

RETIVA

Recruitment partner

# CARING FOR THOSE WHO CARE

## CARING FOR THE CAREGIVERS



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*27 years of experience in human resources*

[www.retiva.lt](http://www.retiva.lt)



# EXPERIENCE FROM DIFFERENT BUSINESS AREAS



# WORK OR FAMILY?



## Challenges for young families

- Having young children is a challenge to balance career, income and time.
- Young parents don't just want to bring up their children, they want to be part of the labour market.
- Finding it hard to join the labour market after several years of parental leave
- A conscious choice by Generation Z to move away from the traditional family model. Children are no longer the main goal in life.
- Excessive childcare costs, which are difficult to reconcile with my income.



## "Challenges for the Sandwich"

1

### Lack of time

Reconciling work and family needs.  
Interrupted work processes.

2

### Financial challenges

Additional costs.  
Risk of job loss.

3

### Psychological and emotional pressure

Stress and emotional exhaustion.  
Relationship problems.

4

### Career restrictions

Loss of promotions and professional opportunities.  
Taking a career break or stopping your career.

5

### Health problems

Physical burden.  
Psychological health.

6

### Weaknesses in social and labour policies

Insufficient employer support.  
Lack of social support.



# I WANT TO GO BACK TO WORK FREEDOM TO CHOOSE A FLEXIBLE SCHEDULE



Positions that can be performed on a casual basis are not covered by this option. For example, home-based managers (telephone or email), cleaners, translators, etc.



In 2023, only 6.9% of women are free to choose their own working hours, and only 9.2% are free to choose their working hours with some restrictions.




Men have a slightly better rate of 11.1% of free time off work.

			Užimtų gyventojų darbo laiko nustatymas   proc.
			2023
15-89	Gali patys pasirinkti savo darbo laiką	Vyrai ir moterys	9,0
		Vyrai	11,1
		Moterys	6,9
	Gali pasirinkti savo darbo laiką su tam tikrais apribojimais	Vyrai ir moterys	9,9
		Vyrai	10,6
		Moterys	9,2
Darbo laiką nustato darbdavys, įmonė, užduotys ar klientai	Vyrai ir moterys	81,1	
	Vyrai	78,3	
	Moterys	83,9	

Source: official statistics portal



# WORKPLACE ADAPTABILITY FOR BOTH SEXES AND for people with disabilities

-  There are stereotypes about "male" and "female" positions.
-  Pre-selection gender criteria for job applicants.
-  Poor and slow integration of people with disabilities into the labour market.



# WORKPLACE ADAPTABILITY FOR BOTH SEXES



In Estonia, women's gross hourly earnings remain lower than men's from 2020. Over 4 years, the hourly wage for women has changed by only €0.10.

		Gross hourly wages and salaries of males, euros	Gross hourly wages and salaries of females, euros
2020	Economic activities total	9.1	7.7
2021	Economic activities total	10.0	8.5
2022	Economic activities total	..	..
2023	Economic activities total	11.8	10.3

Source: [www.stat.ee](http://www.stat.ee)



In Latvia, between 2021 and 2024, the average female DU will not catch up with the male DU.

	Average monthly gross earnings of men (euro)				Average monthly gross earnings of women (euro)			
	2021	2022	2023	2024	2021	2022	2023	2024
Total								
TOTAL TOTAL	1,298	1,419	1,609	1,747	1,126	1,186	1,319	1,503

Source: [stat.gov.lv](http://stat.gov.lv)



In Lithuania, as in the other Baltic countries, the gender gap in DU persists. The good news is that the gap has narrowed by 2.6% over the last 5 years.

	The difference in monthly wages between women and men %				
	2019	2020	2021	2022	2023
Republic of Lithuania	11,1	11,3	9,8	9,5	8,5

National economy without individual enterprises  
Source: [official statistics portal](http://official-statistics-portal)



# INCLUSION OF PEOPLE WITH DISABILITIES IN THE LABOUR MARKET (1)



Disability as a disability is viewed with scepticism and reluctance in the labour market.

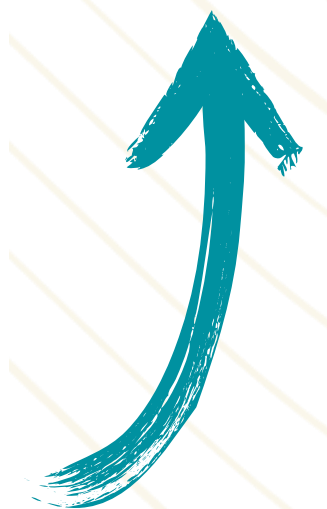


Inadequate public awareness of workplace adaptations for people with disabilities.



From 2020 onwards, the level of labour market absence for both men and women is rising.

		Vyrai ir moterys	Vyrai	Moterys
Darbingo amžiaus asmenų, kuriems pirmą kartą nustatytas sumažėjęs dalyvumo lygis, skaičius   asmenys 1,2	2023	11 732	6 493	5 239
	2022	11 915	6 565	5 350
	2021	10 068	5 629	4 439
	2020	9 096	5 124	3 972
	2019	10 609	5 941	4 668



Source: official statistics portal



# INCLUSION OF PEOPLE WITH DISABILITIES IN THE LABOUR MARKET



The number of children with moderate and severe disabilities increases from 2020.



Inflexible work schedules prevent the need for a nanny from being waived.

	Vaikų, kuriems pirmą kartą pripažinta negalia, skaičius   asmenys <sup>1,2,3</sup>					
	2018	2019	2020	2021	2022	2023
	Iš viso	Iš viso	Iš viso	Iš viso	Iš viso	Iš viso
Sunkus	194	223	195	268	406	469
Vidutinis	1 082	1 100	946	1 169	1 426	1 573
Lengvas	587	637	464	520	592	664

	Mokiniai ir studentai su negalia mokymosi įstaigose   asmenys <sup>1,2,3,4</sup>					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Profesinio mokymo įstaiga	1 283	1 085	1 034	1 311	1 440	1 541
Kolegija	141	108	120	109	109	109
Universitetas	279	244	295	201	218	230





# WHICH STAFF ARE MOST NEEDED:

high, low or medium qualifications?



## HIGHLY QUALIFIED

Open positions only at cvbankas.lt: 9290 pcs.  
Open positions Employment Service: 8349 pcs.



**Requires a university degree, specific competences and experience.**



**Technological advances and digitalisation are creating an ever-increasing demand for workers.**



## LOW- AND MEDIUM-SKILLED

Open positions only at cvbankas.lt: 200 pcs.  
Open positions Employment Service: 2326 pcs.



**Lower wages are offered for more physically demanding work.**



**People avoid hard or manual work.**



**Benefit from a favourable system of unemployment benefits and social assistance.**



# DOES YOUR SALARY OR STATE BENEFITS MEET YOUR FAMILY'S NEEDS?



The gap between the minimum wage and the real cost of living.



**2024-01-01**

**EUR 924 gross**

**700 EUR gross**

**820 EUR gross**

**2025-01-01**

**1038 EUR gross**

**EUR 902,30 gross**

**880 EUR gross (?)**



# DOES YOUR SALARY OR STATE BENEFITS MEET YOUR FAMILY'S NEEDS?



State benefits for families



Tax incentives



Other assistance for those not in employment

Jūsų pateikti duomenys:

Bedarbio statuso suteikimo data: 2024-09-01

Vidutinės mėnesio pajamos: 924.00 Eur

Darbo stažas:

Visi pateikiami skaičiavimai yra preliminarūs. Konkrečiu Jūsų atveju reikšmingos gali būti kitos čia neįvardintos sąlygos.

## GAUTAS REZULTATAS

Mėnesinis nedarbo išmokos dydis 1-3 mėnesį (įmtinai): **573.43 Eur**

Mėnesinis nedarbo išmokos dydis 4-6 mėnesį (įmtinai): **501.73 Eur**

Mėnesinis nedarbo išmokos dydis 7-9 mėnesį (įmtinai): **430.02 Eur**

**Iš viso: 4515.54 Eur**



# ACTION PLAN



## EMPLOYEES

Motivation, curiosity, career drive, planning skills

Adult examples, success stories

Communicating beyond social networks and in your neighbourhood

The courage to try the job



## ORGANISATIONS

Mentors or work friends, open information on career opportunities, gender equality, employment of people with disabilities

Positive company culture: feedback, psychological support

Employers' work schedules: full working hours

A well-paid employee - a more loyal employee



## PUBLIC SUPPORT AND COOPERATION BETWEEN EMPLOYMENT SERVICES

Changes to unemployment status procedures

Nanny/nursery expenses based on family income if he/she is working

Supplementary health insurance or funding for extra-curricular activities for a person who has returned to work or for his/her child/children

Changes to adult training programmes (improving the emotional working environment, teamwork)



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