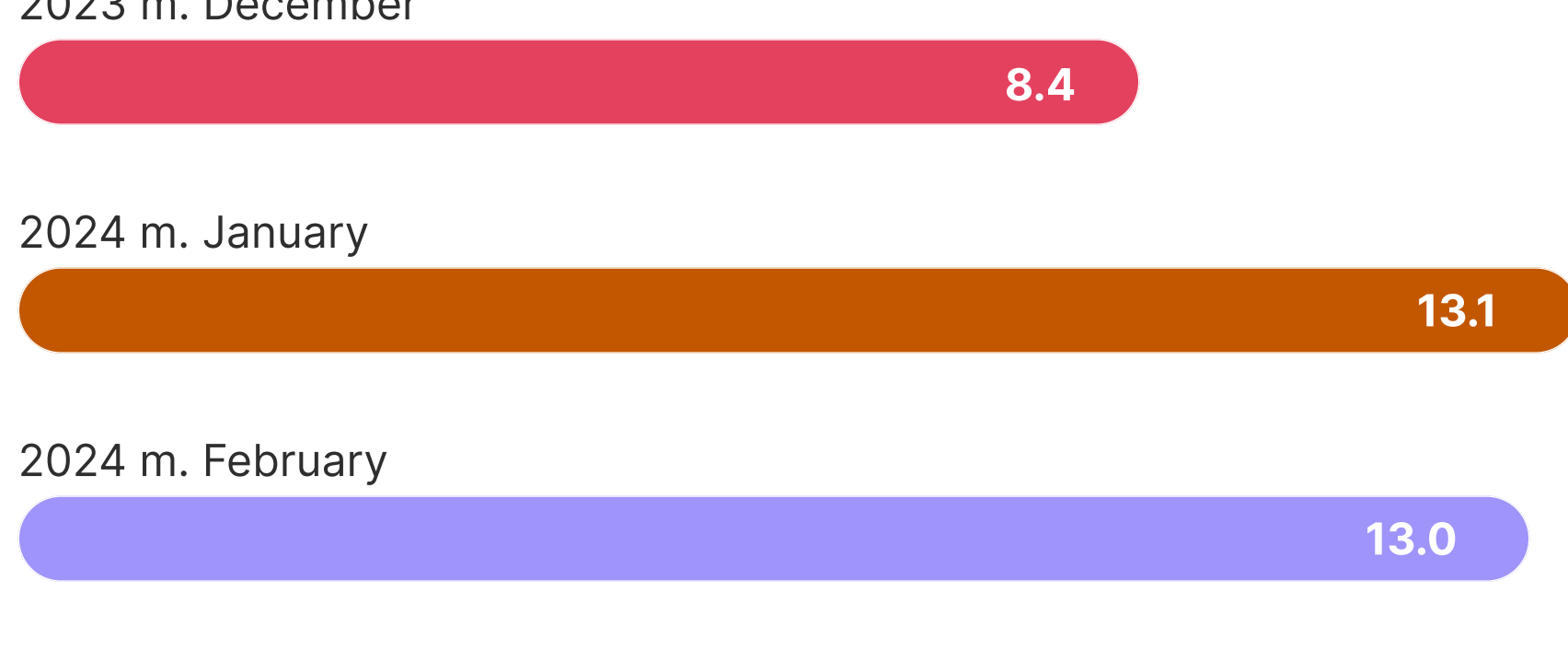


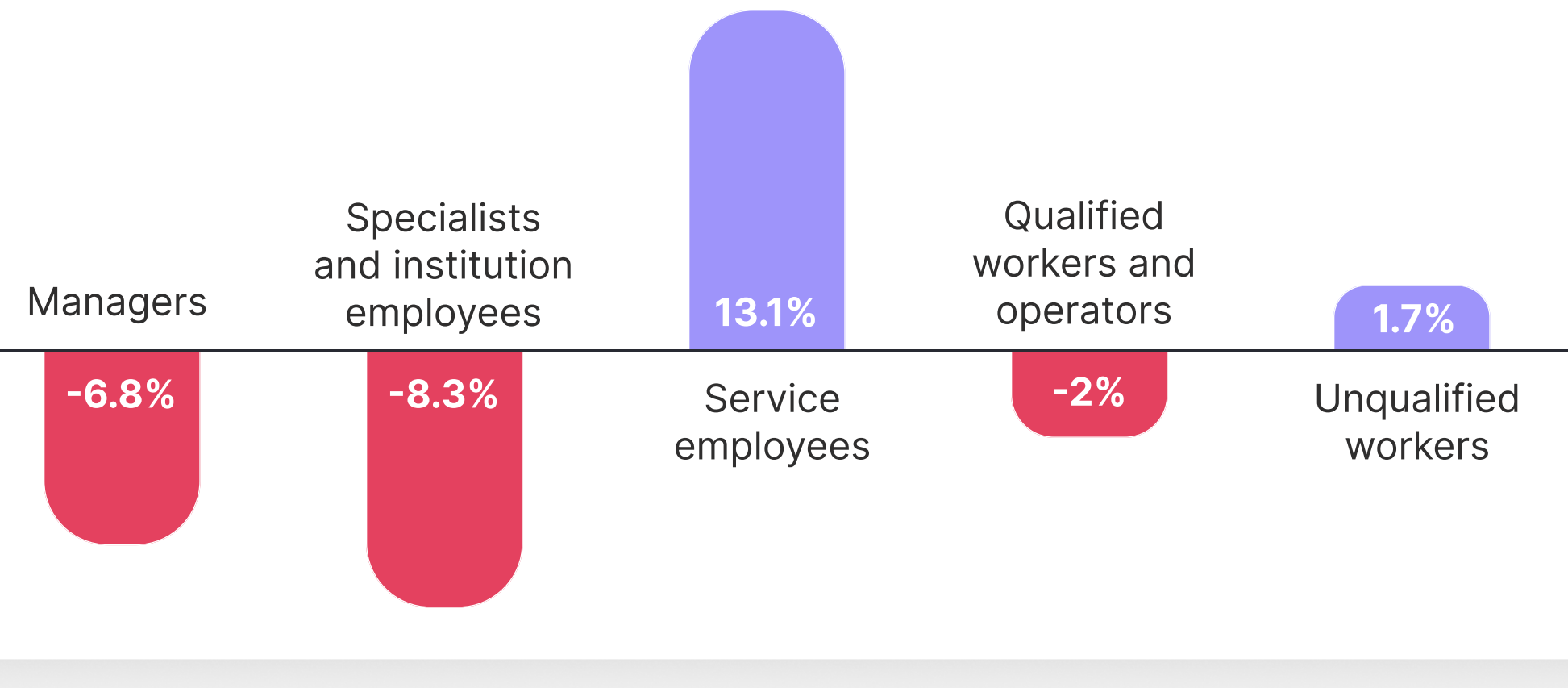
Q1

2024

Registered job vacancies in Lithuania per month (thousands)



The change in registered job vacancies per month (February VS January, 2024)



### Labour market pulse: the start of the new year VS the end of last year

The growth in demand for workers, which picked up at the beginning of the year in January and remained stable in February, not only increases competition in job offers but also reflects the stability of labour market supply in 2024 .

The demand for civil engineers and managers, mechanical engineers and accountants increased at the start of this year compared to the end of 2023. In the services sector, salespeople remained the most in demand.

For this year, the demand for specialists and Institutional civil servants fell by 8.3% in February compared to January. However, in this category, the largest number of job offers was for advertising and marketing professionals, administrative and executive secretaries, accountants and civil engineers.

Meanwhile, the demand for workers in the services sector rose by 13.1%. In this group, salespeople and cooks were the most in demand in February. Demand for salespeople rose by almost a quarter compared to January, while demand for cooks increased by a tenth.

Compared to the same period last year, the proposed average gross salary in January 2024, for advertised job vacancies, increased by 6.1% and reached €1360 gross per month.

Source: Employment Service with LR SAM "Labour Market Situation Review, January and February , 2024"

### What benefits and working conditions are most important for generations ?

#### Baby Boomers (1946-1964):

**Job security:** value stability and job security. This generation is committed to a single career path, seeking company loyalty and long-term employment relationships.

**Health benefits:** as this generation ages, health benefits are becoming increasingly important and valued.

#### Millennials (1981-1996):

**Flexibility:** it is important to have flexible working conditions, including the possibility to work remotely.

**Career opportunities:** continuous learning, skills development and career progression are the core values and hallmarks of this generation.

**Goals at work:** many Millennials seek meaningful work where they can use their creativity to contribute to a common goal.

#### Generation X (1965-1980):

**Work-life balance:** they are pioneers in valuing a healthy work-life balance.

**Career opportunities:** appreciates opportunities for professional growth and improvement of professional skills.

#### Generation Z (1997-2012):

**Digital benefits:** this generation is technologically advanced and therefore values the use of technology at work even more - they value the digital tools provided by their employer.

**Diversity and inclusion:** cherishes corporate social responsibility, with similar themes such as equality, diversity and inclusion in the workplace.

**Professional development:** esteem mentoring and opportunities to learn from more experienced colleagues.

#### Projected trends for the Post-Millennials generation (2013 and beyond):

**Technology and innovation:** as they grow up in the digital age, they will most value companies that promote innovation and the use of technology in the workplace.

**Social impact:** like Generation Z, they will look at corporate social responsibility, finding meaning and positive impact in their work.

Source: Forbes 2024 Workplace Benefits Trends by Generation survey and <https://www.exudeinc.com/blog/7-key-employee-benefits-trends-in-2024/>

In 2018, when just under half (45%) of the world's companies were facing a talent shortage (up to 75% by 2024), the top 3 priorities to boost intergenerational motivation at work were as follows:

★ Baby Boomers and older Generation Xers overwhelmingly valued meaning at work, attractive rewards and a balance between work and leisure.

★ Meanwhile, with the younger generations of Gen Xers and Millennials, there was a new need for employers to ensure not only a balance between work and leisure, and attractive rewards, but also the opportunity for employees to learn new skills.

In 2018, with all generations expecting the same and, in today's context, rather primitive working conditions-benefits, Generation Xers and Millennials had different expectations of employers then. The latter related to investment in employees, starting with the development of their existing skills. This factor laid the foundations for the evolution of the benefits package, which we are observing now and predicting for the future.

Looking at today's generational expectations in terms of working conditions-benefits, we see that the need of Millennials for self-fulfilment at work continues to drive the benefits package revolution. The top priority for this generation is no longer the opportunity to learn new skills, but the prospect of flexible and meaningful career progression. By contrast, Baby Boomers and Generation Xers, even after 6 years, still place the highest value on the balance between work and leisure, and on the meaning of work and the stability of its rewards.

Source: The research data conducted by ManpowerGroup in 2018.

### Get Laid Off With Me

These days, taboo topics are almost non-existent on social networks. Since the beginning of this year, another hot trend has been spreading on the Tik Tok platform - "Get laid off with me". This is an invitation to watch a content creator being fired (usually remotely, during a video call). The trend was sparked by a video that drew outrage from workers worldwide. People started sharing their experiences and examples of inappropriate, unprofessional dismissals by employers. The main mistakes made by employers are: failure to argue or give reasons for dismissal, very little time for the interview, a message from someone other than the employee's line manager, a cold and unsympathetic tone of communication, dissonance between the positive feedback regularly given, and the decision to dismiss. We encourage you to remember that there is a real person behind the screen (or in front of you) for whom the very fact of dismissal is devastating news. And the effort you put into ensuring a transparent and professional dismissal process can have an impact on your reputation, the emotional well-being of the employee and the perception they have of you as a former employer.



"Son, I don't know how we're going to get along without you... but starting Monday we're going to try."

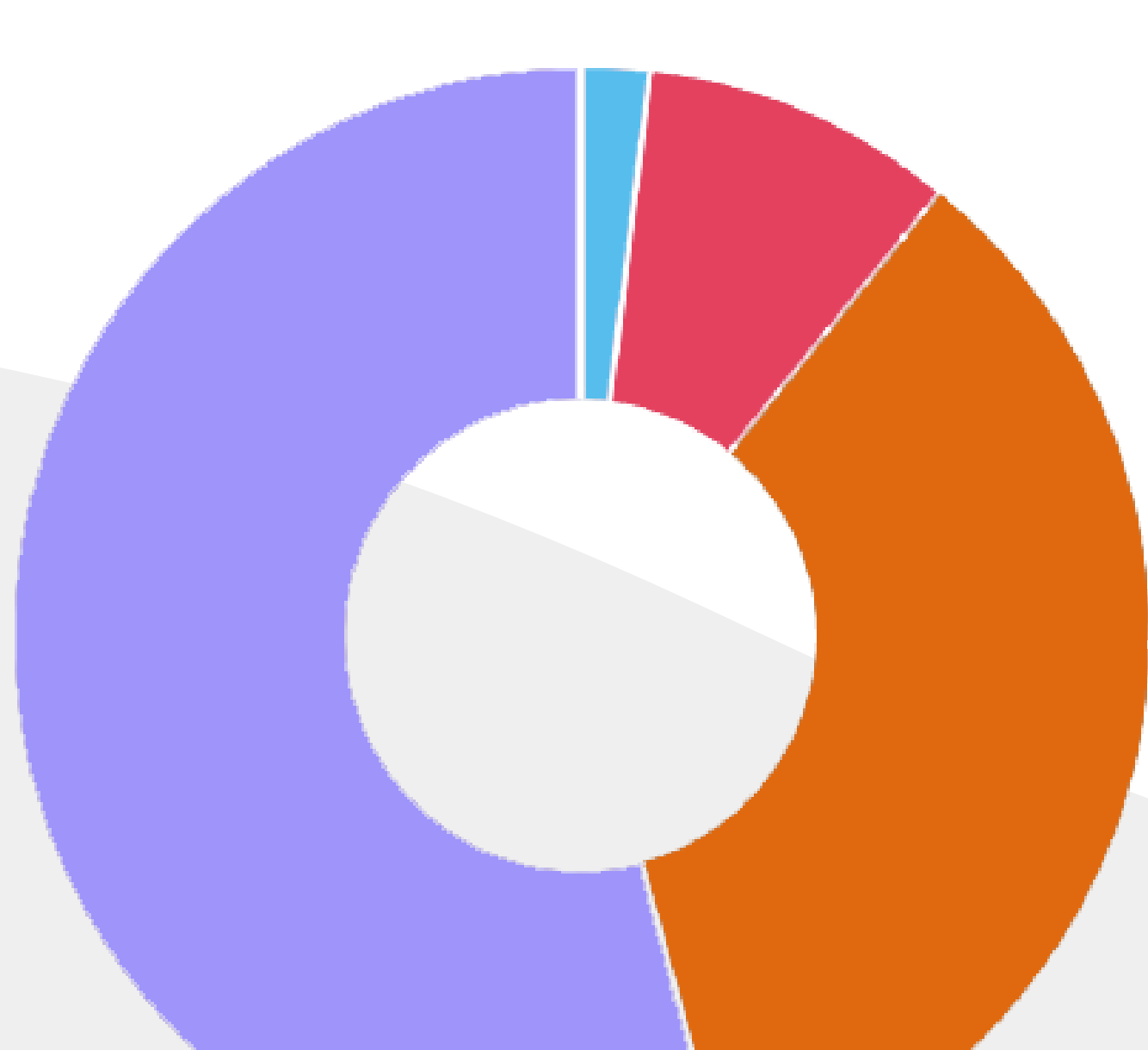
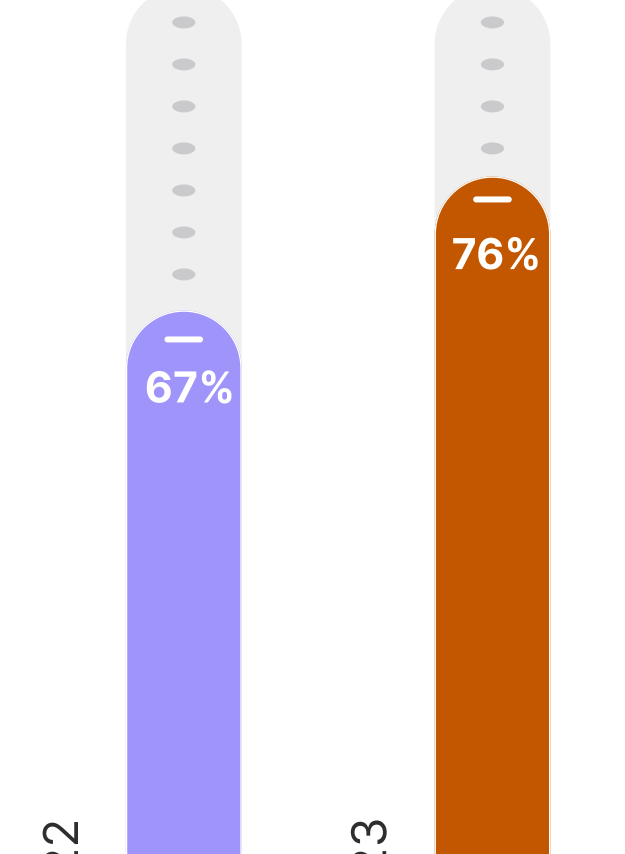
### Stress and burnout: are we looking after the wellbeing of our employees?

Stress is one of the most common causes of work-related adverse health outcomes for workers in Europe and worldwide. Over time, stress at work leads to physical, mental and emotional exhaustion or, in other words, burnout. According to global studies, the level of stress experienced by employees has increased by 13% in the last year compared to 2022. Of course, stress is not always negative - sometimes it's a motivating feeling that keeps you moving forward. According to a study by Champion Health, 37% of all respondents are negatively affected by stress.

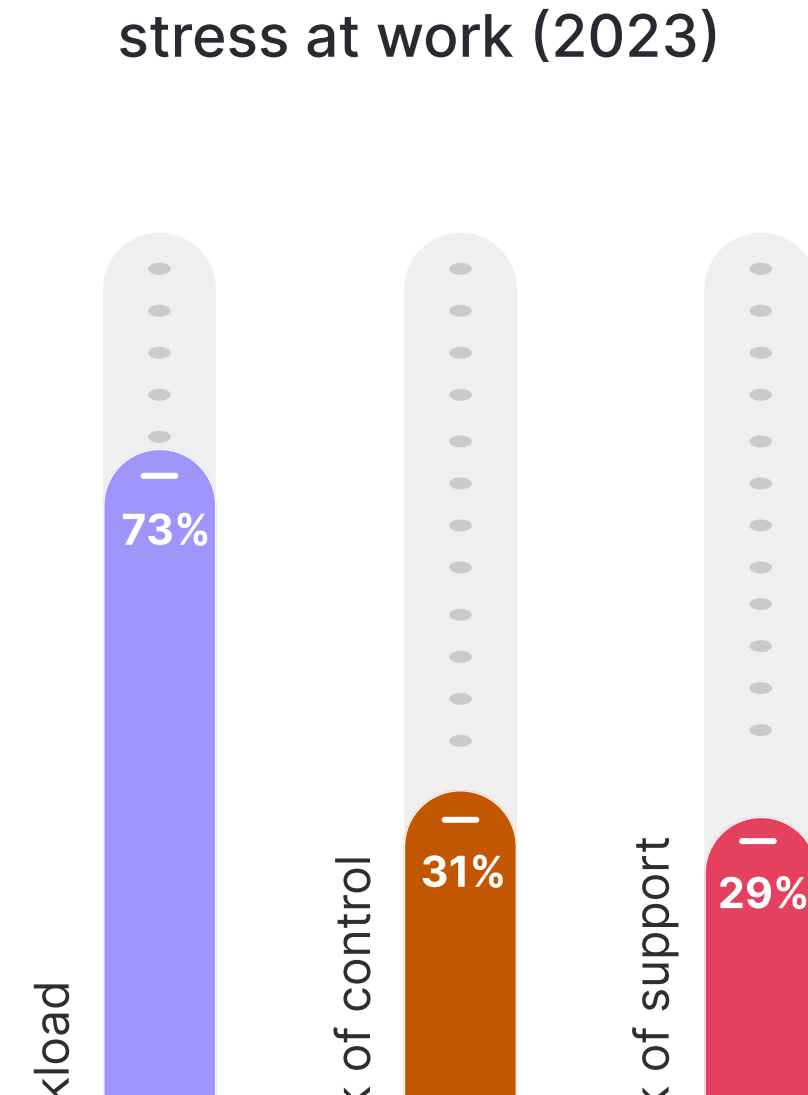
The causes of stress and the solutions to reduce it can vary, but the main tips that managers can use to achieve mental wellbeing are usually related to workload, culture and a sense of security at work. Some of the tips we can offer are:

- Establish clear performance indicators (KPI's) that allow employees to work together rather than compete. This reduces emotional stress when dealing with colleagues and brings more clarity to daily tasks and their purpose.
- Establish and promote a clear and defined communication system that allows employees to speak freely about their concerns in the workplace.
- Work with managers to lead their teams by setting a role model that builds on the company's values and strengthens the overall culture of the organisation.

Percentage experiencing moderate-high stress levels



Causes of negative stress at work (2023)



Source: <https://championhealth.co.uk/insights/guides/workplace-health-report/>

### How to avoid violating the principle of equal opportunities when interviewing candidates?

According to the Labour Code of the Republic of Lithuania, employment relationships are concluded irrespective of candidates' gender, race, nationality, citizenship, language, origin, social status, religion, beliefs or opinions, age, sexual orientation, disability, ethnicity, religion, health, intention to have a child, marital and family status, membership of political parties, trade unions and associations, and circumstances.

The table below shows some of the examples of bad practice in job interviews, and what must be changed.

Subject	Examples of inappropriate job interview questions	Examples of inappropriate feedback or behaviour	What questions and behaviours are possible?
Marital status	"Do you have (or plan to have) children?", "Do you think your family responsibilities will interfere with your work?"	"Having a young child will make it difficult to fit in with work"	"Can you do all the work in the job description?"; "Do you have the necessary experience and skills?"
Age	"How old are you?", "How long do you plan to work before you retire?"	"Our team is youthful, we only accept the young and energetic"	Only in certain cases is it important to know whether the candidate is of the legal age to work.
Gender	"As a woman, how do you balance work and family responsibilities?", "Wouldn't you like to work in a more masculine/feminine job?"	"We have chosen a male candidate for this position because we believe he will be better placed to lead"	Gender mainstreaming can only be justified for certain positions, such as security guards working with women.
Financial situation	"What is your salary now?", "Are you paying your loan?"	The salary offered is lower than others, taking into account the financial situation of the candidate.	"What are your financial expectations?" If the candidate's expectations are higher than what can be offered, this may be a valid reason for rejection.
Nationality	"Where do you come from?", "Do you think your accent will interfere with your communication with clients/colleagues?"	"We have chosen a candidate who shares the same nationality as everyone in our team"	"Do you already have a residence and work permit in Lithuania?"; "Would you be willing to relocate for work?"
Religion	"What religion are you?", "Do you pray during working hours?"	"We didn't choose you because we think your religious practice might not fit in with our team culture"	"Can you do all the jobs in the description?"
Health, disability	"Are you healthy?", "Do you take any medication?"	"We want the candidate to be in good health and able to concentrate on the job"	"Can you do all the jobs in the description?" A candidate may be unsuitable for a job only if illness or disability would directly interfere with the performance of the job.

Continue discussion:

[lt.sales.manpower@manpower.lt](mailto:lt.sales.manpower@manpower.lt)

+370 6491 6109

+370 6553 8677

<https://manpower.lt/en/insights/>