



LITHUANIAN LABOUR
EXCHANGE

ANNUAL REPORT

2003

	2002	2003	%
<i>Placed into jobs and involved into population employment programmes</i>	278360	293350	+5,4
<i>Involved into labour market active policy programmes</i>	127400	146590	+15,1
<i>Granted unemployment benefits</i>	64930	52170	-19,7
<i>Number of registered unemployed at the end of the year</i>	191150	158820	-16,9
<i>Average annual unemployment rate</i>	11,3	10,3	-8,8

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Director
Vidas Šlekaitis

The mission of Lithuanian Labour Exchange is to help job seekers in finding jobs, to increase their competition abilities in labour market and to provide the state economy with the necessary labour force. Therefore, we aim at rendering of services, which would give motivation to the unemployed to change, and would make unemployment to become the beginning of new possibilities. In realising our objectives, the main role is attributed to the personnel. We try to keep talented workers assisting in their promotion, implementing innovative models of skills training in local labour exchanges.

In the country labour market, during the last two years the number of unemployed decreased by 65 thous., and only during the last year – by 35 thous. The unemployment rate at the end of the year was 9,8%, and only in two municipalities exceeded 20%. In the territories of the highest unemployment it was decreasing faster than the average in the country. Labour market was further characterised by positive changes. It became more attractive, offering better possibilities to find not a temporary but a permanent job. Territorial differences of unemployment were managed to mitigate, and there were no large seasonal fluctuations in the number of unemployed.

Our activity was directed towards the active support of unemployed. During the last year we created new employment opportunities for 130 thous. and involved into active labour market policy programmes about 150 thous. of persons. People were oriented towards acquiring professions, improving qualification.

The decreasing number of long-term unemployed was one of the main objectives of activity in 2003. It was decreased by almost 20 thous. If in 2002 every third registered was a long-term unemployed, in 2003 that was every fourth.

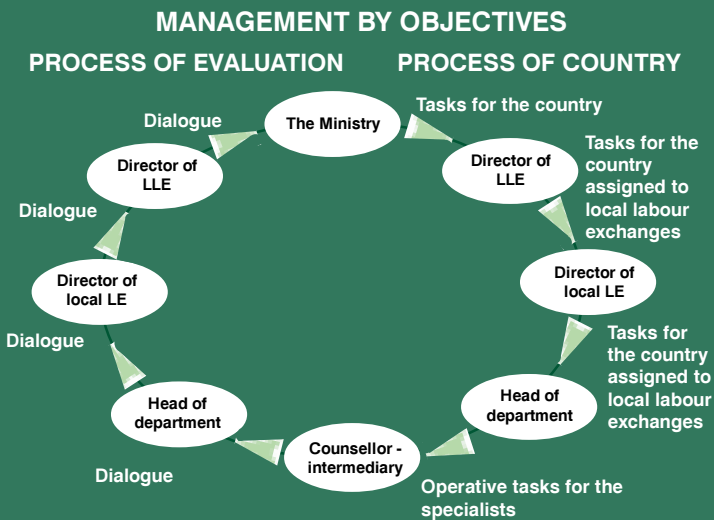
New services for clients are being installed. The Information Society Development Commission of the Government of the Republic of Lithuania awarded a title of a "New Book-carrier" to the Lithuanian Labour Exchange for providing some useful Internet solutions for population. Today one can find a job, receive information on employment possibilities and answers to various questions not only coming to a labour exchange, but also visiting our web site. At the nearest time employers will be given the possibility to announce job vacancies themselves, and job seekers – access to register themselves in an Internet data basis.

From May 1, 2004 Lithuanian Labour Exchange will join the EURES – European Employment Services network. Our advisers in EURES will provide with information and consultations about job vacancies, living and working conditions in Europe.

- ✓ We started implementation of the first Lithuanian Labour Exchange Strategic and Business Plan for 2003-2005.
- ✓ We made preconditions for preparing the projects for EU structural funds and formed the Management Committee for European Social Fund and the team of counsellors.
- ✓ We prepared projects for PHARE and Leonardo da Vinci programme support fund "Improvement of services for employers, job seekers and professional career seekers" and "Meeting the Needs of Employment: European Curriculum Guidelines for Lifelong Vocational Counsellor in the Line with the Challenges of EU Enlargement".
- ✓ We realised the pilot project of creating of regional labour market management system in Alytus and formed councils of directors in all regions (counties).

For modernisation of activity and improving direct services:

- ✓ *We created preconditions for a new service – realized free movement of persons, established 8 EURES offices, formed a team of EURES advisers and assistants of advisers in all local labour exchanges.*
- ✓ *We completed implementation of a new model of client service, standardization of mediating and counselling services.*
- ✓ *We implemented a new service for information and consultation of clients – the same phone number 8 700 55166.*
- ✓ *We prepared the new programme for unemployed: planning of career – beginning of new possibilities; improved making of the employment plans.*
- ✓ *We implemented a new service for the persons seeking for the professional career: barometers of employment possibilities - the way to the right solution.*
- ✓ *We prepared for the integration into network of EU employment services. We perfected the management by the objectives by implementing of planning of operative actions, created management information system.*
- ✓ *We started realisation of new programmes for the most socially vulnerable groups of unemployed – "Employment support for elderly unemployed 55+", "Work training and employment of the Romany in Vilnius city".*
- ✓ *We formed together with the Prison Department a system of services for persons ready to release and already released from places of imprisonment.*
- ✓ *We improved conditions of client service in Panevėžys, Utena, Kėdainiai, Šakiai, Šilalė local labour exchanges.*
- ✓



In 2003 all objectives and tasks established for the Lithuanian Labour Exchange were achieved.

For perfection of system of management by objectives:

- * the management information system for monitoring of established objectives and tasks of activity was created;
- * implementation of essential part of system of management by objectives – operative planning of actions - was commenced.

The Ministry of Social Security and Labour established objectives and tasks taking into account forecasted changes decreasing unemployment rate, the Programme of Increasing Employment of the Republic of Lithuania for 2001-2004 and decision of the Council of the European Union on Employment Guidelines, and aiming at continuity of Lithuanian Labour Exchange activity directions.

Objectives and tasks

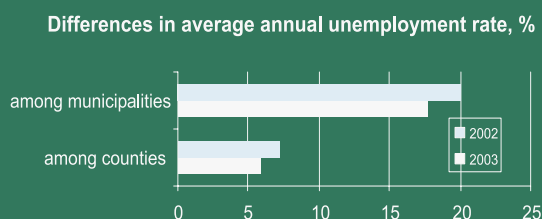
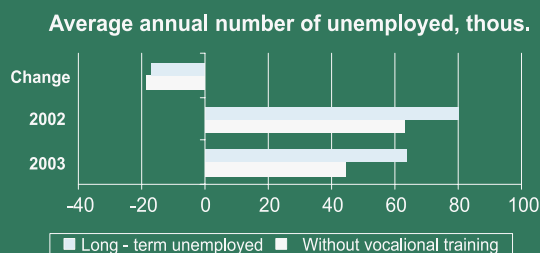
- √ Increasing of employment abilities of disabled, non - qualified and long - term unemployed;
- √ Decreasing of territorial disparities of unemployment rate (among neighbourhoods, municipalities, regions (counties));
- √ Preparation for membership in the EU implementing the programme "Free movement of persons".

Realising PHARE Twinning project "Preparation for the European Employment Strategy" and using software recommended by experts of Swedish National Labour Market Board QlikView, the management information system for heads of labour exchanges was created in Alytus labour exchange. In local labour exchanges implementation of operative planning of actions was commenced for foreseeing of activity of specialists and periodical assessment of results in realisation of objectives and tasks established.

Activity results

thous.

	2003
Placed into jobs	130,6
Permanent job	98,4
Temporary job	32,2
Active support	146,6
Vocational training	34,5
Preventive vocational training	3,2
Vocational training of unemployed	18,2
Developing of entrepreneurship of unemployed	4,6
Renovation of skills of long - term unemployed	8,5
Job clubs	53,8
Employment support	58,3
Public works	50,6
Supported works	4,4
Subsidized works	3,2
Interest - free business loans	0,011
Mediation for activity upon business licences	14,2
Passive support	52,2
Unemployment benefits granted	44,1
Pre - pension unemployment benefits granted	8,1



It was managed to increase significantly integration in labour market of long - term and non - qualified unemployed and to solve problems of their unemployment.

Placement mediation and active support of unemployed helped to mitigate territorial differences of unemployment.

The EURES network was created in Lithuania – EURES Co-ordinator service in LLE and EURES offices in Vilnius, Kaunas, Klaipėda, Šiauliai, Utena, Panevėžys, Tauragė and Alytus labour exchanges.

By job seeking and active labour market policy measures:

- ✓ expected average annual unemployment rate decreased by 1,7%;
- ✓ 89,2% of registered vacancies filled within period requested by employers;
- ✓ 72% of unemployed after expiring of time of works supported from the Employment Fund stayed for permanent work;
- ✓ 66% of unemployed who acquired new profession and 54% – the first professional qualification got jobs within 90 days after finishing vocational training.
- ✓ 29 % decreased annual average long-term unemployed number;
- ✓ 20.9 % decreased annual average unskilled unemployed number.

Increasing employment abilities of disabled, non - qualified and long - term unemployed

For increasing of employment abilities, measures for renovation of long - term unemployed professional knowledge and practical skills were implemented, employment support increased, professional qualifications provided, access to services and information for disabled persons improved.

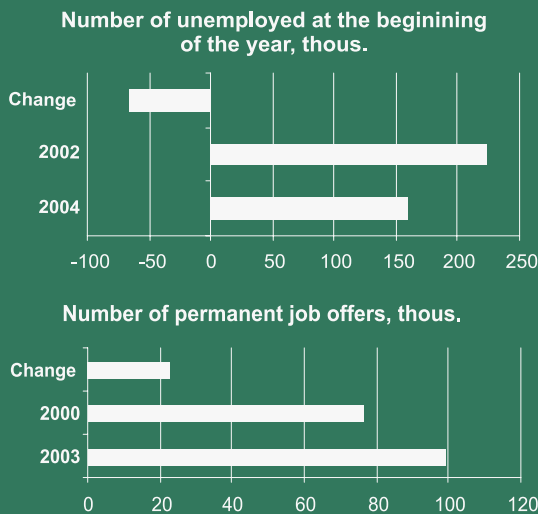
Average annual number of unemployed searching job for more than a year decreased by almost 20 thous., and without professional training – by almost 17 thous. New job opportunities were provided for 2,1 thous. and employment opportunities – for 3,0 thous. of persons with disabilities. It is by 1,5 thous. more than in 2002.

Decreasing of territorial disparities of unemployment rate

For decreasing of unemployment disparities, entrepreneurship was supported, different conditions for creation of jobs were initiated, information about flexible forms of work organisation and applying thereof was provided, qualification of labour force was improved, preparation and realisation of local employment initiatives projects was organised. During 2002-2003 difference between the highest and the lowest average annual unemployment rate in the counties decreased from 7,2 till 5,9 percent points. At the end of 2003 there were only 2 territories in Lithuania where unemployment exceeded 20%.

Preparing for membership in the EU by realising the programme "Free Movement of Persons"

Aiming at preparing for membership in the EU, realising the programme "Free Movement of Persons", Lithuanian Labour Exchange improved information system DBIRŽA - I, established 8 EURES offices in local labour exchanges and EURES network Co - ordinator service in Lithuanian Labour Exchange. From May 1, 2004 clients of Lithuanian Labour Exchange will receive new service – exhaustive information about jobs vacancies available in EU, consultations about living and working conditions in Europe. Employers will be able to announce job vacancies where they wish to hire EU citizens as well as to select workers from available EU data basis.



During two years number of registered unemployed decreased by 65 thous.

Among registered unemployed:
72% failed to consolidate in labour market;
14,5% have no work experience;
38% without vocational training;
37% professional qualification does not meet labour market demands.

Labour market becomes more attractive.
Among new job offers 75% are for permanent job; during three years their number increased by 23 thous.

Last year in the country labour market were characterised by further on-going positive changes which were influenced by pursuing of investments, economy development policy and implementation of measures of the Programme of the Republic of Lithuania for Increasing Employment for 2001-2004.

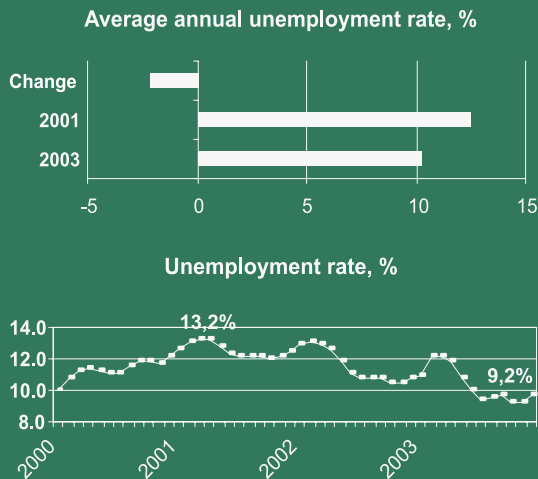
Labour force supply

Labour force supply is decreasing.
Number of unemployed registered at the end of 2003 was 158,8 thous., by 32,3 thous less than at the beginning of the year. Number of young (under the age of 25) unemployed decreased by almost one fifth – to 17,2 thous.
Already during four years decreases number of people applying to the labour exchange. Number of unemployed registered within a year is 242,1 thous. – almost the same as in 1999.
The share of unemployed not prepared for labour market remains large – 75-77%, the number of them – more than 180 thous. Number of unemployed without vocational training – respectively 37-38%, the number of them – more than 90 thous.
These are groups of unemployed which require special attention for their integration in labour market. The number of the most hard to integrate in labour market unemployed was increasing.
The number of repeatedly registered within one year and longer period unemployed increased by 7,6

thous., up to 175 thous., number of those who did not ever work – by 2,1 thous. up to 34,9 thous.

Labour force demand

Labour force demand for permanent work has increased. Already during three years registered labour force demand fluctuates between 132-137 thous. Meanwhile, demand for permanent work increased from 68 thous. up to 99 thous.
Labour force demand registered in 2003 more than one and half time exceeds the level of 1999.
Increases number of job proposals in construction sector. During 2003, the mostly increased – by 1,6 thous. or 10% – new job proposals in construction organisations, and proposals for permanent work, also in construction sector – by 25%.
The most of job offers fall to share of employers of service sector – 50,2%, and of industry sector – 30%. For permanent and temporary work, the biggest share is registered in service sector – respectively 52,2% and 44,5%.
The biggest share of labour force demand falls to service sector and skilled workers.
The biggest share of labour force demand, as in former years too, 61%, falls to service sector and skilled workers.
During 2003 demand increased only for specialists, technicians and clerks. Mostly – by 4,5% – it decreased for non-qualified workers.



For two years decreases registered unemployment rate.

During the second half of 2003, unemployment rate in the country did not reach 10% and at the end of the year it came to 9,8%.

During 2001 - 2003 unemployment in Lithuania decreased more rapidly than in neighbour countries, EU acceding countries.

Unemployment rate

For two years decreases registered unemployment rate. In 2003 average annual unemployment rate in the country was 10,3%. It is less by one percent point than indicator of 2002.

Youth and female unemployment rate is higher than general in the country.

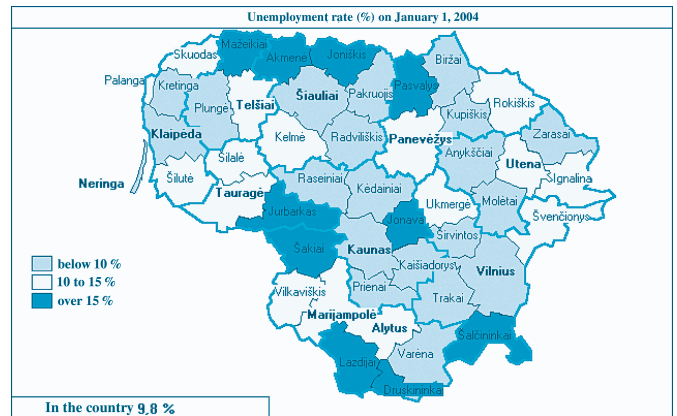
Average annual youth (under the age of 25) unemployment rate is 13,4% and female 10,9% – higher than general in the country. For youth this indicator during the year decreased by 1,5 and for female – by 0,4 percent point. Male average annual unemployment rate – 9,7%, and it decreased the most rapidly – by 1,7 percent point.

Unemployment decreased in all territories encompassed by labour exchanges.

During the year, registered unemployment decreased in all municipalities of the country, in seven of them – more than by 5 percent points.

The lowest – up to 6% – average annual unemployment rate in 2003 was registered in Trakai, Kretinga regions, Elektrėnai, Vilnius municipalities.

On January 1, 2004 the registered unemployment rate in the largest cities of the country was: in Vilnius – 5, in Kaunas 6,9, in Klaipėda – 8,3, in Šiauliai – 8,1 and in Panevėžys – 10,5 per cent.

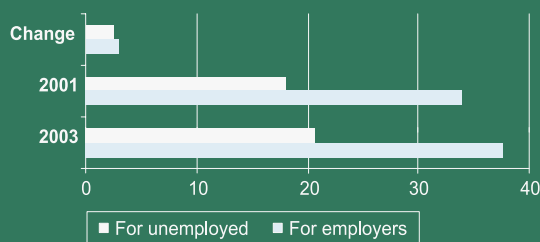


Unemployment in the EU and neighbour EU acceding countries

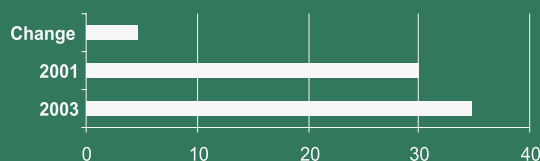
According to data of Eurostat, from the end of 2001 unemployment rate in the EU increased by 0,2 per cent point and it came to 8,0%, while in Lithuania it decreased by 3 per cent points down to 12,2%, and for the most part among neighbour EU acceding countries. The highest unemployment rate at the end of 2003 (on December 1) was in Poland – 19,1%, and the lowest – in Estonia – 9,7%.

In estimation of Eurostat, at the end of the year in the European Union was 14,2 million of unemployed.

Number of provided counselling services, mln.



Number of employers receiving services, thous.



The number of employers seeking to use the services provided of Labour Exchange increases.

Volume of services rendered to clients for choice of professions and employment possibilities increases. Information, advisory services become available on round the clock.

Services of specialised centres of open information were used by over 5 millions of labour exchange clients.

Professional information

Professional information and orientation services are oriented towards increasing of accessibility to clients and variety of forms of information.

Professional information and information on employment possibilities services are rendered by:

- ✓ 4 Youth Job Centres;
- ✓ 6 Job Centres;
- ✓ 49 Information and Consultation Centres
- ✓ 116 self information systems (SIS) and professional information (PIC) terminals;
- ✓ Vocational Information Centre of Vilnius Labour Exchange.

For rendering of services 370 profession descriptions, 101 films about professions, tests for self-evaluation and evaluation of one's professional turns were prepared. For job seekers are prepared 6 thematic informational lectures.

For society awareness about labour market, employment possibilities, services rendered, more than 750 events of labour market days were organised.

Mediation and counselling

The guidelines for mediation and counselling services are established for improving of work organisation. Mediation is carried out for work in accordance with economical activities and

professions, while counselling – for choice of professions and self - determination for employment. At an average, every day clients receive 13,7 thous. of mediation and counselling services.

Interaction with employers

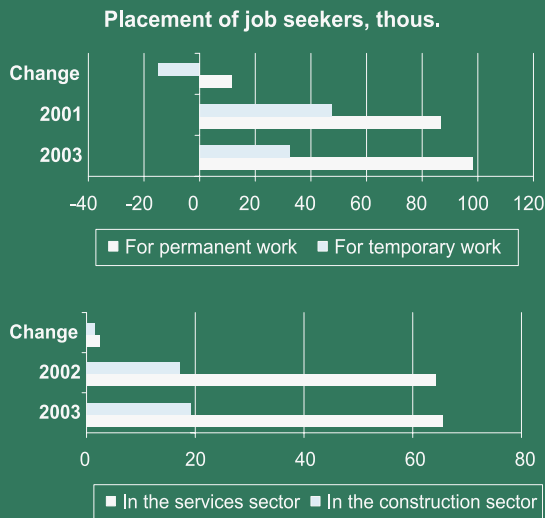
In 2003 priorities of activity of interaction with employers in order to provide them with qualified labour force were established: timely filling of job vacancies and enhancing of responsibility of employment officers for that; increasing of number of employers receiving services, by contacting the employers who expand production, services, face problems of meeting of labour force demand requirements.

On the basis of co -operation number of employers receiving services was increased.

At the beginning of the year, permanent relations with 35 thous. of employers were maintained, that is by 3,1 thous. more than a year before. 12,2 thous. of co -operation agreements with employers were signed.

Service of the same phone number for unemployed and employers

Service of the same phone number is implemented for open job search and information of unemployed – 870055166, and for further registration of job vacancies for employers – 870055155.



Mediation and counselling services were separated and standardized.

Mediated by labour exchanges, permanent employment increased.

The fulfilment of qualified labour force demand increased in the construction and services sectors by the mediation of Labour Exchange.

Placement mediation

In the last year, possibility of new job opportunities was provided for 130 thous. of unemployed, which were placed into jobs.

Epecially increased permanent employment.

The number of permanently placed into job unemployed was by 6 thous. greater than in 2002.

Permanent job was offered for two from five registered unemployed.

Increased placement in construction and service sectors.

The number of placed into job in construction sector increased by 9.2 % till 19.0 thous. and in service sector – by 4.0 % till 67.9 thous. In service sector the highest share increased in hotels and catering, business service, transportation and communication, social work.

However, the sore problem remains the provision of employers with qualified labour force. The solution to it is burdened by an extremely large part of people not ready for labour market, having professions not in demand or having no professions at all remaining in structure of unemployed. Besides, almost two thirds of unemployed, failing to consolidate in labour market, apply to labour exchanges repeatedly.

Placement into jobs abroad

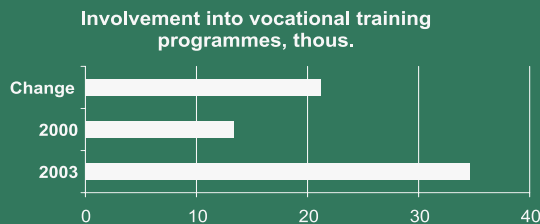
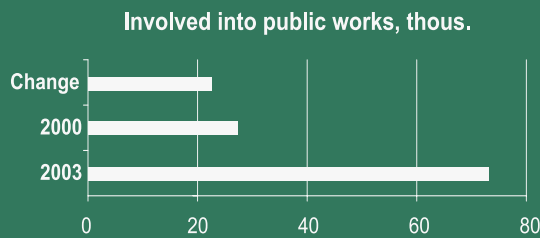
For expansion of employment abroad, it was entered into relations with the employers from United Kingdom of Great Britain and Northern Ireland, Switzerland, Cyprus Labour Department.

Au Pair programme was commenced in the United Kingdom of Great Britain and Northern Ireland.

With mediation of Lithuanian Labour Exchange 585 citizens of the country were placed abroad. Enterprises having licences to carry out activity of mediation for employment abroad placed 1,4 thous. of persons and 2,1 thous. – for job in foreign liners.

Temporary placement of foreigners

Meeting needs of employers for qualified labour force, 609 foreigners are employed in Lithuania. Work permits are mostly given to engineers – ship builders, welders of ship hulls, assembly workers from Ukraine, Russia, Byelorussia (25,3%), cooks and bakers from China, Armenia, Latvia (17,4%), oil - refiners and aviation engineers from USA, Byelarussia, Russia (12,6%).



For increasing of professional and employment skills, especially extended participation of unemployed in labour market active policy programmes.

In 2003 in training programmes participated more people than in 2000 and 2001.

For improving of work motivation and job searching skills, activity of job clubs was developed.

Implementation of labour market active policy programmes

During 2003 147 thous. of job seekers were involved into programmes, it is almost twice more than in 2000.

Vocational training

For development of employment abilities, 34,5 thous. of persons involved into professional training encompassing professional training of unemployed and preventive training of persons given notice of dismissal, renovation of skills of long - term unemployed and teaching of business basics.

For acquiring of profession or improving of qualification were sent 18,2 thous. of unemployed and 3,2 thous. of employees.

Especially expanded first chance professional training programme providing with the first qualification non -qualified unemployed and increasing their abilities to adapt to its changes.

Number of non-qualified unemployed who acquired profession was 2,5 times more than in 2000. Together with development of economy, increased demand of training programmes on construction, business management, electronics. With mediation of labour exchanges in 2003 was prepared 5,9 thous. of qualified workers in these fields.

Job club

53,8 thous. of job seekers participated in the programme, or every fifth person registered in labour exchange. Every second from participating in the

programme – long - term and receiving additional support in labour market unemployed, every fourth – youth under the age of 25 seeking to decide on acquiring of profession.

Support of employment

For increasing of efficiency of employment support, interaction was enhanced among employment support, job clubs and vocational training programmes.

Subsidized jobs

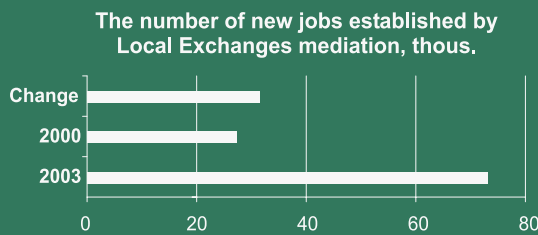
Increased placement into subsidized jobs, mostly for persons having I-III disability group. When establishing subsidized jobs, priority was given to employment of disabled with the hardest disability, women raising children under 8 years of age, long - term unemployed and youth.

Works supported from the Employment Fund

For participation in works supported from the Employment Fund, priority was given to those who finished labour market vocational training and to graduates needing acquiring of work skills. For the first time such persons made a half of all participants of the programme.

Supported works became a mean for acquiring of professional and practical skills for those who passed the vocational training.

From 2000 the efficiency remains high – more than 65 -70 percent of placed persons stay for permanent work.

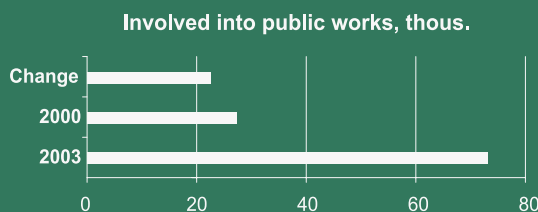


The number of new jobs established by Local Labour Exchanges mediation significantly increased.

For persons the most hard to integrate in labour market, support of employment was expanded.

For the first time more than 50 thous. of people participated in public works.

Employment plans became the main measure of planning of professional career and employment for unemployed.



Public works

Public works became the measure of revocation and consolidation of professional knowledge and practical skills.

The purpose of works is placement of persons the most hard to integrate in labour market: every third – long - term and receiving additional support in labour market unemployed; almost a half – rural unemployed.

Predominated ecological, environmental, repairs of social purpose objects public works projects and works in social care sphere.

Setting up of own private business

One of priority trends of Lithuanian Labour Exchange activity – promotion of private job creation initiative. Local labour exchanges initiated launching of business of 14 thous. of unemployed. Privileged business licences - possibility for unemployed to create own private job.

The Activity Guarantee - for every job seeker

Renovation of professional knowledge and practical skills of long - term unemployed

8,5 thous. of unemployed renovated professional and working skills, 8,7 thous. – participated in psychology lessons stimulating their motivation to change.

Employment support for elderly

unemployed 55+

Elderly unemployed become one of the most difficult to integrate into labour market part of unemployed. The programme aims at increasing of employment of unemployed over 55 years of age and increasing of possibilities to longer stand in labour market.

Vocational training and employment of persons released from places of imprisonment

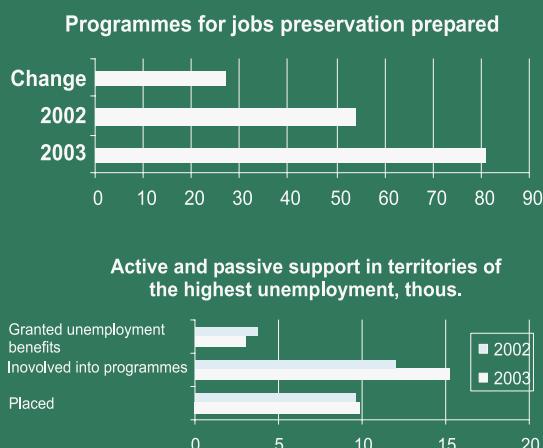
Placement mediation was provided for every fifth registered person – for 1,7 thous.; every third – 2,8 thous. – participated in active labour market policy programmes. 441 person was sent to vocational training for improvement or acquiring of professional qualification.

Career planning

Professional career and employment measures were provided for more than 70% of unemployed registered in labour exchanges.

In 2003 implementation of a new system of making of employment plans was commenced.

Software was used for drawing up of employment plans.



Realisation of projects of local employment initiatives created conditions for increasing of employment in territories of the highest unemployment.

Labour exchanges helped 5,1 thous. of workers to preserve their jobs without dismissing them.

Unemployment decreased faster in territories of the highest unemployment than in the country.

For providing with internet knowledge – common project with alliance “Window to the Future”

In August 2003, co-operation agreement with Business Support to Development of Information Society Alliance “Window to the Future” was signed. Within the project of Lithuanian Labour Exchange and alliance “Window to the Future” possibilities for free-of-charge acquiring of necessary internet knowledge were provided for 695 unemployed.

Preservation of jobs

In 2003, employers announced about 87 group dismissal of employees. Labour market was supplemented by 4,6 thous. of dismissed workers. Their number decreased by 10%.

Aiming at help to workers being dismissed to find a job, labour exchanges organised in 18 companies of the country temporary affiliates of “mini” labour exchanges and provided with consultations 2,5 thous. of persons.

Realisation of local employment initiatives projects

In 2003, number of territories where projects were realised increased twice. The number of realised projects was the largest – 86; 791 new jobs were created. 70% of all projects were realised, and every second job was created in the country-side. Development of jobs establishment would not be possible here without support.

Making job search more active by realising new job search forms

Job supply and search system “labour exchange on-line” is based on modern information technologies. Databases “Talents’ bank”, “Job proposals”, “Job seekers” have been formed.

Possibility of direct entering of CV into Internet increases twice possibility of finding job and ensures more favourable evaluation by employers.

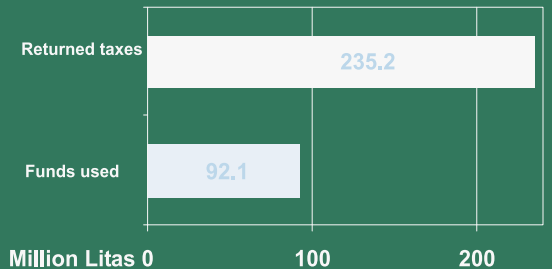
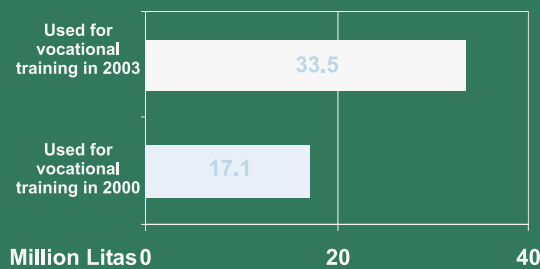
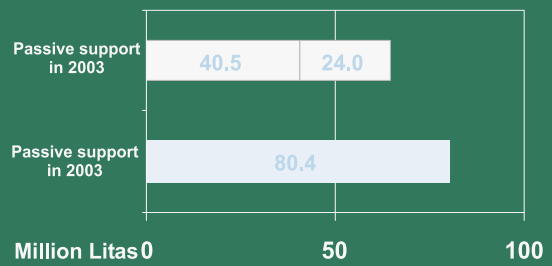
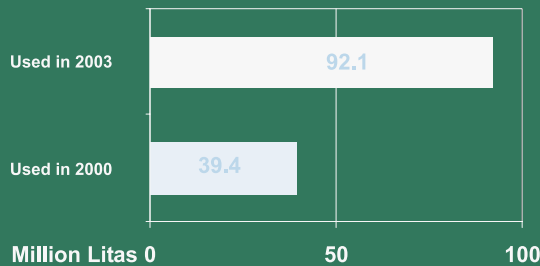
Solving of problems of population employment in territories of the highest unemployment

For decreasing of unemployment, priority attention is given to territories of the highest unemployment. By realising resolutions of the Government of the Republic on solving of social and economical problems, it was managed to decrease unemployment rate in Mažeikiai, Lazdijai, Akmenė, Pasvalys and Druskininkai.

Average annual unemployment rate decreased in Pasvalys by 7, in Druskininkai – by 5, Akmenė – by 4, Mažeikiai – by 2,7 and Lazdijai by 1,9 percent points, whereas in the country it decreased by 1 percent point, and number of unemployed in these territories – by 2,7 thous.

In the territories of the highest unemployment objective population employment programmes were prepared.

Active support of unemployed and establishment of jobs increased by one third. Especially expanded establishment of jobs supported by labour exchanges. Every second project of local employment initiatives was realised in these territories.



Financing of active labour market measures

In 2003, for labour market active policy programmes were used 92,1 million Litass, it was by 53 million Litass more than in 2000.

Funds assigned gave possibility to involve into active labour market policy programmes by 61 thous. of persons more than in 2000.

The largest part of funds assigned for financing of active programmes was used for vocational training programme for increasing of employment abilities and acquiring of qualification for non-qualified persons.

26,8 thous. of persons were sent to the programme, it is by 15 thous. more than in 2000. For financing of the programme were used by 16,4 million Litass more (in 2003 – 33,5 million Litass, in 2000 – 17,1 million Litass).

Among employment support programmes, the most of the funds were used for organisation of public works – 24,9 million Litass. In comparison with 2000, funds used were by 11,4 million Litass more.

More than 50,6 thous. of persons participated in public works.

For financing of local employment initiatives projects were used 7,1 million Litass, 4,2 million Litass of it – from the state budget and 2,9 million Litass from the Employment Fund.

86 projects were realised, 791 new jobs established.

Passive support of unemployed

Two times decreased expenses for unemployment benefits – from 80,4 million Litass in 2000 down to 40,5 million Litass in 2003. Decrease of expenses was influenced by:

- Expansion of labour market active policy programmes;
- Decrease of average annual unemployment rate;
- Decrease of amount of average unemployment benefit.

Expenses for pre-pension benefits increased – from 14,2 million Litass in 2002 up to 24 million Litass in 2003.

Increase of expenses was determined by increased average monthly number of unemployed receiving pre-pension benefits – from 8,7 thous. of unemployed up to 13,1 thous.

This programme was commenced in 2002.

Efficiency of usage of funds

One Litass used for financing of labour market active policy programmes returned to the state budget 2,6 Litass.

Persons placed into jobs returned by taxes in state budgets 2,6 times more funds than it was used for realisation of labour market active policy programmes.



Experience of Lithuanian Labour Exchange is being implemented not only in neighbouring countries but also in Armenia, Georgia.

Projects financed by EU – possibility to render new services.

Management Committee of EU structural funds projects and team of counsellors commenced their activity.

International co - operation

Aiming at preparation for EU membership, relations with Swedish, Finnish, Danish, Latvian, Estonian, FRG, Polish employment services are developed, co-operation with Hungarian state employment service is started. Experience has been exchanged with Ukrainian, Kaliningrad county, Byelorussian, Georgian, Armenian employment services. Relations with World Association of Public Employment Services (WAPES), International Association of Workforce Professionals (IAWP) are developed.

Together with Swedish National Labour Market Board, the following projects are being realised: "Institutional strengthening of Lithuanian Labour Exchange" and "Active labour market policy implementation in Ignalina nuclear plant region".

Experts from Lithuanian Labour Exchange and Swedish National Labour Market Board provide with methodical support development of Armenian and Georgian labour market institutions.

We participate in PHARE Twinning project "Employment and social policy. Free movement of workers".

Local labour exchanges co-operated with Swedish, Finnish, Latvian, Estonian, Polish, Kaliningrad county employment services.

Co-operation with foreign countries was helpful in improvement of work of vocational counsellor (Denmark, FRG experience), EURES adviser (Sweden, FRG, Ireland, Holland experience), in establishment of relations with EU Member States EURES managers and advisers. Latvian, Estonian, Polish, Kaliningrad county employment services use experience of Lithuanian Labour Exchange in

development of zones of open information and direct services, in creating and developing of services using information technologies. Armenian employment services make use of Lithuanian Labour Exchange experience in organisation of public works, job clubs activity, accumulation and processing of statistical data.

Project activity financed from the European Union

Lithuanian Labour Exchange prepares and realises projects aiming at usage of funds of EU programmes. In 2003 Lithuanian Labour Exchange prepared PHARE Project Preparation Facility project: "Improvement of services for employers, job seekers and professional career seekers". Construction of new labour exchanges in Kaišiadorys, Kelmė, Lazdijai, Palanga, Plungė, Utena, Varėna, Vilkaviškis and Visaginas is planned, as well as reconstruction of premises of Mažeikiai Youth Centre and Švenčionys and Telšiai labour exchanges.

Local labour exchanges participated in projects of PHARE 2000, PHARE 2001, Economical and Social Cohesion, EU Leonardo da Vinci programme.

Results expected – new services meeting standards of EU countries, modern system of promoting of youth entrepreneurship, improved skills of unemployed.

Lithuanian Labour Exchange takes active part in realisation of Leonardo da Vinci programme project "Meeting the Needs of Employment: European Curriculum Guidelines for Lifelong Vocational Counsellor in the Line with the Challenges of EU Enlargement".



Services presented in web site provide better employment possibilities for job seekers, become complex and of better access.

From 2001, in labour exchange on-line more than 160 thous. of job seekers advertisements and more than 200 thous. of job vacancies were placed.

Average number of visitors of the homepage in 2003 - 3,6 thous. of clients per day.

Changes in information system DBIRŽA-1

The main direction of modification of information system – creation of united database and expanding of e-services for population.

In 2003, modification of the block structure and classifiers of information system has been started in order to pass on to united centralised database of job seekers and job vacancies.

The works of modifying of the system, related to entering of Lithuanian Labour Exchange into EU employment services information network, were started. The system will permit further change of classifiers being used (professions, study and training programmes, education, countries' classifiers) and structure of databases.

New functions have been realised in the system making available automatic control of implementation of planned objectives and measures, calculation of their efficiency. Procedure of granting benefits has been modified for correspondence with articles regulating dismissal of recently adopted the "Work Code". The statistics programme has been supplemented with the function maintaining forming of statistic reports by municipalities, therefore permitting better evaluation of territorial singularities of labour market.

Development of web site

Modern design of Lithuanian Labour Exchange web site has been created, corresponding to

requirements for state institutes' web sites approved by the Government. Structure of pages and menu has been modified, new headings have been inserted.

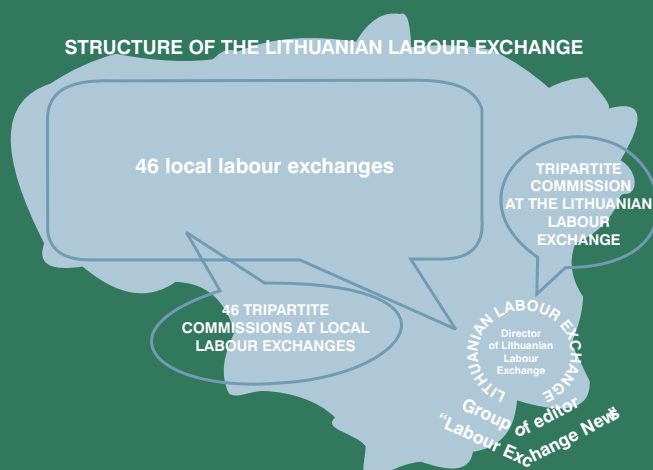
One of more important features of the web site – using of principle of interactive work: clients may ask and receive answers on - line.

In the web site of Lithuanian Labour Exchange various services are offered:

- Advice for job seekers and for employers in case of dismissal of group of employees;
- Laws, rules and decisions regulating labour market;
- Information on labour market situation, changes and forecast in the country and in every of 46 regions;
- Advice on issues of free labour movement of workers in the EU states;
- News, events of labour exchange and publications on labour market theme;
- Labour exchange on - line providing access for job seekers to present their information and search for a job, and for employers – to select suitable employees.

Web site visitors actively use services of www homepage of Lithuanian Labour Exchange. During the year, web site visitors presented about 1 thous. of questions.

Information Society Development Commission of the Government of the Republic of Lithuania awarded this web site a title of a "New Book - carrier" for providing useful Internet solutions for population.



Lithuanian Labour Exchange under the Ministry of Social Security and Labour personnel is formed and its professional competences developed purposively with the aim to prepare properly for integration into European Union employment institutions system.

Forming of personnel

Consistently implemented personnel strategy allowed to take on working teams able to succeed on objectives and tasks set up to Lithuanian Labour Exchange.

Improved work organisation and usage of internal resources led to increasing of number of personnel in Lithuanian Labour Exchange offices three times less than increasing of number of registered persons receiving services.

20,98% of employees – public servants,
91% perform main functions of Lithuanian Labour Exchange activity;

82,2% - women;

82,1% employees performing main functions of activity have higher university education and 7,6% more studied in universities.

Improvement of personnel qualification Measures of improvement of personnel qualification were established in the programme “Training of personnel of the Lithuanian Labour Exchange as a learning organisation”

The objectives of the programme:

- Consistent training of Lithuanian Labour Exchange personnel, able to implement successfully objectives and tasks set up to Lithuanian Labour Exchange.
- Preparation for execution of functions related to

putting into practice of European Union law (ACQUIS).

- Preparation for participation in activity of European Union employment services and getting ready for entering EURES network.
- Developing of project preparing abilities for projects assimilating means of European Union funds.
- Forming of computer driving skills.

Total part of staff having improved qualification was 85,8%, among them – 67,14% did it via training organised centrally by the Lithuanian Labour Exchange.

While preparing for entering European employment services (EURES) network, exclusive attention was given to improving of professional knowledge of staff of EURES co - ordinator services, EURES advisers and their direct managers and assistants. This group of workers acquired knowledge on issues of inter-cultural co - operation, European Union employment strategy and using of EURES information network. EURES advisers received European Computer Driving Licences (ECDL).

In local labour exchanges 21 European Social Fund counsellor commenced providing of services. Their professional skills were gained with an assistance of experts from Sweden, Finland, the United Kingdom and Lithuania.

First professional career teachers-counsellors have been prepared.

Teachers - counsellors (trainers) of Lithuanian Labour Exchange in zone seminars improved special client-service skills of 490 mediators and counsellors.

Lithuanian Labour Exchange systematically co - operating with mass - media aims at informing society about its functions and services rendered and at increasing of transparency of labour market.

Monthly bulletin "Labour Exchange News" writes about trends and tendencies of development of labour market, examines unemployment problems, presents labour market forecasts, reviews labour market policy in foreign countries.

Web site of Lithuanian Labour Exchange www.ldb.lt operatively provides with information on situation in labour market, employment possibilities, forecasts, presents new trends and forms of labour exchange activities. New web site "Free movement of workers" provides with information about employment possibilities in the EU.

Circuit "Labour Market Days" are organised, where population, pupils and employers in distant localities are informed about various labour market issues.

Thematic press conferences, "Job Fairs", "Employers' Days", informational-circuit sittings of the Tripartite Commission are organised. Management and specialists of Lithuanian Labour Exchange permanently participate in various thematic broadcasts and telecasts organised by Lithuanian radio and TV.

Together with the Statistic Department of the Government of the Republic of Lithuania, the quarterly publication "Labour market and employment population" is being issued.

Job vacancies in Lithuania and possibilities of employment abroad are announced every week in the "Career" column of daily paper "Respublika".

Every week events planned and measures organised together with social and labour market partners in Lithuanian Labour Exchange are announced.

Information for ELTA, BNS, REUTERS, INTERFAKS agencies, daily papers, counties and regional newspapers is periodically presented.



January

Cultural AU Pair programme in the United Kingdom of Great Britain and Northern Ireland commenced. Press conference "Labour market forecasts for 2003".

February

Contract of Leonardo da Vinci programme project "Meeting the Needs of Employment: European Curriculum Guidelines for Lifelong Vocational Counsellor in the Line with the Challenges of EU Enlargement" signed.

Co - operation agreement with public enterprise – Valakupiai Rehabilitation Centre signed.

March

International conference of Baltic region sectoral programme "Increasing of employment of disabled persons in Poland and Lithuania"

Co - operation agreement with the private company "Business and investments guaranties" signed.

April

PHARE Project Preparation Facility (PHARE PPF) project "Improvement of services for employers, job seekers and professional career seekers" prepared. International conference "Challenges of permanent vocational guidance and premises for increasing of employment".

May

Youth Job Centre in Kaunas established. Press conference "Job seekers and labour force supply in Lithuania, and integration of graduates into labour market".

June

Letter of intent of co-operation with Estonian National Labour Market Board signed.

Execution protocol for 2003 of Co-operation Memorandum between Lithuanian Labour Exchange and Labour and Social Policy Ministry of Ukraine for 2002 - 2005 signed.

Using of internet technology – work organisation and documents managing system KONTORA 2000 V4 started.

August

EURES offices in Vilnius, Kaunas, Šiauliai, Klaipėda, Utena, Tauragė, Alytus, Panevėžys labour exchanges established.

October

Letter of intent for co-operation for 2003/2004 of Lithuanian Labour Exchange and Latvian State Employment Service signed.

Trainers for unemployed' career planning prepared. Management information system created in labour exchanges of Alytus county.

November

Co - operation Memorandum for 2003 - 2005 of Lithuanian Labour Exchange and Hungarian State Employment Service and Co - operation letter of intent for 2004 signed.

Meeting on construction employers providing with qualified labour force.

December

Web site of Lithuanian Labour Exchange awarded the prize of the "New Book - carrier".

Hardware and software for EURES network acquired. Management Committee for EU structural funds projects and Projects Supervising Commission formed in Lithuanian Labour Exchange.

Regional (county) labour exchanges directors' councils approved.

Project of computerised information system for integration into EU employment services network prepared.

New heading in the web site of Lithuanian Labour Exchange "Free movement of workers" created.

Employment support programme for unemployed over 55 years of age prepared.

Together with the Union of Advisers information publication "May find an answer" prepared, its presentation to society organised.

KEY LABOUR MARKET INDICATORS IN 2003

Activity of Lithuanian Labour
Exchange in 2003

County, local labour exchanges	Supply							Demand	Unemployment rate (percentage level of labour force)	
	Number of registered unemployed									
	During the year			01-01-2004				Number of vacancies registered per year	01/01/2004	2003 year average
	Total	More than 1 year out of job	Not previously employed	Total	Youth	Long-term unemployed	Unskilled			
TOTAL	242065	98287	34925	158816	17236	40841	52389	129963	9.8	10.3
Alytus county	14372	5625	1881	11133	1229	3363	2267	8172	13.5	13.9
Alytus	7811	2938	996	5196	652	1282	1020	5038	11.3	11.3
Druskininkai	2237	743	314	2531	224	1194	519	903	22.2	23.0
Lazdijai	2474	1244	384	2032	225	519	467	590	18.1	19.6
Varėna	1850	700	187	1374	128	368	261	1641	9.7	10.6
Kaunas county	40972	15445	6599	24549	2894	6249	7460	18657	8.0	8.5
Kaunas	24716	8703	4159	14665	1592	3846	4159	9925	7.1	7.9
Jonava	4245	1516	831	3659	482	1473	1287	2658	17.4	17.5
Kaišiadorys	2210	874	188	929	110	48	343	1111	7.0	7.2
Kėdainiai	4097	1753	595	2582	335	633	827	2557	7.4	6.6
Prienai	1916	763	263	965	103	171	171	1162	6.4	6.4
Raseiniai	3788	1836	563	1749	272	78	673	1244	9.8	10.1
Klaipėda county	26522	11076	3475	17234	1770	4124	5269	13092	9.4	9.8
Klaipėda	16726	6692	2163	10887	1126	2682	2898	8247	8.6	9.1
Palanga	1442	488	94	984	94	201	322	1052	10.8	10.7
Kretinga	2190	916	236	961	92	91	193	1141	5.6	5.6
Skuodas	2013	1073	331	1544	128	353	602	784	13.9	14.9
Šilutė	4151	1907	651	2858	330	797	1254	1868	14.4	14.8
Marijampolė county	14412	6333	1964	10443	1188	2619	3752	6839	12.8	13.5
Marijampolė	7163	2701	995	4636	653	1254	1717	4308	10.9	12.3
Šakiai	3116	1540	457	2607	222	612	1243	1245	16.2	16.3
Vilkaviškis	4133	2092	512	3200	313	753	792	1286	13.9	14.0
Panevėžys county	22843	8674	3078	17066	1838	5284	5188	13388	12.3	13.3
Panevėžys	13117	4700	1970	8887	1022	2192	2501	7716	11.6	13.1
Biržai	2237	903	177	1503	145	406	517	1116	8.9	10.0
Kupiškis	1636	703	203	633	67	108	117	1026	7.0	7.7
Pasvalys	1968	846	274	3147	263	1920	1102	1741	18.8	20.7
Rokiškis	3885	1522	454	2896	341	658	951	1789	14.7	13.5
Šiauliai county	27284	11776	4514	19101	2007	5576	7219	17985	11.2	11.8
Šiauliai	14017	5604	2552	8036	992	1617	3606	11382	9.3	9.6
Akmenė	2412	1139	388	3120	296	1578	621	1290	18.7	19.3
Joniškis	2075	806	241	2129	162	927	922	1086	15.2	15.6
Kelmė	3773	2009	559	2532	223	653	680	1520	14.1	15.7
Pakruojis	1829	774	252	1097	105	260	456	864	8.8	10.1
Radviliškis	3178	1444	522	2187	229	541	934	1843	9.8	10.7
Tauragė county	10526	5283	1630	8387	869	2325	2632	5104	13.5	14.0
Jurbarkas	3546	1708	486	2967	302	735	823	1858	16.1	16.8
Šilalė	2096	1031	322	1428	151	208	426	874	10.1	10.1
Tauragė	4884	2544	822	3992	416	1382	1383	2372	13.5	14.2
Telšiai county	12731	5496	1962	11462	1283	4472	4269	7816	14.4	14.4
Mažeikiai	4275	1599	766	6666	726	3995	3002	2696	20.3	21.0
Plungė	3781	1633	413	2106	228	140	701	2660	9.2	8.9
Telšiai	4675	2264	783	2690	329	337	566	2460	11.4	10.4
Utena county	11911	4675	1651	8466	942	2578	2057	7052	10.4	10.4
Anykščiai	1851	850	211	1067	129	69	335	930	7.7	6.8
Ignalina	3590	1162	674	3150	352	1449	978	2176	13.6	14.3
Molėtai	1490	695	133	666	66	7	165	829	6.0	6.4
Utena	3686	1445	452	2987	319	1013	482	2196	12.1	11.9
Zarasai	1294	523	181	596	76	40	97	921	7.0	6.9
Vilnius county	60492	23904	8171	30975	3216	4251	12276	31858	7.1	7.6
Vilnius	44163	16863	6048	21932	2301	2675	9911	24189	6.1	6.6
Šalčininkai	4459	1922	525	2709	246	426	1022	1101	17.4	18.8
Širvintos	1683	694	224	710	78	29	174	820	9.1	9.8
Švenčionys	2999	1383	400	2127	200	448	446	1706	14.8	15.0
Trakai	3276	1261	410	1029	134	85	357	2090	5.1	5.3
Ukmergė	3912	1781	564	2468	257	588	366	1952	11.4	12.8

EMPLOYMENT MEASURES IN 2003

County, local labour exchanges	Placed into jobs		Activity by business certificate	Pre-pensionary benefits	Active support				Passive support
	Total	permanent jobs			Involved into active labour market measures			Unemployment benefits	
					Total	Vocational training in total, including Prevention training, updating of skills of the long-term	Job clubs		Employment support programme
TOTAL	130600	98402	14183	8059	146586	34473	53846	58267	44111
Alytus county	8889	6467	837	479	10045	2046	3702	4297	2593
Alytus	4582	3611	482	252	4099	857	1802	1440	1579
Druskininkai	1818	1369	199	62	2229	475	759	995	328
Lazdijai	825	805	43	72	2274	381	558	1335	291
Varėna	1664	682	113	93	1443	333	583	527	395
Kaunas county	19818	16411	2731	1297	19664	5216	7481	6967	7518
Kaunas	10529	10061	1970	707	10199	3473	3906	2820	4204
Jonava	3124	1733	237	108	2677	411	1351	915	940
Kaišiadorys	953	785	44	74	1411	268	400	743	429
Kėdainiai	2708	1930	256	147	2211	478	745	988	884
Prienai	1070	758	150	112	1416	302	458	656	498
Raseiniai	1434	1144	74	149	1750	284	621	845	563
Klaipėda county	15999	12103	1812	736	16633	4826	5956	5851	5596
Klaipėda	9969	7765	979	351	8704	3038	3008	2658	3612
Palanga	1397	1076	464	35	1095	267	379	449	337
Kretinga	1322	978	104	148	1153	254	386	513	489
Skuodas	1033	881	79	89	2503	600	787	1116	410
Šilutė	2278	1403	186	113	3178	667	1396	1115	748
Marijampolė county	7658	5919	1141	443	9142	1769	3670	3703	2656
Marijampolė	4520	3533	588	234	4135	902	1717	1516	1531
Šakiai	1666	1175	101	52	2063	388	665	1010	333
Vilkaviškis	1472	1211	452	157	2944	479	1288	1177	792
Panevėžys county	13740	9220	1595	821	16337	2991	6293	7053	4659
Panevėžys	7933	5296	869	396	7160	1291	3430	2439	2606
Biržai	1190	934	101	117	2039	407	540	1092	483
Kupiškis	1039	722	118	91	1678	171	466	1041	388
Pasvalys	1784	933	184	106	2887	765	934	1188	529
Rokiškis	1794	1335	323	111	2573	357	923	1293	653
Šiauliai county	15922	10466	1334	941	19648	4538	6601	8509	4506
Šiauliai	8004	5199	645	452	7349	2154	2415	2780	2234
Akemenė	1689	950	69	91	2904	538	1028	1338	526
Joniškis	1420	875	172	112	1813	416	597	800	487
Kelmė	1474	1194	251	102	2421	216	741	1464	317
Pakruojis	1303	970	43	72	2222	733	659	830	251
Radviliškis	2032	1278	154	112	2939	481	1161	1297	691
Tauragė county	5935	3922	824	386	8121	1696	3380	3045	1817
Jurbarkas	2291	1373	320	122	2798	443	1324	1031	505
Šilalė	921	676	124	72	1515	329	610	576	382
Tauragė	2723	1873	380	192	3808	924	1446	1438	930
Telšiai county	8351	5761	791	494	9691	1961	2841	4889	2160
Mažeikiai	3005	1755	302	191	5003	1060	1250	2693	800
Plungė	2965	2251	257	142	2505	502	892	1111	705
Telšiai	2381	1755	232	161	2183	399	699	1085	655
Utena county	8032	4972	1207	550	8964	2451	2907	3606	2387
Anykščiai	1103	711	127	114	1634	388	678	568	468
Ignalina	2811	1694	124	127	2646	839	713	1094	735
Molėtai	918	462	45	88	941	173	445	323	248
Utena	2178	1399	848	152	2631	785	668	1178	687
Zarasai	1022	706	63	69	1112	266	403	443	249
Vilnius county	26256	23161	1911	1912	28341	6979	11015	10347	10219
Vilnius	18385	16862	1144	1294	18531	5011	7492	6028	7549
Šalčininkai	1370	1231	189	125	2317	357	837	1123	551
Širvintos	829	690	39	82	1177	215	406	556	219
Švenčionys	1674	1244	98	107	1858	466	539	853	702
Trakai	1783	1360	183	155	2160	463	825	872	611
Ukmergė	2215	1774	258	149	2298	467	916	915	587

**Lithuanian Labour Exchange
Annual Report 2003**

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