

2024 Horoscope for the IT Sector

In 2024, the IT sector remains in a dark lunar phase and faces a challenging period, similar to the second half of 2023. The most unfavorable and dangerous time was the first five months of the year, during which 306 IT and Tech companies worldwide laid off 89,333 employees. Mercury in the first quarter of the year indicates that, alongside the economic and geopolitical situation, these changes are also driven by companies increasingly relying on AI (Artificial Intelligence) technologies to automate manual and some creative tasks, thereby reducing their completion time. The movement of Jupiter allows predictions that over the next five years, AI will replace about 30% of current administrative staff, and as many as 92% of employers are preparing for further job reductions in 2024.

It is worth being cautious if you work in IT operations, software engineering, or are a middle manager, manager, or designer whose job functions may be automated. A challenging time is anticipated for startups, which are particularly susceptible to global and stellar changes.

Looking ahead, the White Moon (Selene) will highlight the importance of soft skills, adaptability, and the ability to work with AI tools. Companies are advised to invest in employee training to use AI, providing possibilities for up-skilling or re-skilling to adapt to changing conditions in the market. A stellar period is predicted for the demand for IT specialists in fintech, work technologies, cybersecurity, and healthcare: Jupiter, titled the Great Fortune, the King's Star, will move through your sign all year, so you will succeed and be happy.



Sources:

- www.layoffs.fyi
- www.theregister.com
- www.techopedia.com
- www.skillcrush.com

Have you ever wondered which neighbor's grass is the greenest?

We reviewed the labor market statistical data for Lithuania and neighboring countries for the years 2023-2024 and noticed similarities in many areas. You can find the data comparison in the table below:

	Lithuania	Latvia	Estonia	Poland
Average salary (gross)	€2,161	€1,623	€1,979	€1,862
Pension age*	64 (M) / 63 (F) years	65 years	64 years	65 (M) / 60 (F) years
Vacation days + national holidays	20 w/d + 13 d.	20 w/d + 14 d.	28 w/d + 12 d.	20-26 w/d + 13 d.
Unemployment rate	8,5 %	6,5 %	7,4 %	5,0 %
Most demanded roles	IT, Healthcare Workers	IT, Engineers	IT	IT, Construction workers
GDP growth	-0,3 %	-0,3 %	-3,0 %	0,2 %
Employment rate	72,2 %	64,0 %	68,4 %	72,4 %

*Pension age is shown separately for men (M) and women (F) where applicable.

Wherever you look, the grass is similarly green in every country, but in Lithuania, we can take pride in having the highest average wage. Although there is still room for improvement, time shows that progress is happening.

Sources:

- www.osp.stat.gov.lt
- www.stat.gov.lv
- www.stat.ee
- www.stat.gov.pl
- www.data.worldbank.org
- www.economy-finance.ec

Forecasting Career Trends: Hot Skills for 2027

The World Economic Forum, in its report on the future of jobs, highlighted the skills that businesses prioritize and view as rapidly increasing in importance.

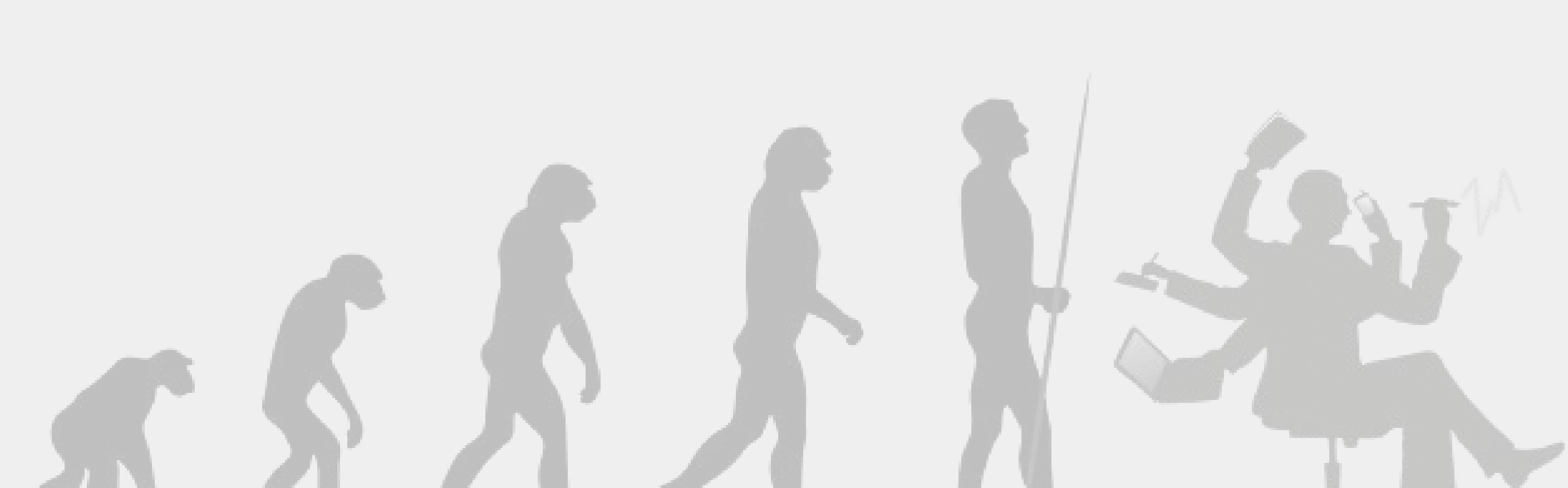
- Creative thinking**
Innovating, finding new solutions to complex problems, and adapting to ever-changing conditions require a creative approach.
- Analytical thinking**
The ability to analyze and make decisions based on facts and figures is becoming increasingly important, especially due to the increasing amount of data.
- Technological literacy**
The use of technology is growing across all industries, and employees must be able to use various tools and systems to remain competitive.
- Curiosity and lifelong learning**
Rapidly changing technologies and work environments require continuous learning and adaptation. The proficiency to constantly learn is crucial to maintaining competitiveness in the market.
- Resilience, flexibility, and agility**
A rapidly changing job market and unexpected changes require the capability to quickly adapt and maintain efficiency, especially during crises.
- Systems thinking**
The ability to see the big picture and understand how various systems work together is essential for solving complex problems.
- AI and big data**
Artificial intelligence and big data analysis tools enable businesses to optimize operations and make more informed decisions.
- Motivation and self-awareness**
The skill to self-motivate and understand one's strengths allows for more effective work and career goal achievement. This is becoming important in a work environment that demands high levels of autonomy.
- Talent management**
The competence to find, develop, and retain talent is crucial for business success, especially in a job market with a shortage of skilled professionals.
- Service orientation and customer service**
High-quality customer service is becoming increasingly important in a competitive market, where customer experience can determine the success of a company.

The report indicates that cognitive skills will continue to grow in importance the fastest, reflecting the increasing need for solving complex problems in the workplace. Creative thinking will grow in importance slightly faster than analytical thinking, and technological literacy ranks third among the essential rapidly growing skills.

Source: [World Economic Forum Future of Jobs Report 2023](#).

The Evolutionary Roots of Modern Stress

Imagine sitting in a high-stakes meeting at work. Your heart races, your palms sweat, and your mind is on high alert. It's almost as if you're being chased by a lion. Why? Our bodies are still wired for ancient dangers.



Ancient Instincts in a Modern World

Thousands of years ago, our ancestors faced life-threatening dangers daily. The body's "fight or flight" response—designed to save us from predators—kicked in, releasing adrenaline and increasing heart rate. Today, these same responses are triggered by modern stressors like deadlines, important meetings, conversations with a manager, even though these threats are not life-threatening.

The Mismatch Problem

This mismatch between our evolved stress responses and contemporary life leads to chronic stress. Unlike our ancestors, who experienced short bursts of stress, we face constant, low-level stress without adequate recovery. This can lead to health issues such as cardiovascular disease, weakened immune function, and mental health disorders.

Adapting to Our New Environment

By recognizing that our bodies are responding to everyday stressors with an outdated survival mechanism, we can develop healthier coping strategies. Techniques like mindfulness, exercise, and rest can reset our overstimulated systems. We'd like to share with you one technique to quickly regain calm. Find a comfortable position and close your eyes. Inhale deeply through your nose for a count of three, filling your lungs completely. Hold the breath for a count of three, then exhale slowly and fully through your mouth for a count of six. Repeat this cycle a few times, allowing each breath to relax your body further.

For more information, check out "Why Zebras Don't Get Ulcers" by Robert Sapolsky and research by the [American Psychological Association on stress and health](#).

Stay mindful, stay balanced, and remember:

not every meeting is a lion attack.

Helping Gen Z to Enter a Baby Boomer-Created World of Work

Have you ever encountered a situation where Millennials, Baby Boomers and Generation Xers eat cake together at the office and celebrate a co-worker's birthday, while a Generation Z co-worker stays at the workplace and simultaneously responds with a heart to a photo of a cake shared by a colleague celebrating a birthday on his Instagram account?

In 2020, when the pandemic began, the oldest members of Generation Z, born in 1997, were 23 years old. Today's professionals have graduated and taken their first steps in the labor market in a slightly different way - remotely. Thus, a significant proportion of Generation Z employees have not worked in the office-based model of work organization common to other generations, so understanding what the norm is in this context is far from a given.

Help build even stronger relationships at work

29% of Generation Z say they have built relationships with colleagues and managers through messaging, and rate it higher than face-to-face or remote meetings. Help your youngest colleagues get to know each other even better by inviting them for a coffee break, a shared lunch or a favourite beverage.

Challenge preconceptions

74% of Generation Z believe that changing jobs equals advancement, so challenge this thinking by creating opportunities for this generation to grow within the same organization. Also, remember that for this broad-minded generation, it is important to have the opportunity to develop competencies beyond the ones needed for the job.

Redefine who is a leader

Generation Z considers integrity and other soft skills to be five times more important than work experience or knowledge, so develop your leadership competencies accordingly.

Introduce your employees to your business ethics

52% of Generation Z employees already feel stressed about their jobs and the uncertainty only adds to it, so integrate them into the office by telling them about office practices, rules and norms from A to Z (work ethics, agreeing to take a break in between jobs, celebrating holidays together, lunch break traditions, dress code agreements, etc.).

Throw stereotypes of the lazy generation aside

Generation Z is often assumed to be solely focused on their personal lives, but as many as 43% of employees put work and career ahead of their personal lives. Give this generation opportunities to prove it with results.

Let's question to what extent the return of employees to the office for Generation Z is really an applicable term? The message for this generation should be adapted accordingly: "an invitation to discover what office work is and what makes it so fascinating".

Source: [Jabra Report "How Gen Z is disrupting the workplace in 2024"](#).