



A more social Lithuania

EU investments 2021-2027

2019 m. September 10th., Vilnius



MINISTRY OF SOCIAL
SECURITY AND LABOUR
REPUBLIC OF LITHUANIA

National Progress Plan 2021-2030

INCREASE SOCIAL WELFARE AND INCLUSION, IMPROVE DEMOGRAPHIC SITUATION IN LITHUANIA



Increase employment opportunities for job seekers and efficiency of employment support system

Increase social welfare of disabled people and their families, elderly people and other vulnerable groups, support their integration into society and labour market

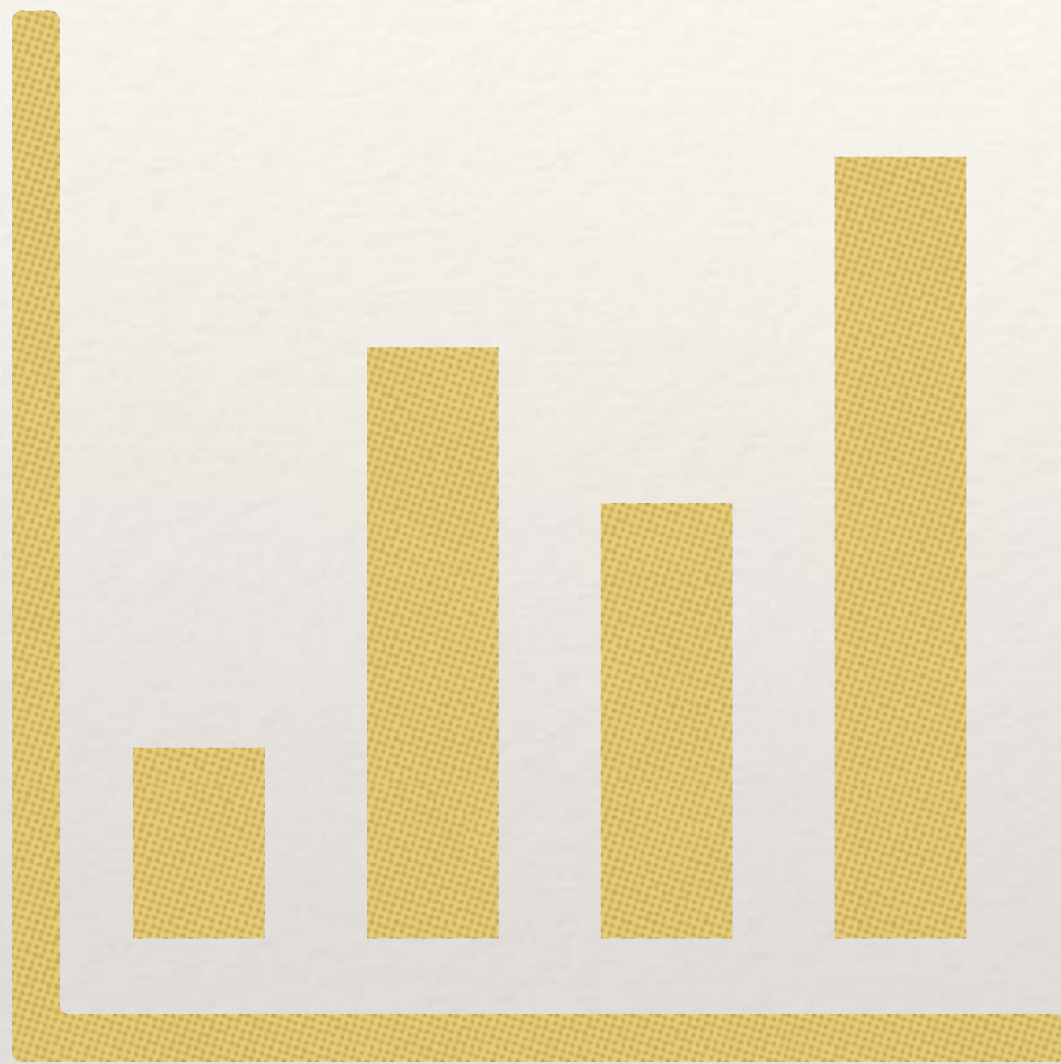
Promote pro-family environment and support reconciliation of work and family responsibilities

Strengthen social participation and social responsibility in the society



Strengthen social dialogue and improve the quality of jobs

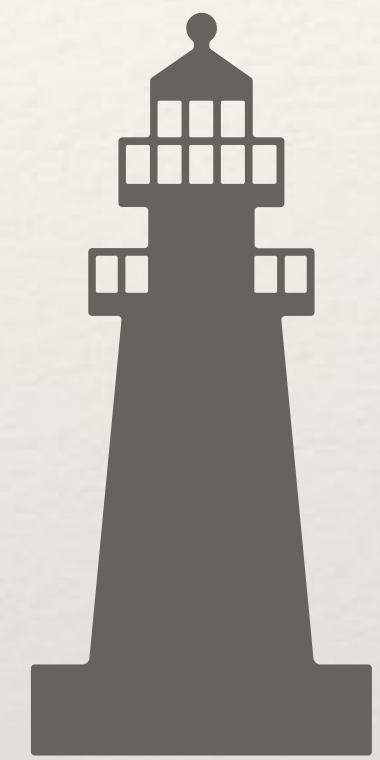
Presentation



**situation
analysis**

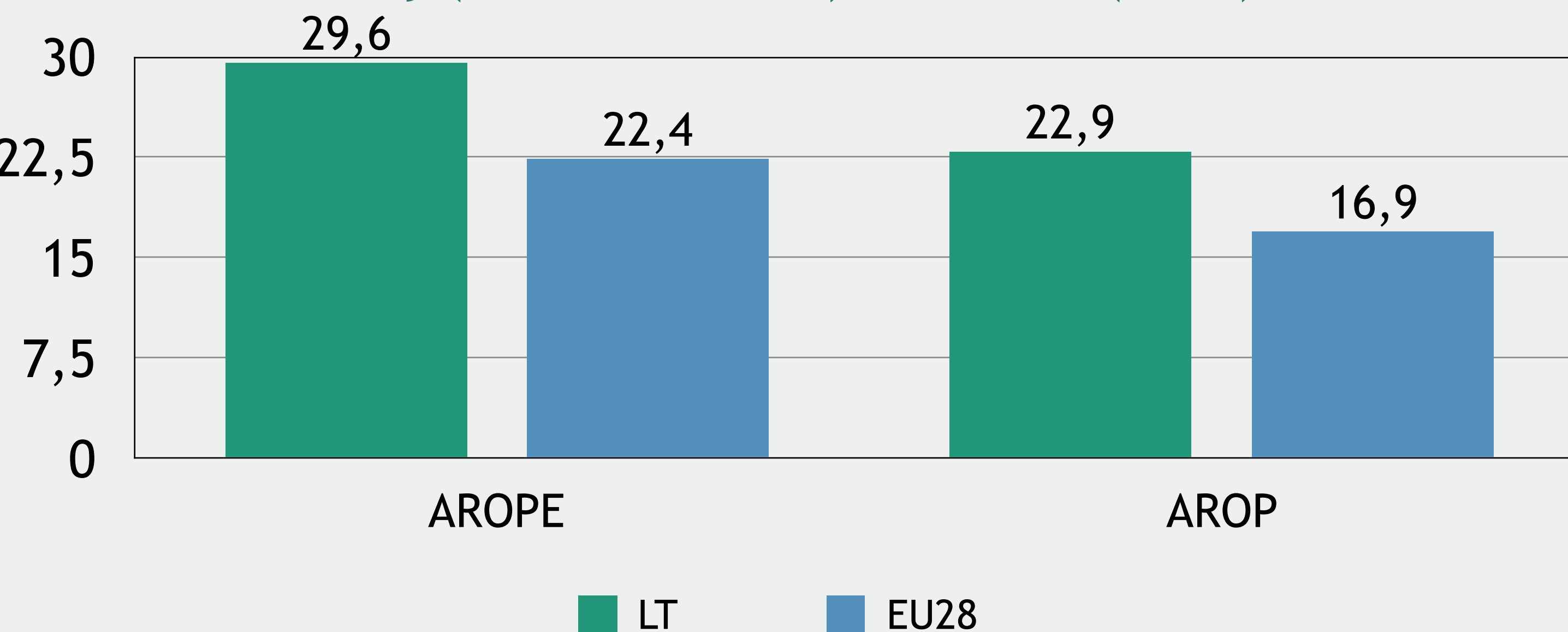


**investment
2014-2020**

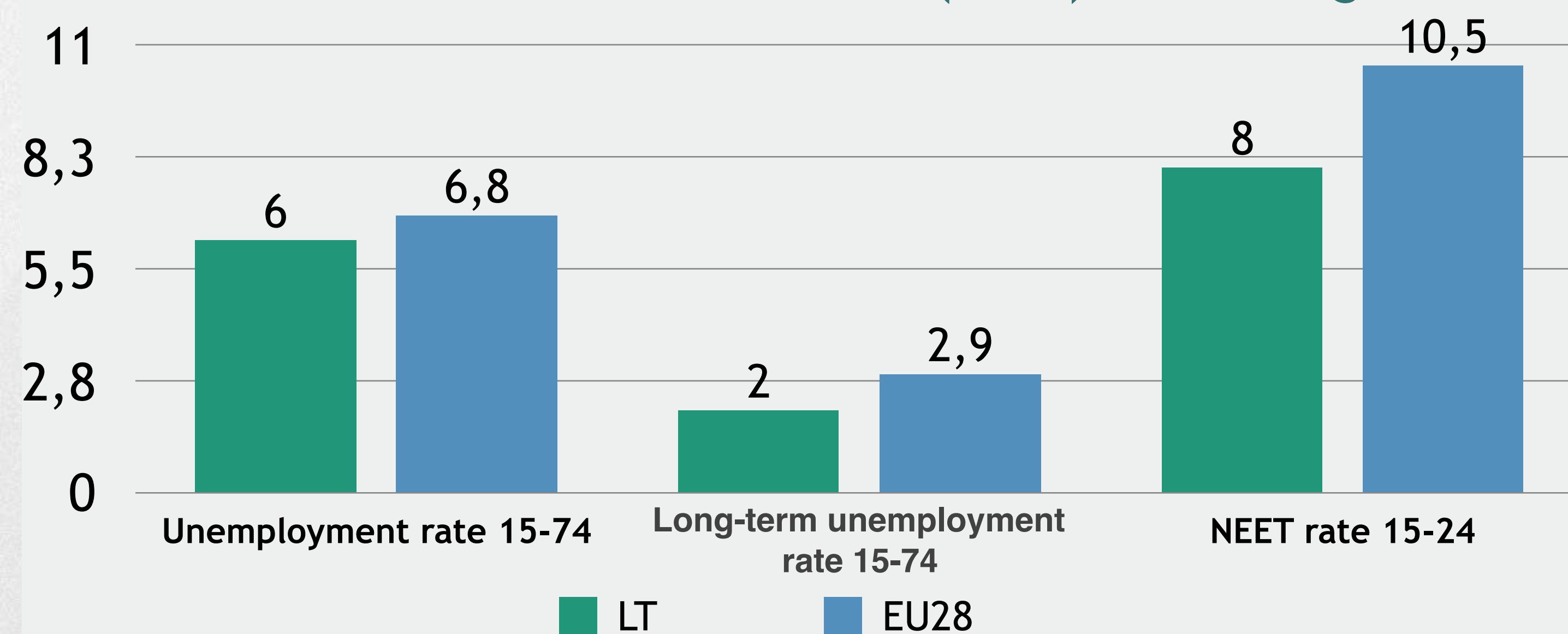


**post
2020**

Poverty (social exclusion) indicators (2017) - critical



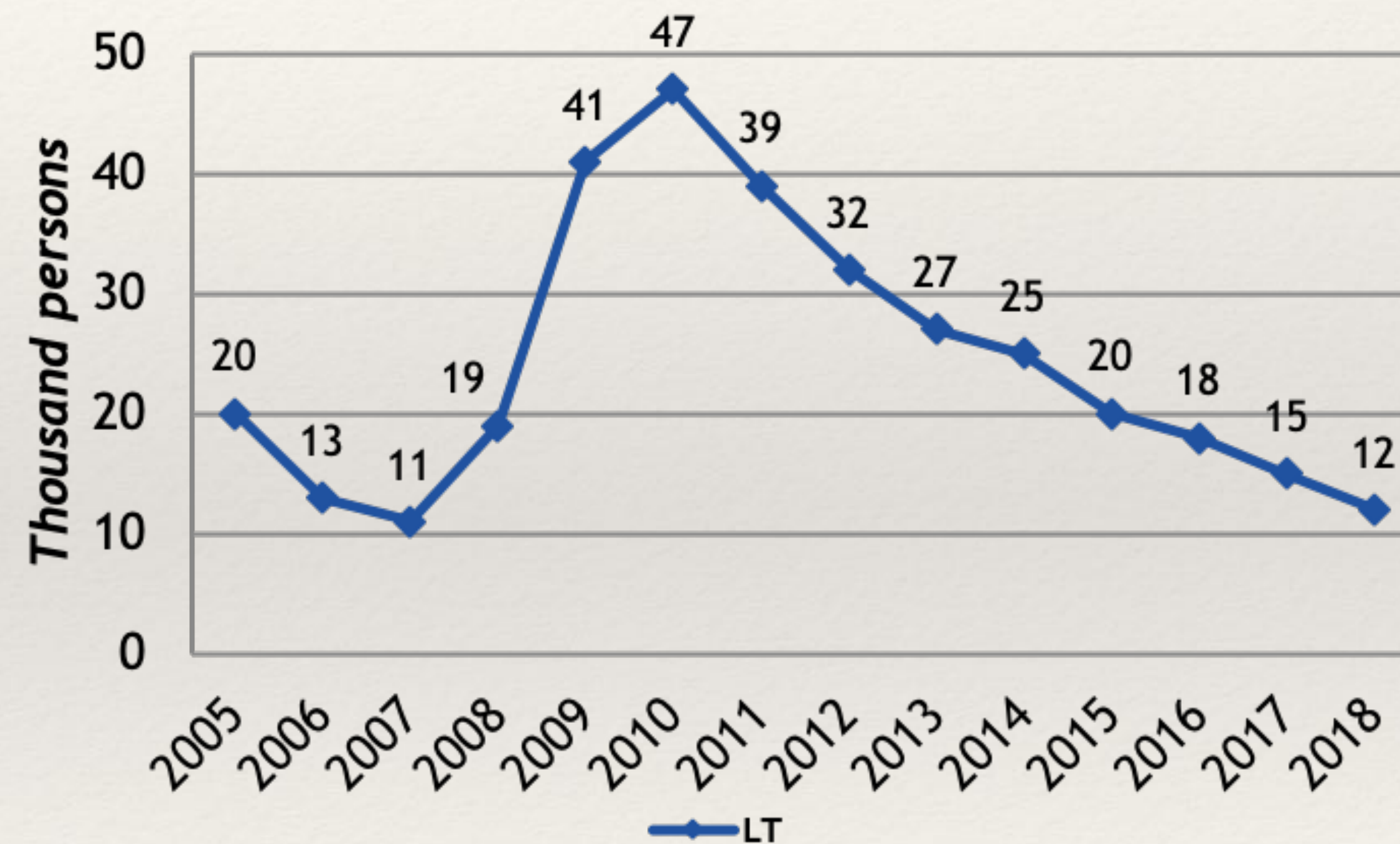
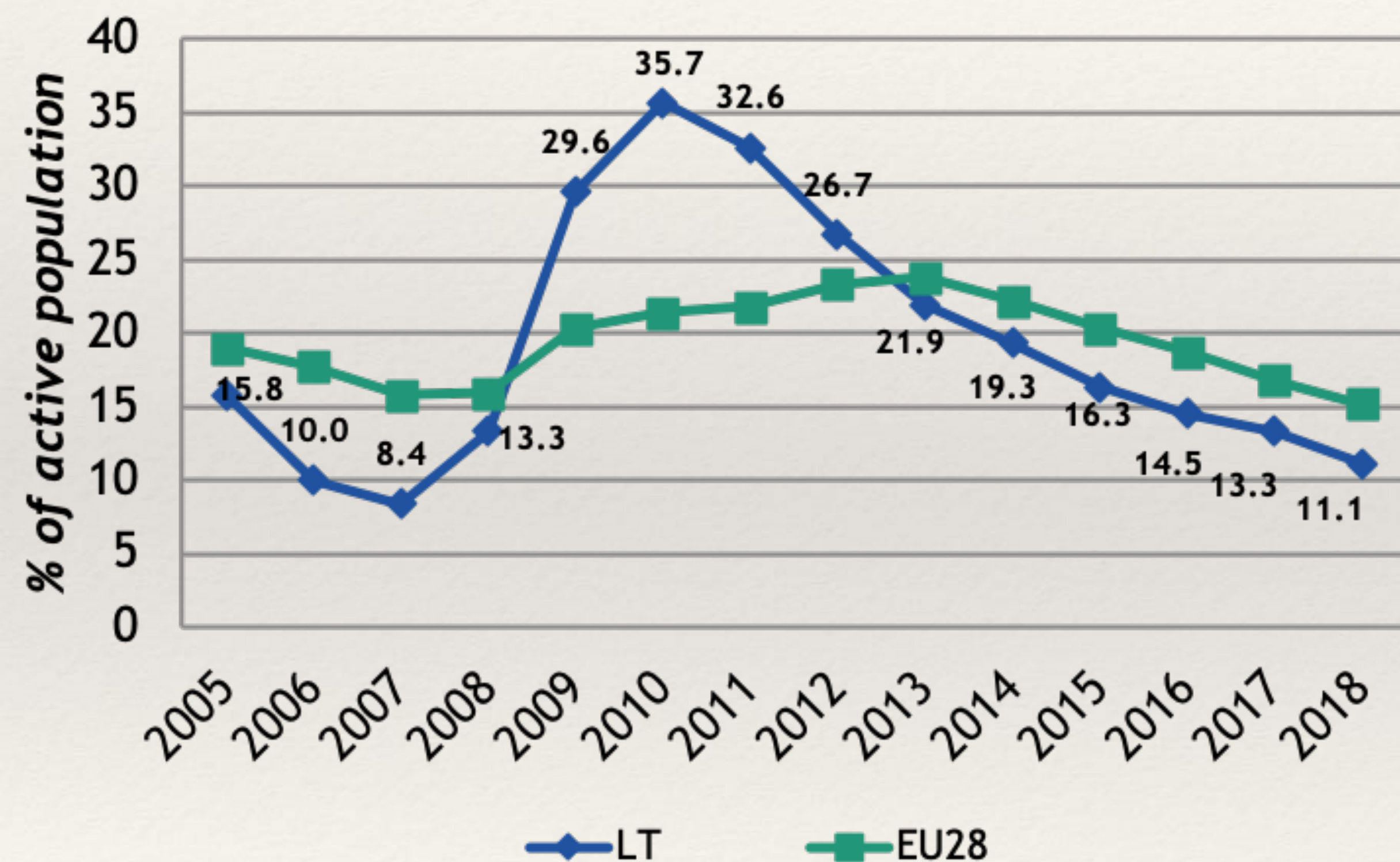
Labour market indicators (2018) - on average



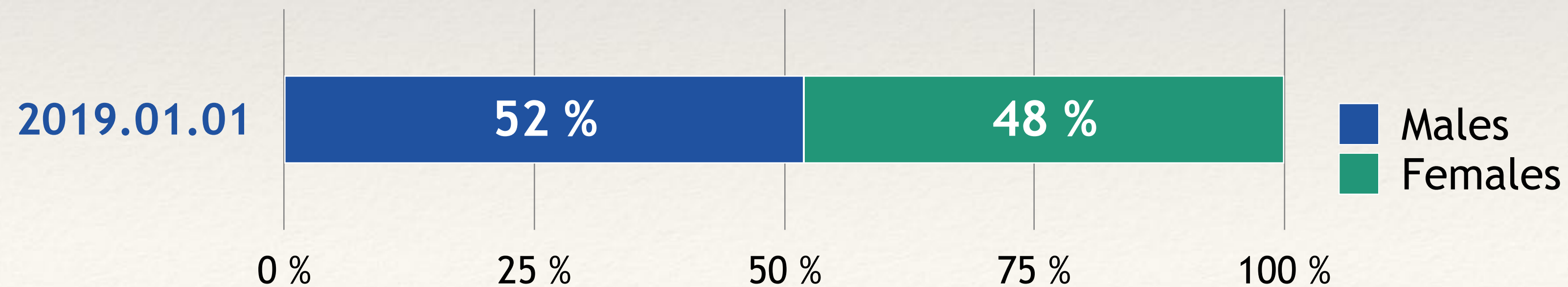
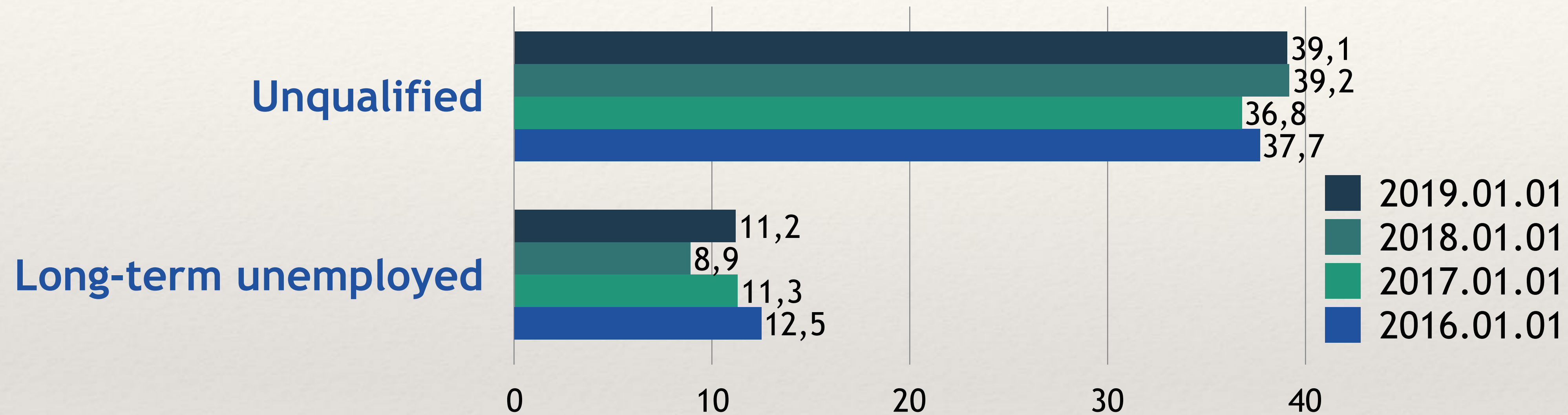
SOCIAL SCOREBOARD FOR LITHUANIA

Equal opportunities and access to the labour market	Early leavers from education and training (% of population aged 18-24)	Better than average
	Gender employment gap	Best performers
	Income quintile ratio (S80/S20)	Critical situation
	At risk of poverty or social exclusion (in %)	Critical situation
	Youth NEET (% of total population aged 15-24)	On average
Dynamic labour markets and fair working conditions	Employment rate (% population aged 20-64)	Better than average
	Unemployment rate (% population aged 15-74)	On average
	Long-term unemployment rate (% population aged 15-74)	On average
	GDHI per capita growth	Best performers
	Net earnings of a full-time single worker earning AW	Weak but improving
Social protection and inclusion	Impact of social transfers (other than pensions) on poverty reduction	To watch
	Children aged less than 3 years in formal childcare	To watch
	Self-reported unmet need for medical care	On average
	Individuals' level of digital skills	On average

Youth unemployment situation is better



Characteristics of young unemployed

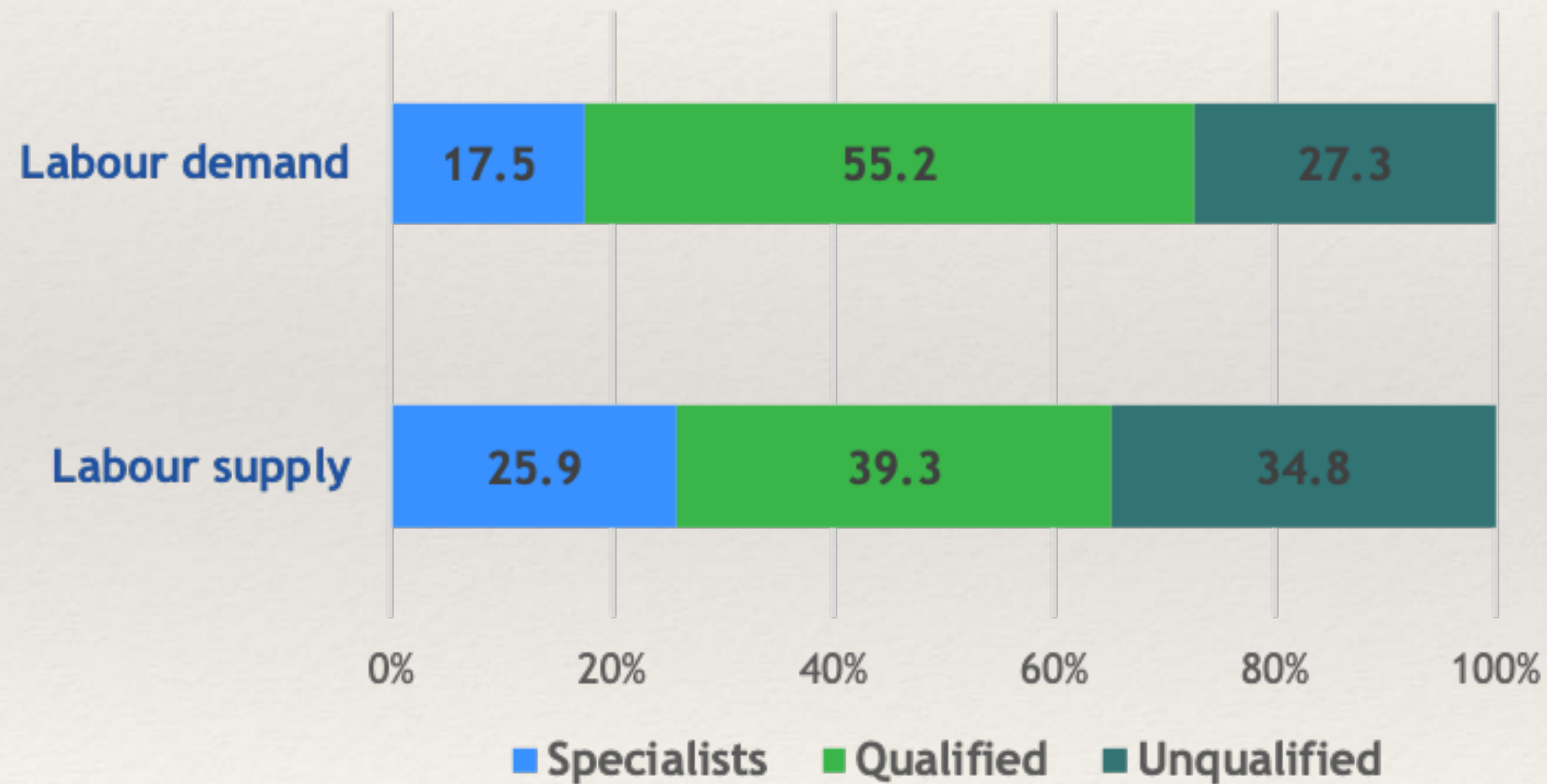


Number of children who left foster care institutions (persons)

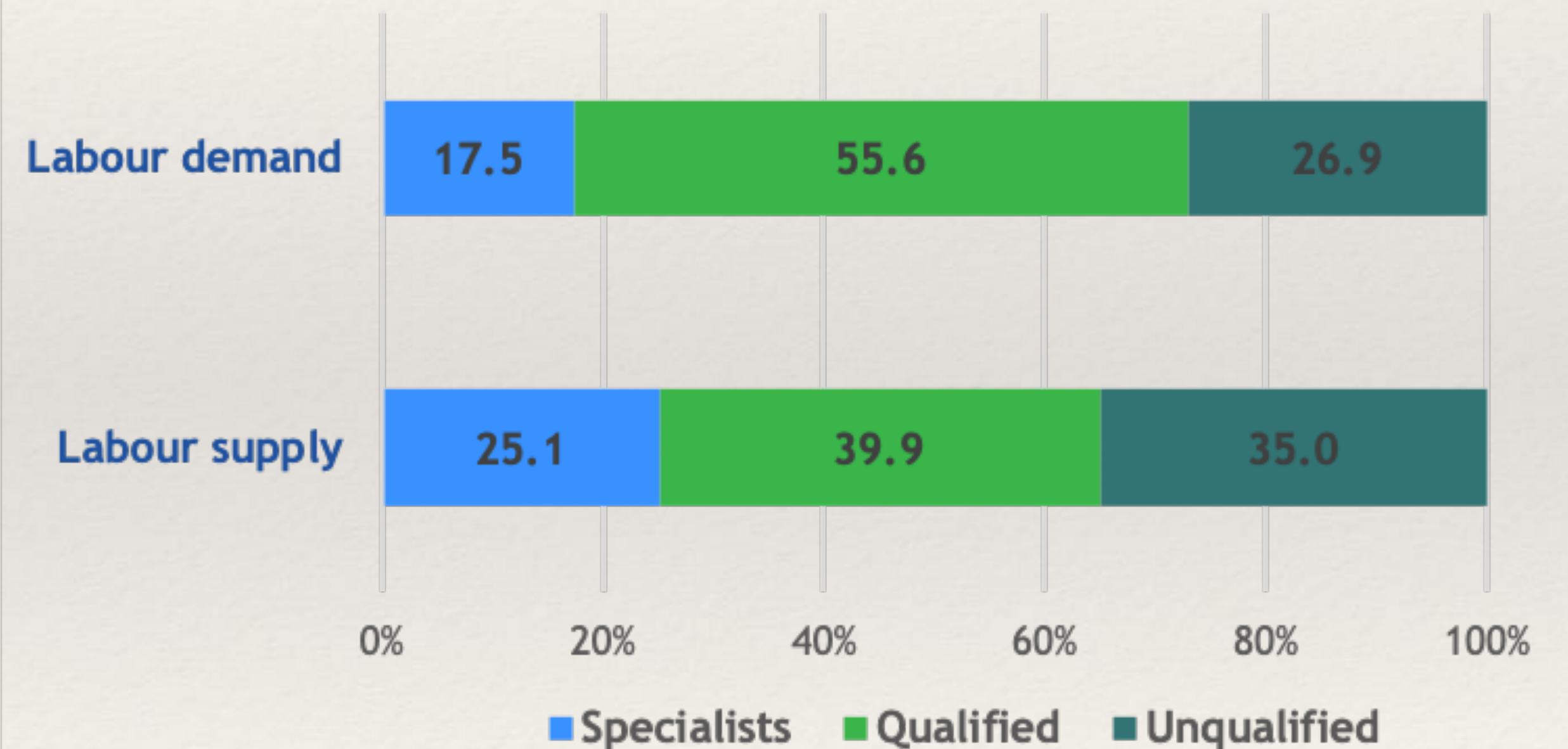
	2014	2015	2016	2017	2018
Total number of children who left child care institutions	1495	1454	1483	1669	1417
Returned to parents	754	650	646	832	652
Reached the age of 18	353	388	391	359	367
Were adopted	114	105	95	88	66
Were placed under the permanent guardianship (curatorship) in a family, family care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

Job mismatch

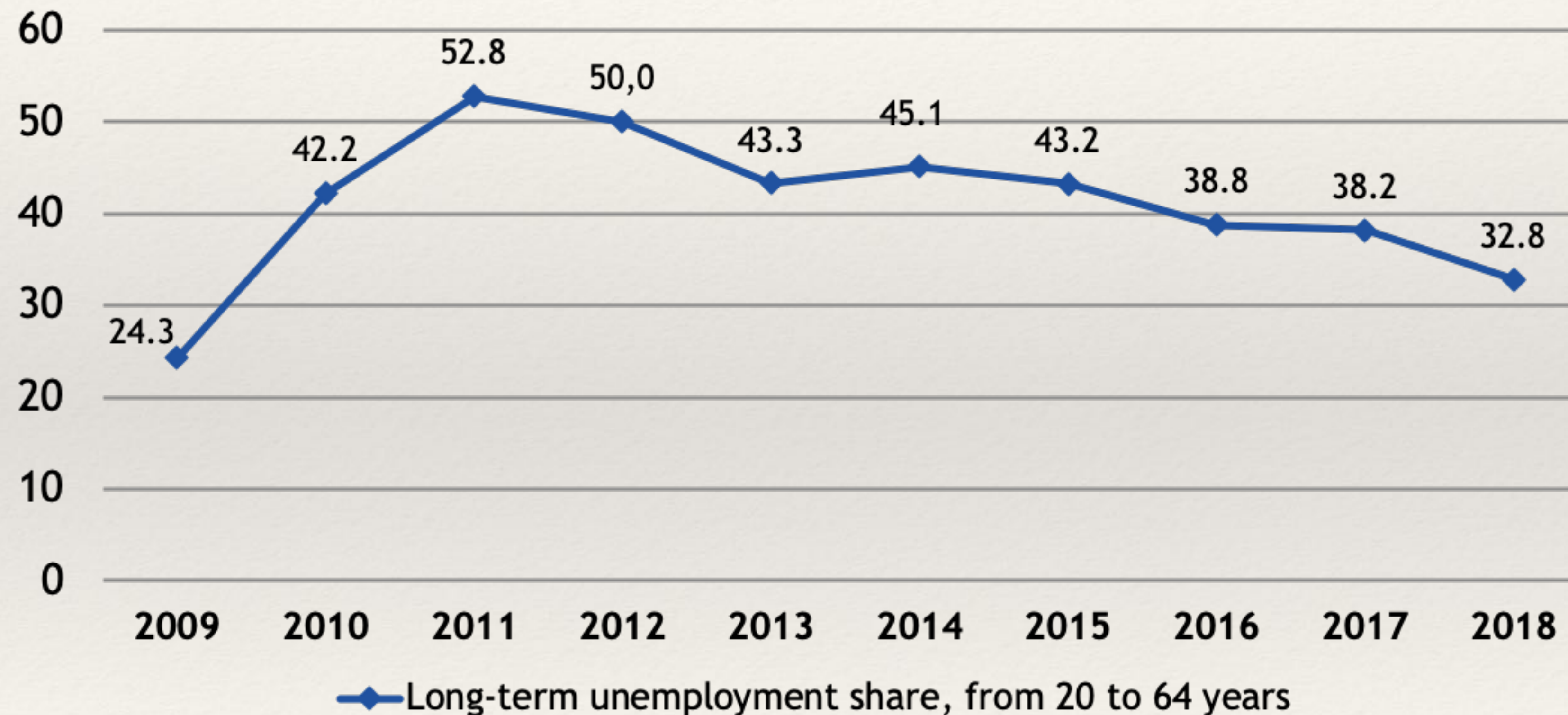
Labour demand and supply, 2018



Labour demand and supply, 2019 half-year



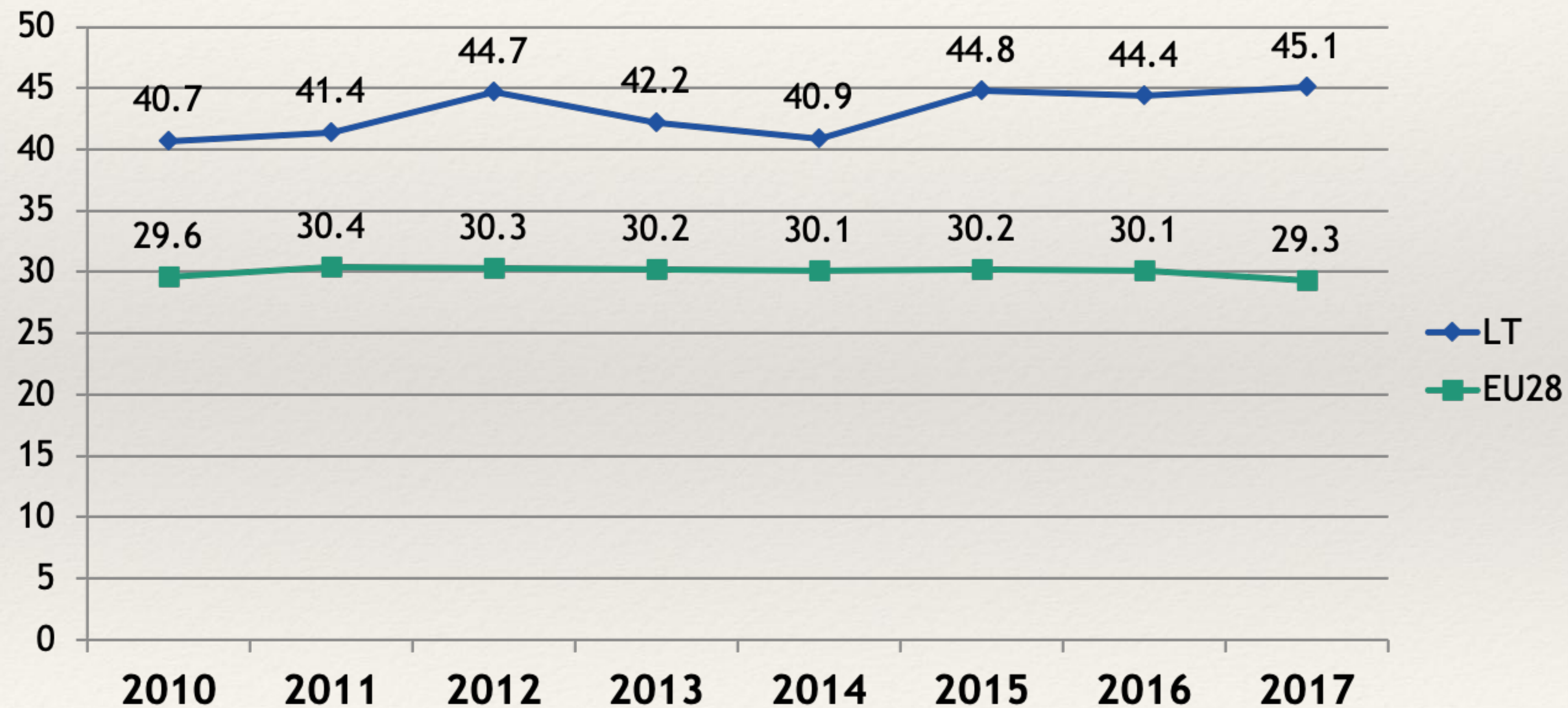
More than one third of all unemployed is on long-term unemployment



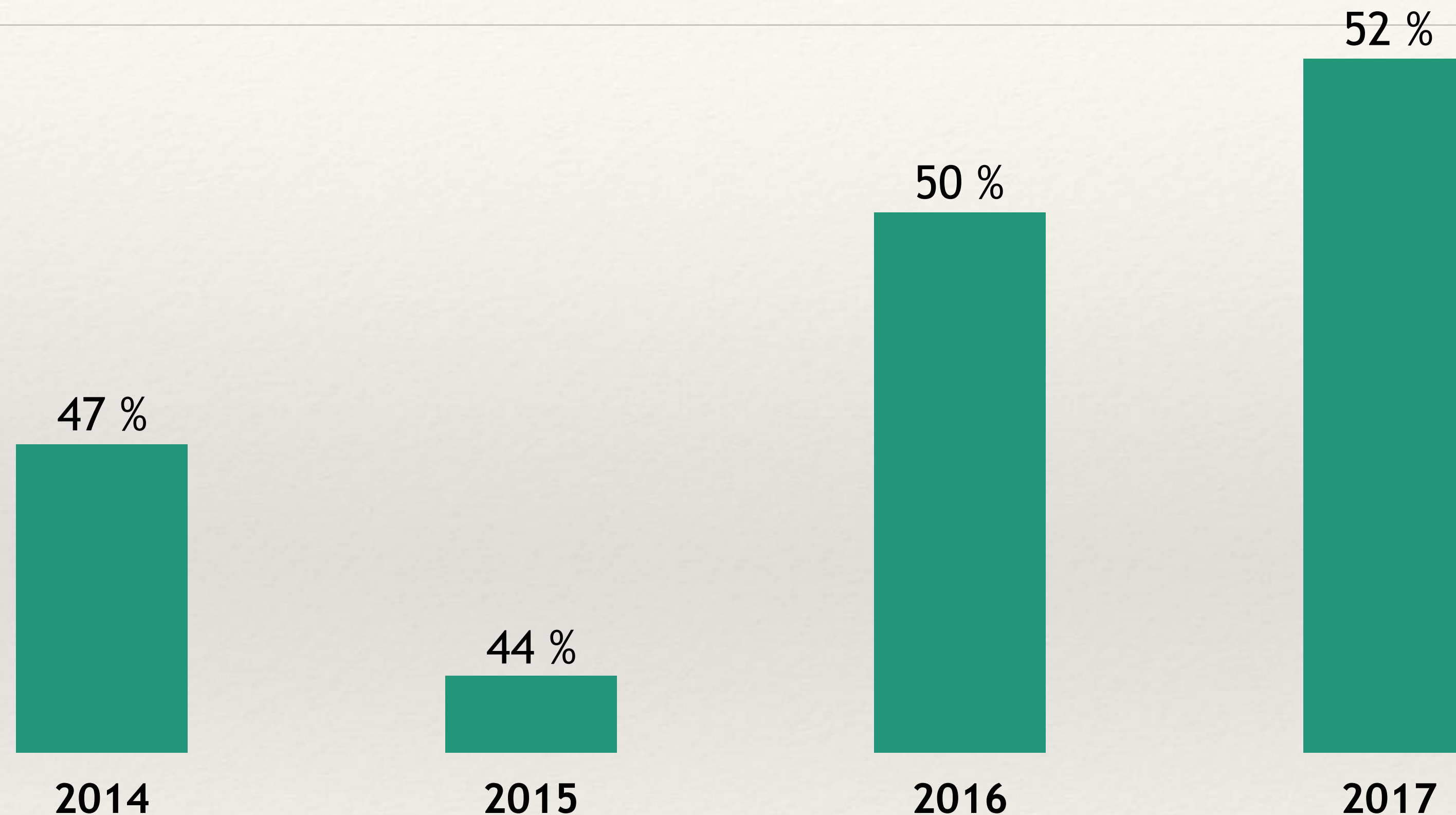
Long-term unemployment share is the share of the unemployed persons since 12 months or more in the total number of unemployed.

High share of people at risk of poverty or social exclusion

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

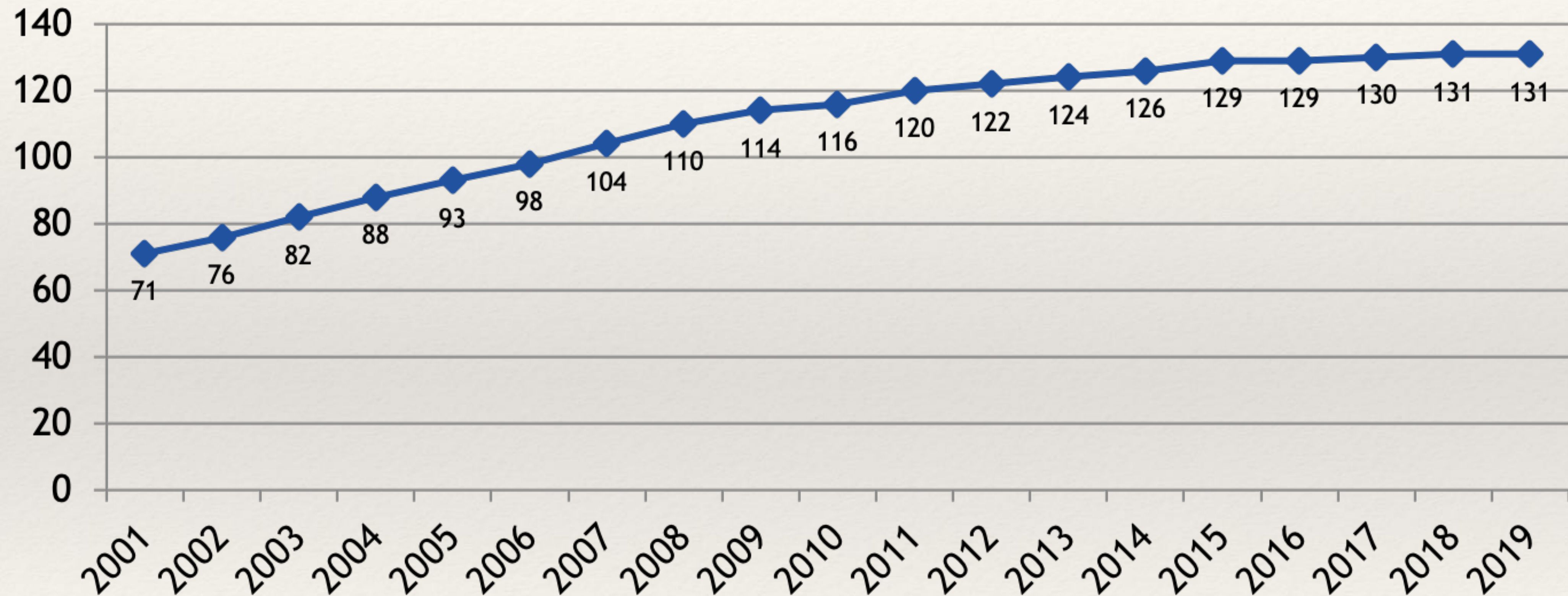


Disabled people employed per year



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

Ageing society



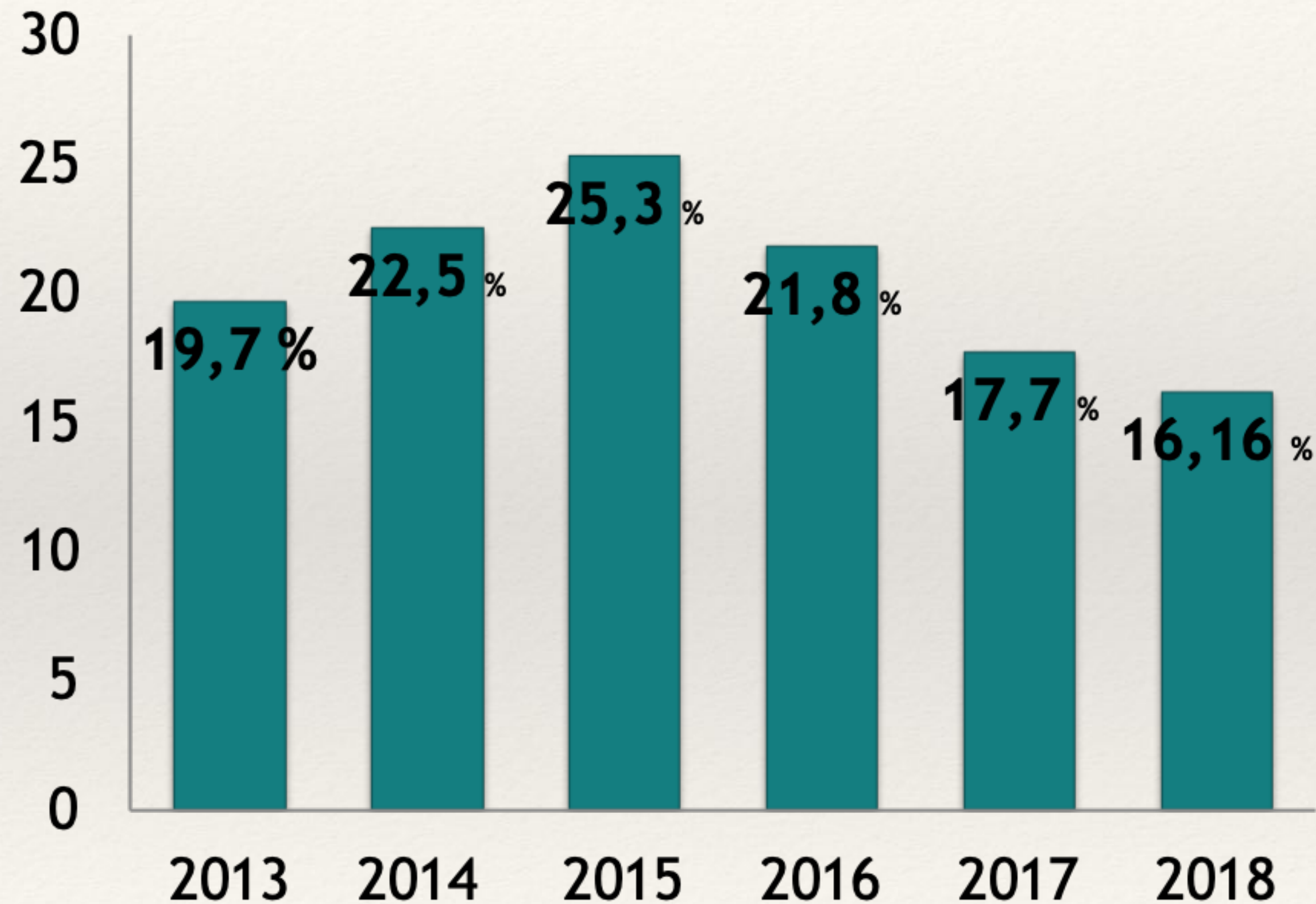
Index of ageing is the population aged 65 and older per 100 children aged under 15

Low digital skills

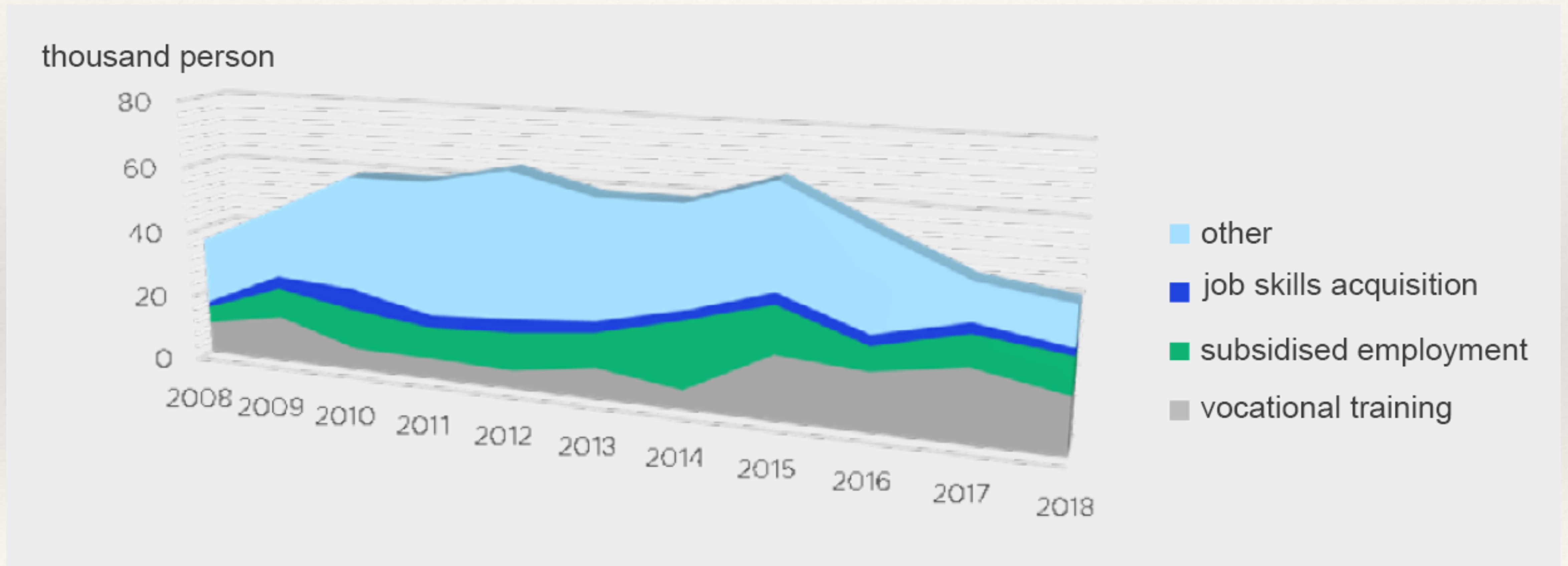


The total share of individuals who have basic or above basic overall digital skills in Lithuania is very similar to EU average. However, when it comes to targeted groups differences seems to be significant. 2017 (%)

Low coverage of ALMP measures

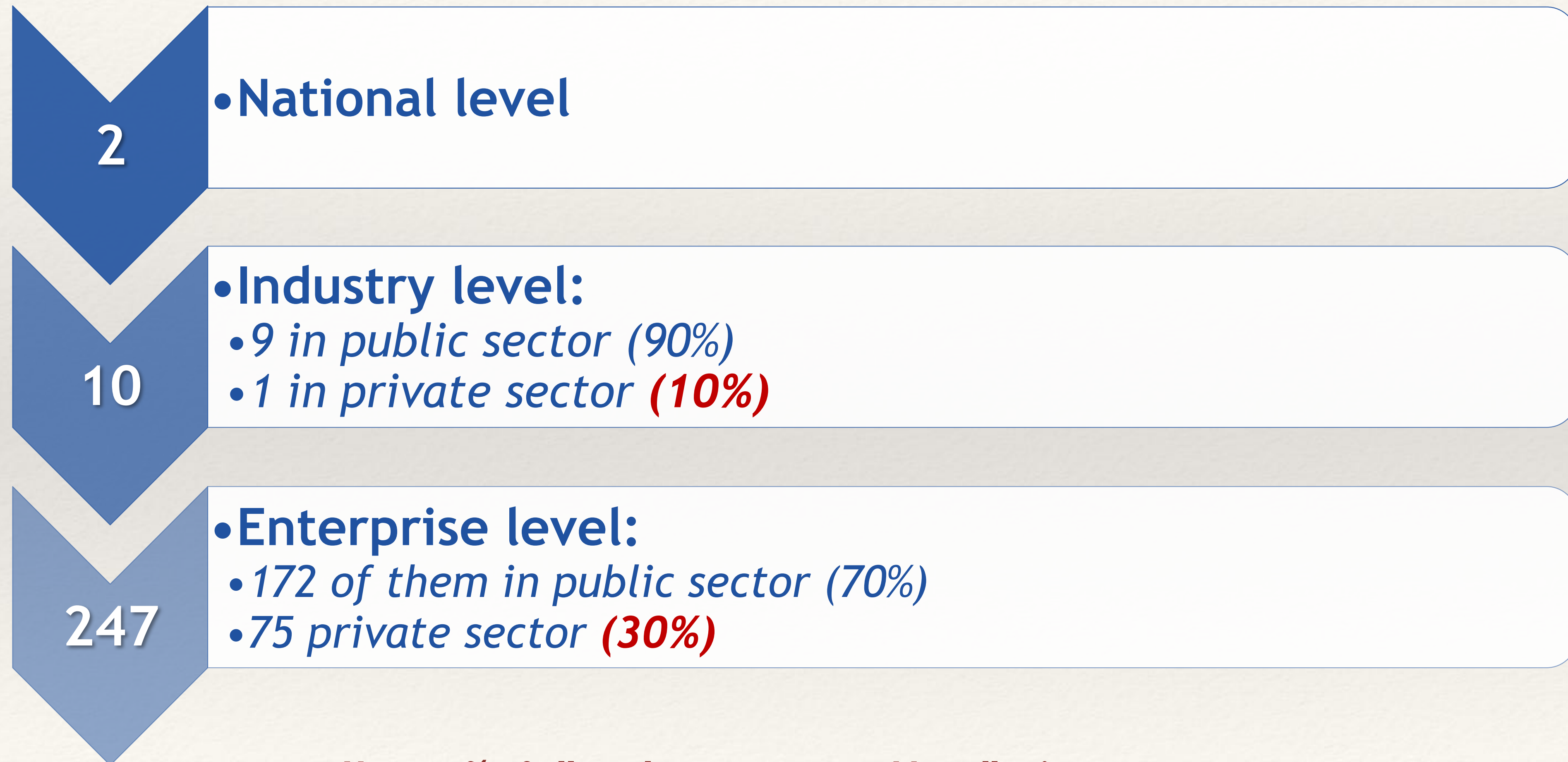


ALMP measures



ALMP measures reduced unemployment by 1,1% in 2018

Low collective agreements coverage

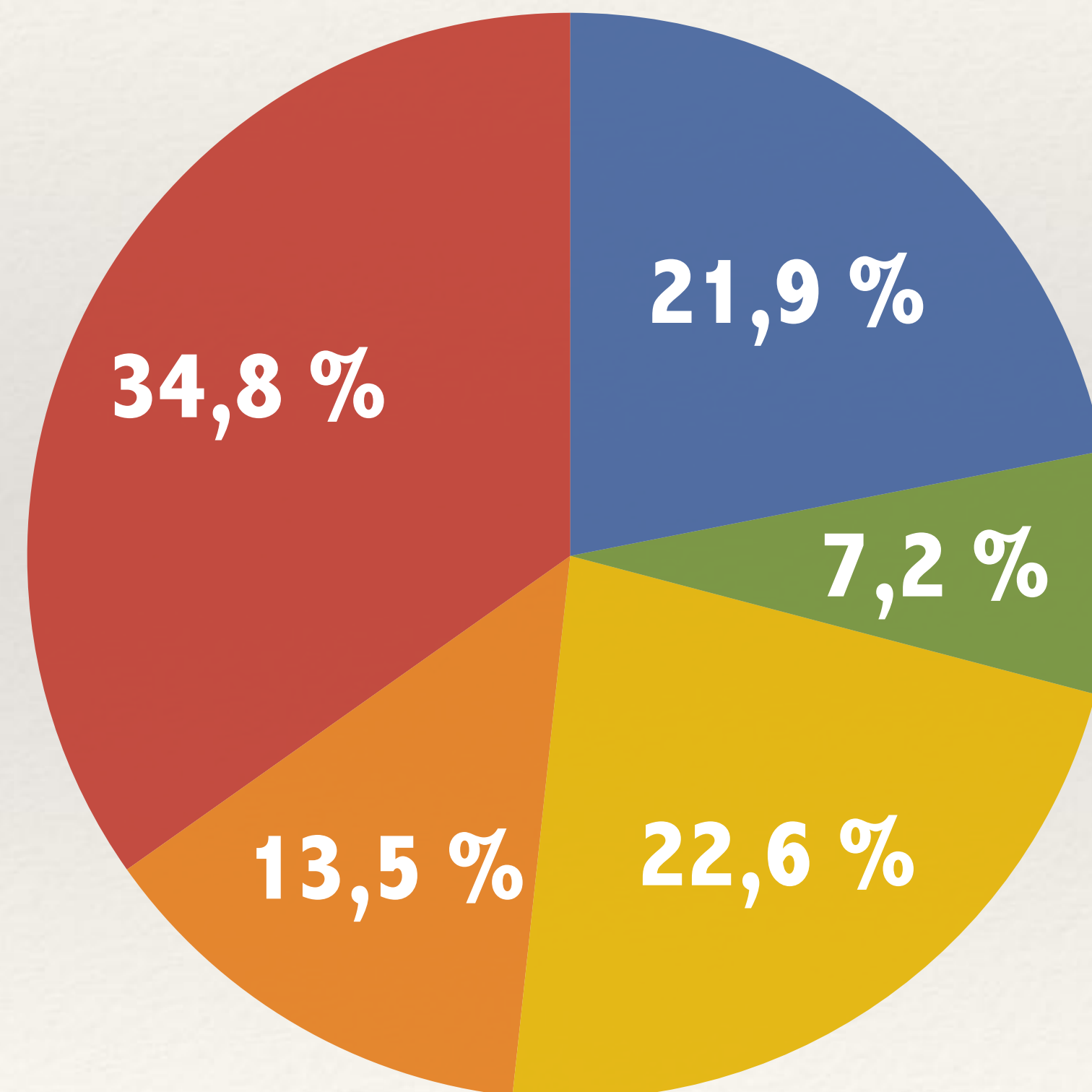


About 15% of all employees are covered by collective agreements

Part-time employment

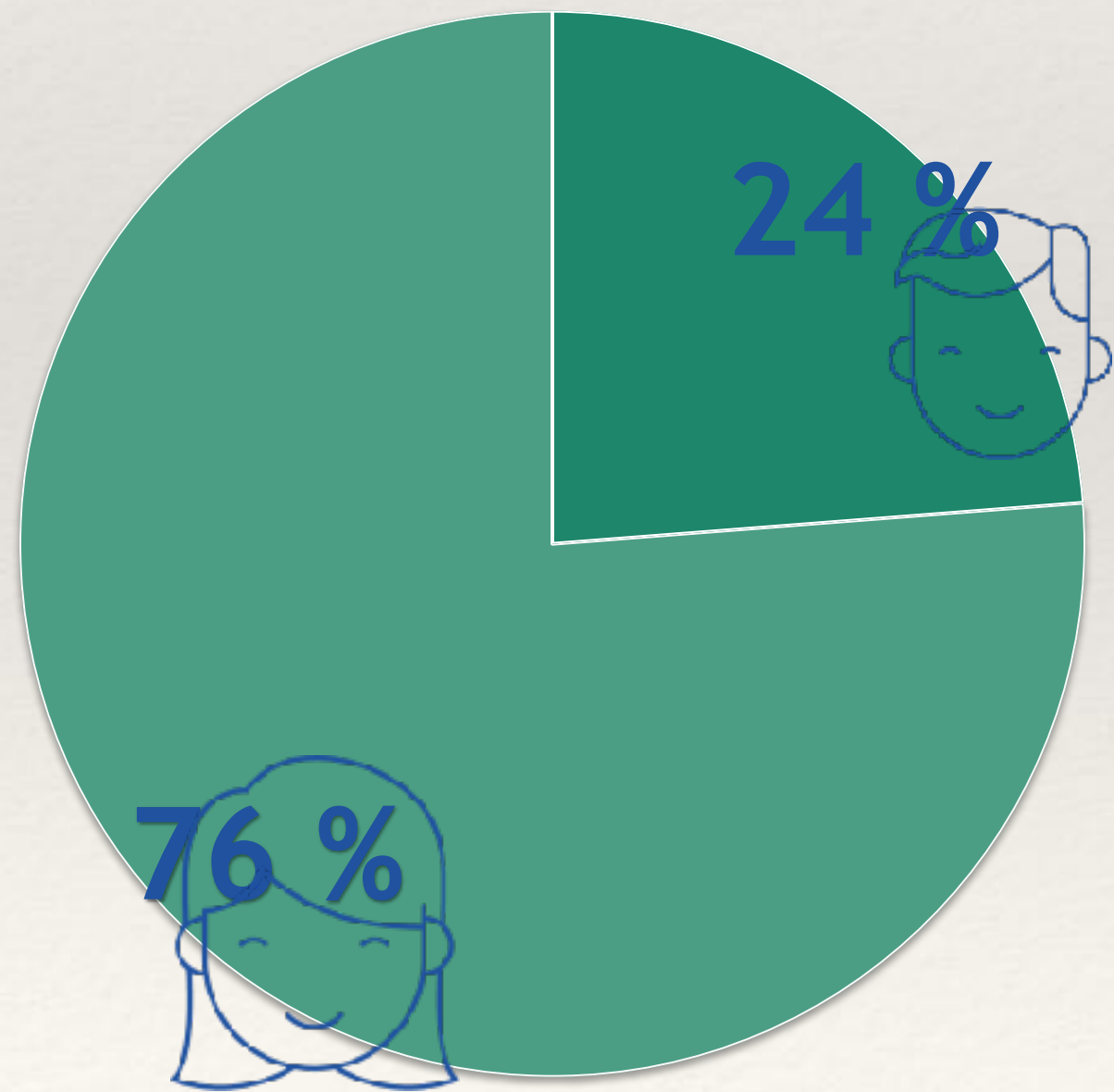
Main reason for part-time employment (2018)

● Could not find a full-time job ● Own illness or disability ● Personal or family reason ● Studies ● Other

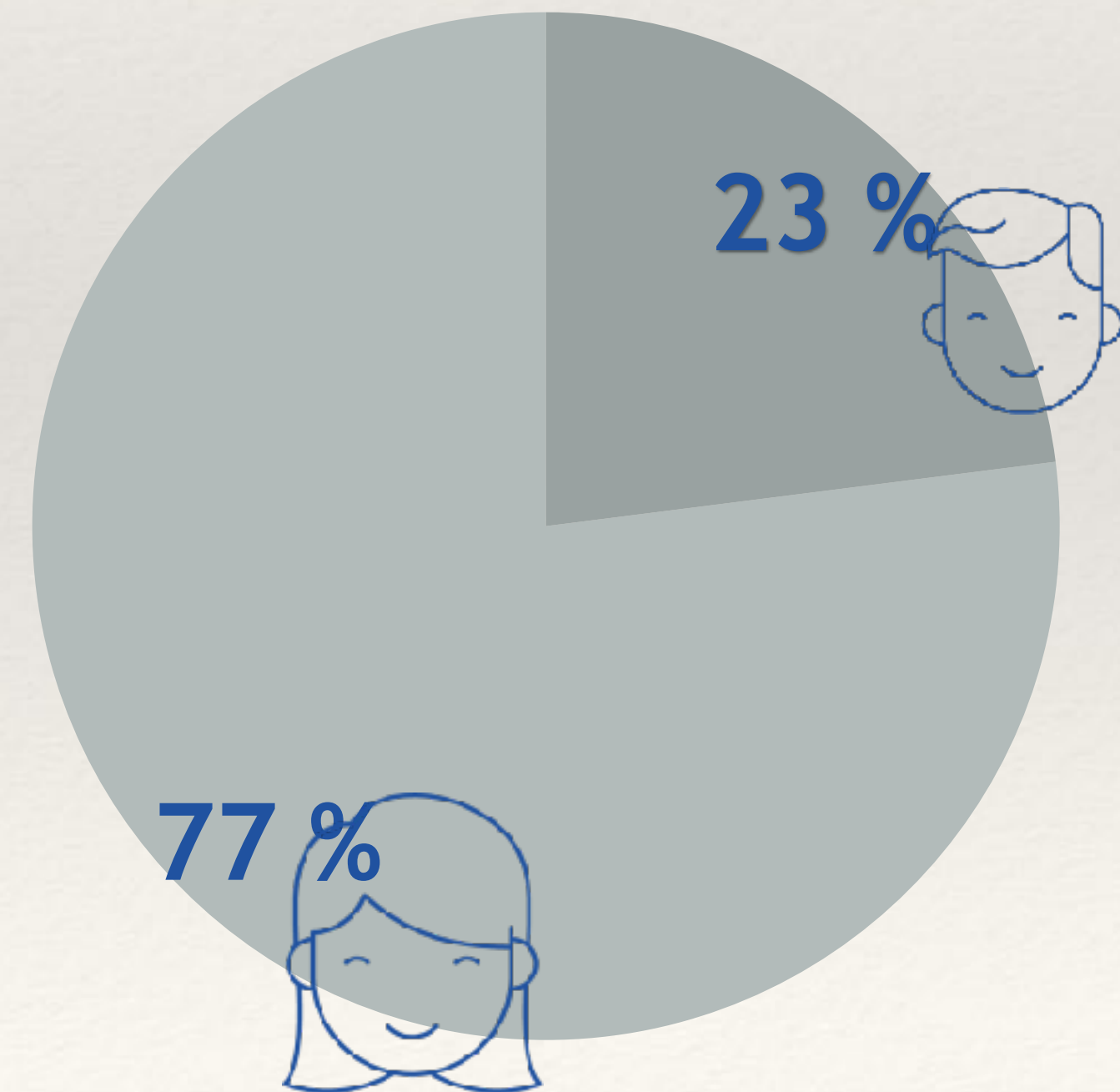


Gender based challenges

Recipients of child care benefit by gender, 2018



Recipients of sickness benefit for nursing a family member by gender, 2018



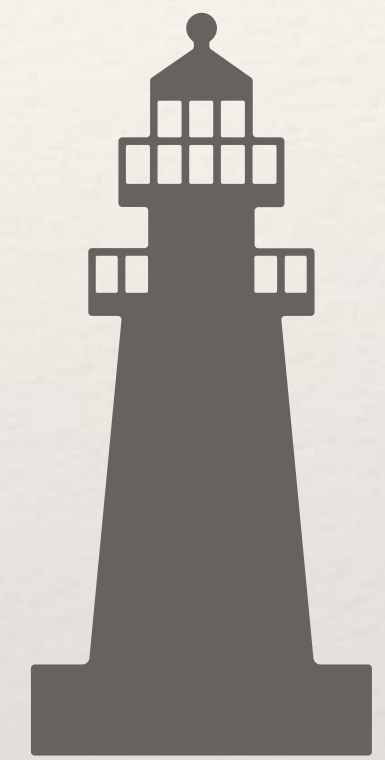
Presentation



**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



SOLUTIONS



High level of unemployment

Long-term and structural unemployment (*low educational attainment and unskilled persons, older people and persons with disabilities*)

Increase employment, especially among the long-term and unskilled unemployed and people with disabilities

Improvement of coverage, quality and effectiveness of ALMP measures and other measures (counselling , etc.)

High level of youth unemployment

Mismatch between qualifications, skills and labour market demands (*low-skilled and older persons, persons with disabilities*)

Reduce the number of young people between 15 and 29 years of age not in employment, education or training

Provision of professional rehabilitation services to people with disabilities

Share of self-employed persons is low compared to the EU average

Limited access to finance for new and growing companies

Improve the quality and accessibility of services provided by labour market institutions

Implementation of Youth Guarantee Initiative

Improve the effectiveness of a public employment service and making it more results-oriented

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

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.

Increase labour demand by promoting entrepreneurship of the population, in particular those who face difficulties on the labour market

Support for start-ups

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

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

More services provided by
NGOs

New jobs are being
created

Seniors are becoming more
active

ACHIEVEMENTS

Focusing on individual needs oriented services

- Almost 62.000 NEETs have participated in Youth Guarantee Initiative
- 59,64% of unemployed participants, 56,95% of long term unemployed, 44,10% of inactive NEETs have started learning, working, gained qualification
- The integration model of the long-term unemployed is being developed and tested

New jobs are being created

- 716 (469 from priority groups) persons and (or) enterprises have been participating in financial instruments
- **1.468 (972) new jobs have been created**

Social dialogue is being strengthened

- Skills related to social dialogue were strengthened by more than **4.600 persons**

Seniors are becoming more active

- Over 4.000 senior citizens participated in activation activities
- 1,36% of volunteers are involved in volunteering after the project.
- 23.676 senior people participated in the ALMP
- 58.6% started working.

More services provided by NGOs

Youth guarantee initiative, Integral Care, „54 +

RECOMMENDATIONS

Measures aimed at young people should focus more on preventing emigration

Continue to improve the capacity of NGOs increasing their abilities to provide additional employment services for the long-term unemployed

Integrate social support and educational measures. Test the labor market integration model of social aid recipients

Promote social dialogue

Increase the investments aimed at employment of senior people

Support the social economy and start-up for social entrepreneurs;
Support active inclusion through civil society and local communities

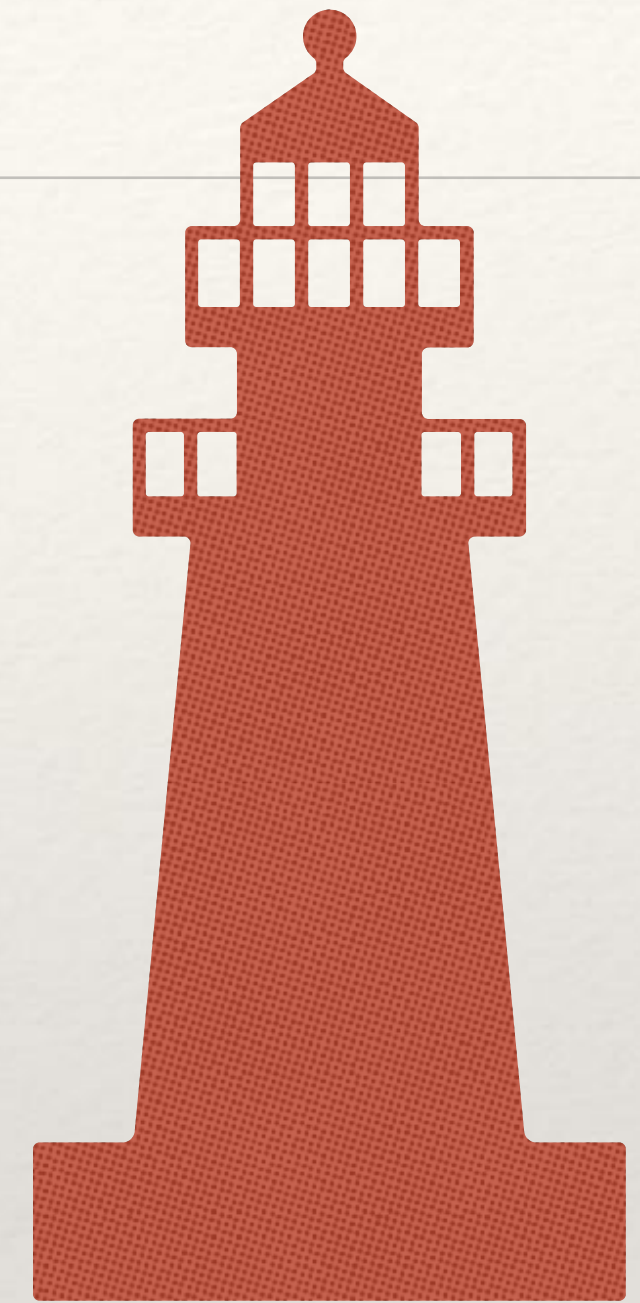
Presentation



**situation
analysis**



**investment
2014-2020**



**post
2020**

2021-2027: EMPLOYMENT

**INSUFFICIENT
INCLUSION OF
EXISTING LABOUR
FORCE INTO THE
LABOUR MARKET**

**NON MOTIVATING
LABOUR MARKET**

2021-2027: EMPLOYMENT

INSUFFICIENT INCLUSION OF EXISTING LABOUR FORCE INTO THE LABOUR MARKET

The qualifications do not match the needs of the market

Low IT skills among labour force

Lack of motivation, social skills

Negative attitude of employers

The financing and coverage of ALMP measures is limited

Insufficient conditions to reconcile family and work responsibilities

Lack of cooperation among labour market stakeholders

Limited social dialogue between employers and trade unions

NON MOTIVATING LABOUR MARKET

Poor quality of jobs

Unfavourable attitudes towards gender equality issues

ESF+ 4.1

Improving access to employment of all jobseekers, in particular youth and longterm unemployed, and of inactive people, promoting self-employment and the social economy

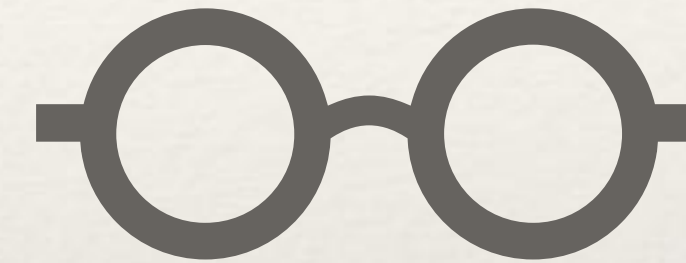
ESF+ 4.1



**EMPLOYMENT
OPPORTUNITIES**



**EMPLOYMENT OF PERSONS
WITH DISABILITIES**



AGE-FRIENDLY JOBS



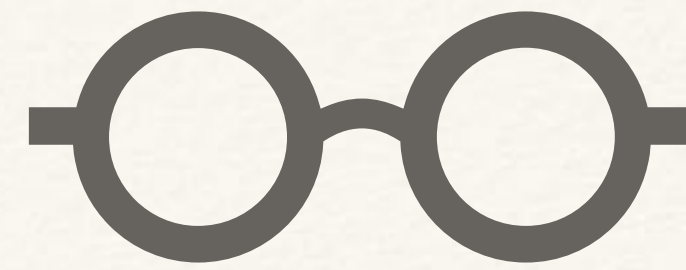
SELF EMPLOYMENT



SOCIAL DIALOGUE



**IMPROVING
THE EFFICIENCY**



**PROMOTING
EMPLOYMENT
OPPORTUNITIES,
POSSIBILITIES TO
RETURN OR REMAIN
IN THE LABOUR
MARKET**

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-**



PROMOTION OF EMPLOYMENT OF PERSONS WITH DISABILITIES

Target Group

Disabled people



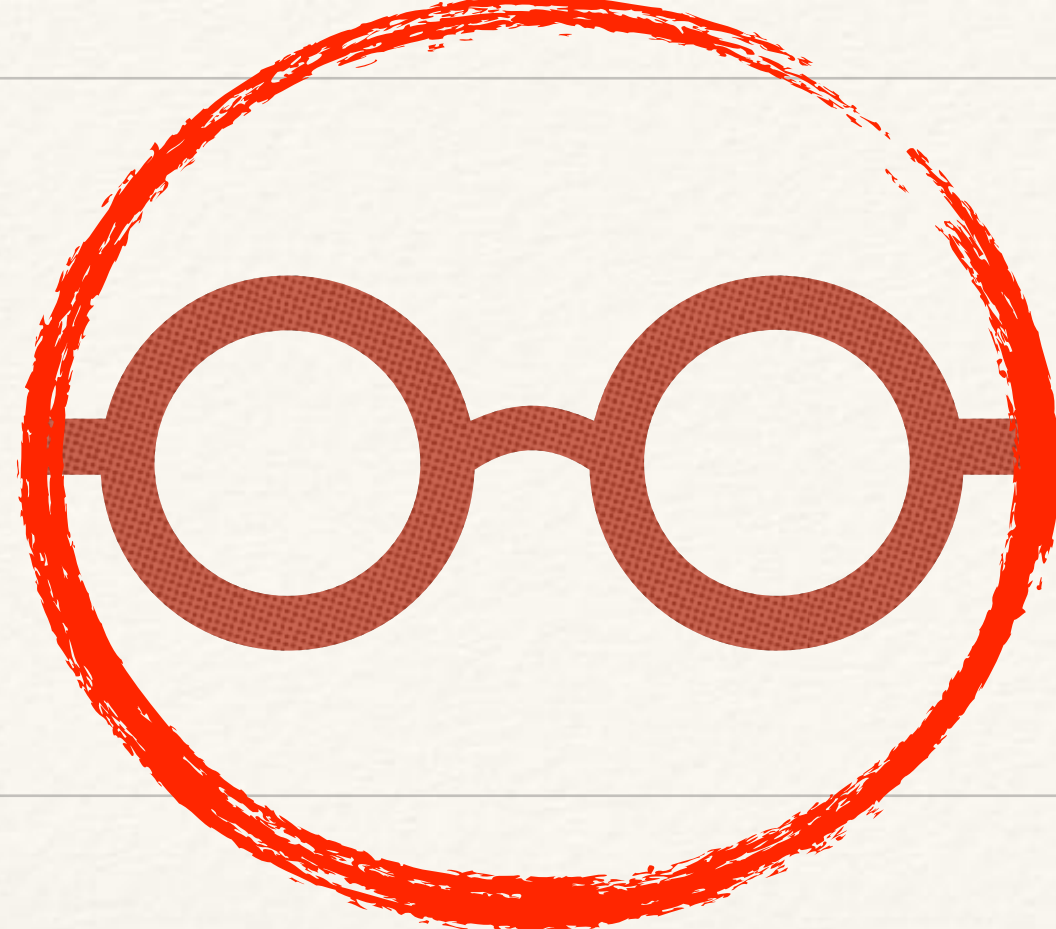
Measures to enhance / recover professional skills

(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



CREATING AGE-FRIENDLY JOBS

Target Group

**Employers and their organizations;
Employees and their organizations;
Companies and organizations;
Elderly people**



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



SUPPORT FOR START-UP

Target Group

**Micro and small-sized
enterprise;
Family business;
Natural persons**



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



PROMOTING SOCIAL DIALOGUE

Target Group

**Employers,
employees and their
organizations;
Society**



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



IMPROVING THE EFFICIENCY OF LABOUR MARKET INSTITUTIONS

Target Group

**Employees of
institutions
(organizations) that
form, organize,
coordinate, control
and execute
employment support
policy**

Beneficiaries



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

**Together
for more
social
Lithuania
and
Europe**

