LITHUANIAN EXPERIENCE TO INCREASE EMPLOYMENT OF THE DISABLED AND YOUTH

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Lithuanian Labour Exchange under the Ministry of Social Security and Labour
From 2005 to 2010 the number of registered disabled increased almost twice.

Based on registered unemployment of disabled within the Lithuanian Labour Exchange in 2005-2010.
Among registered disabled unemployed 38 per cent were without qualification.
PROMOTING EMPLOYMENT OF THE DISABLED

New measures and measures that answered the purpose

√ Promoting employment of disabled people in the open labour market

√ Support for employment of disabled people in social enterprises and (or) social enterprises of disabled people
EMPLOYMENT SUPPORT MEASURES AND SERVICES FOR DISABLED PEOPLE IN 2009-2011 (I-II QUARTERS)

- **EMPLOYMENT INTERMEDIATION** (12.1 thousand)
  - Fixed-term employment
  - Open-ended employment

- **INCREASING OF PROFESSIONAL SKILLS** (1.7 thousand)
  - Vocational training
  - Professional rehabilitation

- **SUPPORTED EMPLOYMENT** (5.2 thousand)
  - Subsidised employment
  - Support for the acquisition of professional skills
    - Public works
    - Job rotation
    - Territorial mobility

- **SUPPORT FOR JOB CREATION** (0.7 thousand)
  - Subsidies for job creation
    - Projects of local initiatives for employment
    - Support for self-employment

- **GENERAL EMPLOYMENT SUPPORT SERVICES**
  - Provision of information and counselling
  - Conclusion of employability contract
INCREASING EMPLOYABILITY OF THE DISABLED
EXAMPLE OF GOOD PRACTICE

Support for the employment of the disabled people in social enterprises and (or) social enterprises of disabled people

Mission of social enterprise:

• to reduce social exclusion;
• to promote the active inclusion of the most vulnerable or inactive persons and those who lost their professional and general employability;
• to contribute to dealing with social issues and reducing of unemployment.
INCREASING EMPLOYABILITY OF THE DISABLED
EXAMPLE OF GOOD PRACTICE
DEVELOPMENT OF SOCIAL AND (OR) SOCIAL ENTERPRISES OF DISABLED PEOPLE

- More than half persons working in social and (or) social enterprises of disabled have 30-40 per cent level of disability
- Disabled made up over 60.0 per cent of total employed in social enterprises and 63 per cent in social enterprises of disabled people
- From 2004 to September 2010, the number of disabled in social enterprises increased more 5 times
INCREASING EMPLOYABILITY OF THE DISABLED
EXAMPLE OF GOOD PRACTICE
STATE SUPPORT FOR SOCIAL ENTERPRISES AND (OR) SOCIAL ENTERPRISES OF DISABLED PEOPLE
IN 2010 – 2011 (I-II quarters)

<table>
<thead>
<tr>
<th>Subsidy for administrative costs</th>
<th>17,8 thousand LTL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidy for the working environment</td>
<td>13,1 thousand LTL</td>
</tr>
<tr>
<td>Transport costs</td>
<td>219,2 thousand LTL</td>
</tr>
<tr>
<td>Subsidy for the workplace adjustment</td>
<td>133,6 thousand LTL</td>
</tr>
<tr>
<td>Training</td>
<td>21,5 thousand LTL</td>
</tr>
<tr>
<td>Subsidy for assistant</td>
<td>418,1 thousand LTL</td>
</tr>
<tr>
<td>Subsidy for setting up the workplace</td>
<td>4558,2 thousand LTL</td>
</tr>
<tr>
<td>Wage compensation</td>
<td>11587,9 thousand LTL</td>
</tr>
<tr>
<td></td>
<td>(3358,8 thousand EURO)</td>
</tr>
</tbody>
</table>

SUPPORT FOR SOCIAL ENTERPRISES FROM THE EU FUNDS

<table>
<thead>
<tr>
<th>Support for social enterprises</th>
<th>28.1 mln. LTL (8.14 mln. euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support for social enterprises</td>
<td>10.1 mln. LTL (2.92 mln. euro)</td>
</tr>
</tbody>
</table>

| 2008 -2009 | 2010 - 2011 |
DEVELOPMENT OF CHANGES IN YOUTH UNEMPLOYMENT

Based on labour force survey data

- At the end of quarter I 2011, 277.6 thousand people were unemployed, of whom young people amounted to 48 thousand
- Youth unemployment rate, to compare to quarter IV 2010, increased by 1.7 percentage point and was 34.1%, but decreased by 1.8 percentage points during the year
- Unemployment, to compare to quarter IV 2010, increased by 0.1 percentage point to 17.2%, but decreased by 0.9 percentage points during the year
- The number of employed population, to compare to quarter IV 2010, decreased by 26.7, mostly in construction, agriculture, forestry and fishing, while in transportation and storage as well as in accommodation and food service activities it grew
## PORTRAIT OF YOUNG UNEMPLOYED

On 1 August 2011, the number of young unemployed amounted to 34,200 (12.7 %) of total registered unemployment.

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>51 %</td>
</tr>
<tr>
<td>Long-term unemployed</td>
<td>36 %</td>
</tr>
<tr>
<td>Female</td>
<td>49 %</td>
</tr>
<tr>
<td>Long-term unemployed</td>
<td>42 %</td>
</tr>
<tr>
<td>With higher education</td>
<td>22 %</td>
</tr>
<tr>
<td>With secondary education</td>
<td>52 %</td>
</tr>
<tr>
<td>With basic education</td>
<td>18 %</td>
</tr>
<tr>
<td>With primary education</td>
<td>8 %</td>
</tr>
<tr>
<td>Unskilled</td>
<td>47 %</td>
</tr>
<tr>
<td>Never employed</td>
<td>53 %</td>
</tr>
</tbody>
</table>

Based on data of the Lithuanian Labour Exchange.
EMPLOYMENT SUPPORT MEASURES AND SERVICES FOR YOUTH IN 2009-2011 (I-II QUARTERS)

- **INCREASING OF PROFESSIONAL SKILLS** (9 thousand)
  - Vocational training
  - Formal
  - Informal
    - Subsidised employment
    - Territorial mobility
    - Support for the acquisition of professional skills
    - Public works
    - Job rotation

- **SUPPORTED EMPLOYMENT** (16.7 thousand)
  - Subsidies for job creation
  - Projects of local initiatives for employment
  - Support for self-employment

- **SUPPORT FOR JOB CREATION** (0.3 thousand)
  - Fixed-term employment
  - Open-ended employment

- **EMPLOYMENT INTERMEDIATION** (76 thousand)
  - Provision of information and counselling
  - Conclusion of employability contract

- **GENERAL EMPLOYMENT SUPPORT SERVICES**
MEASURES FOR SUPPORTING YOUTH EMPLOYMENT
INTRODUCED IN 2010

1. Youth (up to 29) became the group of persons additionally supported in the labour market in accordance with the amendments to the Law on Support for Employment. Young people with no work experience can:
   - participate in subsidised employment (average duration is 5 months)
   - get support for the acquisition of professional skills (up to 12 months)

2. Youth (up to 29) has a priority to participate in vocational training and supported employment measures

3. Youth (up to 29) is among the priority groups who can get a credit by participating in the EU funded project “Promoting Entrepreneurship” and:
   - participate in the training “Basics of Entrepreneurship”
   - get a free training in one of 6 training models according to individual needs
   - get free individual consultation on preparation of business plan

4. Youth who enters the labour market for the first time has a privilege for obligatory social insurance contribution (they pay 7.7 % instead of obligatory 31 %) in accordance with the amendments to the Law on State Social Insurance
INCREASING EMPLOYABILITY OF YOUTH
EXAMPLE OF GOOD PRACTICE

YOUTH CENTERS TODAY

11 Youth Centres throughout Lithuania:
- provide information and counselling for young jobseekers;
- introduce to young people the world of professions;
- organize informative events and practical training, assist in preparation for job interviews, consult on how to introduce yourself to an employer, how to be motivated in searching a job
- promote entrepreneurship

The Centres provide:
- free of charge internet for job search
- profession descriptions and informative films about occupations
- professional orientation tests
- information about conditions for studies in higher education institutions
- consultation on writing CV and a motivational letter
INCREASING EMPLOYABILITY OF YOUTH
EXAMPLE OF GOOD PRACTICE
YOUTH CENTERS: A LOOK INTO THE FUTURE

• involvement of street workers, active intervention
• special attention to youth of social risk groups, experiencing social exclusion
• orientation towards provision of information, counselling and teaching of young people, building of social and organizational capacities
• more flexible links with educational, vocational guidance, informal education, leisure systems
INCREASING EMPLOYABILITY OF YOUTH
EXAMPLE OF GOOD PRACTICE
MOTIVATION FOR JOB AND TRAINING THROUGH SPECIAL PROGRAMMES

<table>
<thead>
<tr>
<th>Programs for self-awareness</th>
<th>Programs for capacity building</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Self-awareness and motivation for success</td>
<td>• Building of capacities and skills to successfully compete in the labour market</td>
</tr>
<tr>
<td>• Self-awareness and preparation to enter the labour market</td>
<td>• Self-reliance and active job search skills</td>
</tr>
<tr>
<td>• Building of self-awareness and career planning</td>
<td></td>
</tr>
</tbody>
</table>
INCREASING EMPLOYABILITY OF YOUTH
EXAMPLE OF GOOD PRACTICE

Youth motivational Seminars
Lasts 2 days
Groups of 6-7 participants

Team building
Self-awareness
Goal setting
Career guidance and counselling
Job search process
Development of entrepreneurial skills

Since 2008, by implementing the EU supported project “Development of New Innovative Services for Youth Seeking to Decrease Youth Unemployment and to Facilitate Entering the Labour Market”, services are provided for the most vulnerable young people. In 2009-2011 (I-II quarters), over 7,9 thousand unmotivated, unskilled young people participated in seminars.
ESF supported project “Be Active in the Labour Market”

**Duration**
- Started on 2 July, 2010
- Will end on 31 December, 2012

**Cost**
- 22 mln. LTL (6.37 mln. euro)

**Objective**
- Contribute to the match between labour supply and demand, increase the employability of young people and encourage their return to the labour market

**Measures**
- Support for the acquisition of professional skills (1)
- Subsidised employment (2)

**Plans**
- Total: **5.2 thousand**
  - (1) 2.5 thousand
  - (2) 2.7 thousand

**Participated**
- Total: **5290**
  - (1) 2501
  - (2) 2789
- on 01-08-2011

**Result**
- During 12.5 months, was sent **101 per cent** of total planned
ESF supported project “Increasing Employability of the Unemployed”

**Duration**
- Started on 2 June, 2008
- Ended on 31 May, 2011

**Cost**
- 140 mln. LTL (40.54 mln. euro)

**Objective**
- Increase employability of unemployed and employees who have been given a notice of dismissal by providing them a possibility to acquire demanded in the labour market qualifications and to establish required job skills at the workplace

**Measures**
- Vocational training
- Acquisition of professional skills in the workplace

**Total**
- Completed: 10620
- Employed: 4446

**Youth**
- Sent: 6838
- Completed: 5481
- Employed: 1915

**Employment rate**
- Total: 41.9%
- Youth: 35.2%
ESF supported project “Promoting Integration into the Labour Market”

- **Duration**
  - Started on 1 June, 2011
  - Will end on 31 January, 2013

- **Cost**
  - 125,3 mln. LTL (36.29 mln. euro)

- **Objective**
  - To increase jobseekers’ abilities to compete in the labour market and support their integration into the labour market or temporary employment

- **Measures**
  - Vocational training (1)
  - Subsidised employment (2)
  - Support for the acquisition of professional skills (3)
  - Territorial mobility (4)
  - Job rotation (5)

- **Plans**
  - Total: 25.1 thousand
    - (1) 8.5 thousand
    - (2) 11.7 thousand
    - (3) 4 thousand
    - (4) 0.3 thousand
    - (5) 0.6 thousand

- **Participated on 01-08-2011**
  - Total: 215
    - (2) 57
    - (3) 144

- **Youth**
  - Total: 60
    - (2) 37
    - (3) 23
Conclusion of employability contract between a labour exchange and a jobseeker as a career planning measure

Concrete actions and measures are foreseen to achieve employment, a key objective of labour exchange

Objectives:
- to help unemployed persons to purposefully plan their employment goals, activities and measures to achieve these goals
- to enhance unemployed persons to take responsibility for their own job search
- to foresee the most effective measures aiming at faster employment

Benefits:
- a person is aware of his or her potential and the ways how to faster get a job
- job seekers are actively engaged in job search
EU Strategy 2020
Lithuanian Flagship Initiatives in Support of Youth Employment

Youth on the Move aimed at:

- improving the results of educational system
- helping young people to gain the knowledge, skills and experience they need to make better conditions for entering the labour market
- increasing the employability of young people
- promoting entrepreneurship among young people

New Skills for New Jobs aimed at: a better match between the skills that workers have and the jobs that are available

LT: Long-term Youth Policy Strategy for 2010 – 2018 emphasises the development of entrepreneurship and professional skills, safeguarding better employment opportunities for young people, facilitating their transitions from education into employment, and from inactivity to active participation in the labour market
THANK YOU