the research, country (-ies)	Start/end dates	Beneficiary (Contracting authority)	Position, main tasks	Brief description of research (objectives, main activities)
<a href="#">Gender equality issues in the labour market in Latvia</a>	07/2006-11/2006	Latvian Ministry of Welfare / ESF	Expert	Econometric analysis of Labour Force Survey, Household Budget Survey, and other data
<a href="#">Determinants of wages in Latvia</a>	09/2005-06/2006	Latvian Ministry of Welfare / ESF	Responsible researcher	Econometric analysis of Labour force survey and other data. Preparation of policy recommendations.
<a href="#">Regional studies on socio-psychological portrait of unemployed in Latvia</a>	12/2005-06/2006	State Employment Agency of Latvia /ESF	Project supervisor and lead researcher	Study design, preparation of the questionnaire, analysis of the results, reporting. Preparation of policy recommendations.
<a href="#">Quality of life in Latvia</a>	06/2005-11/2005	<a href="#">Commission for Strategic Analysis</a>	Responsible researcher	Analysis of job and life satisfaction using survey data.
<a href="#">Emigration of Latvian labour force after the EU enlargement</a>	09/2005-10/2005	Latvian Ministry of Economy	Lead expert	Analysing available information on post-enlargement emigration of Latvian labour force. Proposing design of a new study.
Working and employment conditions in new member states: Interaction and socio-economic impact	09/2004-03/2005	<a href="#">International Labour Organization (ILO)</a>	Latvian expert	Case studies. Econometric analysis of LFS data. Preparation of a chapter for a book.
<a href="#">Demand for education in Albania: incentives and obstacles</a>	01/2005-12/2005	<a href="#">CERGE-EI Foundation and Global Development Network</a>	Principal researcher in the <a href="#">Regional Research Competition</a> project	Econometric analysis of Living Standards Measurement Survey. Preparation of a paper.
<a href="#">Labour supply in the Baltic countries</a>	09/2004-11/2004	European Commission	Researcher, preparation of a paper for FP5 project <a href="#">ACCESSLAB</a>	Econometric analysis of LFS data to understand the potential for increasing of the labour supply. Preparation of a paper.
Eurasia Labour Market Study, (Latvia, Estonia, Lithuania, Albania )	06/2004-09/2004	<a href="#">USAID</a>	Team leader	Compilation of labour market statistics and policy information for labour market policy database on Latvia, Estonia, Lithuania, Albania
<a href="#">Choice of education in the Baltic countries</a>	01/2004-12/2004	<a href="#">CERGE-EI Foundation and Global Development Network</a>	Principal researcher	Analysis of ethnic and parental effects on the choice of education level.

Theme of the research, country (-ies)	Start/end dates	Beneficiary (Contracting authority)	Position, main tasks	Brief description of research (objectives, main activities)
Labour market study, Albania (for Country Economic Memorandum)	01/2004-06/2004	World Bank	Consultant responsible for labour market analysis	Econometric analysis of LFS, LSMS, and Population Census data with emphasis on unemployment, wages, and migration.
Firm-Level Dynamics and Productivity, Latvia	05/2003-11/2003	World Bank (for World Development Report 2005)	Country expert	Preparation of the data base (in cooperation with Enterprise Register and State Social Insurance Agency) and econometric analysis.
<a href="#">Commuting in the Baltic countries</a>	01/2003-12/2003	<a href="#">CERGE-EI Foundation</a> and <a href="#">Global Development Network</a> (GDN)	Principal researcher	Econometric analysis of LFS data with the objective to find out whether commuting helps to reduce regional disparities
<a href="#">Impact of the free movement of persons on Latvian Labour Market after joining the EU</a>	01/2003-08/2003	Bank of Latvia	Principal researcher	Carrying out a survey, statistical and econometric analysis of results. Preparation of medium-term forecast.
Labour market study, Latvia (for Country Economic Memorandum)	01/2003-06/2003	World Bank	Consultant (labour market analysis)	Econometric analysis of LFS data with the aim to understand the reasons of unemployment and the earnings structure.
<a href="#">Inter-Regional Mobility of Labour in the Baltic countries</a>	01/2003-04/2003	European Commission	Researcher, preparation of a paper for FP5 project <a href="#">ACCESSLAB</a>	Analysis of migration trends and econometric analysis of determinants of migration decisions.
<a href="#">Labour Market and Social Policies in the Baltic Countries</a>	2001-2002	OECD	Consultant, analysis of Latvian and Lithuanian data	Econometric analysis of LFS data aimed at preparation of policy recommendations how to improve labour market performance

#### OTHER PROFESSIONALLY RELATED ACTIVITIES:

Period	Description
03/2012-05/2012	Host country expert at the Mutual Learning Programme's Peer Review Meeting on Emergency Public Works Programme in Latvia
05/2011-	Member of Advisory Board, Latvian State Employment Agency
01/2008-05/2012	Member of Management Committee of the <a href="#">COST Action IS0701</a> "Comparative analysis of enterprise data: Industry dynamics, firm performance, and worker outcomes"
2004-2012	International expert: <a href="#">The Dutch Social Science Research Council</a> (PhD project application - 1), <a href="#">University of Tartu</a> (PhD opponent - 2), <a href="#">The Estonian Science Foundation</a> (postdoc project application -1)
2005-2010	<a href="#">Global Development Network</a> Regional Research Competition referee

2004-2011	Referee, <a href="#">Growth and Change</a> (1), <a href="#">Journal of Population Economics</a> (1), <a href="#">Regional Studies</a> (1), <a href="#">Review of Regional Studies</a> (1), <a href="#">Scottish Journal of Political Economy</a> (1), <a href="#">Baltic Journal of Economics</a> (1), <a href="#">Journal of Baltic Studies</a> (1), <a href="#">Eastern Journal of European Studies</a> (1)
09/2008-11/2008	<a href="#">European Training Foundation</a> project „Labour market governance”, organisation of a high-level study visit by Montenegrin labour market stakeholders to Latvia.
2005	Expert responsible for EURES evaluation in Latvia for EU-wide project <i>EEI0232</i>
2003	Latvian expert at the Peer Review Meeting on <a href="#">Disability Management in the Netherlands</a>
12/2003	Visiting Professor, Centre d’Etudes des Politiques Economiques, University of Evry
10/2002	Visiting Fellow, Center for European Integration Studies (ZEI), University of Bonn
09/2002	Short-term visiting researcher, Institute for Study of Labour ( <a href="#">IZA</a> )

## RECENT CONFERENCE PRESENTATIONS

IZA/CEUR Workshop “*EU Enlargement and the Labor Markets - Migration, Crisis and Adjustment in an Enlarged E(M)U*”

IZA/World Bank Workshop “*Institutions and Informal Employment in Emerging and Transition Economies*”. Bonn, June 2011

ETUI workshop “*Intra-EU labour migration trends in times of the crisis – length of stay, skills, return migration and political responses*”, Brussels, March 2010

IZA Employment Seminar: “*The Current Crisis and the Labor Market*”, Brussels, Nov. 2009

International Conference on Integration Policy “*Inclusion Unaffordable?*”, Riga, Nov. 2009

Second Conference of Marie Curie RTN “*Transnationality of Migrants*”, Louvain-la-Neuve, Jan. 2009

13th International Metropolis Conference “*Mobility, Integration, and Development in a Globalised World*”, Bonn, October 2008

*European Association of Labour Economists (EALE) Conference 2008, Amsterdam Comparative Analysis of Enterprise Data (CAED), Budapest, May 2008*

First Conference of Marie Curie RTN “*Transnationality of Migrants*”, Riga, October 2007

4th *Nordic Econometric Meeting*, Tartu, May 2007

IZA Workshop „*Social and Labor Market Integration of Ethnic Minorities*”, March 2007

*European Association of Labour Economists (EALE) Annual Conference 2006, Prague*

**LANGUAGE SKILLS:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English	excellent	excellent	excellent
Latvian	excellent	excellent	excellent
Russian (mother tongue)	excellent	excellent	excellent

I have many years of experience in teaching and academic writing in English, Latvian, and Russian. I can also read and evaluate documents related to labour market issues in Serbo-Croatian.

## MEMBERSHIP OF PROFESSIONAL BODIES

[European Economic Association;](#)

[European Association of Labour Economists;](#)

[Global Development Network;](#)

[European Expert Network on Economics of Education;](#)

[Social Science Research Network.](#)



## AWARDS

2011 - The *Spidola* award (for research on emigration from Latvia). *Spidola* is awarded annually by *Economists Association 2010* for a person's contribution to promoting economic freedom in Latvia.

2003-2005, 2008, 2010 - Latvia's Economic Development Forum and Latvian Econometric Association, for supervision of award-winning students' BA and MA theses.

## RECENT INVITED LECTURES

Swedish Chamber of Commerce in Latvia, May 15, 2012: *Situation in the Latvian labour market*. <http://www.scc.lv/?DocID=684>

The Aleksanteri Institute (University of Helsinki) and the Rosentals Society, April 18, 2012: *The changing face of Latvian emigration ...and the changing face of Latvia*. <http://www.helsinki.fi/aleksanteri/english/news/events/network.html>

Latvian Ministry of the Foreign Affairs, the working group on diaspora issues, April 16, 2012: *The changing face of Latvian emigration ...and the changing face of Latvia*.

Baltic Sea Region University Network and Baltic Sea Region rectors meeting and seminar "Legislation, Governance Structures and Economics of Education", Riga, April 12, 2012: *Benefits from university education: Public and private effects on income, health, job satisfaction and quality of life – evidence from around the world*.

Latvian Parliament (the Saeima), Demography Subcommittee, March 13, 2012: *Demographic challenges for Latvia in the context of free movement of labour within the EU*.

American Chamber of Commerce in Latvia Outlook seminar, March 1, 2012. *Demographic challenges for Latvia in the context of free movement of labour within the EU*. [http://www.amcham.lv/data/Latvia%20-%20changing%20face\\_Hazans\\_AmCham.pdf](http://www.amcham.lv/data/Latvia%20-%20changing%20face_Hazans_AmCham.pdf)

Annual "Business Forecasts" conference of the *Dienas Bizness* newspaper, November 5, 2010: *Recent labour market trends in Latvia and Eastern Europe*.

Latvian Teachers Trade Union Council, October 15, 2010: *Evaluation of the teachers pay reform*.

Latvian Ministry of Education and Science, Working group on "Money follows student", June 10, 2010: *Evaluation of the teachers pay reform*.

"Economists Association 2010" spring session, May 22, 2010: *Latvian Labour Market during the Recession*.

Bank of Estonia open seminar, February 11, 2010: *Adjustment of Latvian Labour Market to the Crisis*.

## RECENT PUBLIC PRESENTATIONS (with media coverage)

The changing face of Latvian emigration: 2000-2010. November 30, 2012. <http://www.lu.lv/zinas/t/9544/>; <http://www.baltictimes.com/news/articles/30018/>; <http://www.bloomberg.com/news/2011-11-21/latvia-may-see-further-emigration-in-next-3-4-years-leta-says.html>

Who lives in Latvia today? A snapshot of real demographic situation. September 12, 2012, <http://www.lu.lv/zinas/t/7594/>; <http://www.baltische-rundschau.eu/2011/09/14/dem-baltikum-laufen-die-leute-davon/>

The Post-Enlargement Migration Experience in the Baltic countries and the Current Challenges. University of Latvia, September 11, 2009, <http://www.lu.lv/zinas/t/341/>; <http://latviansonline.com/news/article/6090/>

Teachers salaries in Latvia and elsewhere. University of Latvia, June 26, 2009. <http://www.lu.lv/zinas/t/173/>; <http://www.bna.lv/site/print.php?type=1&id=32844>

Labour Emigration from the Baltic Countries: Experience and Prospects. University of Latvia, April 21, 2009. [http://www.politika.lv/temas/fwd\\_eiropa/17224/](http://www.politika.lv/temas/fwd_eiropa/17224/); <http://www.diena.lv/lat/politics/hot/petijums-baltija-gaidams-jauns-darbaspeka-emigracijas-vilnis>