A more social Lithuania
EU investments 2021-2027

2019 m. September 10th., Vilnius
## National Progress Plan 2021-2030

### Increase Social Welfare and Inclusion, Improve Demographic Situation in Lithuania

<table>
<thead>
<tr>
<th>Objective</th>
<th>Description</th>
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<tbody>
<tr>
<td>Increase employment opportunities for job seekers and efficiency of employment support system</td>
<td>Increase opportunities for job seekers and improve efficiency of employment support systems to enhance market inclusivity and job opportunities.</td>
</tr>
<tr>
<td>Increase social welfare of disabled people and their families, elderly people and other vulnerable groups, support their integration into society and labour market</td>
<td>Focus on improving the social welfare of vulnerable groups by enhancing their integration into society and the labor market.</td>
</tr>
<tr>
<td>Promote pro-family environment and support reconciliation of work and family responsibilities</td>
<td>Encourage a pro-family environment and support the reconciliation between work and family responsibilities.</td>
</tr>
<tr>
<td>Strengthen social participation and social responsibility in the society</td>
<td>Enhance social participation and promote social responsibility within the society.</td>
</tr>
<tr>
<td>Strengthen social dialogue and improve the quality of jobs</td>
<td>Improve social dialogue and enhance the quality of jobs within the society.</td>
</tr>
</tbody>
</table>
Presentation

situation analysis

investment 2014-2020

post 2020
Labour market indicators (2018) – on average

- Unemployment rate 15-74: 5.5
- NEET rate 15-24: 8.3

Poverty (social exclusion) indicators (2017) - critical

- AROPE: 22.4 (LT), 22.9 (EU28)
- AROP: 16.9 (LT)

Labour market indicators (2018) - on average

- Unemployment rate 15-74: 6.8 (LT), 10.5 (EU28)
- Long-term unemployment rate 15-74: 2.9 (LT), 2.9 (EU28)
- NEET rate 15-24: 8 (LT), 22.5 (EU28)

Social scoreboard for Lithuania

<table>
<thead>
<tr>
<th>Equal opportunities and access to the labour market</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early leavers from education and training (% of population aged 18-24)</td>
</tr>
<tr>
<td>Gender employment gap</td>
</tr>
<tr>
<td>Income quintile ratio (S80/S20)</td>
</tr>
<tr>
<td>At risk of poverty or social exclusion (in %)</td>
</tr>
<tr>
<td>Youth NEET (% of total population aged 15-24)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dynamic labour markets and fair working conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment rate (% population aged 20-64)</td>
</tr>
<tr>
<td>Unemployment rate (% population aged 15-74)</td>
</tr>
<tr>
<td>Long-term unemployment rate (% population aged 15-74)</td>
</tr>
<tr>
<td>GDHI per capita growth</td>
</tr>
<tr>
<td>Net earnings of a full-time single worker earning AW</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Social protection and inclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact of social transfers (other than pensions) on poverty reduction</td>
</tr>
<tr>
<td>Children aged less than 3 years in formal childcare</td>
</tr>
<tr>
<td>Self-reported unmet need for medical care</td>
</tr>
<tr>
<td>Individuals' level of digital skills</td>
</tr>
</tbody>
</table>

- Better than average
- Best performers
- Critical situation
- On average
- Weak but improving
- To watch
Youth unemployment situation is better

Source: Eurostat
Characteristics of young unemployed

Unqualified

Long-term unemployed

Source: Public Employment Service
## Number of children who left foster care institutions (persons)

<table>
<thead>
<tr>
<th>Category</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total number of children who left child care institutions</strong></td>
<td>1495</td>
<td>1454</td>
<td>1483</td>
<td>1669</td>
<td>1417</td>
</tr>
<tr>
<td>Returned to parents</td>
<td>754</td>
<td>650</td>
<td>646</td>
<td>832</td>
<td>652</td>
</tr>
<tr>
<td><strong>Reached the age of 18</strong></td>
<td>353</td>
<td>388</td>
<td>391</td>
<td>359</td>
<td>367</td>
</tr>
<tr>
<td>Were adopted</td>
<td>114</td>
<td>105</td>
<td>95</td>
<td>88</td>
<td>66</td>
</tr>
<tr>
<td>Were placed under the permanent guardianship (curatorship) in a family, family care home</td>
<td>95</td>
<td>84</td>
<td>120</td>
<td>152</td>
<td>94</td>
</tr>
<tr>
<td>Were placed under the temporary guardianship (curatorship) in family, family care home</td>
<td>154</td>
<td>200</td>
<td>191</td>
<td>202</td>
<td>220</td>
</tr>
<tr>
<td>Left for studies, work</td>
<td>25</td>
<td>27</td>
<td>40</td>
<td>36</td>
<td>18</td>
</tr>
</tbody>
</table>

Source: Public Employment Service
Job mismatch

Labour demand and supply, 2018

Labour demand
- Specialists: 17.5%
- Qualified: 55.2%
- Unqualified: 27.3%

Labour supply
- Specialists: 25.9%
- Qualified: 39.3%
- Unqualified: 34.8%

Labour demand and supply, 2019 half-year

Labour demand
- Specialists: 17.5%
- Qualified: 55.6%
- Unqualified: 26.9%

Labour supply
- Specialists: 25.1%
- Qualified: 39.9%
- Unqualified: 35.0%

Source: Public Employment Service
More than one third of all unemployed is on long-term unemployment

Long-term unemployment share is the share of the unemployed persons since 12 months or more in the total number of unemployed.
High share of people at risk of poverty or social exclusion

with some or severe activity limitation, 16 years or over (%)

Source: Eurostat
Disabled people employed per year

as a percentage of the total number of disabled persons registered in the territorial labor exchanges (at present - employment service) during this period

Source: ndt.lt
Ageing society

Index of ageing is the population aged 65 and older per 100 children aged under 15
The total share of individuals who have basic or above basic overall digital skills in Lithuania is very similar to EU average. However, when it comes to targeted groups differences seems to be significant. 2017 (%)
Low coverage of ALMP measures

Source: Employment Service
ALMP measures reduced unemployment by 1.1% in 2018

Source: Employment Service
Low collective agreements coverage

About 15% of all employees are covered by collective agreements.

- **National level**: 2
- **Industry level**: 10
  - 9 in public sector (90%)
  - 1 in private sector (10%)
- **Enterprise level**: 247
  - 172 of them in public sector (70%)
  - 75 private sector (30%)

Data of August 29, 2019
Part-time employment

Main reason for part-time employment (2018)

- Could not find a full-time job: 34.8%
- Own illness or disability: 7.2%
- Personal or family reason: 21.9%
- Studies: 13.5%
- Other: 22.6%

Data of August 29, 2019
Gender based challenges

Recipients of child care benefit by gender, 2018
- 76% female
- 24% male

Recipients of sickness benefit for nursing a family member by gender, 2018
- 77% female
- 23% male

Source: Social Insurance Fund Board
Presentation

situation analysis

investment 2014-2020

post 2020
Experience from 2014-2020: EMPLOYMENT
(priority axis 7)

- High level of unemployment
- High level of youth unemployment
- Share of self-employed persons is low compared to the EU average
- Gender gaps exist in many fields, particularly in employment and labour
Experience from 2014-2020: EMPLOYMENT (priority axis 7)

**PROBLEMS**

- High level of unemployment
  - Long-term and structural unemployment (low educational attainment and unskilled persons, older people and persons with disabilities)
- High level of youth unemployment
  - Mismatch between qualifications, skills and labour market demands (low-skilled and older persons, persons with disabilities)
- Share of self-employed persons is low compared to the EU average
  - Limited access to finance for new and growing companies
- Gender gaps exist in many fields, particularly in employment and labour
  - Lack of knowledge on the advantages and the added value of the equality between women and men, lack of knowledge on the instruments available for the achievement of gender equality and lack of capacities to apply them at work, etc.

**SOLUTIONS**

- Increase employment, especially among the long-term and unskilled unemployed and people with disabilities
- Reduce the number of young people between 15 and 29 years of age not in employment, education or training
- Improve the quality and accessibility of services provided by labour market institutions
- Improve the effectiveness of a public employment service and making it more results-oriented
- Increase labour demand by promoting entrepreneurship of the population, in particular those who face difficulties on the labour market
- Raise understanding of the society, business and public sector on the application of principles of equality between men and women and non-discrimination based on age, disability or other grounds, and strengthen capacity to recognise and stop occurrences of discrimination

**SOLUTIONS**

- Improvement of coverage, quality and effectiveness of ALMP measures and other measures (counselling, etc.)
- Provision of professional rehabilitation services to people with disabilities
- Implementation of Youth Guarantee Initiative
- Capacity-building of the public employment service; setting-up of a system for the monitoring and assessment of the quality of the services provided; infrastructure
- Support for start-ups
- Systemic targeted trainings, education and awareness-raising for the public and for the business and public sectors, in the capacities to apply gender equality models (e.g. gender equality planning at work), and in other measures
ACHIEVEMENTS

Coverage of ALMP measures is being increased

Vocational rehabilitation services for disabled is being developed

Quality of Employment Service operation is being increased
### ACHIEVEMENTS

**Coverage of ALMP measures is being increased**

- More than **75,000 unemployed persons** (including 18,470 long term unemployed) have participated in ALMP measures
- **56% of unemployed participants have been employed** (61% - of long term unemployed)
- 51% of unemployed participants have gained qualification (36% - of long term unemployed)
- New measures have been added to the Law of Employment *(internship, apprenticeship, recognition of qualifications)*
- The target groups for ALMP measures have been expanded *(support for self-employment)*

**Quality of Employment Service operation is being increased**

- Quality management system has been implemented *(ISO 9001)*
- **1,068 specialists have increased their competences**
- Sustainability of job seekers employment / Sustainability of employment post ALMP (6 months after): **63,82 % have been achieved** (target - 64%)
- ALMP measures and employment sustainability and statistical profiling systems are being developed. The goal is to enable continuous IT monitoring and evaluation

**Vocational rehabilitation services for disabled is being developed**

- 2,664 disabled persons have participated in vocational rehabilitation
- 83.15% have finished the program successfully
- 58.6% have been employed

### RECOMMENDATIONS

**Improve access to employment**

**Increase coverage of ALMP measures, especially for vulnerable groups**

**Review a set of interventions designed for integration into the labour market for disabled people**
ACHIEVEMENTS

- Focusing on individual needs oriented services
- Social dialogue is being strengthened
- New jobs are being created
- More services provided by NGOs
- Seniors are becoming more active
### Achievements

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<th><strong>Focusing on individual needs oriented services</strong></th>
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<td>• Almost 62,000 NEETs have participated in Youth Guarantee Initiative</td>
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<tr>
<td>• 59.64% of unemployed participants, 56.95% of long-term unemployed, 44.10% of inactive NEETs have started learning, working, gained qualification</td>
</tr>
<tr>
<td>• The integration model of the long-term unemployed is being developed and tested</td>
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<th><strong>New jobs are being created</strong></th>
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<td>• 716 (469 from priority groups) persons and (or) enterprises have been participating in financial instruments</td>
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<tr>
<td>• 1,468 (972) new jobs have been created</td>
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<th><strong>Social dialogue is being strengthened</strong></th>
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<td>• Skills related to social dialogue were strengthened by more than 4,600 persons</td>
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<td>• Over 4,000 senior citizens participated in activation activities</td>
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<td>• 1.36% of volunteers are involved in volunteering after the project.</td>
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<td>• 23,676 senior people participated in the ALMP</td>
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<td>• 58.6% started working.</td>
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<th><strong>More services provided by NGOs</strong></th>
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<tr>
<td>Youth guarantee initiative, Integral Care, „54 +</td>
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### Recommendations

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<th><strong>Promote social dialogue</strong></th>
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<tr>
<td>Measures aimed at young people should focus more on preventing emigration</td>
</tr>
<tr>
<td>Continue to improve the capacity of NGOs increasing their abilities to provide additional employment services for the long-term unemployed</td>
</tr>
<tr>
<td>Integrate social support and educational measures. Test the labor market integration model of social aid recipients</td>
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<th><strong>Increase the investments aimed at employment of senior people</strong></th>
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<th><strong>Support the social economy and start-up for social entrepreneurs; Support active inclusion through civil society and local communities</strong></th>
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Presentation

situation
analysis

investment
2014-2020

post
2020
2021-2027: EMPLOYMENT

INSUFFICIENT INCLUSION OF EXISTING LABOUR FORCE INTO THE LABOUR MARKET

NON MOTIVATING LABOUR MARKET
<table>
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<th><strong>2021-2027: EMPLOYMENT</strong></th>
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<td><strong>INSUFFICIENT INCLUSION OF EXISTING LABOUR FORCE INTO THE LABOUR MARKET</strong></td>
</tr>
<tr>
<td>The qualifications do not match the needs of the market</td>
</tr>
<tr>
<td>Low IT skills among labour force</td>
</tr>
<tr>
<td>Lack of motivation, social skills</td>
</tr>
<tr>
<td>Negative attitude of employers</td>
</tr>
<tr>
<td>The financing and coverage of ALMP measures is limited</td>
</tr>
<tr>
<td>Insufficient conditions to reconcile family and work responsibilities</td>
</tr>
<tr>
<td>Lack of cooperation among labour market stakeholders</td>
</tr>
<tr>
<td><strong>NON MOTIVATING LABOUR MARKET</strong></td>
</tr>
<tr>
<td>Limited social dialogue between employers and trade unions</td>
</tr>
<tr>
<td>Poor quality of jobs</td>
</tr>
<tr>
<td>Unfavourable attitudes towards gender equality issues</td>
</tr>
</tbody>
</table>
ESF+ 4.1

Improving access to employment of all jobseekers, in particular youth and long-term unemployed, and of inactive people, promoting self-employment and the social economy
**Target Group**

- Unemployed
  - Priority will be given to unemployed with limited and medium employabilities
- Inactive persons
- Employed (occupied) persons changing qualifications and starting to work for another employer

**ALMP measures, labor market services and other ALMP measures**

- Non-formal education, providing general and specialized skills, (focus on information and

- Integrated and (or) coordinated social integration and employment enhancement services for long-term unemployed and long-
Measures to enhance / recover professional skills
(assessment of vocational skills, vocational guidance

Individual support for the disabled people
(case management, placement assistance, services of personal and labor assistant, technical assistance and information technology support measures to facilitate participation in the labour market, targeted services for women with disabilities, other services and measures to promote employment of persons with disabilities)

Enhancing and training of general and specific job skills in social workshops
Implementation of programmes and tools for active ageing and age-friendly jobs creation

The human resource planning, selection, qualification enhancement and development, retention of employees, use of accumulated social capital, adaptation of working conditions, etc. measures, developing the key competences needed for a modern workplace, communication and educational tools for employers and employees to develop positive attitudes towards elderly workers.

Target Group

- Employers and their organizations;
- Employees and their organizations;
- Companies and organizations;
- Elderly people.
Implementation of financial instruments
(e.g. loans), provision of grants, other repayable and non-repayable assistance, training, personalized counselling and other entrepreneurship promotion measures, giving priority to the social entrepreneurship.
Strengthening the skills and negotiating power of social dialogue partners (private and public sectors), including their preparedness for labor market changes due to digitalization, work automation, robotisation and the use of artificial intelligence, the establishment of bilateral committees and / or councils at branch level.

Communicating the strengths and benefits of social dialogue and partnerships.
Modernization of the service system:
introduction and application of service standards, digitization of activities and services provided, improvement of the system of vocational guidance and career planning

The development of skills and competencies:
improvement of the competence of the employees of the institutions (organizations) forming, organizing, coordinating, controlling, implementing employment support policy, including skills of gender equality at work, strengthening the co-operation with employers, NGOs, institutions of local authorities and improving quality

Creation of safer and better adapted working environment by developing occupational risk management system:
improving methods of assessing and monitoring occupational risks, the enhancement of competencies in occupational risk assessment and occupational risk supervision (control), sharing of best practices, publicity and communication

Target Group
- Employees of institutions (organizations) that form, organize, coordinate, control and execute employment support policy
- Beneficiaries
Together for more social Lithuania and Europe