

RELOCATION TO LATVIA

This guide will help you understand and plan relocation process whether you are an employee, investor or a family member.



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EMPLOYEE RELOCATION

1. The employer confirms the employee category and immigration route

What to do:



Identify whether the person is an EU/EEA/Swiss citizen, an EU citizen family member, or a third-country national.



Confirm whether the person will be locally employed by a Latvian employer, seconded from abroad, hired as a board member, hired under an EU Blue Card route, or coming as a remote worker/nomad where applicable.



Before issuing a final start date, confirm whether a visa, residence permit or EU registration certificate is required.



For third-country nationals, check whether the employer must register a vacancy with the State Employment Agency before inviting the employee.

Useful links:

[OCMA residence permit](#)

[OCMA employment of foreigners](#)

[NVA entry and stay in Latvia](#)

[NVA CV and vacancy portal](#)

2. The employer prepares the employment package before immigration filing

What to do:

01

Prepare and sign the employment contract or legally valid job offer, including position, salary, working time, workplace, start date and probation period if applicable.

03

Prepare employer registration details, company registration number and contact person for OCMA/NVA communication.

02

Check whether salary level, qualification level and job description match the selected immigration route.

04

Agree who pays for state fees, translation, legalisation/apostille, courier costs, insurance and first accommodation.

3. Employee gathers personal documents

What to do:



Valid passport or travel document with sufficient validity.



Criminal record certificate if required for the specific category or country of origin.



Passport-style photo if requested by the authority.



Proof of health insurance where required.



Employment contract or invitation/supporting employer documents.



Marriage certificate and children's birth certificates if family members relocate together.



Proof of sufficient financial means where applicable.



Apostille/legalisation and certified translations if documents are issued abroad and not accepted directly.

Useful links:

[OCMA necessary subsistence](#)

[OCMA explanatory video guides](#)



4. Employer/employee submits visa / residence permit / registration documents

What to do:



Use the official OCMA route or Latvian diplomatic/consular mission abroad depending on the person's nationality and legal basis for staying in Latvia.



Keep copies of all submitted documents and reference numbers.



No traveling to Latvia for long-term residence is allowed before verifying whether the person may submit documents in Latvia or must submit abroad.



Schedule biometric appointment and residence card collection if required.

Useful links:

[OCMA residence permit](#)

5. Employee/employer arranges temporary accommodation for the first 2-8 weeks

What to do:



Book temporary accommodation before arrival because a long-term rental contract may require in-person viewing, deposit and local payment arrangements.



Choose an address with good public transport access to the workplace, school or temporary office.



Clarify whether the temporary address can be used for delivery of documents and whether the host provides confirmation if needed.

6. Employee arrives in Latvia and completes the first-week setup

What to do:



01

Collect or activate residence permit card or EU registration certificate if applicable.

02

Get a Latvian personal identity number if it has not already been issued.

03

Confirm declared address or begin the residence declaration process.

04

Buy a Latvian SIM/eSIM or ensure roaming is active for bank and authority authentication.

05

Meet HR/payroll to confirm tax, social insurance and start-date registration.

Useful links:

[Latvija.gov.lv residence declaration service](#)

7. Employee declares place of residence

What to do:

Declare the actual address of residence using Latvija.gov.lv e-service where available or through the relevant municipality/OCMA route.

Before signing a lease, confirm that the landlord allows residence declaration at the rented address.

Keep proof of residence declaration because banks, schools, healthcare providers and public services may ask for it.

Useful links:

[Declaration or designation of residence](#)

8. Employee opens a bank account and plans payments

What to do:



Contact banks before arrival and ask what documents they require from foreign residents.



Prepare passport/ID, residence permit or EU registration, employment contract, proof of address and information on source of funds.



Expect enhanced due diligence for non-residents, new arrivals, politically exposed persons or complex income sources.



Keep an international bank card active until the Latvian account is opened.

Useful links:
[list of leading banks.](#)

9. Employee sets up tax and social insurance position (if employee has not done that yet)

What to do:



The employer normally registers the employee with the State Revenue Service before employment starts.



Confirm whether the employee should submit or activate an electronic tax book.



Clarify personal income tax, social insurance contributions and whether any home-country social security certificate applies in cross-border situations.



For remote, seconded or hybrid arrangements, check whether the tax and social security position is Latvian, foreign or split.

Useful links:
[VID personal income tax](#)
[VID personal income tax rates](#)
[VID mandatory state social insurance contributions](#)

10. Employee finds long-term housing

What to do:

- Define the housing budget: rent, utilities, parking, internet, security deposit and agency fee if applicable.
- Check commute to workplace and school, not only distance on the map.
- Ask about heating type, average winter utilities, building condition, elevator, parking and internet options.
- Sign a written rental agreement and confirm what happens if the employment or assignment ends early.
- Keep proof of payment for deposit and first month's rent.



11. Employee sets up healthcare access

What to do:



Identify whether the person is covered through Latvian social insurance, EHIC/SI from another EU/EEA country, private insurance or paid services.



Register with a family doctor where applicable and practical.



Identify nearest urgent care and emergency options.



Bring medical summaries and prescriptions for chronic conditions; check whether medication is available in Latvia.

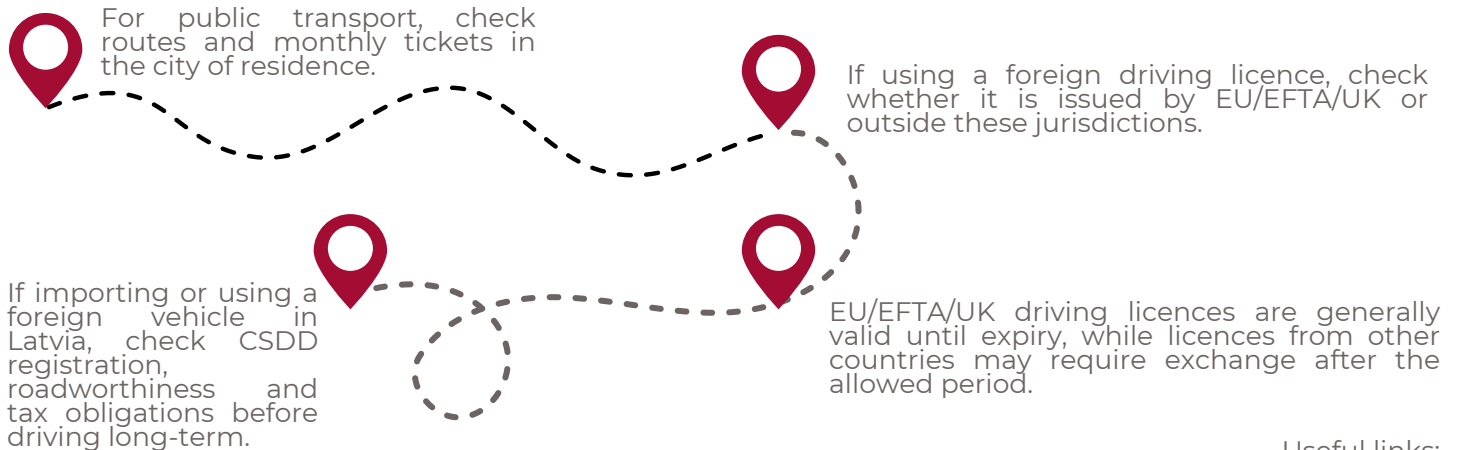


Keep private insurance card and emergency contacts easily accessible.

Useful links:
[NVD where to obtain medical assistance](#)
[NVD EHIC](#)
[NVD application forms](#)

12. Employee arranges daily mobility, driving licence and vehicle issues

What to do:



Useful links:

[CSDD use of foreign driving licence](#)
[CSDD exchange of a licence issued abroad](#)
[CSDD first-time vehicle registration](#)

13. Digital life: e-services, e-address and e-signature

What to do:



Create access to Latvija.gov.lv if the person has an authentication method accepted by the portal.



Check whether eID, eParaksts mobile or other authentication tools are available to the person.



For executives and board members, arrange secure electronic signature capability early because company documents and authority communication are often digital.

14. Integration during months 1-3

What to do:



01

Confirm permanent housing, residence declaration, local phone, bank account and tax registration are completed.

02

Register with healthcare providers and check insurance reimbursement rules.

03

If relocating with family, confirm school/kindergarten, transport routine and partner employment pathway.

04

Begin Latvian language learning or integration activities if the stay is expected to exceed one year.

05

HR should schedule a relocation check-in after 30, 60 and 90 days.

Useful links:

[NVA entry and stay in Latvia](#)

INVESTOR / MANAGEMENT RELOCATION

1. Map immigration, role and company structure together

What to do:



Identify whether you will be an employee, board member, shareholder, beneficial owner, self-employed person.



Check whether you need a residence permit, EU registration certificate, work authorisation or another status.



Decide whether the Latvian entity already exists or must be registered first.



Ensure that the role used for immigration matches corporate documents and actual business activity.

Useful links:

[OCMA residence permit](#)
[Register of Enterprises](#)

2. Consider personal tax residency before spending time in Latvia

What to do:



Track intended days in Latvia and other countries.



Assess where the person's home, family, economic interests and management functions will be located.



Check double tax treaty implications where relevant.



For globally mobile executives, agree a tax memo before relocation rather than after the first tax year.

Useful links:

[VID personal income tax](#)
[VID personal income tax rates](#)

3. Register or update the Latvian company if needed

What to do:

- Choose the legal form; for most investors the standard form is SIA, a limited liability company.
- Prepare company name, registered address, articles of association, share capital, board members and beneficial owner information.
- Check signature and notarisation/e-signature requirements before the shareholder or board member travels.
- Submit documents to the Register of Enterprises or use the relevant e-service where available.

Useful links:

[Register of Enterprises - company registration](#)
[UR e-services / registrs](#)

4. Prepare banking and AML/KYC documentation

What to do:



Choose the legal form; for most investors the standard form is SIA, a limited liability company.



Prepare company name, registered address, articles of association, share capital, board members and beneficial owner information.



Check signature and notarisation/e-signature requirements before the shareholder or board member travels.



Submit documents to the Register of Enterprises or use the relevant e-service where available.

5. Align payroll, board remuneration and social contributions

What to do:



Determine whether the executive receives Latvian salary, board remuneration, dividends, foreign salary, management fees or a combination.



Confirm whether Latvian social insurance contributions apply.



Model net income and employer cost for the executive and key relocated employees.



Document reimbursement policy for housing, school fees, relocation allowance, flights, tax advice and private insurance.

Useful links:

[VID mandatory state social insurance contributions](#)
[VID due dates for taxes](#)

6. Decide executive housing and lifestyle package

What to do:

- Define whether the company will provide temporary accommodation, long-term housing allowance or direct lease payment.
- For executives with families, shortlist schools before selecting a residential area.
- Consider commute to office, school, airport and international community.
- Clarify who pays security deposit, utilities, parking, furniture, internet and early termination fees.



7. Build an at least 90-day executive landing plan

What to do:

Week 1

Authority appointments, bank onboarding, temporary housing, phone, transport, office setup.

Week 2-4

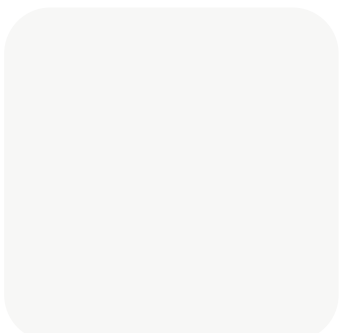
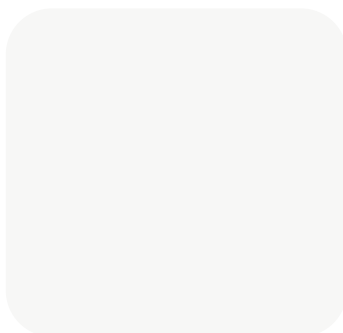
Company banking, accounting, payroll, lease, family school visits, healthcare setup.

Month 2

Residence declaration, school admission finalisation, driving/vehicle actions, partner employment pathway.

Month 2

Tax residency review, permanent housing confirmation, integration and executive network building.



FAMILY INTEGRATION

1. Map all family members and legal relationships

What to do:



List spouse/partner, children and any dependent family members who will move to Latvia.



Check whether each family member needs a residence permit, EU registration or visa.



Prepare marriage certificate, birth certificates, custody documents and passports.



Check apostille/legalisation and translation requirements before leaving the home country.

Useful links:

[OCMA residence permit](#)

[NVA entry and stay in Latvia](#)

2. Decide whether the family relocates together or in phases

What to do:

Together

Suitable when housing, school and immigration timing are already aligned.

Phased move

Employee/executive arrives first, secures housing and school places, then family follows.

Temporary schooling or online/home-country curriculum may be used only as a transition option.



3. Start school and kindergarten planning before arrival

What to do:

01

Collect child passport/ID, birth certificate, previous school records, transcripts, health/vaccination records and any learning support documents.

02

Decide whether the child needs public Latvian-language education, private/bilingual education, international school or temporary online curriculum.

03

Contact schools directly to check capacity, tuition fees, admission tests/interviews and deadlines.

04

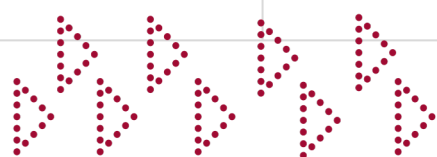
Choose housing after confirming school location and transport, not before.



Practical note: For children, the right education choice depends on age, language, expected length of stay, future mobility and budget. School availability can drive the entire relocation timeline.

Useful links:
[IZM education system in Latvia](#)
[IB World School search](#)
[International School of Riga admissions](#)
[Exupery admissions](#)
[King's College Latvia admissions](#)

School & curriculum	Grades / age	Annual tuition fee 2026–27 (EUR)	Key additional costs and notes
International School of Latvia (ISL) IB PYP, MYP and DP	Pre-K ages 2–4; Kindergarten; Grades 1–12	Pre-K: €6,500 Kindergarten: €15,000 Grades 1–5: €17,200 Grades 6–8: €19,150 Grades 9–10: €19,400 Grades 11–12: should be checked directly for	Application fee: €50. Registration fee: €725 for Pre-K; €1,450 for other grades. Annual capital fee: €2,500 for new students; €1,600 for returning students. Lunch, school bus and after-school activities are charged separately. Bus service from Riga/Mežaparks and Jūrmala: €2,300 annually. Tuition may be paid annually, semi-annually or quarterly, subject to school conditions.
King's College School Latvia – British curriculum, IGCSE and IB Diploma	Nursery ages 2–3 through Year 13 / IB 2, ages 17–18	Nursery 2–3: €12,600 Nursery 3–4: €12,600 Pre-Nursery (4–5): €15,900 Years 1–2: €20,600 Years 3–6: €20,700 Years 7–11: €23,900 IB 1–2: €23,800	New students: €1,850 enrolment fee and €1,000 refundable deposit. Tuition includes lunch, other food provided at school, learning materials and local field trips. Optional bus service: €3,100 per year. IB 2 examination/support fee: €1,200; IGCSE Years 10–11 fee: €150 per year. English-language support, when needed, is listed at €3,000 per year.
International School of Riga — ISR IB programmes	Preschool - Grade 12	Preschool: €10,800 Kindergarten: €12,600 Grades 1–5: €16,450 Grades 6–8: €18,300 Grades 9–12: €19,400	One-time membership fee: €1,600 per student. Capital fee: €2,000 for new students and €1,500 for returning students. Lunch and transport are additional; the school states that the lunch price is to be confirmed. Compared with 2025/26, tuition has increased by approximately €300–€1,000, depending on grade. (isriga.lv)
Exupery International School — EIS \nIB programmes; day and boarding options	Preschool from age 1.5 through Grade 12 / IB Diploma	The school has published a separate 2026/27 fee schedule, but the detailed amounts are provided in an external PDF rather than directly in the admissions webpage. The exact fee depends on age, grade, day/boarding programme and selected services.	EIS confirms that 2026/27 fees are available through its official admissions page. Preschool municipal co-financing may be available for families declared in Mārupe/Babīte, Jūrmala or Riga, subject to municipal conditions. Boarding is available. For a confirmed quotation, contact admissions@exupery.lv or +371 266 22 777. (exupery.lv)



4. Set up healthcare for the whole family

What to do:

Identify which family members are covered through Latvian employment/social insurance and which may need EHIC, S1 or private insurance.

Bring vaccination records, medical summaries and prescriptions.

Keep emergency and urgent care information available to all adults in the household.

Register children and adults with a family doctor where applicable.

Check English-speaking clinics and paediatric options before arrival.

Useful links:

[NVD healthcare assistance](#)

[NVD EHIC](#)

[NVD cross-border healthcare contact point](#)

5. Plan partner employment and career continuity

What to do:

- 01** Check whether the partner has an automatic or dependent right to work based on their residence status.
- 02** Prepare CV in English and, where relevant, Latvian.
- 03** Target international companies, shared service centres, IT, finance, customer support and remote roles where English may be enough.
- 04** Register with the State Employment Agency if eligible and useful.
- 05** For regulated professions, check recognition of qualifications before relocation.

6. Language and cultural integration

What to do:

- For short assignments, use basic Latvian and English translation applications.
- For stays longer than one year, start learning Latvian language early.
- For children in public schools, ask what language support is available.
- Use employer-supported language courses if the company wants long-term retention.

Useful links:

[Latvian Language Agency resources](#)

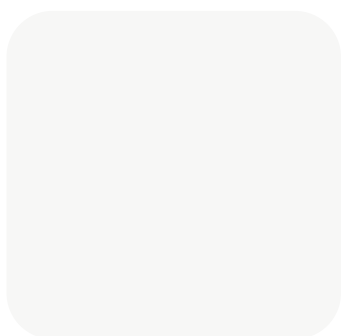
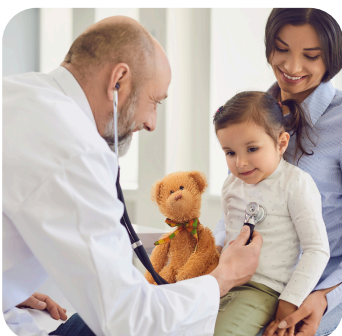
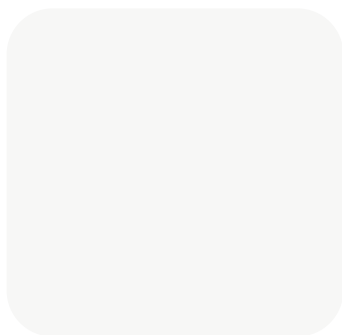
[NVA training and support](#)

[Hugo.lv](#)

7. Family first-90-days checklist

What to do:

- ▶ Confirm permanent housing and declared address.
- ▶ Complete school/kindergarten admission and daily transport routine.
- ▶ Register family doctor or identify private clinic pathway.
- ▶ Set up bank/payment access for both adults where needed.
- ▶ Confirm partner employment/legal work status.
- ▶ Begin language courses or community integration.
- ▶ Schedule employer/relocation coordinator check-in with the family, not only with the employee.



8. Pet relocation

What to do:

-  Check whether your pet meets the entry requirements for Latvia and the European Union before travelling.
-  Ensure your pet is microchipped with an ISO-compliant microchip.
-  Make sure your pet has a valid rabies vaccination administered after microchipping.
-  Obtain an EU Animal Health Certificate (for pets entering from most non-EU countries) or ensure your pet has a valid EU Pet Passport (for pets travelling within the EU).
-  Check whether your country requires additional tests, such as a rabies antibody (titre) test, before travelling to Latvia.
-  Confirm that your pet complies with all import requirements before departure to avoid delays or quarantine.
-  Find a veterinarian near your new home and register your pet shortly after arrival.
-  If you plan to travel regularly within the EU with your pet, ask your veterinarian about obtaining an EU Pet Passport (if applicable).
-  Check your municipality's requirements for keeping pets and always follow local animal welfare and public safety regulations.
-  If renting a property, confirm in advance that pets are allowed under the tenancy agreement.

Useful links:

[Food and Veterinary Service of Latvia \(PVD\) – Travelling with pets](#)
[European Commission – Travelling with dogs, cats and ferrets within the EU](#)
[European Commission – Entering the EU with pets from non-EU countries](#)
[Official list of authorised veterinarians in Latvia](#)



Education for children

Education planning should start as early as possible, ideally before the employment contract is signed for candidates with children. Latvia offers public schools, private schools, bilingual options and international schools. The best choice depends on the child's age, language background, expected length of stay, future university plans and family budget.



Education option	Cost level	Best for	Practical notes
Public kindergarten / school	Low / public funding basis.	Long-term families planning local integration.	Latvian language is central. Integration support may vary by municipality and school.
Private Latvian or bilingual school	Medium	Families wanting smaller classes or bilingual environment	Check language of instruction, accreditation, transport and availability
International school	High.	Expat families, executives, short- to medium-term assignments	English-language or international curricula; admission deadlines and fees vary; places may be limited
Online / home-country curriculum	Variable.	Short assignments or transition periods	May help temporarily but does not replace social integration

School admission checklist

Families should prepare:

- ✓ Child passport or ID document;
- ✓ Birth certificate and, where relevant, custody/guardianship documents;
- ✓ Previous school records and transcripts;
- ✓ Vaccination and health records if requested;
- ✓ Language assessment or interview for international/private schools if required;
- ✓ Proof of residence or intended residence area for public school placement;
- ✓ Application fee and tuition deposit for private/international schools if applicable.



Healthcare access

Healthcare access depends on nationality, residence status, employment status, insurance coverage and whether the person is insured in Latvia or another EU/EEA country. Employees paying Latvian social contributions generally enter the Latvian social insurance framework. EU/EEA citizens may use the European Health Insurance Card for necessary care during temporary stays, and those insured in another EU/EEA country may need to fill in a certain form (S1) for residence-based access to health care. Third-country nationals should maintain private health insurance where required and advisable.

Recommended education strategy based on the anticipated duration of stay in Latvia

Less than 12 months

International school, online continuity or short-term private solution may be most practical.

1-3 years

International or bilingual school is usually safest for academic continuity and future mobility.

3+ years

Public or bilingual education can be considered if the family wants deeper Latvian integration.

Permanent

Public, private and international options should be compared based on language, curriculum, commute and child profile.



Practical medical setup after arrival

The employee or family members should:

- ✚ Identify nearest emergency and urgent care options;
- ✚ Register with a family doctor where applicable and practical;
- ✚ Keep private insurance card and policy details accessible;
- ✚ Bring translated medical summaries for chronic conditions;
- ✚ Check medication availability and prescription rules before relocating;
- ✚ Prepare vaccination records and paediatric contacts for children;
- ✚ Identify English-speaking clinics if required;
- ✚ Keep emergency contacts visible for all family members.

