

“WOMEN IN ENTREPRENEURSHIP”

QUANTITATIVE EXPLORATION

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I. Technical information

SELECTION:

There were inquired **200** Latvian women entrepreneurs (owners and directors of enterprises)

In the formation of the selection was used "Lursoft" database

Stratification features *:

- a) business profile
- b) place of enterprise's action (city, region)
- c) size of enterprise (number of employees, turnover)

METHOD:

Inquiry was made using mixed (combined) information method – personal interviews and phone interviews. The choice of concrete method was defined by interviewer and regarding priorities of respondents. Interviews were made by 9 interviewers of "Latvijas Fakti" and were made in Latvian and Russian.

TIME PERIOD OF INTERVIEWS:

23.02.2006 – 02.03.2006

Socio demographic characteristics of respondents:

Age

24 – 35	20.0%
36 – 40	13.5%
41 – 45	18.0%
46 – 50	23.0%
51 – 60	16.0%
61 and more	9.5%

Nationality

Latvian: 76.5%

Other: 23.5% (including: Russian 17,5%; Pole 1,5%; Ukrainian 1,0%; Byelorussian 1,0%; Lithuanian 1,0%; 1 Armenian (0,5%); 1 Jews (0,5%))

Education:

Secondary education: 42.5%

Higher education: 57.5%

Region:

Riga/ Riga region, Jurmala:	41.5%
Vidzeme:	22.0%
Kurzeme:	14.5%
Zemgale:	13.5%
Latgale:	8.5%

* As a priority there were interviewed owners of enterprises

II. Basic conclusions

1. More than two-fifth (43.5%) of respondents think that current business environment in Latvia is unfavourable and inconvenience to business development. Main arguments of this point of view are – *current taxation policy, not arranged legislation, and lack of support from the state for small enterprises and low purchase of population*. Around one-third (37%) of respondents regard business environment as neutral in Latvia, but less than one-fifth (17%) of respondents regard it as favourable, mainly motivating that with an argument *possibilities, quite small competition and dynamic development of the State*. In last two years the number of respondents who regard business environment in Latvia as unfavourable has diminished for 9.8%.
2. The main problem businesswomen face with has stayed the same – high taxes. This problem is highlighted in this year exploration and also proved by previous explorations of 2003-2005. But this year has become actual problem of lack of qualified work force.
3. Chance to be independent, support family and do the job she likes this year has become one of most significant motives why women go in business.
4. Purposefulness, persistence, predisposition – businesswomen state as significant positive characteristic they have that have helped to gain success in business. More significant became characteristics in terms of “emotional intelligence (*communicability, networking, ability to find a compromise, ability to listen, tolerance, diplomacy, optimism, etc.*). It left at the third place ability to work. But excessive confidence, dependence on somebody, as well as insecurity is characteristics that have inconvenienced to succeed for women entrepreneurs.
5. Almost all (97.5%) respondents more or less agree to the statement that *for me professionalism and experience of employees is much important than their gender*.
6. Three-fourth of respondents would like to be more informed about women in entrepreneurship but more than half of them would like to be a member of some applied women club.
7. Less than a half of respondents' companies have got customer loyalty programs. But almost half of those who haven't got that kind of programs yet are going to established them. The biggest part of respondents regards that customer loyalty programs augment

the turnover of the company. Main obstacles why they don't have that kind of program yet are lack of information and lack of financial resources.

8. Most part of businesswomen are sure loyalty of employees to the company could be strengthened by the competitive salary, good environment at the workplace and extra money for extra hours worked. Material stimulus always or mostly are effective that moral stimulus! – to this point of view agree 78.5% of respondents.
9. Main part of businesswomen regards that there is a lack or not satisfied number of work force in Latvia. At the same time only 45.5% of respondents would be ready to employ work force from other countries.

III. Analyse of results of the inquiry

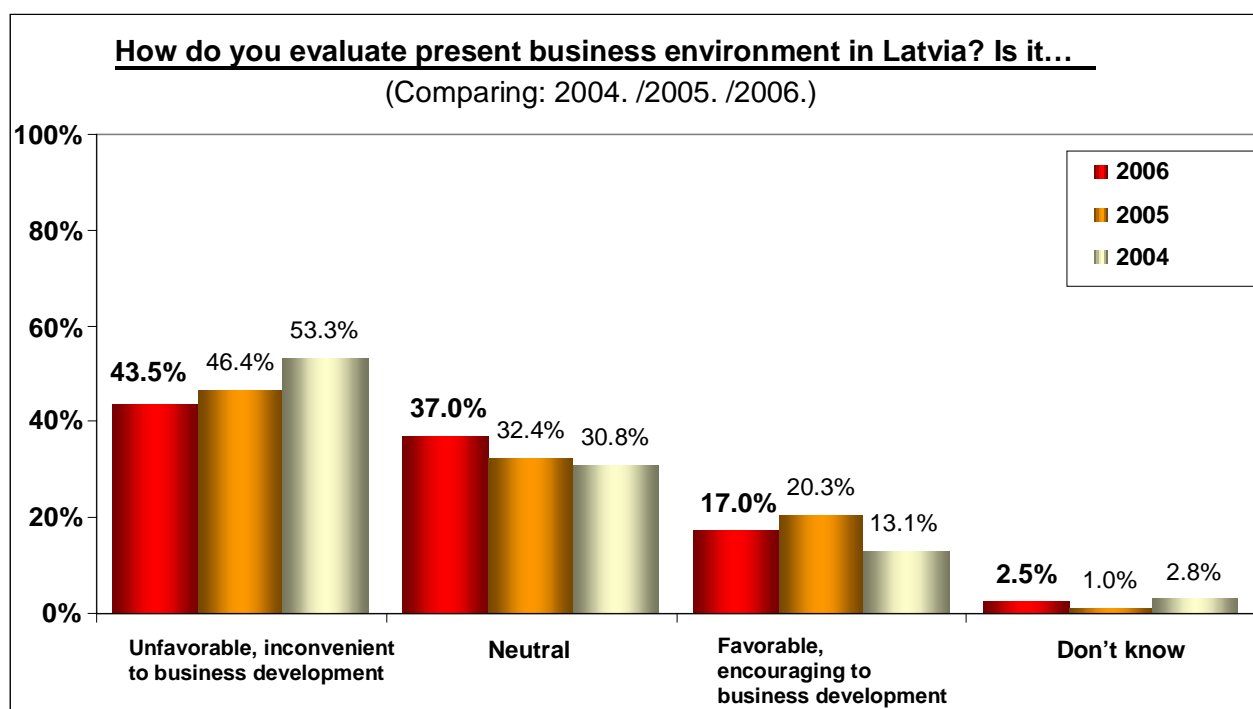
1. Business environment in Latvia

1.1. Evaluation of business environment

Question:

„ How do you evaluate the present business environment in Latvia? Is it favourable, encouraging to business development; unfavourable, inconvenient to business development or neutral?”

A little bite more that two-fifth (43.5%) of women entrepreneurs regard present business environment in Latvia as *unfavourable, inconvenient to business development*; 37% % regard it as *neutral*, and 17% of respondents think it is *favourable and encouraging to the development of business*. Comparing data for last three years it seems that the tendency to augment the number of those businesswomen who regard business environment in Latvia as neutral has stayed the same. This augmentation (comparing with 2004 +6.2%) is because of diminishment of those respondents who regard business environment in Latvia as *unfavourable*.



Respondents were asked to explain their point of view. The free explanation during the processing of questionnaires were coded and put into the groups; the results are in the next tables.

Main arguments why there were give response that business environment in Latvia is **favourable** are: *there are branches / spheres where entrepreneurs can expand – not so big competition at the moment; common development trends of enterprises and general*

economical situation in the state shows that; there are business opportunities if try to find them.

Main arguments why respondents regard business environment in Latvia as **unfavourable** are: *present taxation policy is unfavourable and not correspondent to small business; growing competition; the lack of state support; augmentation of bureaucracy; general economical situation doesn't facilitate business development; low purchase of population.*

Respondents (34 from 200) that evaluated business environment in Latvia as **favourable** grounded their responses:

United title of groups arguments	Spontaneous answers	Number of respondents
Common development trends of companies shows that	<i>Economic is in progress; people become richer; customers trust on; become richer, SMEs are stimulated / supported; business become civilised; augment number of customers</i>	10
Discover of new playground	<i>Exist branches/ spheres, where entrepreneurs can expand – not so big competition at the moment;</i>	8
Exist business opportunities if search for them	<i>Nobody disturb to work; everybody can do what he/she wants; if wants, can develop his/her business; everything depends on us; everything happen if it would be done by ourselves</i>	5
In a context with EU	<i>More tourists/customers; larger turnover, profit; is possibility to receive credits; are more goods from EU countries</i>	5
Finances and taxes	<i>Facilitate custom regulations; more possibilities to receive credits; better taxation policy</i>	5
Like her job	<i>Can use different projects; feels that business has future</i>	3
Access to the information	<i>There is possibility to receive information, consultation free of charge</i>	1

Respondents (87 from 200), that evaluated business environment in Latvia as **unfavourable** grounded their responses:

United title of groups arguments	Spontaneous answers	Number of respondents
Unfavourable taxation policy for small business	<i>High taxes; wrong and not correspondent taxation policy regarding small business; isn't regarded specification of business in a case of taxes and priorities; taxes are higher than income; high taxes – income just for surviving; small companies pay as heavy taxes as big companies do – are no balance</i>	41
Legislation	<i>Not arranged legislation; not arranged business environment; non-persistent legislation, varying legislation acts; chaotic support programs</i>	15
Bureaucracy, administrative obstacles	<i>Many inspections and controls; complicated accountancy; complicated forms – a lot of time is spent on filing them</i>	13
The attitude from the state and	<i>Obstacles, directions, decisions made by the state institution; administrative challenges; terms made/not</i>	12

government, lack of support for small business	<i>made for small business by the state; state doesn't do anything to support; government doesn't protect national companies; government changes but there are no persistent programs; incompetence of the government</i>	
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United title of groups arguments	Spontaneous answers	Number of respondents
Overall economical situation in Latvia, low purchasing power	<i>Diminished citizens' purchasing power; high service prices; low welfare level in the state; non-persistent economical situation; difficulties to sell production; high inflation; middle-class has got small money</i>	11
Competition	<i>Small business is disappearing, big companies overtake the small one; monopoly; foreign companies push out local companies</i>	9
Experience of direction of small enterprises shows that	<i>Do not feel any support; nobody helps; small enterprises have small extent; do not see impetus for development; small companies but big handwork; low service costs, should work without profit</i>	9
Hard to receive credits; do not have facilities for development	<i>Hard to start; difficulties to enchain finances; difficult to receive loans in banks; no possibility to receive loans in banks; unfavourable terms of credits</i>	4
In context with EU	<i>Do not correspond to EU standards; sometimes should deal with unrealisable EU norms; Legislation of Latvia changes because of EU directives – no stable environment</i>	3
Lack of work force	<i>Lack of professionals, qualified employees</i>	3

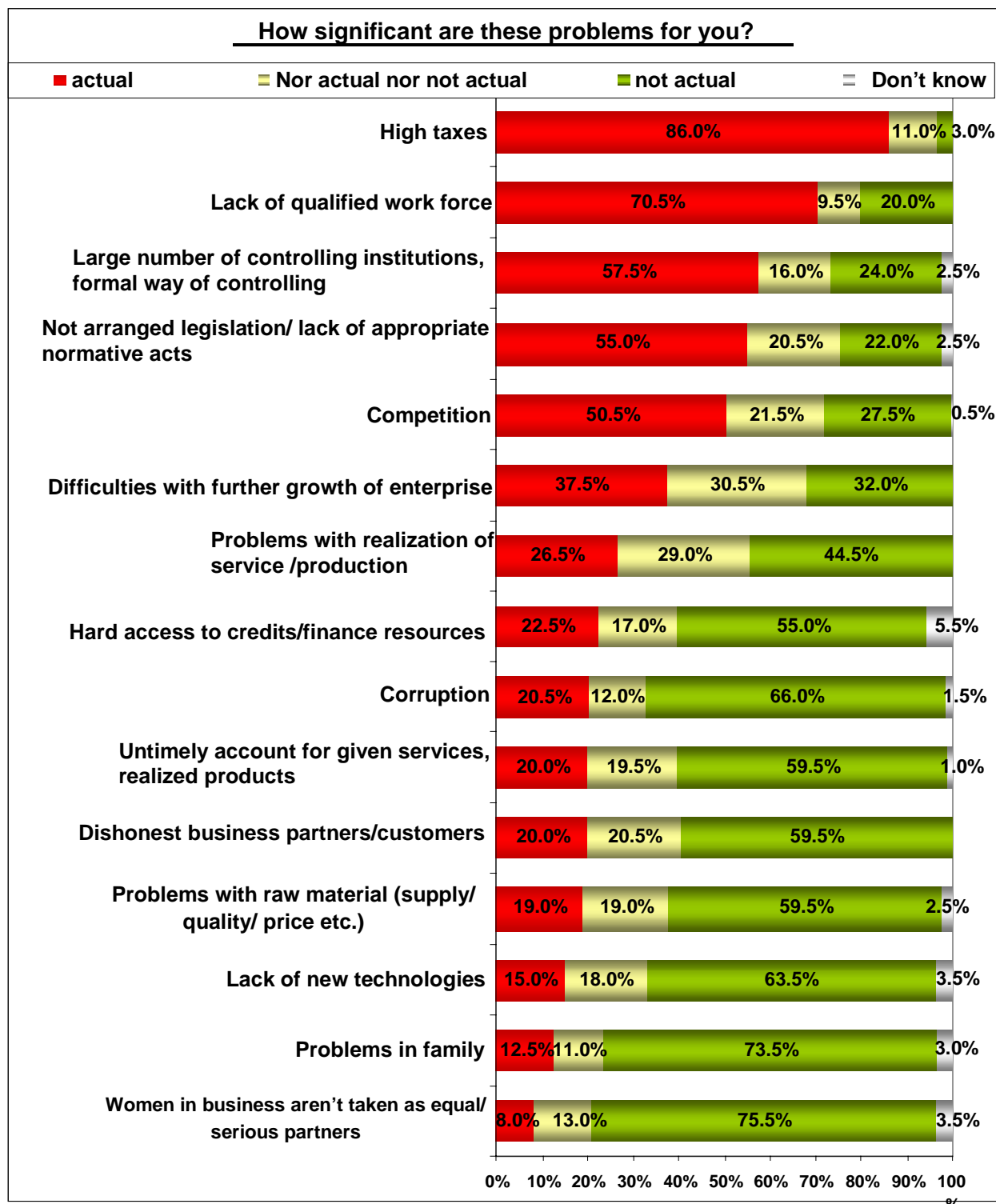
Respondents (74 from 200), who regarded business environment in Latvia as neutral mainly argument their point of view: *there are no positive or negative factors; it is not too hard or too easy; there aren't nor neither big nor small possibilities; there aren't advantages or disadvantages, all positions are equal.*

1.2. Problem women meet with in business

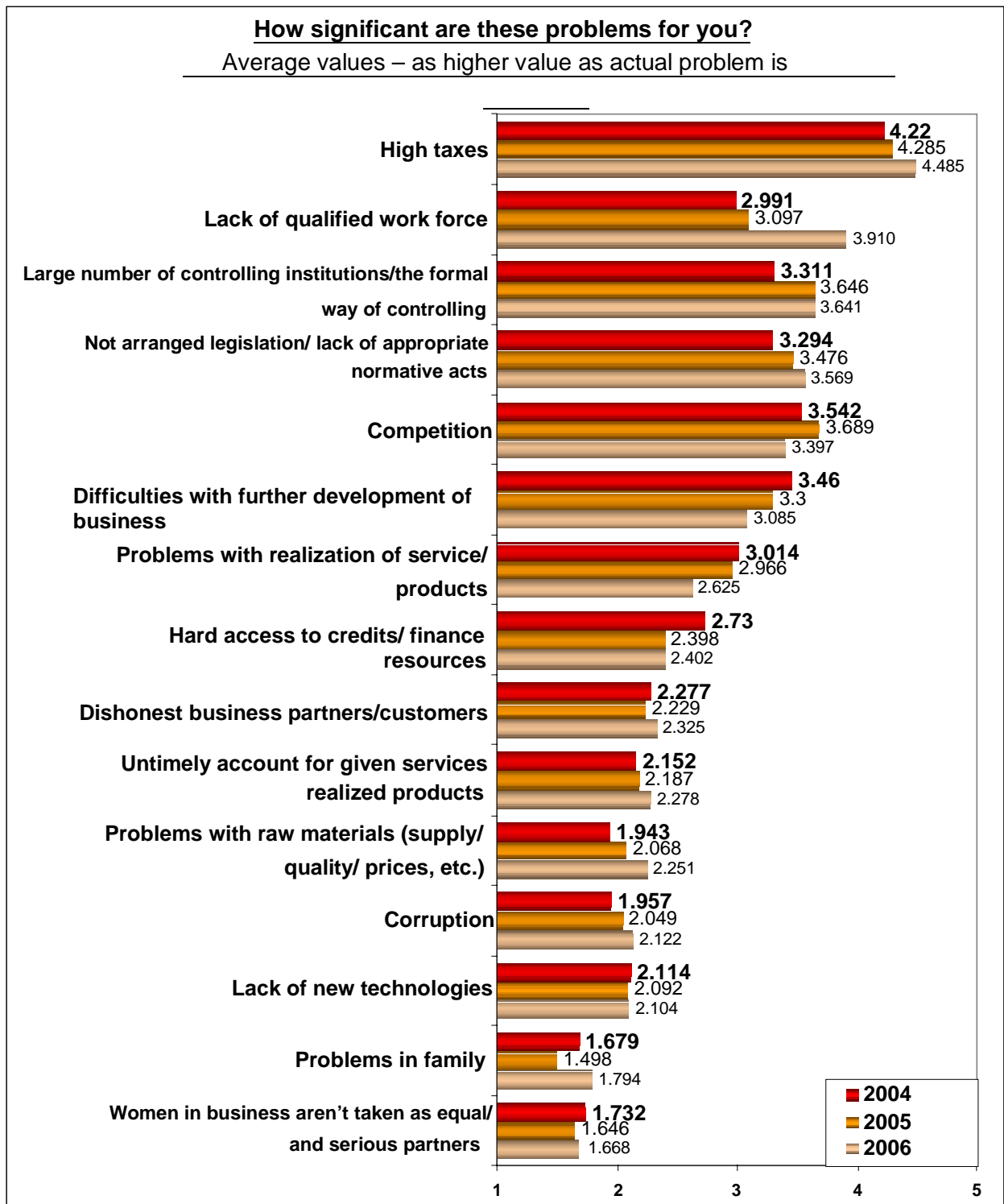
Question:

“There will be different affirmations – possible challenges you should face with in business. How actual are those problems for you? Please, evaluate actuality of the problem in the scale of five points. “1” means “not actual”, but “5” means “very actual”?”

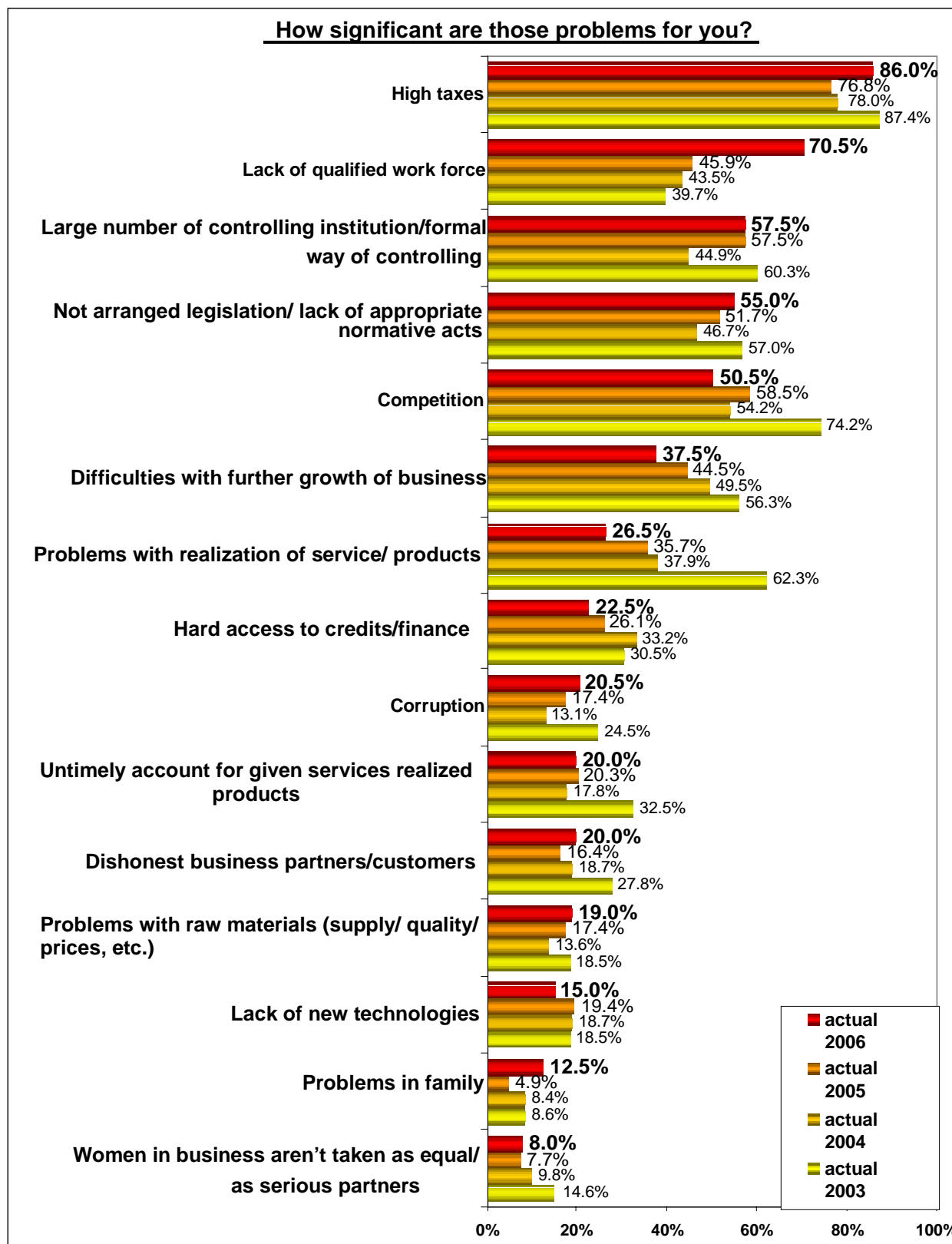
Results are seen in next graphics. Three most actual problems for businesswomen are *high taxes* (86%) and *lack of qualified work-force* (70.5%), *Large number of controlling institutions and formal way of controlling* (57,5%).



In the next graphic business challenges are ranged by the average values. Also regarding those data *high taxes, lack of qualified work force, and large number of controlling institutions/formal way of controlling* are the main challenges businesswomen face with. But insignificant problems are *lack of new technologies, problems in family; women in business aren't taken as equal/as serious partners*.



Comparing data of 2005 and 2006 it is seen that the most significant challenges are - *high taxes* (the challenge has stayed the same). This year in opinion of businesswomen has grown (+24.6%) importance of the challenge *lack of qualified work force*. One of the reasons could be the highlight and actualisation of “Question of Ireland” in the society.



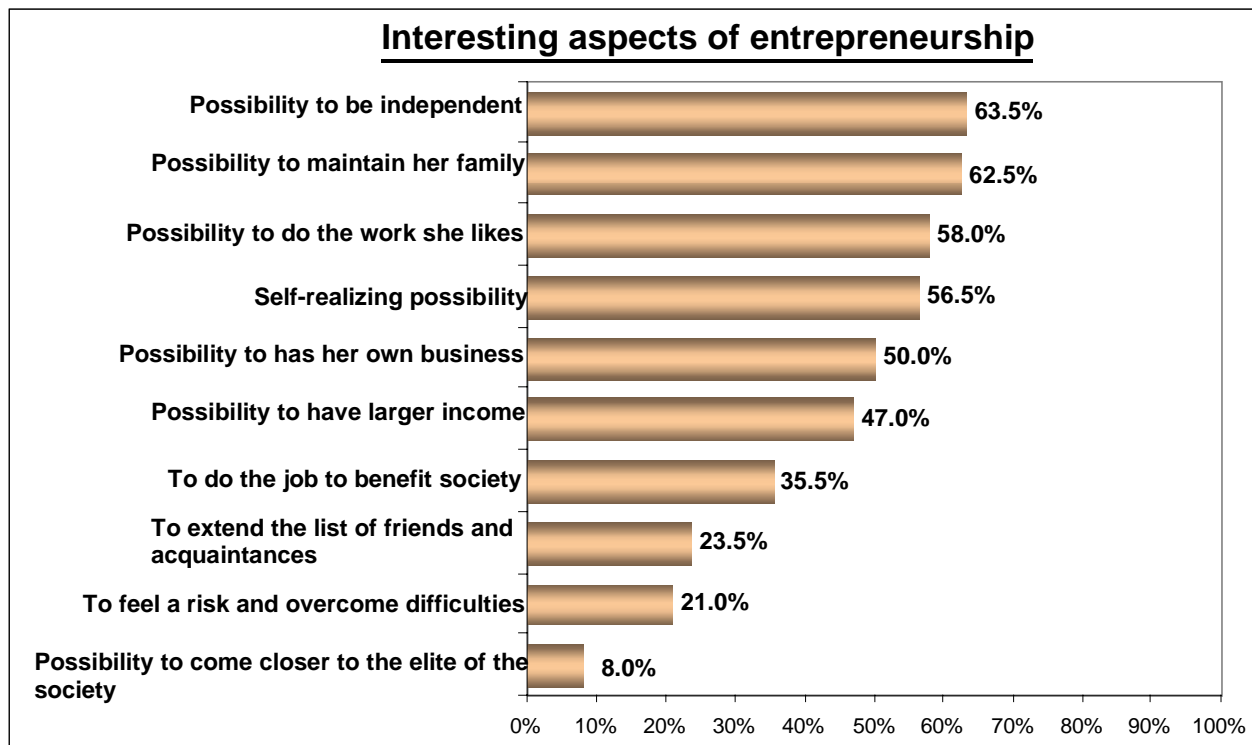
2. Women in business

2.1. Interesting aspects in entrepreneurship

Question:

“Which of the given aspects for you as for businesswomen or women in business seems interesting?”

The most interesting aspect in entrepreneurship to women is *the possibility to be independent*. As further interesting aspects are mentioned *the possibility to maintain the family* and *the possibility to do the work she likes*, as well as *the self-realising possibility*. But as not so interesting aspect in entrepreneurship women see *the possibility to come closer to the elite of the society*.

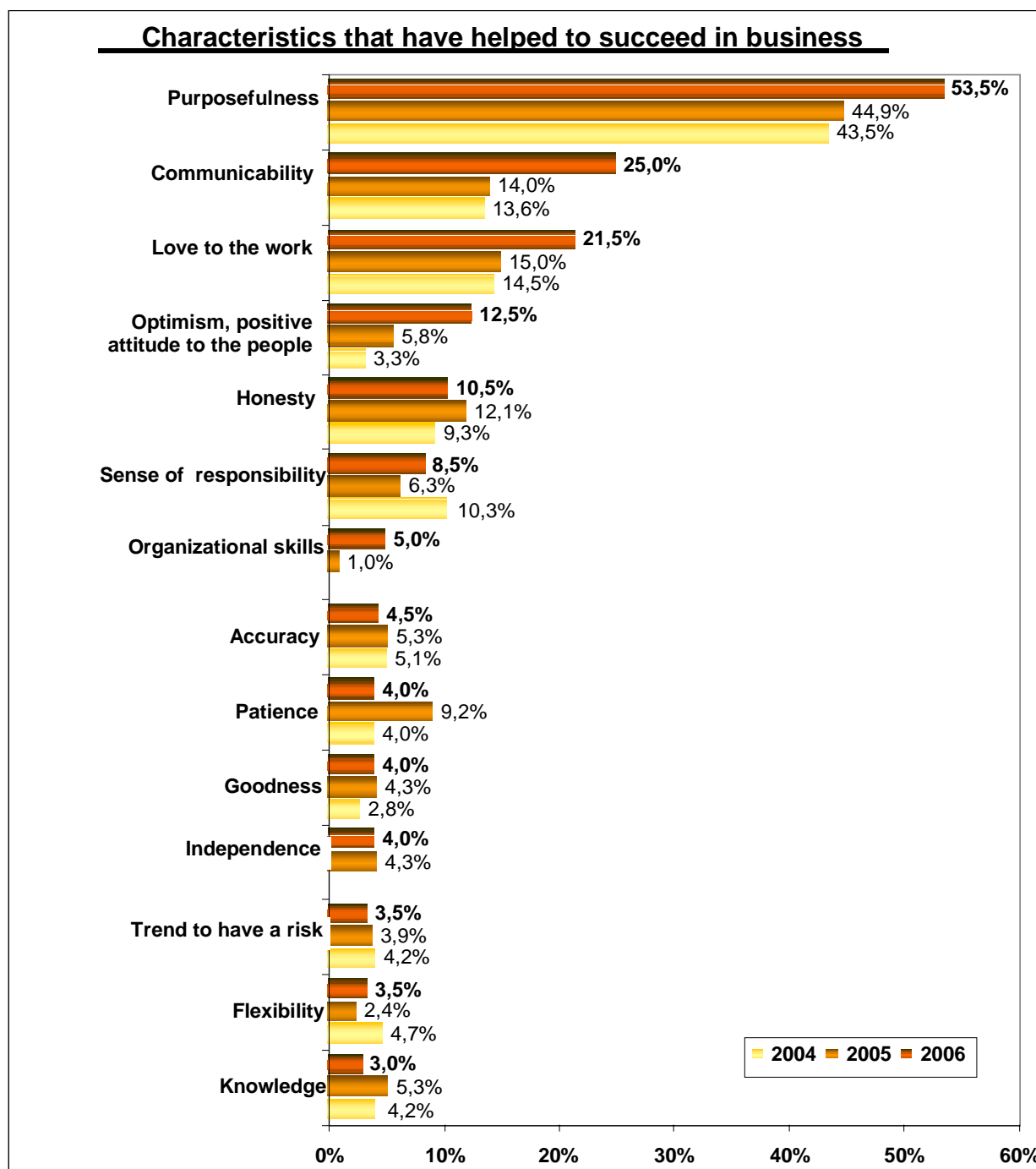


2.2. Characteristics/ values that have helped to succeed

Question:

“Give two of your characteristics or values that you own evaluate as the most positive – that have helped to succeed you in business?”

Respondents gave about ~90-100 characteristics and personal features that have helped to succeed in business. Data during the processing were codified and united into groups. Similar as in explorations carried out in previous years the results show that the most positive characteristics the businesswomen evaluate in them are purposefulness and persistence, susceptibility as well as love to the work, interference and communicability. In graphic are highlighted answers that have mentioned more than 3% of women (6 respondents):



In the next tab there are showed detailed division of answers:

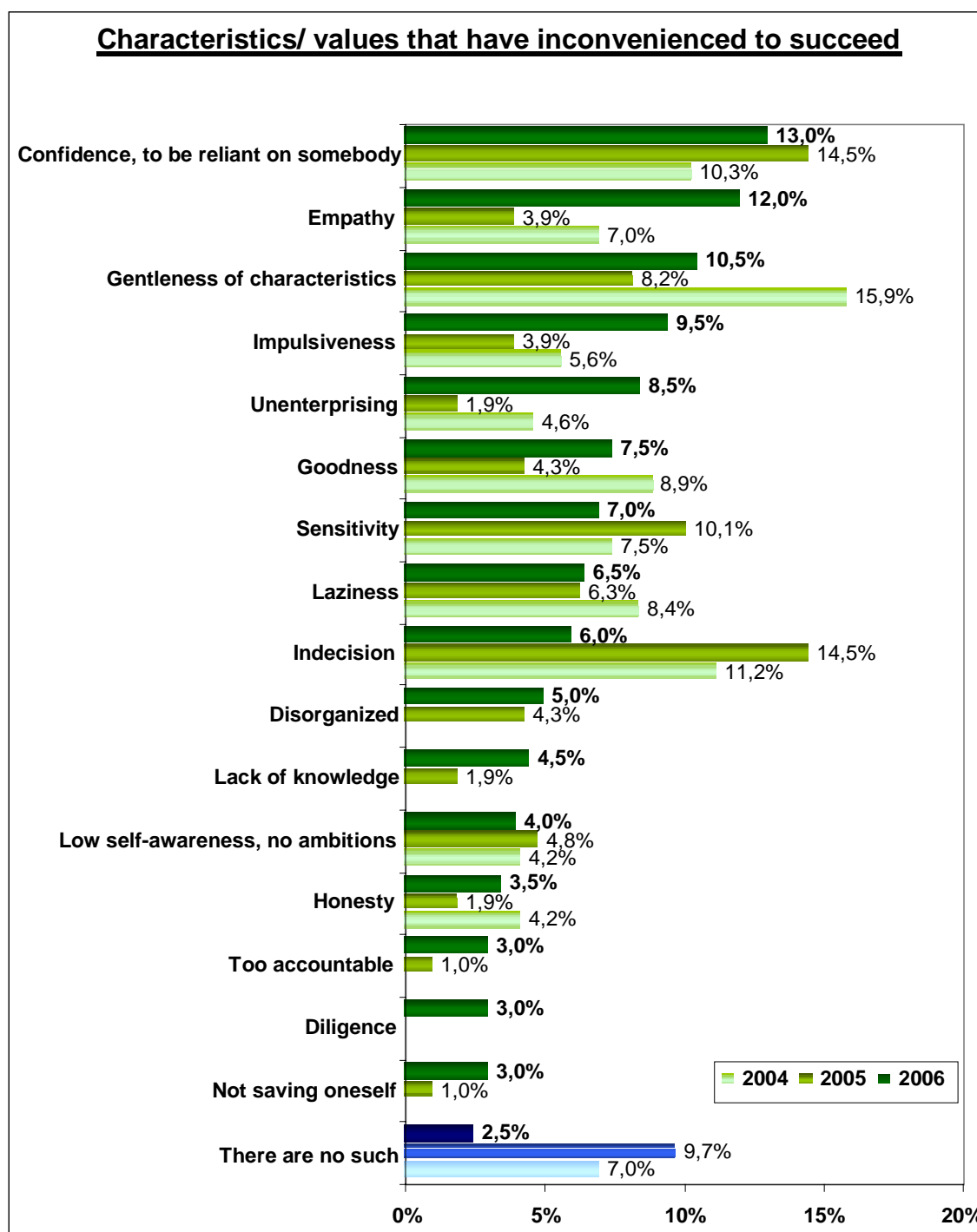
Frequency	United title of group's characteristics	Given characteristics
53.5%	Persistence, purposefulness, willpower	<i>Persistence; purposefulness; willpower; insistence, spitefulness, go to reach the goals not regarding obstacles; energy; power to do everything till the end; high concentration ability to the main goal; believe till the end</i>
25.0%	Communicability, interaction	<i>Communicability, interaction; ability to work with people; can come to decision in communication; ability to listen; tolerance; ability to work with different people</i>
21.5%	Love to the work	<i>Love to the work; work abilities; can work for a long time and qualitative; industry, happiness to work; work-holic</i>
12.5%	Optimism	<i>Optimism; positive attitude towards other people; hope.</i>
10.5%	Honesty	<i>Honesty; to keep a word, promise</i>
8.5%	Sense of responsibility	<i>Sense of responsibility</i>
5.0%	Organisation, arrangement	<i>Organisation; arrangement; discipline; arrangement in accountancy</i>
4.5%	Accuracy	<i>Punctuality; accuracy; carefulness; pedantism</i>
4.0%	Patience	<i>Patience; endurance; carefulness</i>
4.0%	Goodness	<i>goodness; kindness</i>
4.0%	Independence	<i>Independence</i>
3.5%	Flexibility	<i>Flexibility; adaptability; ability to survive; ability to survive in any circumstances; mobility; captivness; ability to adapt to the client, ability to evaluate situation and act</i>
3.5%	Trend to have a risk	<i>Not standard thinking; ability to have a risk; plunger</i>
3.0%	Education, knowledge	<i>Education; intelligence; knowledge, logic thinking</i>
2.5%	Women intuition	<i>Women intuition; intuitive understanding of situation</i>
2.5%	Courage	<i>Courage; impudence; ability to dare</i>
2.0%	Enterprising	<i>Enterprising; resolved</i>
2.0%	Wish to learn something new, self-development	<i>Wish to learn something new, self-development</i>
2.0%	Diligence	<i>Diligence; sedulity</i>
2.0%	Believe in their abilities	<i>Believe in their abilities; self-assured; ability to stand for her opinion</i>
1.5%	Peacefulness, placability	<i>Peacefulness, placability; inner peace in all situations</i>
1.0%	Professionality	<i>Professionality; ability to offer and ability to realise people's needs</i>
0.5%	Work experience	<i>Work experience</i>
0.5%	Ability to stand for her opinion	<i>Rigour, exactingness</i>
0.5%	Woman; femininity	<i>That I am woman; femininity</i>
0.5%	Talent	

2.3. Characteristics/ values that have inconvenienced to succeed

Question:

“And which are your two characteristics or values that have inconvenienced?”

Comparing with data of 2005 and 2006 it is seen that leading positions have cached positive characteristics – *faithfulness* - it is at the first place as feature that could inconvenience to succeed. At the second and the third place are - *empathy* and *gentleness of characteristics*. Only 2,5% of respondents or 5 women don't see any characteristics or personal features that could inconvenience to succeed. Graphic highlights answers that have been mentioned:



In the next tab there are detailed answers and extend of answers:

Frequency	United title of group's characteristics	Characteristics
13.0%	Confidence, to be reliant on somebody	<i>Confidence, to be reliant on somebody; trustiness to people; wish to trust; credulity, too much believe in good in people</i>
12.0%	Empathy	<i>Charity; empathy; pitifulness to people; compassion, too loyal; sense of guilt; can't say no to people; enter into feelings of other people</i>
10.5%	Gentleness of characteristics	<i>Gentleness of characteristics; no severity; imperious; cant take strong position, give orders and require; no insistence; no ability to organise others work, many thing does herself</i>
9.5%	Impulsiveness	<i>Intemperance; intolerance; spiteful; hastily of actions; impulsiveness; spontaneous; impulsiveness; quick actions; hot blood</i>
8.5%	Unenterprising	<i>Unenterprising; flimsy; not flexible, don't want to take a risk; isn't impudent</i>
7.5%	Goodness	<i>Goodness, kindness</i>
7.0%	Sensitivity	<i>Effectiveness; sensitivity; sentimental; weakness</i>
6.5%	Laziness	<i>Laziness; sometimes not done things</i>
6.0%	Indecision, inability to make decisions quickly; insecurity	<i>Indecision; inability to make decisions quickly; insecurity, fear; indisposition to take responsibility; slow thinking; inner insecurity; not attractive; abeyance</i>
5.0%	Disorganised	<i>disorganised, lack of time; chaotic; absent-minded</i>
4.5%	Lack of knowledge	<i>Lack of knowledge, hasn't got enough knowledge about modern technologies</i>
4.0%	Too low self-awareness	<i>Too low self-awareness, no ambitions, inferiority complex; do not believe in herself in her abilities</i>
3.5%	Honesty	<i>Honesty; conscience; scrupulosity</i>
3.0%	Not saving oneself	<i>Not saving oneself; all bother keep in herself, workaholic</i>
3.0%	Diligence	<i>Diligence, pedantism, perfectionist</i>
3.0%	Too accountable	
2.5%	Openness	<i>Openness</i>
2.0%	Agedness, health problems	
2.0%	Exactingness	<i>Exactingness, consequence</i>
2.0%	Femininity	<i>Femininity; do not have foresight as men do have ; women like thinking</i>
1.5%	Coyness	<i>Coyness; peacefulness; closed into herself</i>
1.5%	Humanity	<i>Humanity; diplomacy</i>
1.5%	Not trustful	<i>Not trustful / precaution</i>
1.5%	Intolerance	<i>Intolerance, sharp in communication; directness, says what thinks</i>
1.0%	Lack of persuasion skills	<i>Can't persuade, can't present herself</i>
1.0%	Lavishness	<i>Careless about money; lavishness</i>
0.5%	Not active finding and keeping contacts	<i>Lack of wider contacts; don't know how to keep contacts</i>
0.5%	Problems in family	<i>Problems in family, care about family</i>
0.5%	Routine, apathy	
0.5%	Preconception	<i>preconception</i>

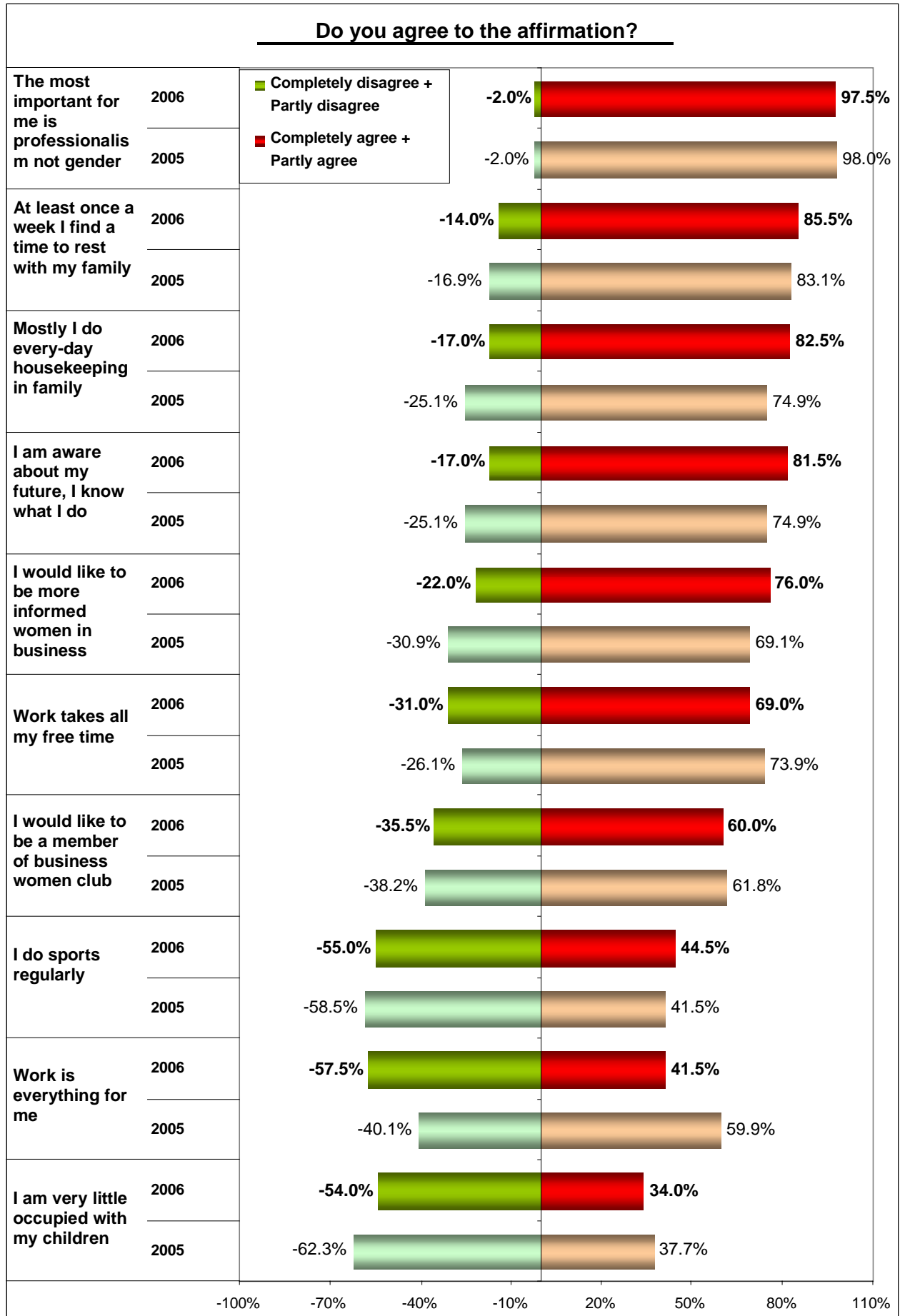
2.4. Affirmations about women in business

Question:

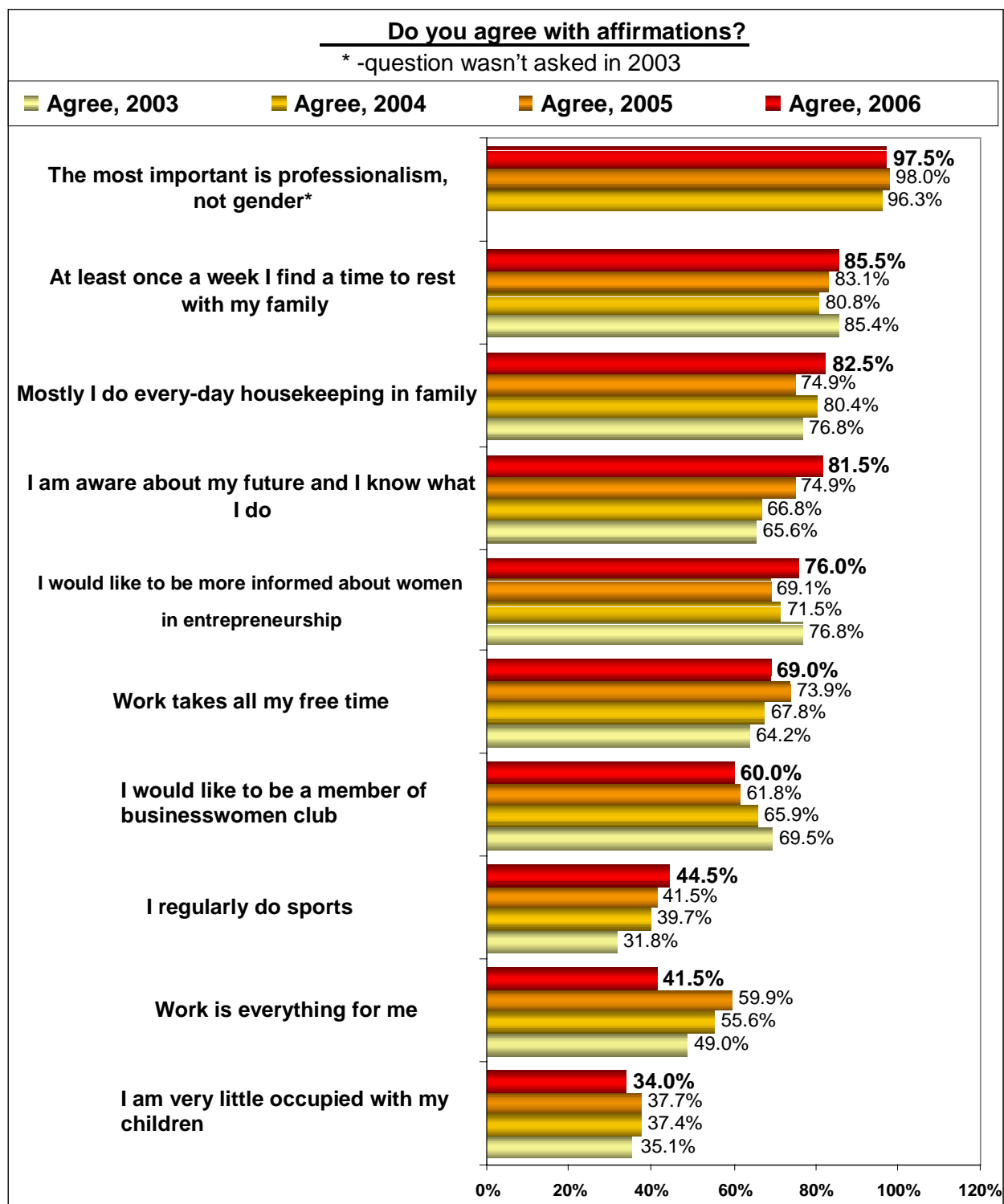
“There will be several affirmation. Too what degree you agree to those affirmations? Do you fully agree, partly agree, partly not agree or not agree?”

- Almost all (97.5%; comparing with 2005 – 0.5%) more or less agree to affirmation that *for me more important is professionalism of employees and their experience that gender;*
- Dominant parts of respondents try to find *at least once a week time to rest together with family* (85.5%; +4.7%), and acknowledge that they are *mainly doing housekeeping things in their families* (82.5%; +7.6%). About the same number of respondents (81.5%; +6.6%) are *aware of their future and know what they do;*
- More than a half (60%; -1.8%) of respondents *would like to become members of businesswomen clubs* and, at the same time 76% (+6.9%) of business women *would like to be more informed about women in entrepreneurship;*
- More than two thirds (69%; -4.9%) of respondents agree that *work takes all free time*. At the same time 41.5% (-18.4%) acknowledge that *work is the most important of all*, but 34% (-3.7%), that they *spend to little time with their children*.
- *Regularly do sport* less than one-half (44,5%; +3%) of businesswomen.

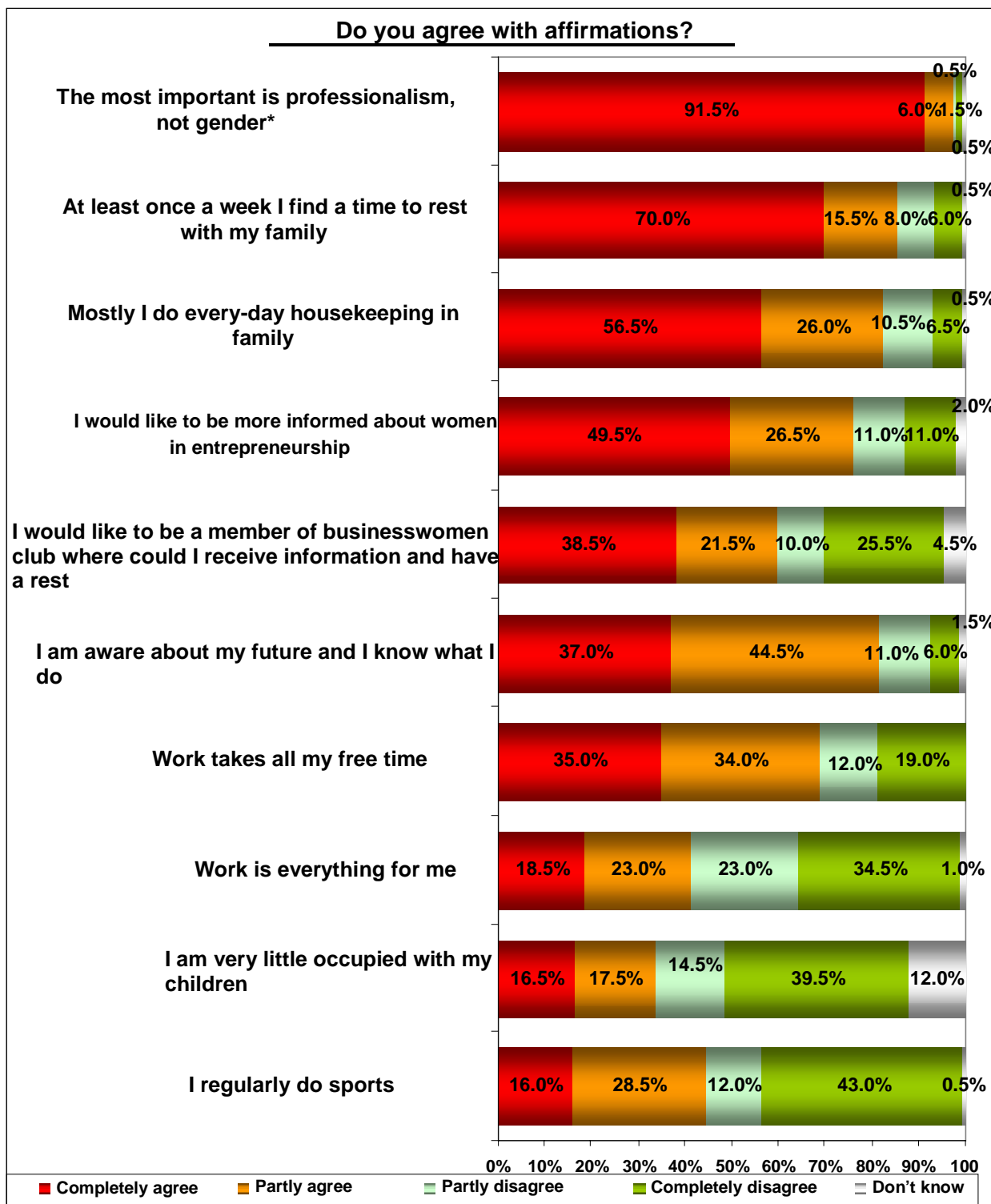
The results is highlighted by the next graphic:



Regarding results of explorations for last four years, it is seen that there is a tendency to grow the number of women who successfully cope with everyday housekeeping and family life, as well as with their children from one part. But from other part – the number of those women who would like to be a member of some businesswomen club is diminishing. This year the number of those women who acknowledge that work is at the first place and takes most part of their day sharply has diminished.



Division of answers about each concrete affirmation in the next diagrams:



3. Customer loyalty programs

Question:

“Do you have customer loyalty programs at your company?”

“When have you established customer loyalty programs at your company?”

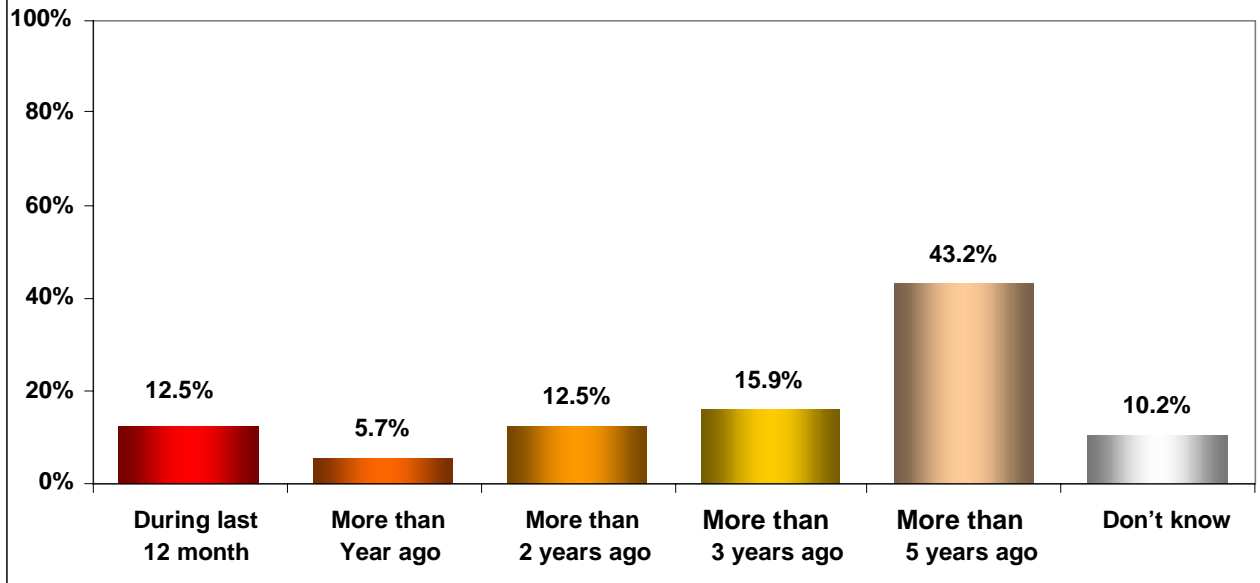
“Do you plan to design customer loyalty program in the future?”

44% of respondents' companies have got loyalty programs. From those companies that have got customer loyalty programs in 43.2% cases they exist more than five years, but in 12.5% cases they are established during last year. From those companies that haven't got customer loyalty programs in 48.6% cases businesswomen are going to design them in the future but 14.1% doubt about the necessity to established ones. The results are seen in following diagrams:



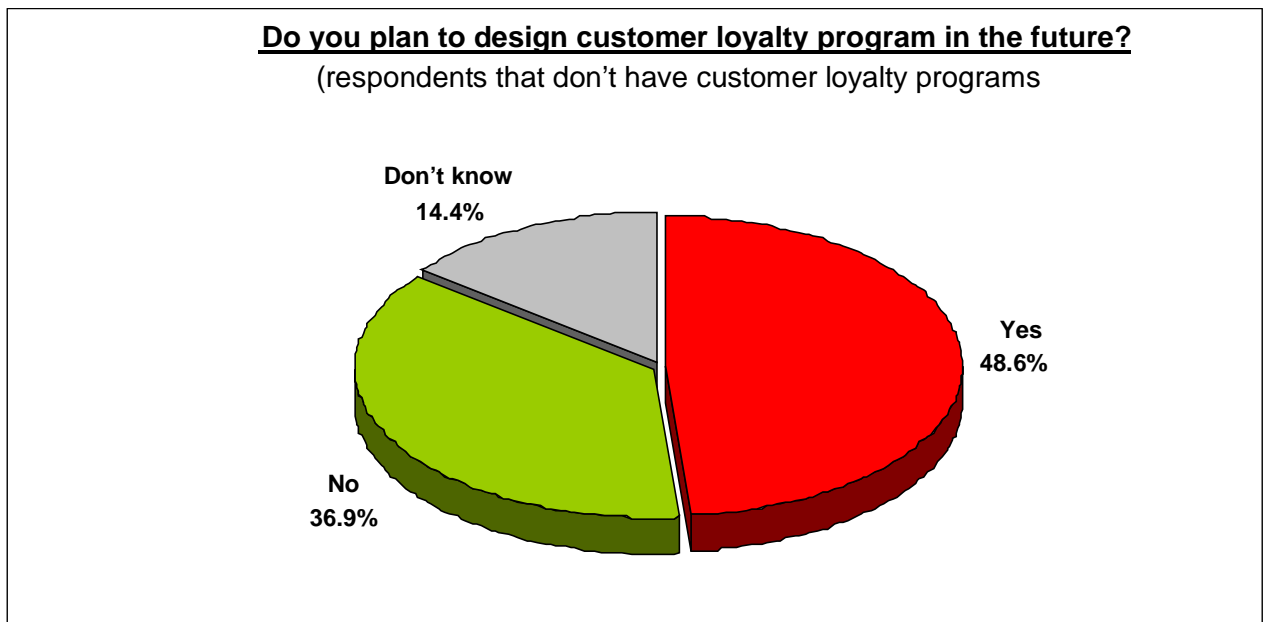
When have you established customer loyalty programs at your company?

(respondents who have got customer loyalty programs at their companies: 88)



Do you plan to design customer loyalty program in the future?

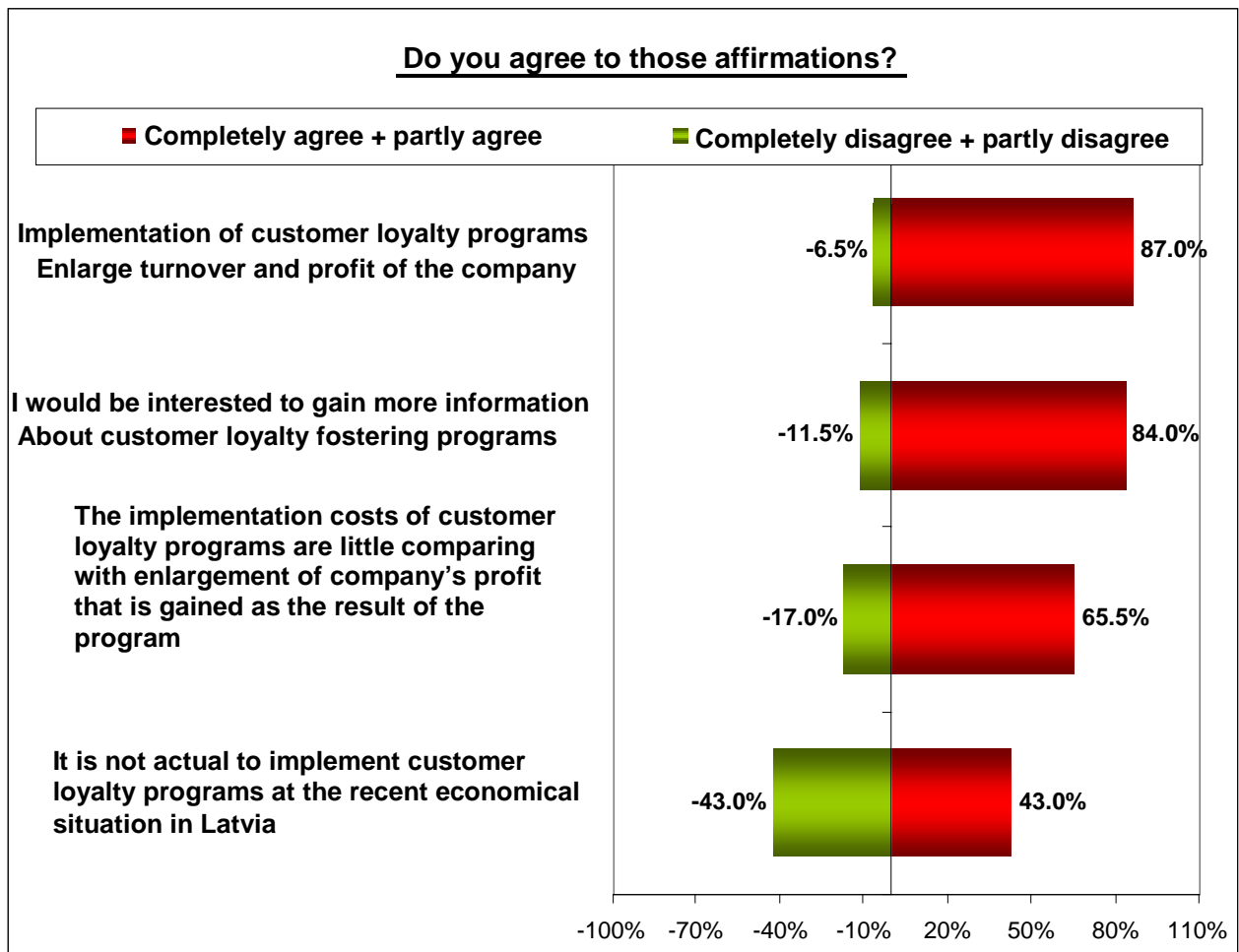
(respondents that don't have customer loyalty programs)



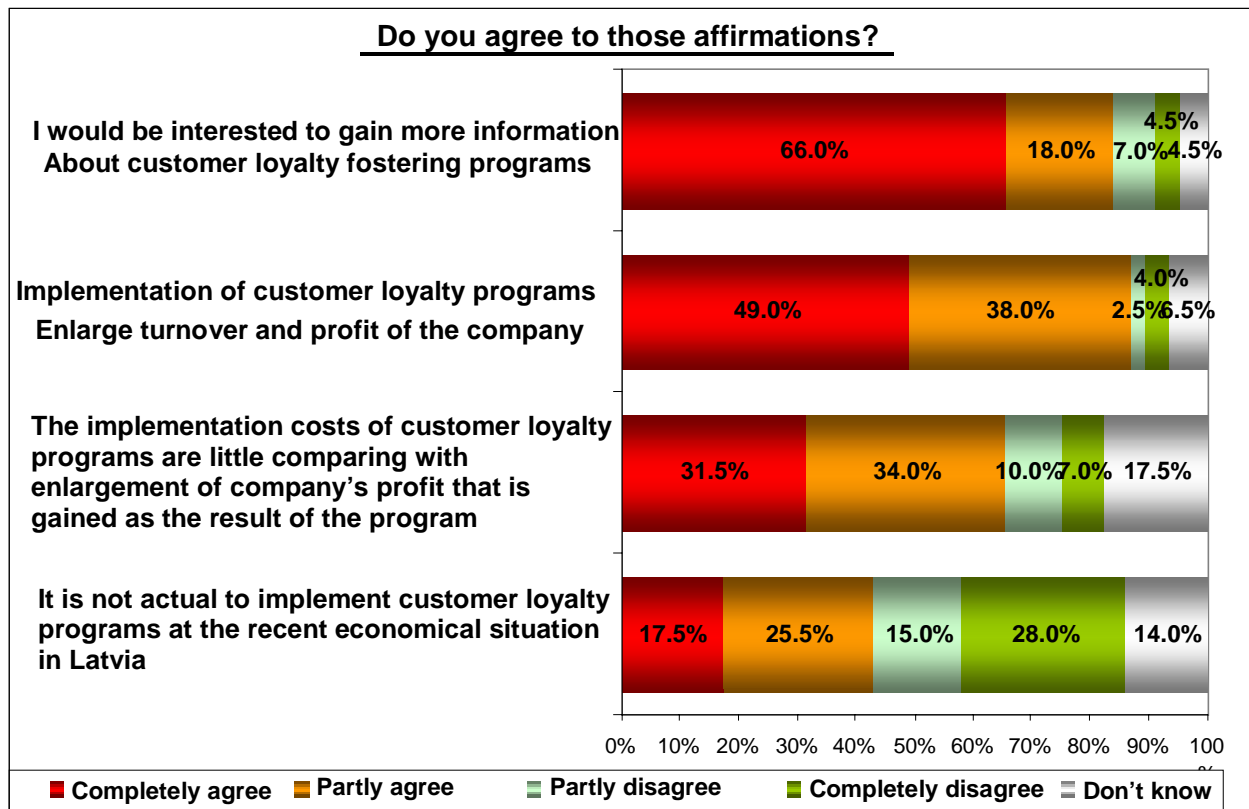
Question:

“There are listed several affirmations regarding customer loyalty programs. Do you completely agree, partly agree, partly disagree or completely disagree with them?”

Most part of respondents agree to the affirmation that implementing customer loyalty programs enlarge turnover of the company (87%) and with great pleasure would like to receive more information about customer loyalty fostering programs (84%). Practically half of respondents (43%) agree and disagree to the affirmation that customer loyalty programs aren't actual at that recent economical situation.



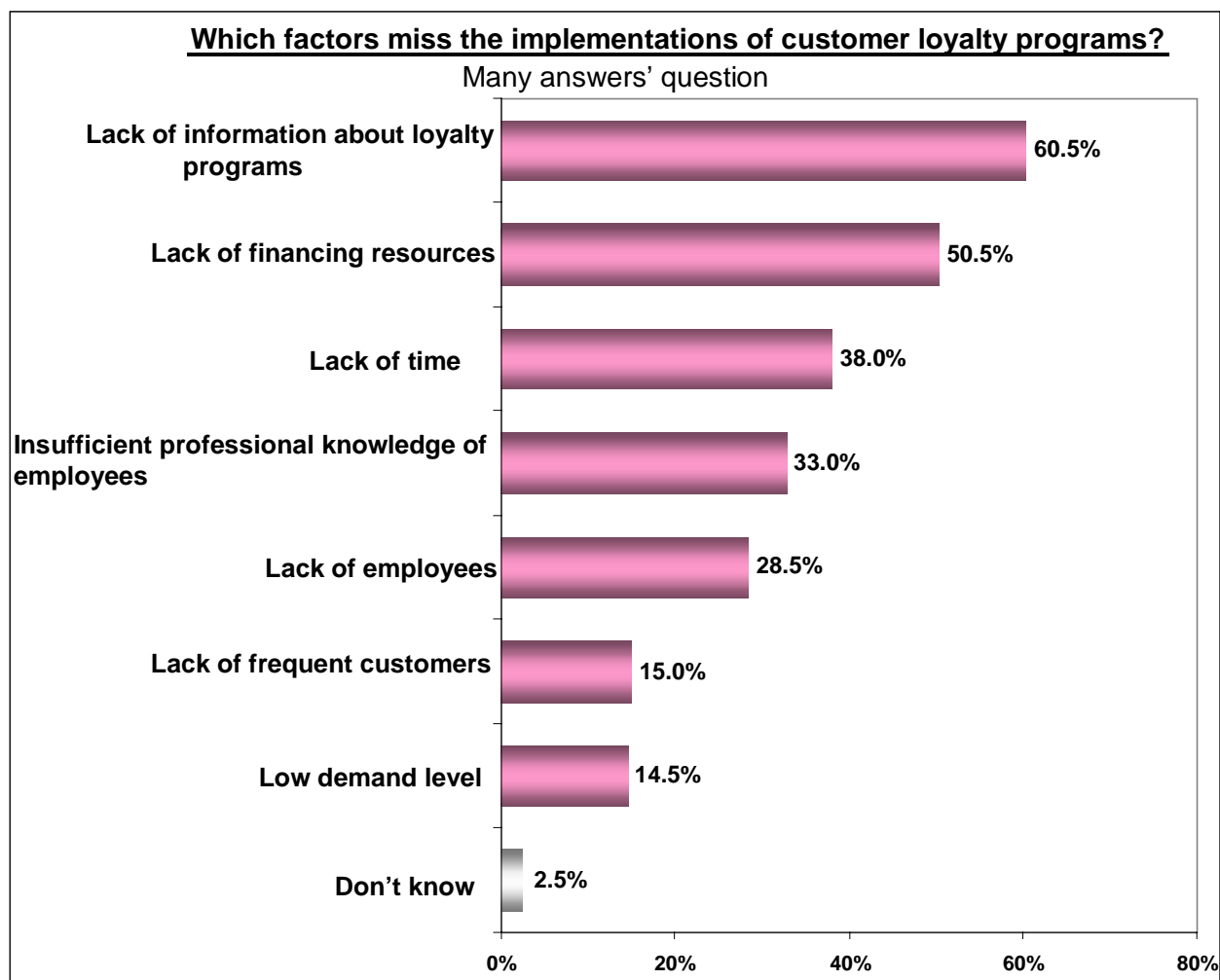
Division of answers to every affirmation in next diagrams:



Question:

“Talking about customer loyalty fostering programs. Which factors miss the implementations of customer loyalty programs?”

As main obstacles are mentioned - information (60.5%) and a lack of money (50.5%). More rare businesswomen have mentioned lack of frequent customers and low level of demand – respectively 15% and 14.5%.

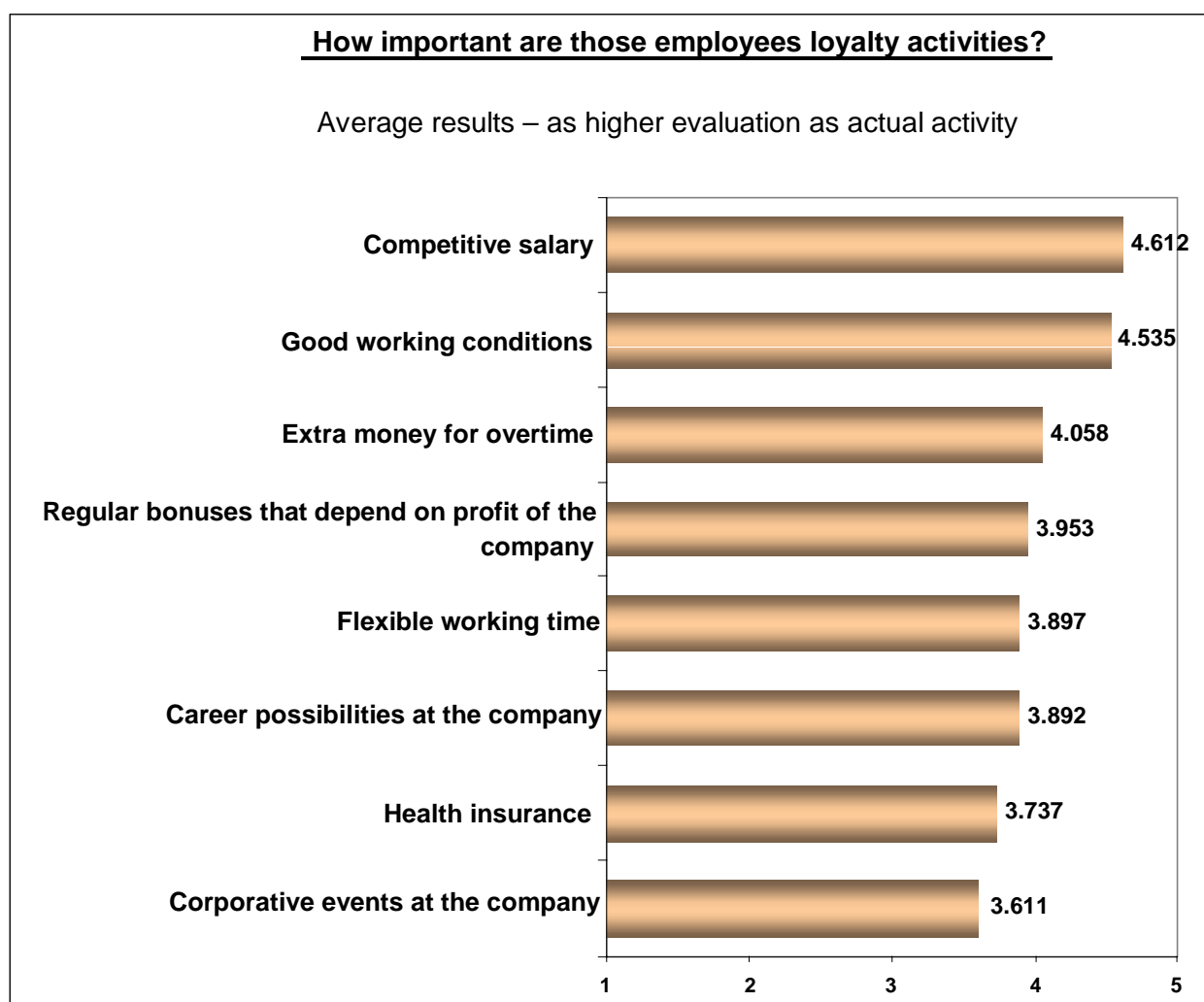


4. Stimulation of employees and fostering loyalty

Question:

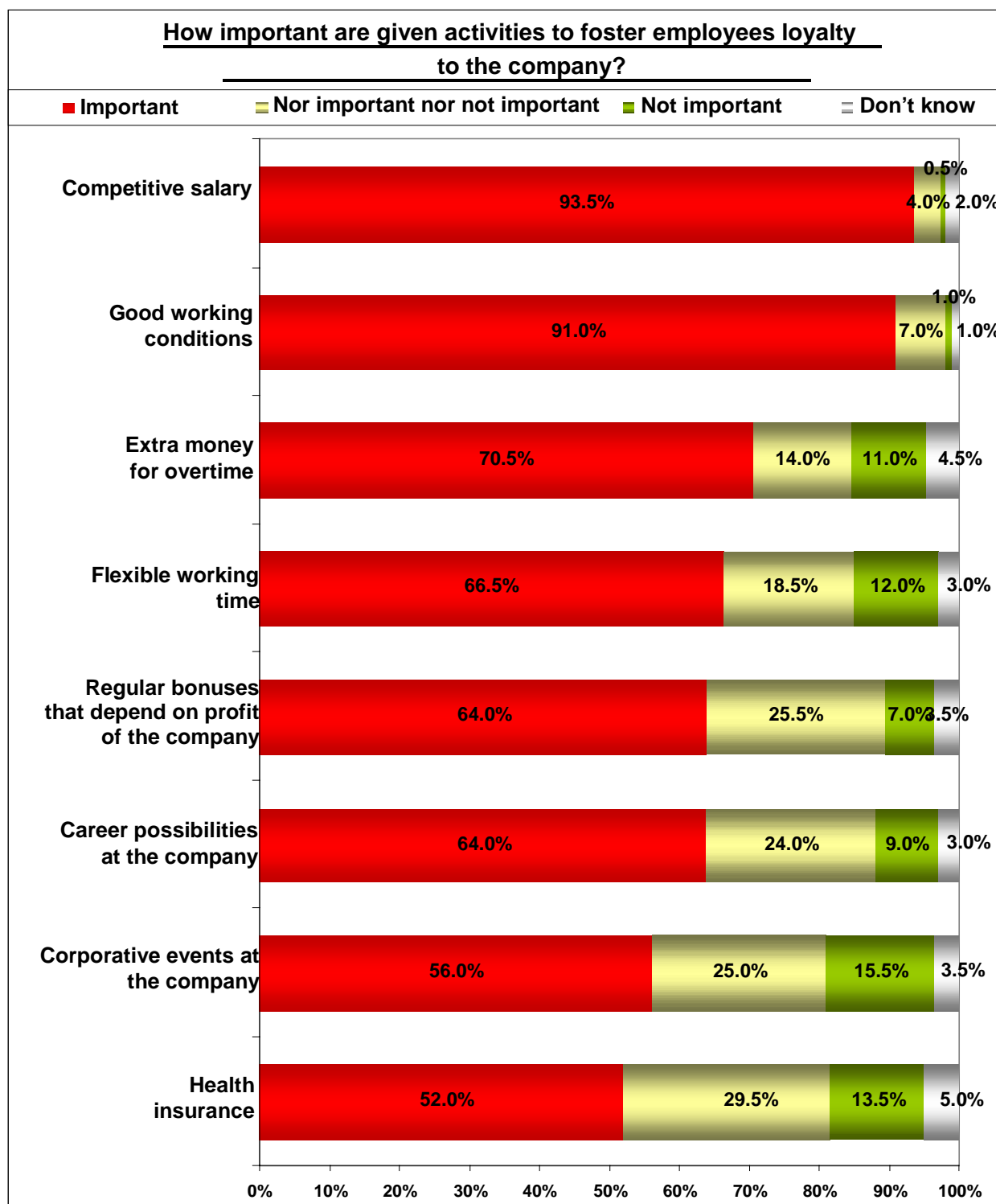
“There will be mentioned several activities that could foster employees’ loyalty to the company they work. Please evaluate the importance of these activities at the scale of 5 where “1” – “not important” and “5” means “very important”.”

At the scale of 5 evaluating different activities that could foster the loyalty of employees to the company, the highest average evaluation was given to competitive salary (4.612 points from 5 possible) and good working conditions (4.535).



Most part of respondents regard that the most important employees' loyalty fostering factors are of material kind – such as competitive salary (93.5%), good working conditions (91%) and extra money for overtime (70.5%).

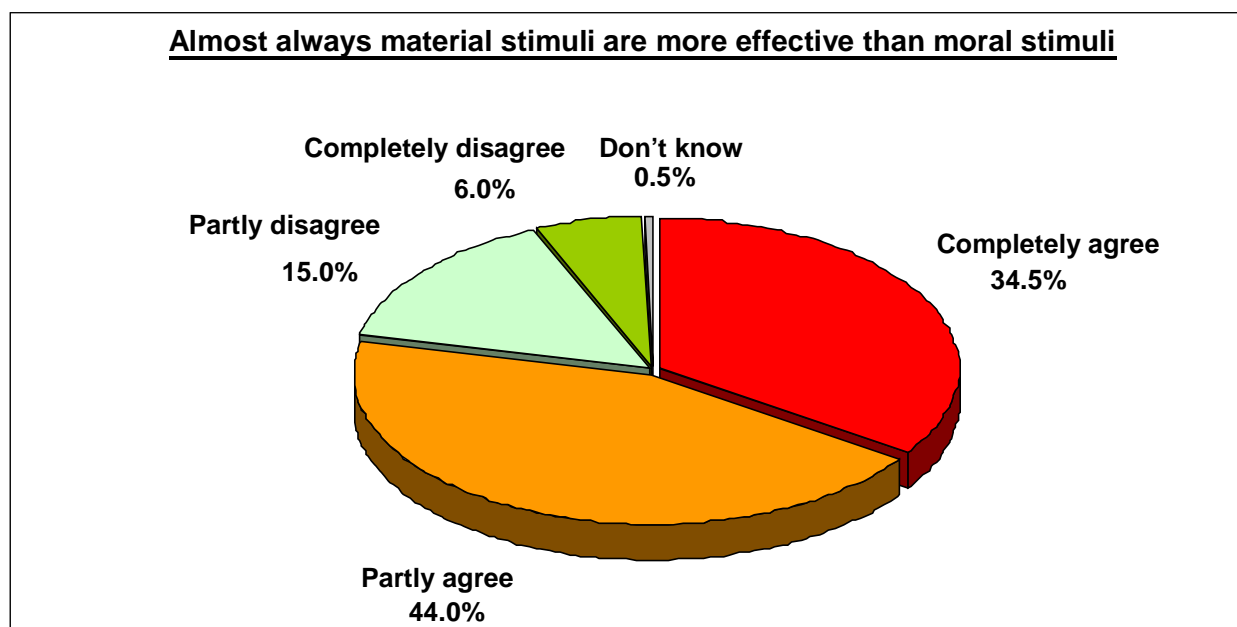
More rare are mentioned factors like - corporative events at the company (56%) and health insurance (52%).



Question:

“Talking about the importance of different kind of stimulus. Do you agree to the affirmation – almost always material stimuli are more effective as moral stimulus. Do you completely agree, partly agree, partly not agree or completely not agree?”

To the affirmation that almost always material stimuli are more effective as moral stimulus completely or partly agree the most part (78.5%) of respondents.



To the opinion that material stimuli are more effective than moral stimuli more often are regarded by:

- Younger (by the age) businesswomen;
- Owners of the company that have got more than 50 employees;
- Women that have started their business by 1990.

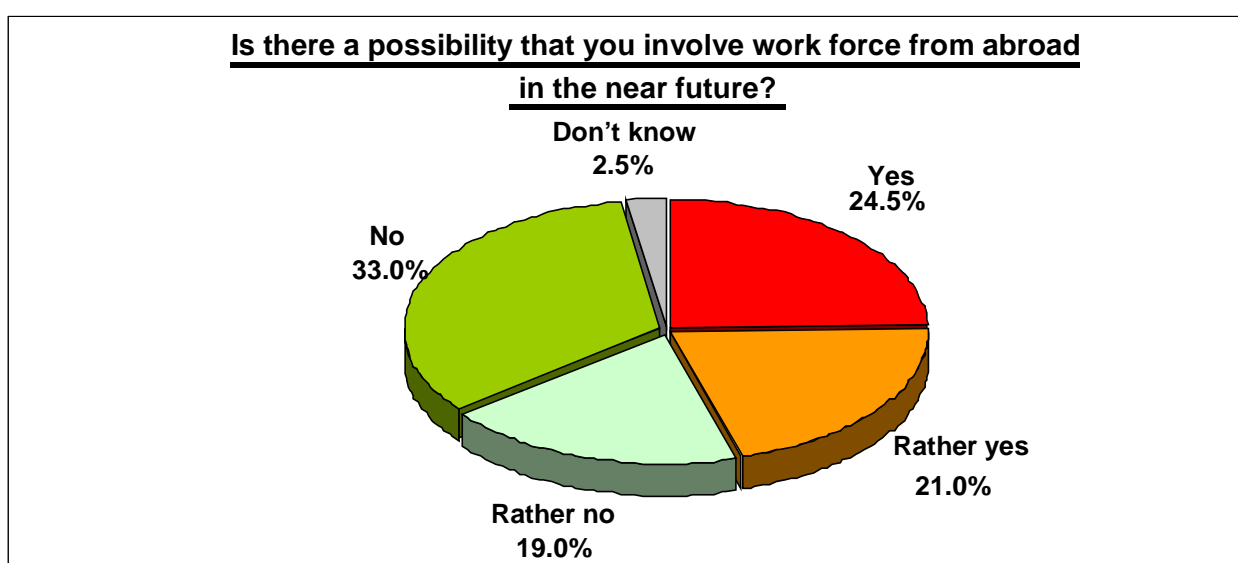
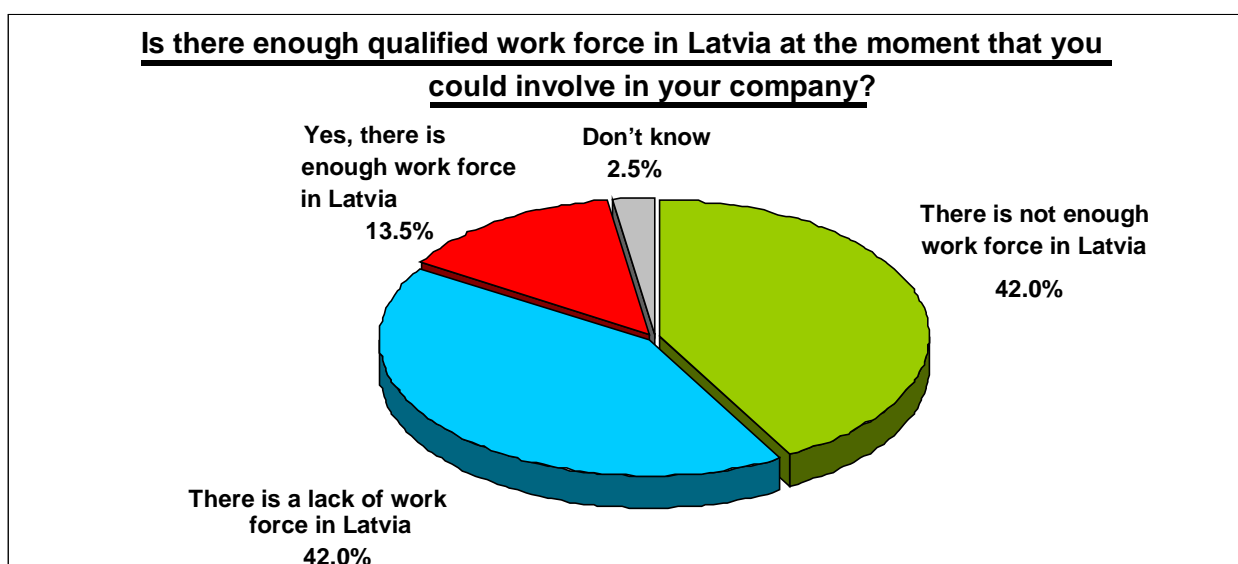
5. Migration of the work force

Question:

“Thinking about the development of your company, do you think that there is enough qualified work force in Latvia at the moment that you could involve in your company?”

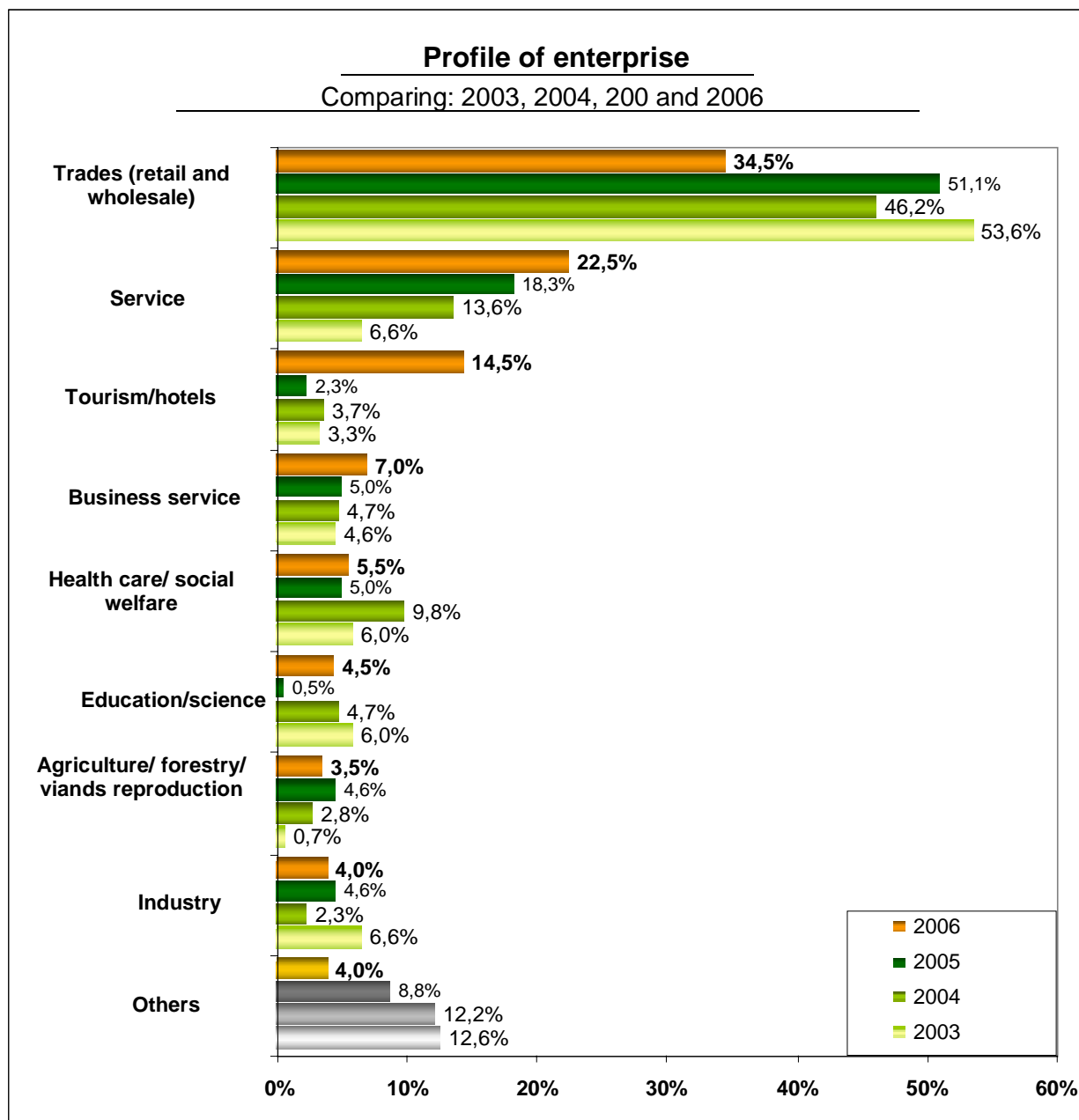
“Is there a possibility that you involve work force from abroad in the near future?”

A little bit more that one-tenth of respondents regard that there is enough work force in Latvia (13.5%). The most part of businessmen regard that – or there isn't enough work force in Latvia (42%) or there is a lack of work force (42%). At the same time only 45.5% of respondents are ready to employ work force from abroad.



6. Attachment “Demographic data”

1. Profile of respondents' enterprises

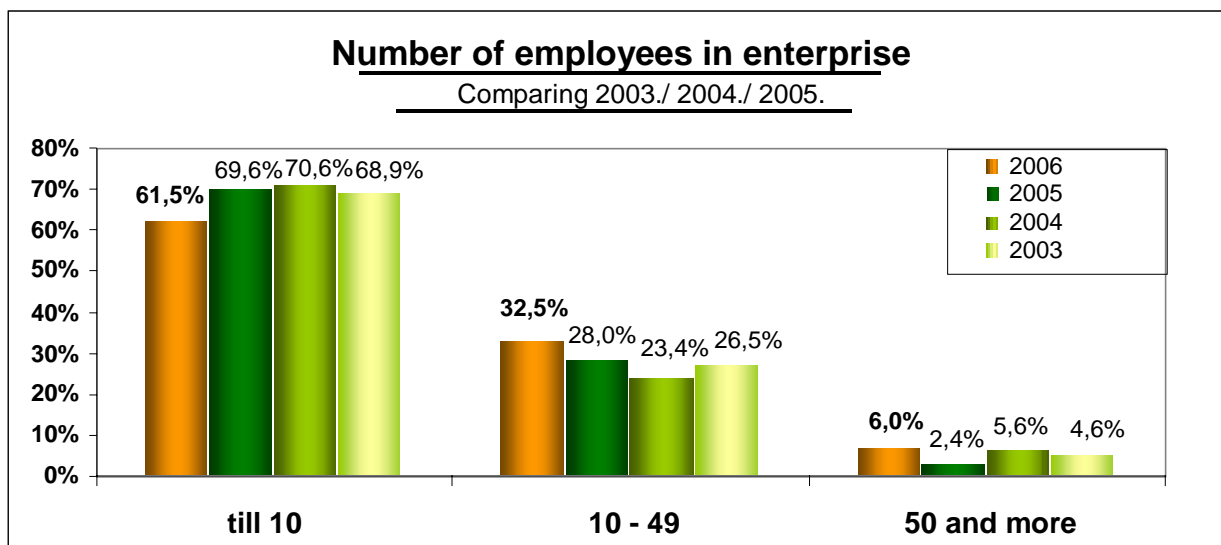


1.1. Structure of enterprise: description

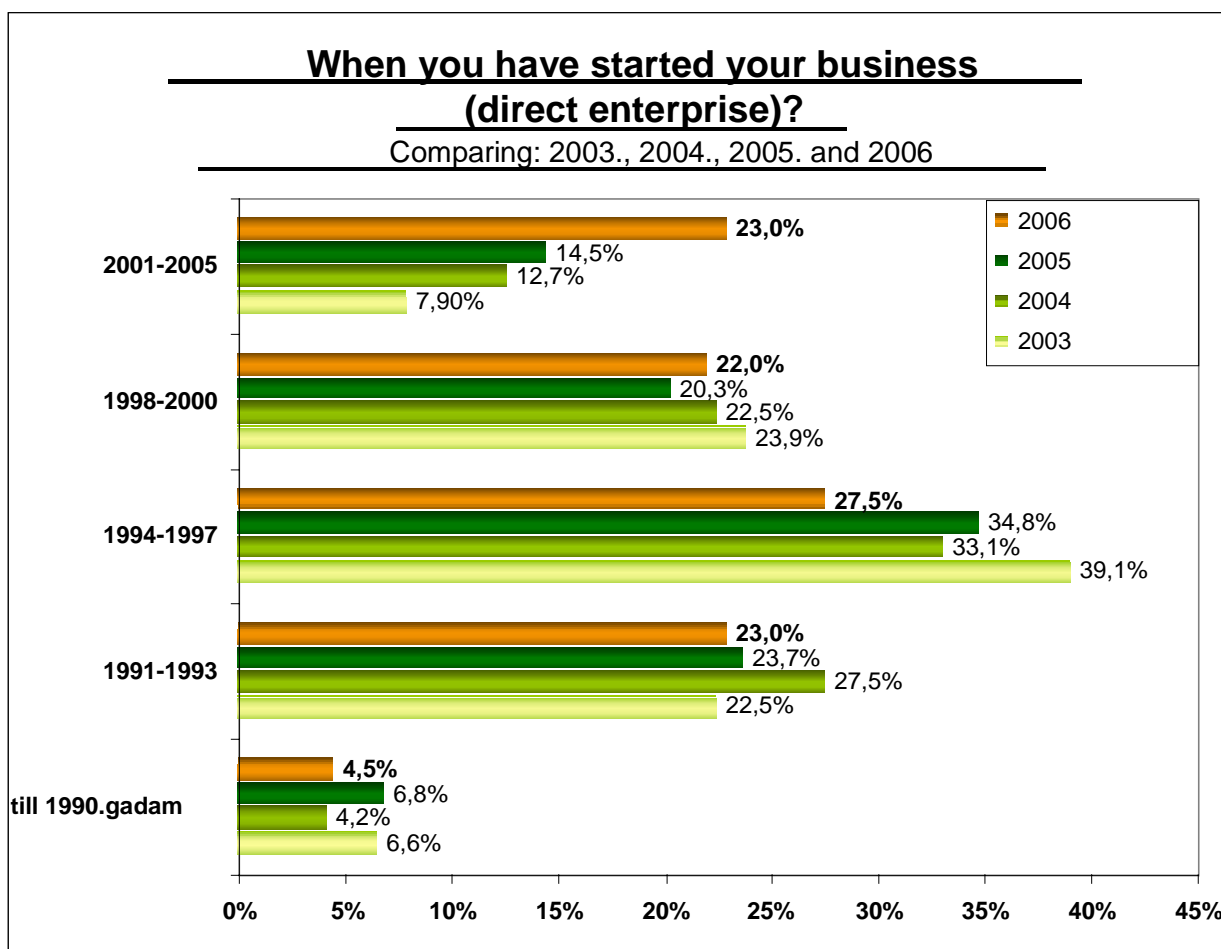
Sphere	Components
Trade	Groceries;
	Industry, household goods; clothes; shoes; second-hand clothes; dry goods; metal work
	Products for children
	Cosmetics, parfumery; other goods
	Internet trade, Internet shops
	Flowers; floristic
	Furniture; joinery production; office furniture
	Import of specific products and production
Agriculture/ forestry/ viands reproduction	Oats-houses; artificial insemination; forestry; rural housekeeping; Conditory, Culinary factory; horse-keeping
Construction, building	Production of building materials, supply; Electro-techniques/ design of communication projects; projects; architectonic research
Industry	Light industry, sawing; metal work
Business service/ rent	Legal service; business training courses; accountancy service; consultations on developing projects; design of accountancy programs and service; interpreting; rent; video, DVD rent; acquaintance agency; consultations on accountancy
Information technologies	Supply and installation if IT equipment
Culture/ arts/ sports	Courses of dances; production of folk art; advert souvenirs; production of visual adverts; trade; music
Health care/ social welfare	Drugstores; dentist service; family doctor's praxis; optics; social care centre
Services: white and public; public catering	Barber shop, manicure; design and installation of gardening; beauty saloons; cafes; bars; solarium; heating system service; style consultations; celebration organisation; tattoo saloons; organising mass events
Transport and communication	Post; Car service
Tourism	Hotels, restaurant chains; tourism agencies; tourism +work abroad; rural tourism

2. Data about enterprises

2.1. Number of employees in the enterprise

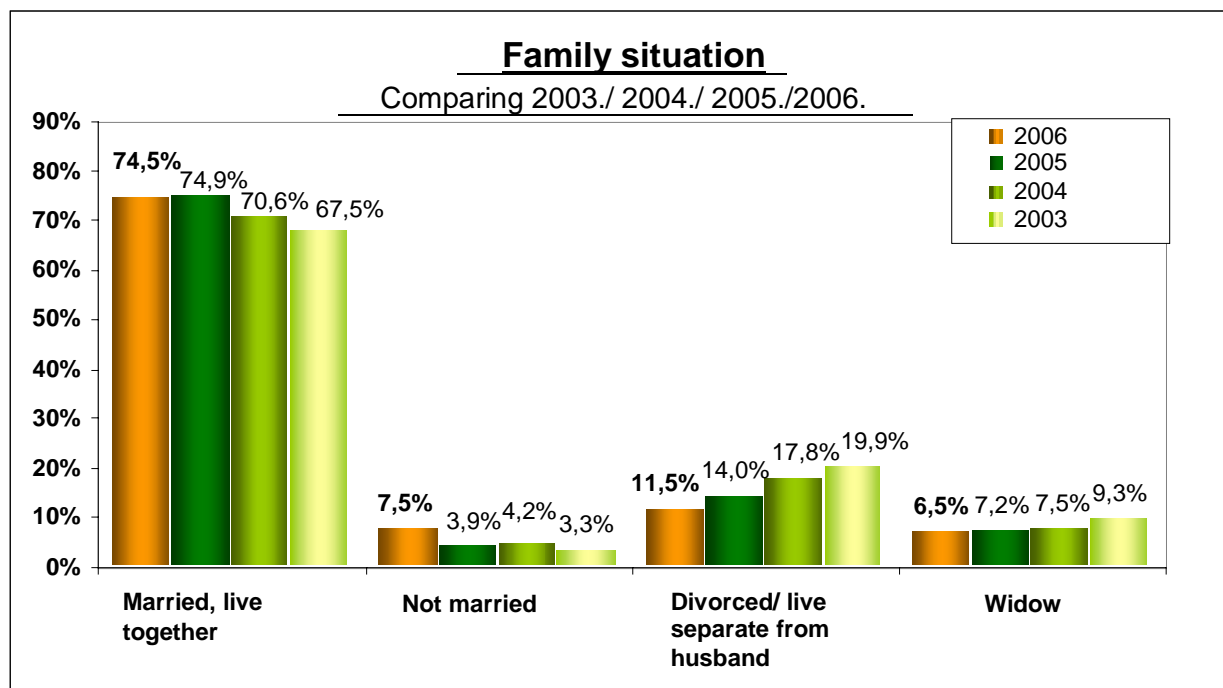


2.2. Starting of business / direct enterprise



3. Family situation of respondents

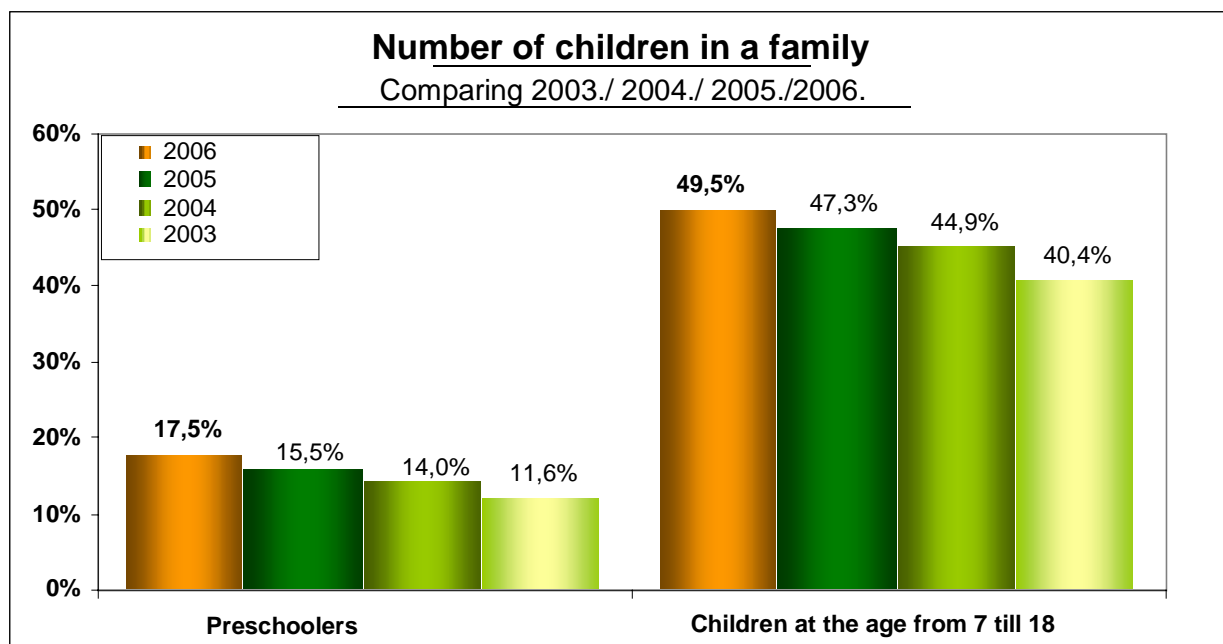
3.1. Family situation



3.2. Size of housekeeping (number of people in family):

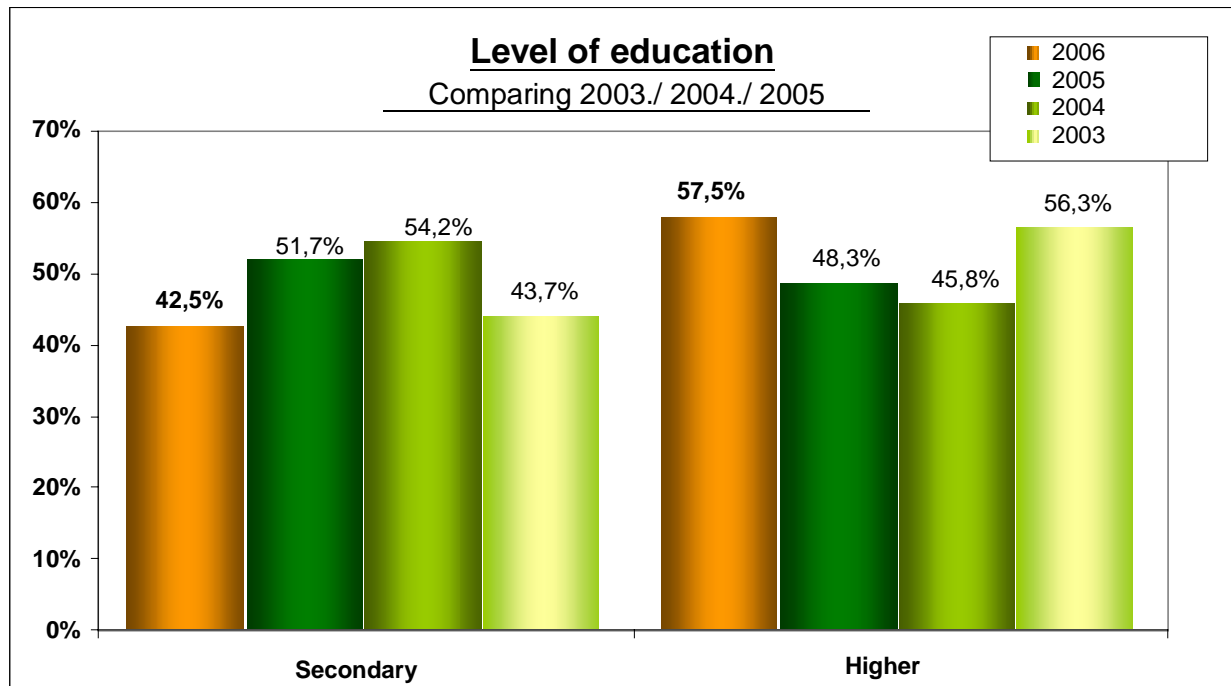
	Single	Several members of family
2003	4,6%	95,4%
2004	7,0%	93,0%
2005	7,2%	92,8%
2006	6,0%	94,0%

3.3. Number and age of children in respondents' families:



4. Education, speciality, knowledge of foreign languages of respondents

4.1. Education



4.2. Knowledge of foreign languages (can communicate, speak)

Language	Business women			
	2003	2004	2005	2006
English	42,4%	48,1%	46,4%	56,5%
German	23,2%	23,8%	22,7%	25,0%
Russian	92,1%	93,0%	80,7%	78,0%
Lithuanian	2,0%	2,3%	1,4%	-
Polish	2,0%	2,8%	2,4%	0,6%
Italian	2,0%	0,5%	1,4%	0,3%
Ukrainian	0,7%	2,3%	-	0,3%
French	-	2,3%	0,5%	0,6%
Some of Scandinavian	-	0,9%	0,5%	0,3%
Armenian	-	0,9%	0,5%	0,3%
Danish	-	0,5%		-
Belarussian	-	1,9%		-
Spanish	-	0,5%		0,3%
Estonian	-	0,5%		-
Gipsy	-	0,5%		-
Uzbekistanian	-	-	0,5%	-
Ivrit	-	-	0,5%	-

8.5% from respondents or 17 answered that can communicate only in their mother tongue.

4.3. Speciality (free answers)

Speciality	Number of respondents in percent
Accountancy, economy, finances, statistics (with higher education)	13.0 %
Teacher (<i>sports, pre-schoolers, social, geography, primary</i>)	7.0 %
Hairdresser/manicure	7.0%
Engineer, with higher education (<i>program developer, computer specialist, constructor, mechanics</i>)	5.0%
Technologist in light industry and sawing with secondary professional education	4.3%
Chemics, biology, physics with higher education	4.0%
Technologist with secondary professional education	3.5%
Lawyer with higher education	3.5%
Business / business consultations (higher education)	3.5%
Nurse/ masseuse/ cosmetology (with secondary professional education)	3.5%
Cook / barmen with secondary professional education	3.5%
Doctor (<i>podiatry, family doctor, dentist</i>)	3.0%
Accountant, economist with secondary professional education	3.0%
Agriculturist with higher education, gardener	3.0%
Pharmacy with higher education	2.5%
Musician with higher education, director	2.5%
No speciality	2.5%
Sociology, psychology/ philosophy (with higher education)	2.5%
Sales manager with secondary professional education	2.0%
Translator	2.0%
Designer, artist with higher education	2.0%
Business, director	2.0%
Artist with secondary professional education	1.5%
Journalist	1.5%
Philology (with higher education)	1.5 %
Vet	1.5 %
Arboriculturist / environment specialist (with higher education)	1.5%
Culture manager (with secondary education)	1.0%
Architect, artist/ designer (with higher education)/ sculptor	1.0%
Tourism manager	1.0%
Pharmacy, dentist, optics, chemics with secondary education	1.0%
Cash-operator with secondary professional education	0.5%
Floristic (with secondary professional education)	0.5%
Computer specialist (with higher education)	0.5%
Foreign language specialist (with higher education)	0.5%
Geography/ cartography	0.5%
Custom specialist	0.5%
Librarian	0.5%
Signaller	0.5%

4.4. Extra training abroad in the last 3 years: 14,0% of respondents