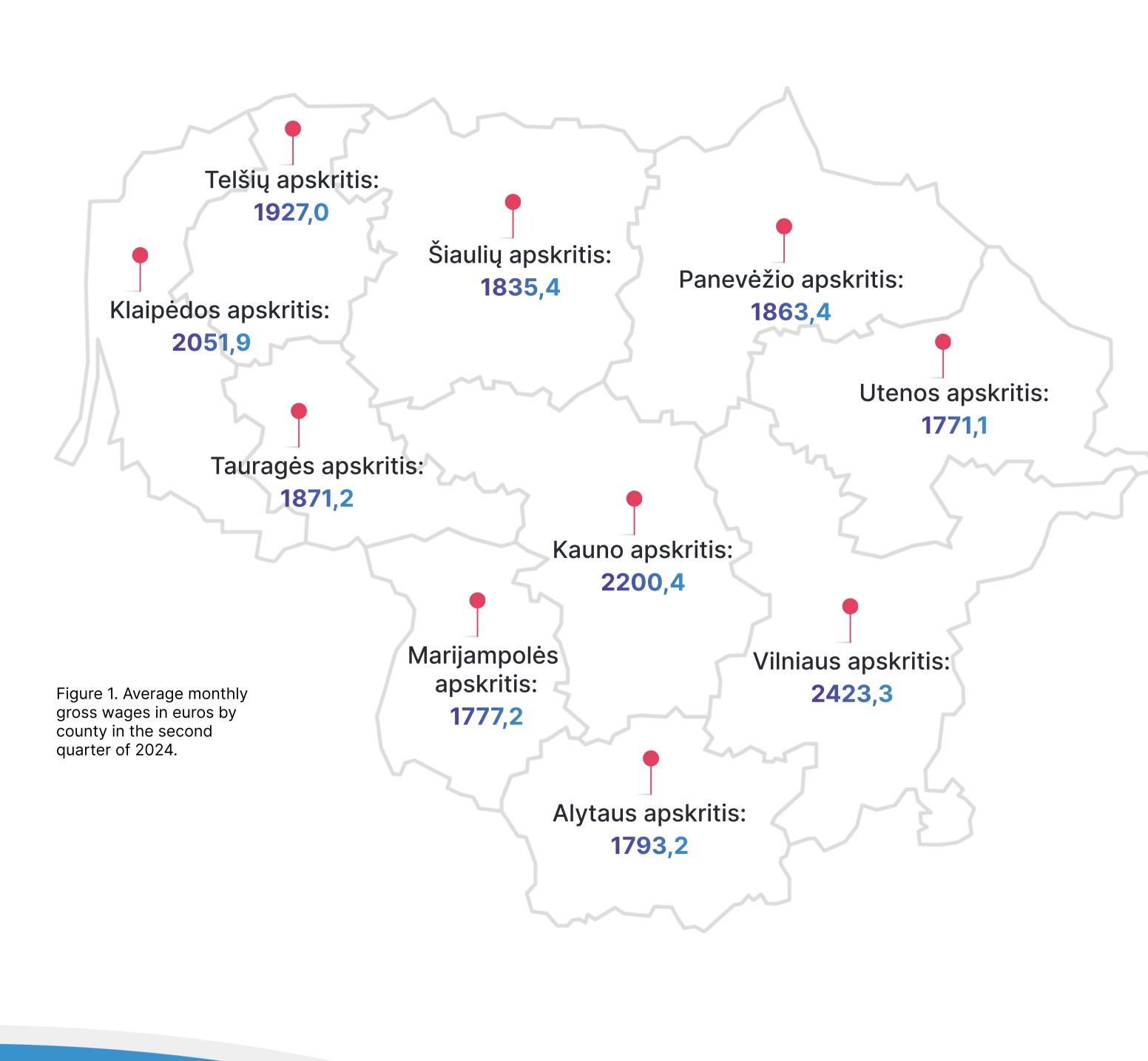


# **Wage Trends in Lithuania**



INFOGRAPHIC

The wage situation in Lithuania is rapidly changing, bringing new opportunities for both employees and employers. Starting in 2025, the minimum monthly wage (MMW) will increase to €1038 gross, which means an additional €114. This represents about a 12% increase, promising not only to reduce income inequality but also to

improve the overall quality of life. Such a leap will undoubtedly affect the average wage, which is also on the rise in Lithuania. In the second quarter of 2024, the average gross salary jumped by 9.8% compared to the same period last year, and real wages, adjusted for inflation, grew by 8.6%. However, wage disparities between regions remain significant: in Vilnius, employees earn an average of €2423.3 per month gross, while in Central and Western Lithuania, the average salary is €2009.7 per month gross. For more detailed information

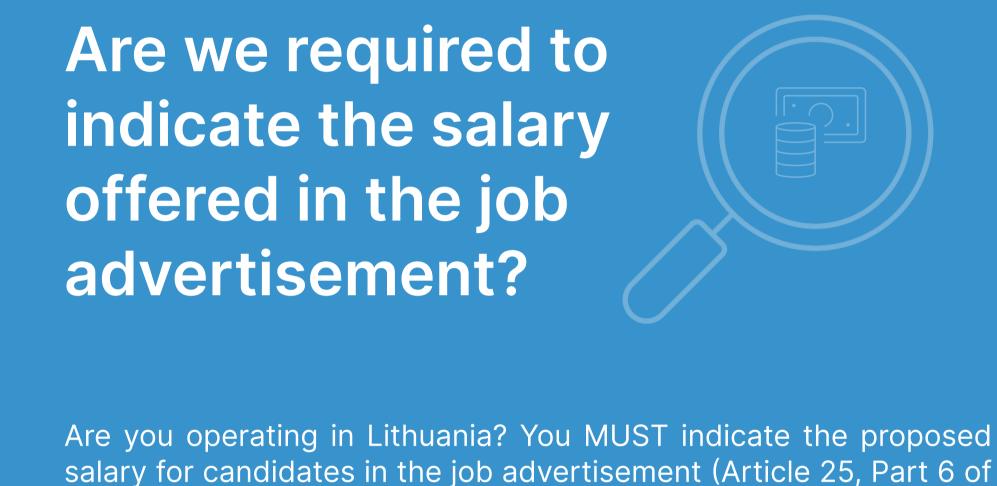
about wages across Lithuania's regions and municipalities, you can refer to the Official Statistics Portal. What does the future hold? Although the labor market will inevitably face new challenges in 2025, wage growth is expected to remain positive, albeit at a slower pace. The

Bank of Lithuania states that due to positive migration, uneven economic recovery across sectors, and stagnant productivity, wage growth pressures are easing, especially in the private sector. The bank forecasts that wages will rise by 8.5% next year, which is less than this year's increase. According to "Swedbank" economists, while inflation is expected to accelerate, wage growth will also continue at 8.2%, about three times faster than price growth. Meanwhile, data from "Figure Baltic Advisory," based on organizational opinions and plans, forecast a 6.4% increase in the average base salary in 2025. Sources:

www.osp.stat.gov.lt

Insights", at "SmartHR Partners" seminar "Compensation and

www.swedbank-research.com



the Labor Code of the Republic of Lithuania). Your colleague from the HR department wasn't lying; such an article indeed exists, and failing to comply with it can result in fines

ranging from €240 to €880 for the directors or representatives of legal entities. If you haven't taken the salary disclosure in job ads seriously so far, or if you're hearing about this requirement for the first time, we're dedicating this topic to you.

If using a salary range, both the lower and upper limits must be indicated.

Rules for the job candidate search game:

www.socmin.lrv.lt

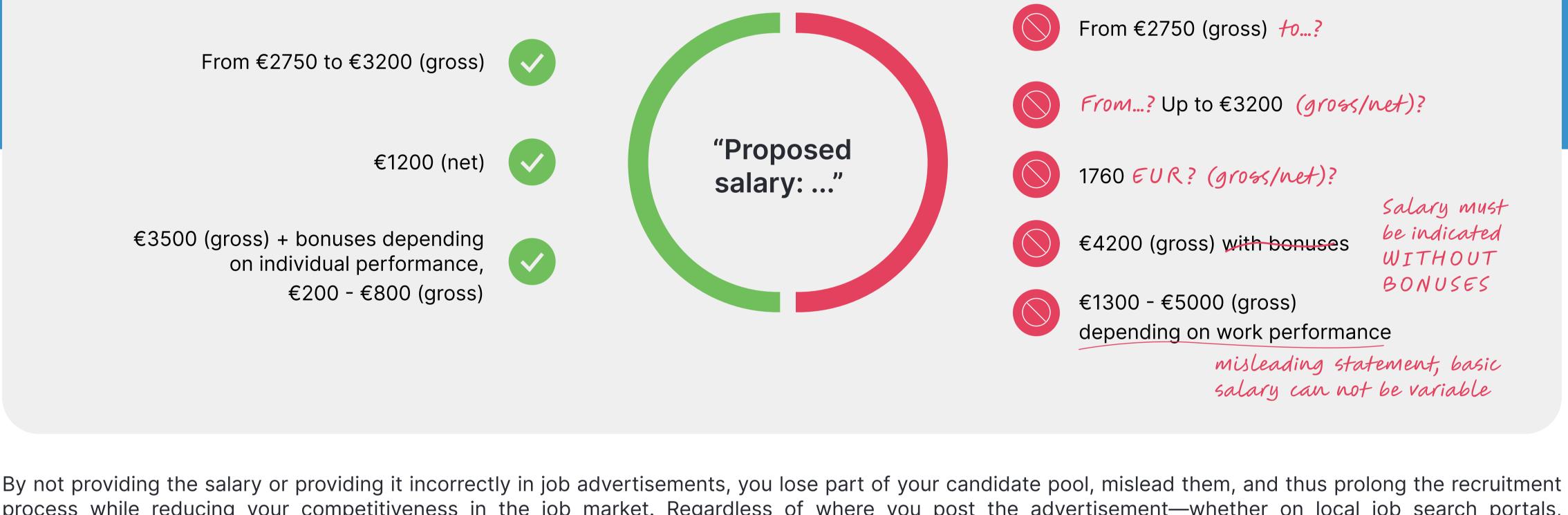
www.lb.lt

benefits 2.0".

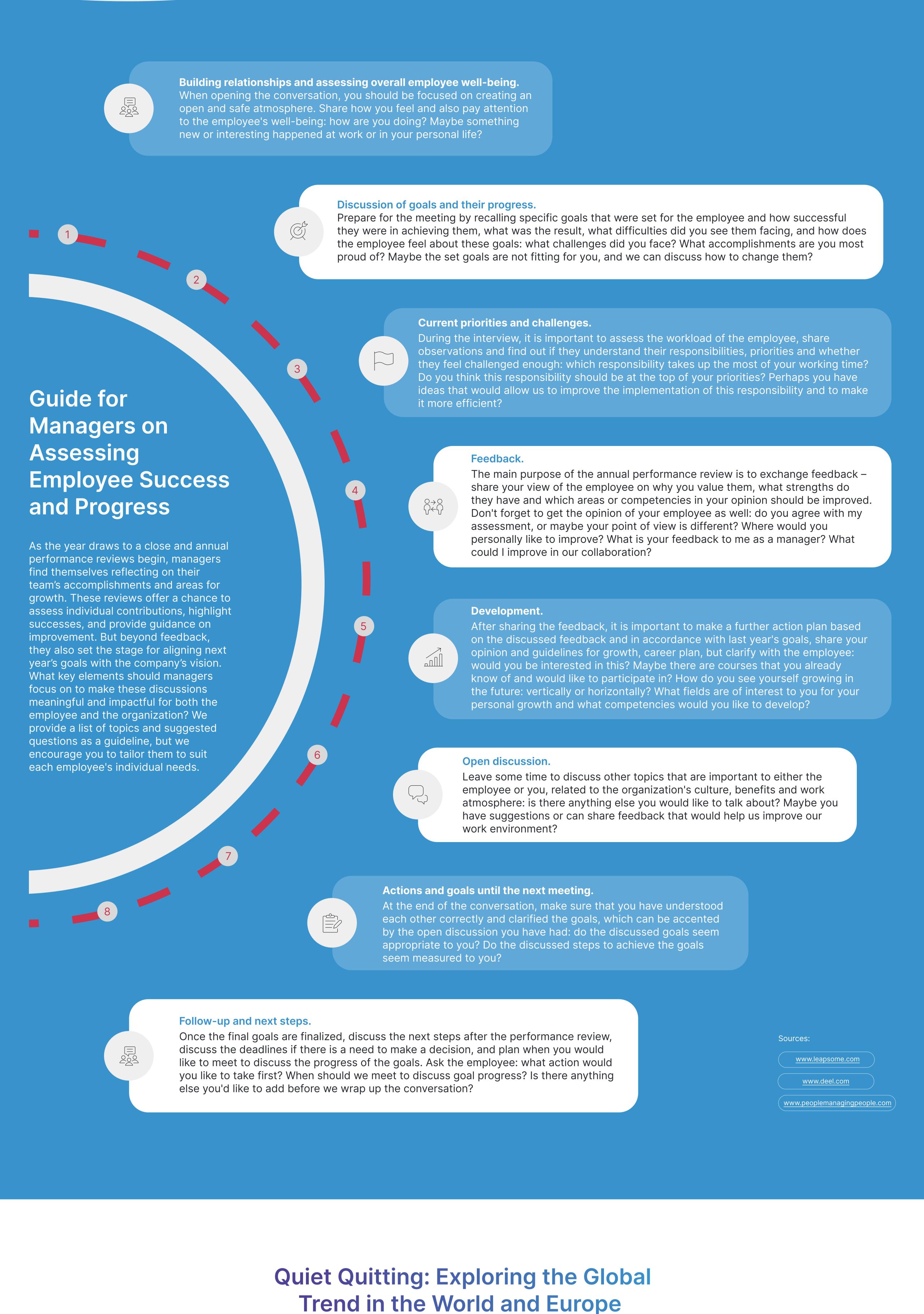
Next to the stated salary, it must be clarified whether the amount is gross or net.

The job advertisement must specify a fixed or ranged salary.

- Doly the base salary must be indicated, and if necessary, additional forms of remuneration (bonuses, commissions, per diems) can be mentioned alongside.







How to spot a quiet quitter?

Diminished

enthusiasm

Workers who are checked out and coasting

aren't contributing as much as they could.

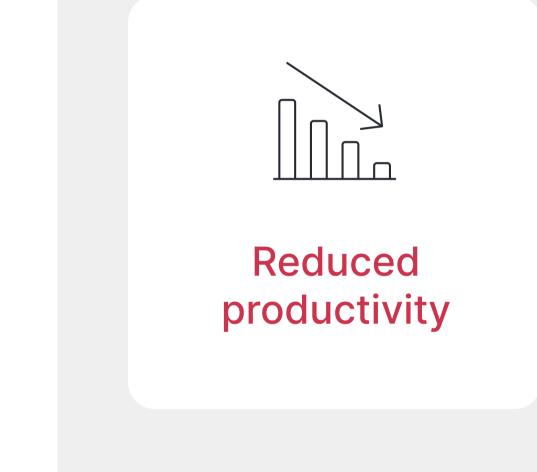
Research also tells us that disengaged

workforces are more likely to experience

levels and even increased occurrences of

accidents in the workplace.

worse health, see lower customer satisfaction



Global perspective

Worldwide, employees, especially from

younger generations, no longer want to

and remote work further blurred the

many as 59% of employees globally

overwork at the expense of their well-being.

This shift was accelerated by the pandemic,

boundaries between work and personal life.

According to last year's Gallup survey, as

Quiet quitting is an informal term for

the practice of reducing the amount

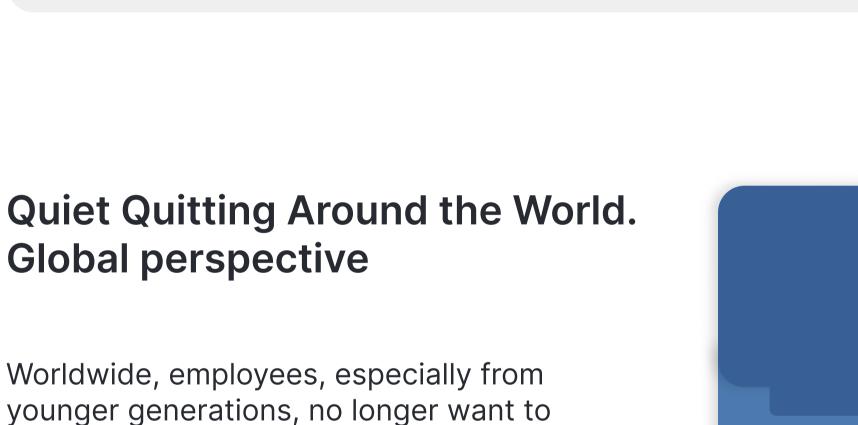
of effort one devotes to one's job. It

refers to doing the minimum

enthusiasm than necessary.

requirements of one's job and

putting in no more time, effort, or



Lack of

contribution

Quiet quitting matters to HR,

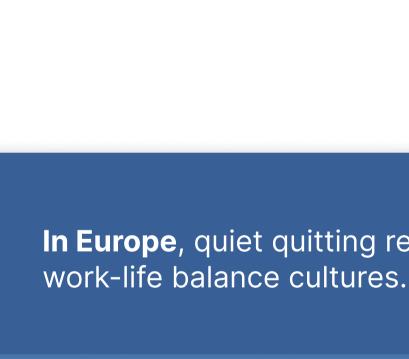
with it are detrimental to

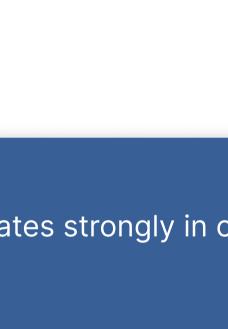
success.

organisations and entire economies

because the behaviours associated

productivity, growth and profitable



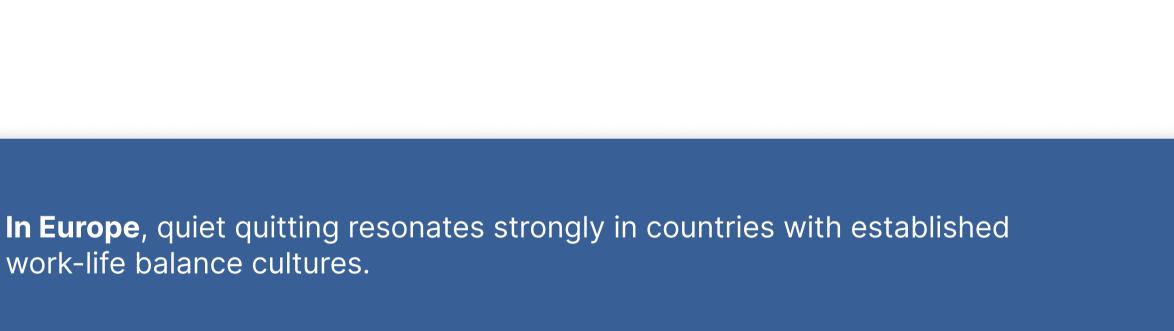


workers feel the need to step back and prioritize their mental health. This trend has

sparked discussions on improving workplace culture, with businesses recognizing the

Decreased

participation



Disengaging from

meetings

Employee engagement is a key metric of

organisations as a whole. Businesses with

high levels of staff engagement see higher

productivity, better problem solving, more

collaboration and loftier profit margins.

success for both HR departments and

## belong to the quiet quitting phenomenon. The same survey revealed that in Europe, 39% of employees experience stress at work daily, 37% experience anxiety, 19%

feel anger, and 21% feel sadness. Sources:

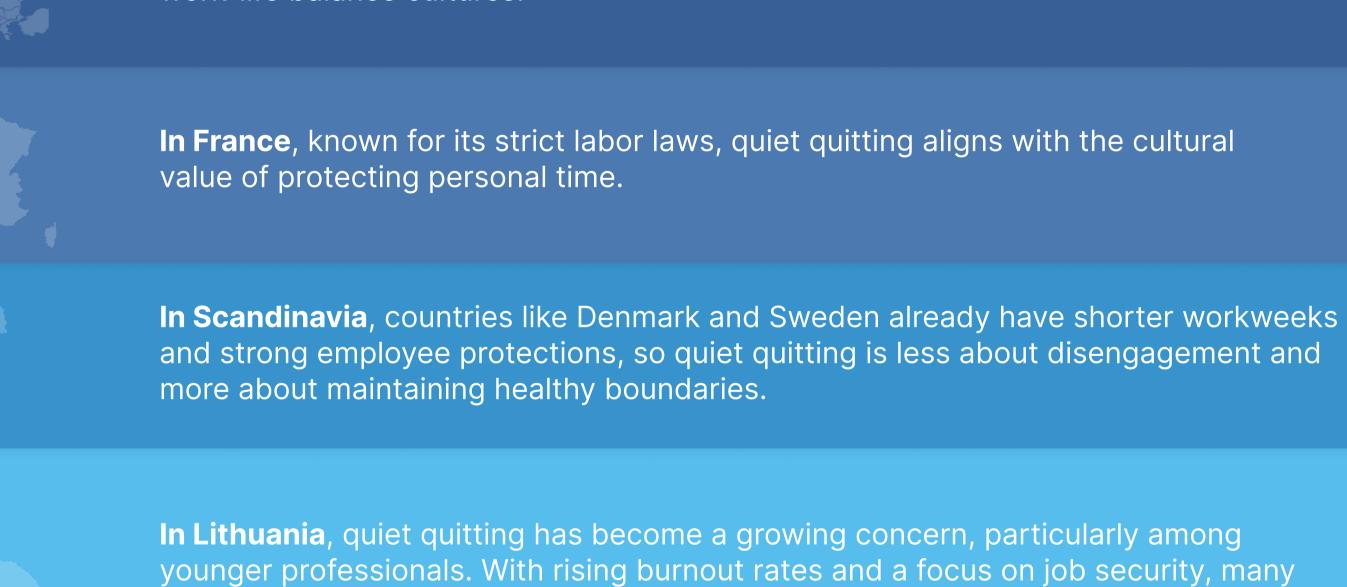
www.forbes.com

www.ft.com

www.weforum.org

www.hrgapevine.com

www.linklaters.com



address these challenges can expect higher employee engagement and better outcomes.

Quiet quitting highlights the need to improve work conditions and prioritize employee well-being. Organizations that

need to address well-being and redefine productivity.

# "Kind regards"

alternatives

- - Kind regards

Linkėjimai

- Best wishes finds you well
- Gražios dienos Pagarbiai I hope my email

- ADD A LITTLE BIT OF spice

## Lukewarm regards Over and out

- Best...ish Please hesitate to reach out I just work here
- With the last straw
- Always at your service (8AM to 5 PM) Your favorite email sender Sending good vibes and timely replies
- 2 seconds away from 2007 Britney No cheers, all tears • I hope this email finds you before I do

66666

- Stay sassy queens Never fast, always furious
- Su geriausiais linkėjimais ChatGPT