

Lithuania fact sheet

Introduction

Lithuania became a Member State of the European Union in 2004 and took up the Presidency of the Council of the European Union on 1 July 2013. It is the largest of the three Baltic states, with a population of three million. It seceded from the Soviet Union in 1990 and joined the United Nations in September 1991. The Lithuanian economy grew impressively in the years following EU accession up to 2008, but it suffered a severe drop in its GDP in 2009 as a result of the financial crisis. Since then, GDP has begun to grow strongly again. Unemployment was 13% in April 2013 compared to an EU rate of 11%. Lithuania ranks 41st out of 186 countries in the UNDP's Human Development Index.

Eurofound gathers information on living and working conditions across Europe in order to provide knowledge to assist in the development of social and work-related policies. This fact sheet presents key information about Lithuania drawn from Eurofound's research.

Quality of life

Improving the quality of life of its citizens is a fundamental objective of the European Union. This endeavour in part involves improving the objective conditions under which people live – such as their economic security, housing and access to health services. But it also requires that the subjective aspects of life – such as well-being, sense of social inclusion and trust – are addressed.

Subjective well-being

Subjective well-being is an aspect of quality of life that can be complementary to other measures of progress such as income and living conditions – to which it is only indirectly connected – as it provides information on how people are feeling in the light of those circumstances.

	Lithuania	EU27
Life satisfaction (1–10)	6.7	7.1
Happiness (1–10)	7.0	7.4
Optimism about the future (% agree or strongly agree)	60%	52%

Living standards and deprivation

Material deprivation concerns the inability to afford items that are considered essential. As a measure of material deprivation, respondents were asked if their households could afford six basic items, assuming they wanted them. This measure captures financial strain more than income as it looks at what people currently cannot afford, no matter what they own and how much they earn.

	Lithuania	EU27
Difficulty making ends meet (% difficult or very difficult)	19%	17%
Number of items people cannot afford (0–6)	2.4	1.2
Cannot afford to buy new, rather than second-hand clothes	39%	17%

Health and care

Healthcare services are fundamental to well-being, and are the largest sector of employment and expenditure among the generally used public services. Health is important as such, but also as a factor of economic growth through improving work participation and productivity, crucial in the context of an ageing society and enabling longer working lives. From a different perspective, providing care for children or relatives is an important societal responsibility carried out by families, one that has implications for people's opportunities to take up paid work.

	Lithuania	EU27
Satisfaction with health (1–10)	6.9	7.3
Health rated as bad or very bad	21%	9%
WHO-5 mental well-being index (0–100)	58.4	62.5
Quality of healthcare services (1–10)	5.2	6.3
Involvement in caring for elderly or disabled relatives (% several days a week or every day)	15%	9%

Quality of society

Quality of society is inherent in the multidimensional concept of quality of life. Indicators of quality of society reflect Europeans' views on those contextual phenomena that go beyond individual circumstances and could be particularly sensitive elements of the social climate in the environment of economic crisis: trust in people, trust in public institutions, and the perceived tensions between various groups in society.

	Lithuania	EU27
Trust in people (1–10)	4.7	5.1
Trust in the government (1–10)	3.0	4.0
Tension between different racial or ethnic groups (% who perceive a lot of tension)	16%	37%
Tension between poor people and rich people (% who perceive a lot of tension)	60%	35%
Participation in voluntary work	23%	32%
Attended a protest or demonstration in the last 12 months	2%	6%

Working conditions

Work plays a significant role in the lives of people, and promoting the improvement of working conditions and the quality of work and employment is a key goal of the EU. Working conditions encompass all factors that determine the way in which people work, including employment status, working time arrangements, work organisation, learning and training, physical and psychosocial risk factors, health and safety, worker participation, work–life balance, health at work and pay.

Job fulfilment

Many people spend a significant amount of time at work, so being fulfilled by one's work strongly influences well-being. The workplace is an important social environment where relationships are formed and social needs are met. Work can give a sense of meaning when the tasks are done well and the objectives set for the work are met.

	Lithuania	EU27
Satisfied or very satisfied with working conditions	71%	84%
'I have very good friends at work.' (% who agree)	66%	74%
'I am well paid for the work I do.' (% who agree)	23%	41%

Job security

Indefinite contracts give high security in the labour market because of their open duration, social benefits (social protection and unemployment benefits) and representation rights. The feeling of precariousness in employment is a psychosocial risk that affects workers' health and well-being.

	Lithuania	EU27
Employees with an indefinite contract	88%	80%
'I might lose my job in the next 6 months.' (% who agree)	40%	16%

ICT in the workplace

Work is becoming more reliant on technology, especially on computer use, and increasing the adoption of technology is core to growth. Technology also makes it possible to work remotely, either away from the office or from the main place of work. These developments have not only reshaped the sectoral structure of most economies, but also the way in which tasks are performed.

	Lithuania	EU27
Work involves using the internet or email	43%	44%
Own home is main place of work	5%	4%

Company policies and practices

Eurofound's research on European companies focuses on systematically mapping and quantifying company policies and practices across Europe. It monitors trends in the development of company practices and analyses their impact. The general structures and practices of company-level employee representation are another focus of interest, with studies shedding light on the different channels of representation, on resources available to employee representatives and on the impact of social dialogue on company decisions in different areas.

Working time flexibility

Flexitime schemes that enable employees to bank hours can meet the interests of both employers and employees. They grant employers greater flexibility in managing workload variations, enabling them to react flexibly to changing market conditions. For employees, the benefits consist mainly of an increase in their time sovereignty and greater control over their work-life balance.

	Lithuania	EU27
Companies with flexitime	52%	57%
Companies allowing employees to accumulate hours (working longer on some days and less on other days)	50%	68%
Companies allowing employees to accumulate hours for full days off	62%	76%

Social dialogue

Social dialogue within companies involves the participation of recognised employee representatives in decisions concerning the employment relationship in the workplace. Such involvement may be limited to being informed by management on the company's financial status, or it may extend to consultation, negotiation or joint participation in decision-making. A great variety of institutional structures exists among the Member States with regard to the formal organisation of employee representation.

	Lithuania	EU27
Companies with institutional employee representation	21%	31%
Employee representatives receiving relevant data on the economic and financial situation of the company	83%	86%
Employee representatives with strong influence on pay determination	39%	39%
Employee representatives with strong influence on structural changes (restructuring, relocation, takeover)	29%	42%
Employee representatives with strong influence on work organisation	58%	58%

Training

Globalisation, technological change, an ageing population and wider societal changes have contributed to increasing uncertainty about future labour market needs. Ongoing training and lifelong education of workers is crucial for companies to remain competitive in the context of changing market conditions, as well as for their capacity to innovate.

	Lithuania	EU27
Companies checking training needs regularly	55%	73%
Companies giving time off for training	42%	62%

Sources

Information for this fact sheet comes from the most recent waves of Eurofound's three surveys: the [third European Quality of Life Survey \(EQLS\)](#), carried out in 2011–2012; the [fifth European Working Conditions Survey \(EWCS\)](#), carried out in 2010; and the [second European Company Survey \(ECS\)](#), carried out in 2009. Eurofound's Network of European Observatories includes Lithuania in its updates on [industrial relations](#) and [working conditions](#) and offers an [industrial relations profile](#).

About Eurofound

For more information about Eurofound and its work, and free access to all our data and findings, visit www.eurofound.europa.eu or find us on the following social media channels:

- **Twitter** twitter.com/eurofound
- **Facebook** www.facebook.com/eurofound.europa.eu
- **YouTube** www.youtube.com/user/eurofound