



**Contract Title: Leonardo da Vinci Programmes Transfer of Innovation
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**Project: TEEUP – Teachers, Employers, Employees Understanding
Processes (TEE-UP)**

SURVEY REPORT - Lithuania

I. DEFINITIONS

1.1.1. TRAINER

- Trainer (FE/HE)

Trainer - Instructor of techniques or skills on a specific subject;

- Trainer who is consultant: servicing an SME or working for Trade Unions/Employee Association

Trainer who is consultant – a person who provide advice and guidance to others requiring skills in some specifical area, for a short period of time

- Trainer working in SME

Trainer – a person who work in many different areas, mainly educating employees of companies on specific topics of workplace importance

Vocational Education Trainer – a trainer who provides training to SMEs providing generalist training and training for migrants and/or mobile workers. VETs might be amongst the following:

- a. from the Further Education sector delivering vocational training programmes/courses
- b. from the Higher Education sector delivering vocational training programmes/courses
- c. an outside consultant who delivers vocational training programmes/courses
- d. an employee of an SME delivering vocational training programmes/courses
- e. who work for a Community organisation to deliver vocational training programmes/courses
- f. who work on behalf of trade unions delivering vocational training programmes/courses

1.1.2. MIGRANT

- Migrant (single person/with family)

Migrant – is a person who moves from one country to live and/or work in another (temporary or permanent basis). Person who received a residence and work permits before entering the country.

- citizen of one country who lives in another; this includes both EC citizens who cross national borders to find work and citizens of non EC countries working in the European Community.

- **Mobile Worker (single person/with family)**

Mobile worker - person who is working from home; may or may not be migrants; includes mobile trainers and trainees;

Mobile worker is:

- person who moves from one part /region/sector of a country to another to work
- person who moves/works anywhere on the island of Ireland
- person who does not work at company headquarters or main factory site but work at other company sites
- employee whose job requires them to be mobile: for example, long distance lorry drivers, or traveling sales representatives etc
- employees working from home
- employee who may or may not be migrants
- mobile trainers and trainees (includes students attending a vocational or higher level course or programme outside their country and working
- person returning home after some considerable period of working outside the country for example an older people coming back to country after working overseas
- person moving out of country (youth)
- j inbound - Those moving to a new country and require upskilling workers who arrive with new or different skills or refresher skills
- outbound - Those returning to their country and require upskilling workers who are returning to their countries of origin
- person who received a residence and work permits before entering the country
- worker employed as a member of traveling or flying personnel by an undertaking operates transport services for passengers or goods by road, air or inland waterway

1.1.3. MOBILE WORKER

- Inbound to a country to work and live

Inbound - who is moving to a new country (EU or other); upskilling workers who arrive here with new or different skills or refresher skills

Outbound – who is returning to his country of origin

- Outbound = returning to home country and needs upskilling in current country

1.2. Statistics (anx.1) about trainers, migrants and mobile workers

- Spread
- Density
- Geographical Focus

II. MIGRATION POLICIES IN THE AREA OF VET

2.1 State policy

2.1.1. Local – there is no special local policy for migrants and mobile workers in Lithuania.

II.1.2. Regional

A trade union is an organization of workers who have banded together to achieve common goals in key areas such as wages, hours, and working conditions. The trade union, through its leadership, bargains with the employer on behalf of union members. Trade Unions policy is to organise a particular section of skilled workers, a cross-section of workers from various, or attempt to organize all workers within a particular industry.

II.1.3. National

Integration of migrants is one of the weakest sides of states policy. The basic issues of migrants' integration are unforeseen. In Lithuania there is no organizational infrastructure on migrants' adaptation, there are no responsible offices for migrants' adaptation in labor market. The trade unions are not prepared yet for migrant worker influx.

Lithuanian government is only taking first steps in regulation processes of migration flows.

Lithuania: Migrant Integration Policy Index (44.7%) is "Half way to the best practice"

Labor market access -55% - Half way to best practice

Anti-discrimination - 48% - Half way to best practice

Long-term residence - 47% - Half way to best practice

The mobile worker is obliged to receive a work permit **before entering** the Republic of Lithuania. A work permit may be issued to an alien, **only if no Lithuanian specialist is found**, corresponding to employer's qualifying demands.

The order of permit issue is determined by **the Ministry for Social Affairs and Labor**.

Work permits are **issued and canceled** by Lithuanian Labor Exchange at the Ministry of Social Security and Labor.

Every foreigner's application for work permit must be considered in **2 months period** since receiving it at Lithuanian Labor Exchange.

Work Permit Validity

- Work permit is issued to an alien for a period up to **2 years**. Functions, specialization, company or organization must be indicated.
- **Seasonal** worker's permit of **6 months** duration must be issued in a year's time since the arrival to the Republic of Lithuania date.
- **Trainee's** work permit is issued for the duration of **one year**; it may be extended in some prerogative cases, when the duration of internship or practice is longer than one year and when it is necessary for acquiring the qualification.
- A migrant may be employed and sent to work to the Republic of Lithuania by an employment contract, when his permanent residence is out of the Republic of Lithuania.
- Any employer can resettle solely the aliens/migrants in possession of works permits, except in some cases, indicated by the Law.
- No migrant's salary can be lesser than his co-worker Lithuanian's,
- All operating conditions are regulated by the Labor Code of the Republic of Lithuania and the European Union Law.

Works Permits will be cancelled if:

- 1) Work permit was obtained by **fraud**;
- 2) **Employment contract was cancelled**;
- 3) The rapport with an employer, who sent the person to the Republic of Lithuania; who is in a foreign country stops;
- 4) **Residence permit is abolished**.

Work or activity is considered illegal if:

- a migrant is working without **work permit** and (or) employment contract and temporary residence permit, when they are necessary;
- the migrant is into an activity for which he has **no permission**, when it is necessary to have one, and has no temporary residence permit;
- the migrant is studying in an educational establishment, interns or does in-service training **without temporary residence permit**, except some exceptional cases

2.1.4. International (EU Policies)

The common migration policy refers more to citizens of non-EU countries (third country nationals).

The European Commission's Policy Plan on Legal Migration published in December 2005 proposed four directives for the management of entry and residence of highly skilled workers, seasonal workers, intra-corporate transferees and remunerated trainees respectively.

The European economy needs more highly skilled workers, such as information technology specialists, business managers, and doctors and nurses. The solution is an EU 'blue card' – a common working visa – to lure young, highly skilled workers to Europe.

The interior ministers of Britain, France, Germany, Italy, Poland and Spain meet every six months – as the so-called G-6 – to strengthen practical co-operation between the EU's largest domestic security and immigration services. At 2008 October was signed a The EU Immigration Pact- from Hague to Stockholm, via Paris, to impart a new impetus to the definition of a common asylum policy, legal immigration and integration.

II.2. SME policy and obligations

- Social responsibility (ethical considerations)

Employers who wish to engage foreign workers need to obtain a licence from the labour exchange. Such licences are issued only if the employer does not exceed an annual placement quota for foreign workers and provided that their employment meets the needs of the Lithuanian labour market. Licences are not issued if Lithuanian nationals are seeking the same type of employment, or in cases where the employer cannot guarantee adequate living conditions or the other conditions provided by Lithuanian law and international agreements.

- Corporate responsibility

Once the licence from the labour exchange has been obtained, the employer concludes a contract of employment with the foreign worker, specifying the type of work to be performed and requiring the worker to leave the country on completion of the period of employment. Based on the contract of employment concluded with the employer, the labour exchange issues a work permit, which provides the basis for the application for the special visa and therefore for the legal employment of the foreign worker in Lithuania.

II.3. SME Issues

- **The requirement for workers to relocate to a foreign country in search of work – the point of view of migrant/ mobile workers and SME's**

The majority (some 60 per cent) of temporary migrants state that the purpose of their migration is related to employment. Over one-quarter come to study. Most legally employed

foreign workers in the country are concentrated in public institutions, private enterprises and enterprises with foreign capital.

Mainly the enterprises with foreign capital are employing foreign workers. In the other companies migrants are invited only there Lithuanian workers are not qualified enough.

On the other hand SMS's are prepared to pay more for qualified work of migrant than non qualified work of Lithuanians.

The highest percentage of inexperienced foreign workers is found in education, trade and services. In other sectors, more experienced foreign labor is sought.

- **Do migrants contribute to local economy, or help bring new skills into the work/job and what skills to they bring.**

In transport and industry, some 50 per cent of legal foreign workers have over ten years of experience in their particular field. The highest proportion of immigrant workers are employed in joint stock companies (47 per cent), followed by public institutions (24 per cent).

Most employed foreign workers are therefore fairly highly qualified or possess skills not widely available in Lithuania. The highest proportion are managers.

Most foreign employees occupy fairly high positions in Lithuanian enterprises and organizations. Directors, deputy directors, heads of departments, chief advisors and managers form nearly one-quarter of all legal foreign workers employed in Lithuania. Others include teachers, lecturers and skilled engineers and mechanics.

The majority of foreign workers are employed in education (39.5 per cent), trade (10.8 per cent), transport (9.6 per cent) and manufacturing (6.8 per cent).

The agricultural sector, which is in great need of innovation and direct foreign aid, still only accounts for a very small proportion of foreign workers (1.2 per cent). Most immigrant workers move to the larger cities, such as Vilnius, Kaunas and Klaipeda, which attract nearly 90 per cent of all immigrants. In contrast, only 7 per cent of temporary migrants move to rural areas.

In terms of professional characteristics, most of them are highly skilled professionals. Manual workers form under 10 per cent of their number. One of the principal reasons for the low proportion of unskilled workers lies in the restrictions imposed by the authorities, which only allow foreign nationals to take employment in Lithuania in cases where no Lithuanian citizens are competing for the job. In view of the high rates of unemployment in the country, unskilled foreign workers therefore have very few opportunities to enter the Lithuanian labor market officially.

Most legally employed foreign workers are therefore fairly highly qualified or possess skills not widely available in Lithuania. The highest proportion is managers. In practice, the numbers of

consultants and other highly skilled professionals could well be higher since, according to the law, if their stay in Lithuania does not exceed three months, they are not obliged to apply for a special visa or a special work permit.

Although most of the official labor migrants in the country are well qualified, many of them lack previous practical experience. Moreover, the largest numbers of inexperienced foreign workers are employed in the fields of science and education, which gives grounds for doubting whether they really fulfill the purposes for which they are recruited in these areas.

In contrast, many other migrant workers occupy fairly high positions in Lithuanian enterprises and organizations. However, the salaries which are declared in their contracts of employment are frequently rather low, giving rise to the hypothesis that, even in the case of legally employed foreign workers, there is still an element of illegality (the failure to declare a proportion of their salaries).

- **Geographical spread – where the migrants and/or mobile workers are located**

Their main destinations are the three major cities of the country, namely Vilnius, Kaunas and Klaipėda, which together attract over 80 per cent of the foreign labor force.

- **Where are the migrants and/or mobile workers from (which country, area)**

The foreign workers entering Lithuania legally mainly originate from Belarus, China, Germany, the Russian Federation, the Ukraine, the United Kingdom and the United States. The information available from the Lithuanian labor exchange shows that most of them are teachers, engineers, managers, mechanics and workers employed in shipbuilding.

III. VET PRACTICE

- **VETs approach to solving the skills gaps which emerge**

There are used different types of trainee, depending on the extent of skills gaps and the needs of SME's, mobile worker or labour market.

- **How VETS Identify skilled, semi-skilled, unskilled migrants and mobile workers**

If the competences and qualifications are formal they could be proved by the appropriate document – certificate, diploma or other.

If there are non formal competences needed to be identify VET's are sing the competences assessment toolkits

- **From which countries do mobile workers relocate? Why are they needed?**

The information available from the Lithuanian labor exchange shows that most of mobile workers are needed in the fields of industry (as engineers, metal-workers, fitters, machine operators, operators of engine vehicles and equipment of agriculture and forestry, welders and so on), building (constructional engineers, concreters, bricklayers, house painters an so on), service (forwarding agent, English language teacher, cook, technologists of chemistry).

In the regions of Klaipėda there are repairmen of body of the ship most needed.

- **Regional picture and demand on mobile workers**

During the period from January to September 2008, in order to provide employers with qualified labour force Lithuania Labour market issued work permits to 6335 foreigners out of whom 2167 were for persons on a mission, 3800 permits to work with a contract, 358 of permits were prolonged, there were 101 work permits issued for seamen. During the same period in 2007, there were 4417 work permits issued and that is 1918 work permits less than during this year.

During the period from January to September 2008, the biggest number of foreigners who got a work permit worked in service sector (44 per cent or 2789 workers), in construction sector (31 per cent or 2015 workers) and in industry sector (23 per cent or 1465 workers).

Biggest part of foreigners who worked with work contract was employed from neighboring countries Ukraine and Belarus to work as drivers. In construction sector there was a big increase of Turkish citizens on a mission and they made up 21 per cent of all employed foreigners.

In public institutions and non profit organizations are most needed young (age 27-35) man workers, without experience. Private institutions are inclined to invite more experienced and skilful workers, mainly Lithuanians. SME's policy can be described as conservative and stereotyped.

- **Who is responsible for training**

A network of specialized training institutions is under formation to meet the demand for qualified workforce.

In Lithuania there is no special integration, adaptation and training of migrant's mechanism built. For the processes of migrants most of all are responsible Division on Asylum Affairs, Division on Aliens' Affairs, Immigration Division a The Refugees Reception Center and Lithuanian Labor Exchange at the Ministry of Social Security and Labor.

The VET system in Lithuania is based on vocational training organizations, private companies, government institutions, like municipalities, and social partners work.

- **Gaps and problems to deal with migrants and mobile workers (eg. – the lack of money, legal acts, state or SME policy, lack of partnership)**

The salaries of nearly 40 per cent of the foreign workers who are legally employed in Lithuania is several times lower than the average for Lithuanian workers. That indicated that the salaries in the contract of employment only cover part of their real earnings.

Immigration for the purposes of employment is still a recent and not very widespread phenomenon in the Lithuanian context.

The numbers of foreign workers legally employed in the country are currently low. But, in view of the fact that only part of the foreign labor force in Lithuania is covered by the requirement to obtain a work permit, the official figures for foreign workers are likely to be significantly lower than their actual numbers.

- **From what countries mobile workers are needed?**

In Lithuania there is most needed workers in the fields of industry and services and there is no special requirements for home state or nationality.

3.1. Partnerships and Relationships of VET trainers: how does it work?

- **with SME's**

SME's are using training needs analyses. VET are providing specialist training for migrants/mobile workers employees, review results of training needs analysis and develops programme customised to the needs of company and matched with needs of employees.

- **with trade unions/employee associations/chambers**

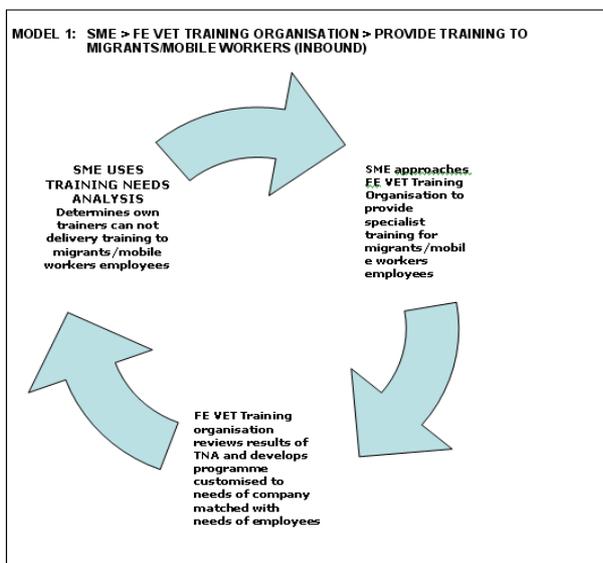
Trade Unions organises a particular section of skilled workers, a cross-section of workers from various, or attempt to organize all workers within a particular industry. Employee Associations may also do the work of Trade Unions as Trade Unions are either non active or do not exist.

- **with migrant/mobile workers**

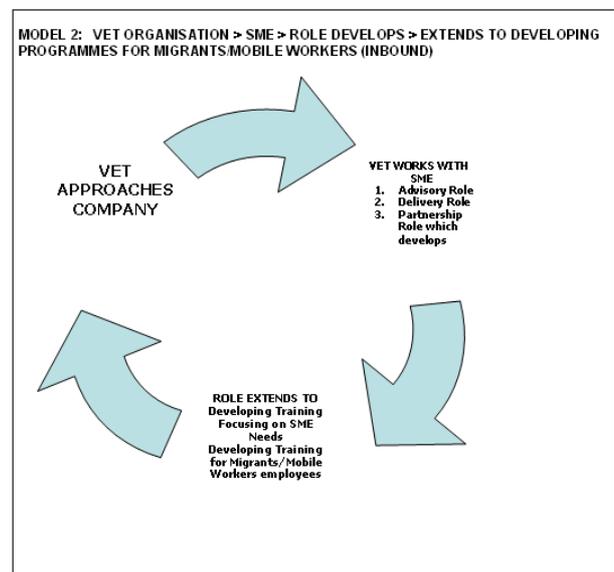
VET's are using training customised to the needs of migrants/mobile workers and the needs of labour market and SME's.

3.2. Models – Which Models are used in Partner Countries

A. Model 1

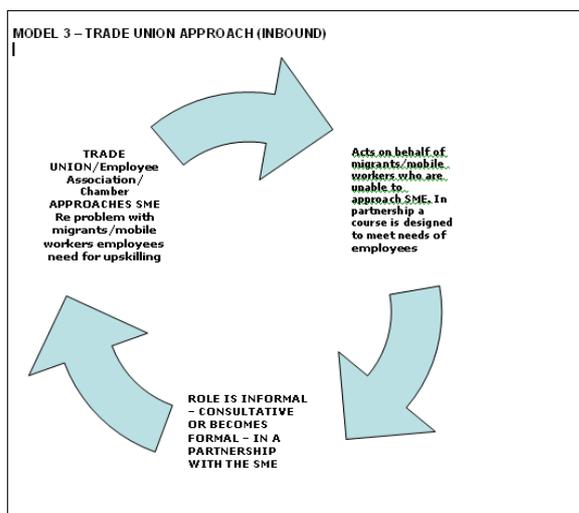


B. Model 2

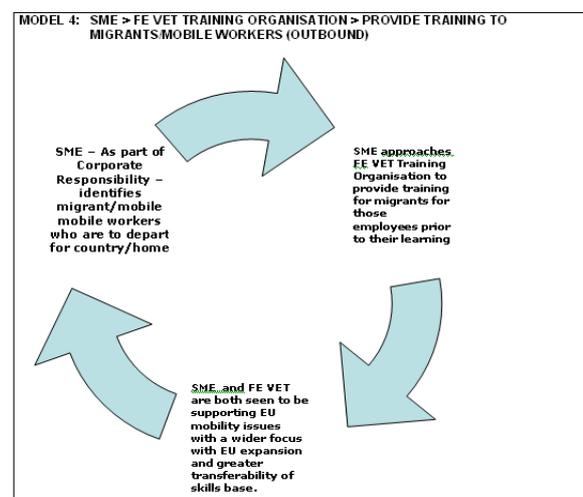


C.

Model 3



D. Model 4



V.

TRAINING

- **Who is responsible for training and who deals with human resource and competence development in SME's**

In Lithuania there is no special programs which provide small and medium size companies (SMEs) with training and technical assistance. That determines that SMEs are responsible for providing employees with training, and to invest more per worker in training, to provide formal training courses.

The system comprises state institutions as well as non-governmental institutions commissioned by the employment service to train. In addition, there is a series of specialized institutes of further training and refresher courses in enterprises.

However, training infrastructure targeted specifically to the needs of actual and potential workers.

Small enterprises are usually very adaptable, receptive to technical, organizational and social innovations have adjustable structure and use flexible job management methods. They practice interchangeability of workers and display high labor performance.

The sample survey of the heads of small private enterprises showed that most of them received no specialized business training. The hired personnel employed in small business may also be considered potential training consumers. Skills' training as well as business training is essential in such areas as promotion of food and industrial products, services, catering, baking, real estate, marketing and insurance.

- **Is the training on-the-job or away from job but within the workplace?**

These types of training are both used but depend on the needs of SME's.

- **Do SME's use different types of trainers (see definitions)**

SME's in Lithuania use different types of trainers. The most popular are trainers who are consultants, whose provides an advice and guidance to others requiring skills in some specifical area, for a short period of time.

- **How does the VET work with SME's training (interaction between SME and VET) to find the correct consultant to match the needs in the company)?**

Institutions of vocational training have had positive experience with the development of learning packages tailored for specific target groups (e.g. migrant worker); further work needs to be done on the development of curricula which have the flexibility to respond to the changes in the market and population looking for training.

The training process should be based on a stage-by-stage progress plan taking into account trainees' response and their motivation.

Training involves a large amount of seminars, games and case studies with the purpose to develop motivation, creativity, leadership and teamwork skills.

Basic training in law, taxation and credit is offered by a number of training centers.

- **Do SME's require trainers to have qualifications? What types of qualifications?**

In the SME's are required high qualified trainers. The main problem is that the methodologies used by trainers are more theoretical and not corresponding the needs of nowadays labour market. There are no new methods of practical trainee used. The SME's must look for trainers abroad, using new types of trainee like coaching, shadowing, mentoring and so on.

- **Are there specialist qualifications to train migrants and/or mobile workers? What are these qualifications?**

There no special qualification to train migrant or mobile workers in Lithuania.

- **How is the SME training financed?**

- 1. EU funding**

The EU funding is for the programs of courses.

The Leonardo da Vinci program offers grant support for projects that further the field of vocational training.

- 2. Government funding**

Government funding in the area of vocational training is for basic vocational training.

- 3. Local funding**

Local funding in the area of vocational training is for basic vocational training.

The professional training on the local level is also financed by the territorial Lithuanian Labor Exchange offices.

- 4. Self funding**

Self funding is not a widespread type of financing, but is used by the SME's then trainer is working in SME, educating employees of companies on specific topics of workplace importance.

- 5. Shared funding (any or all: EU, government, local, self)**

Shared funding is used for training financed by the EU programs and then training in SME's is an initiative of government – then funding lays both on the side of government and SME.

- **What methods and processes are used in training?**

Mentoring

Counseling

Coaching

Demonstration

Shadowing

Focus Groups

Interviews

Experiential (on the job or away from job but within the workplace)

Internet/Online learning

Offsite training courses

Small group work

One to One tutorials

Other?