



INTERNATIONAL ORGANIZATION FOR MIGRATION

EUROPEAN MIGRATION NETWORK

Determining labour shortages and the need for labour migration from third countries in the EU

EMN FOCUSED STUDY 2015



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Determining labour shortages and the need for labour migration from third countries in the EU

Common Template of EMN Focussed Study 2015

Final Version

Subject: Common Template for the EMN Focussed Study 2015 on "*Determining labour shortages and the need for labour migration from third countries in the EU*"

Action: EMN NCPs are invited to submit their completed Common Templates by 11th May 2015. If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF International) at emn@ghkint.com

1 STUDY AIMS AND RATIONALE

As identified in a recent study commissioned by the European Commission (*DG Employment, Social Affairs and Inclusion*), there are several important **challenges affecting Europe's future labour market**, including an ageing society requiring more effective use of the labour force; rapid technological changes and development; increasing demand for highly skilled labour; and uncertainty about future growth in European economies.¹ In this respect, it is essential to identify and address labour market shortages, which could affect growth through their adverse effects on labour productivity.

While to a certain extent, skills mismatches will always exist as a part of the frictional dynamics of the labour market (i.e. **cyclical labour shortages**), persistent or **structural shortages** can be detrimental to economic recovery and growth. Some structural changes, such as the adoption of new technologies, may increase the demand for certain skills that are not immediately available in the labour market, creating skills shortages even when unemployment is high. In this respect, one of the main challenges faced by policy makers is identifying real, structural labour shortages, which cannot be met by the local labour force even if the labour market is functioning well or measures are taken to improve it, e.g. by supporting labour matching or by increasing the attractiveness of the work in light of scarce labour supply.

While migration is not necessarily a panacea for the economic problems in Europe, it is seen as part of the response to labour market policies and identified shortages. Labour and skills shortages are frequently cited by policymakers and employers as amongst the main reasons for **attracting foreign labour**. The ability to attract skills and talents and to recruit from abroad when necessary can help foster growth and innovation.

¹ "Mapping and analysing the bottleneck vacancies in EU labour markets" (September 2014) commissioned by the European Commission, Available at: ec.europa.eu/social/BlobServlet?docId=12625&langId=en

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Access to information and analysis on the functioning of the labour market is crucial in order to develop relevant policy measures. Examining and assessing the extent of labour shortages is key to developing a credible labour migration policy. Mechanisms used for identifying current and future skills shortages and for anticipating the need for migrant labour can include lists of shortage occupations, employers' needs analysis, labour market needs analysis, survey, forecasts and foresights, qualitative studies, etc.

The aim of this focussed study is to provide an overview of the mechanisms in place in (Member) States to determine labour shortages and to quantify the needs for labour migration. The study will also assess how the impact of labour migration on national labour markets is monitored and what kind of instruments are used to that end.

The study includes in its scope all skill and qualification levels of third-country nationals and is not limited to highly skilled or skilled third-country nationals.

More specifically, the study aims to:

- Provide an overview of national labour migration policy and recent public and policy debates on labour migration;
- Analyse whether there is a link between identified labour shortages and labour migration policy;
- Provide an overview of mechanisms for identifying labour and skills shortages and for anticipating the need for migrant labour, and ;
- Examine how are the lists of shortage occupations defined and classified as well as whether Member States make any distinctions between different types of shortages (e.g. current vs. longer-term shortages; temporary vs. permanent shortages);
- Explore the role of social partners and other stakeholders and whether there are any formal mechanisms to consult/involve social partners in determining labour shortages and the anticipated need for migrant labour;
- Compare across (Member) States how the impact of labour migration on shortage occupations is monitored;
- Where available, provide statistical overview on the number of workers employed by selected occupations and estimated unfilled vacancies of the top shortage occupations and occupations included in the shortage lists

2 TARGET AUDIENCES

The study would benefit primarily **national and EU policy makers** and officials concerned with labour migration, economic policy and labour market analysis. The study would also be of interest to other stakeholders, including **social partners**, in the labour markets of the Member States and at the EU level. Finally, it could serve **academia and researchers** in the above-mentioned fields.

3 EU LEGAL AND POLICY CONTEXT

At EU level, the study should be seen in the context of the overarching **Europe 2020 Strategy** for economic growth and in particular, within one of its five objectives focusing on high employment levels as well as creation of new skills and jobs.

In March 2014, in view of the discussions on the post-Stockholm Programme (which covers the period from 2010 to 2014), the European Commission adopted a **Communication "An open and secure Europe: making it happen which identified the central issues to be tackled over the next years"**². The Communication underlines that demographic changes in Europe, coupled with significant skill shortages in certain sectors (notably engineering, IT and health care) hinder the EU's productivity and respectively its economic recovery. At the same time, increasing global competition for skills and talents affects labour markets in many Member States

² European Commission, "An open and secure Europe: Making it happen", COM (2014) 63 final, available at: http://ec.europa.eu/dgs/home-affairs/e-library/documents/basic-documents/docs/an_open_and_secure_europe_-_making_it_happen_en.pdf

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and will be a decisive factor for Europe's economic prosperity in the decade ahead. The Communication further highlighted that in recent years, the European Union has followed a sector-by-sector approach to legal migration, which has resulted in a common legal framework, which regulates the admission of certain categories of third-country nationals.

To this effect, a number of policy and legislative measures have been introduced aim to produce flexible admission systems, responsive to the priorities of each EU State, while enabling migrant workers to make full use of their skills. These measures cover the conditions of entry and residence for certain categories of immigrants such as highly qualified workers ("EU Blue Card" Directive 2009/50/EC), seasonal workers (Directive 2014/36/EU) and intra-corporate transferees (Directive 2014/66/EU), as well as the establishment of a single work and residence permit (Directive 2011/98/EU).

With regard to **other initiatives at EU level**, as reported in the European Commission's 5th Annual Report on Immigration and Asylum (2013), the Commission joined forces with the Organisation for Economic Cooperation and Development (OECD) in two consecutive projects focused on economic migration and labour market needs. The first project on "*Matching Economic Migration with Labour Market Needs*" aimed to identify policies and practices required to ensure that migration can effectively respond to labour market needs over the short-to-medium term (2020 horizon). It produced a series of studies aimed at analysing the challenges related to an efficient matching of immigrant skills to labour market needs, as well as policy recommendations. The second project, which will run in 2014 and 2015, aims to assess to which extent the EU, as a destination region for labour migrants from outside the Union, can compete on the global labour market for skills, and to which extent EU policy instruments have helped to foster EU attractiveness. On 11 December 2013, the Commission published a call for proposals containing a research topic on "*The European growth agenda (EURO-2-2014)*", with a specific research dimension on Migration, prosperity and growth.

4 LIST OF RELEVANT SOURCES AND LITERATURE

EMN Studies, Informs and Ad-Hoc Queries

- Ad-Hoc Query No. 554: Campaigns to attract third country nationals requested by EE NCP on 10th April 2014
- Ad-Hoc Query No. 529: Council Directive 2009/50/EC (EU Blue Card Directive) launched by COM on 21st January 2014
- "*The application of quotas in EU Member States as a measure for managing labour migration from third countries*", EMN Inform, published 2014
- "*Approaches and tools used by Member States to identify labour market needs*", EMN Inform, published December 2013
- "*Attracting highly qualified and qualified third-country nationals*", EMN focussed study, published 2013
- Ad-Hoc Query No.508: Regulatory inflow to control inflow of foreign workers launched by LT NCP on 27th September 2013
- Ad-Hoc Query No.388: Establishing a complex monitoring system of the factual employment of third-country nationals in EU Member States launched by PL NCP on 14th March 2012
- "*Satisfying Labour Demand through Migration*", EMN main study, published June 2011
- "*Temporary and circular migration: empirical evidence, current policy practices and future options in the EU*", EMN study, published October 2011
- "*Conditions of entry and residence of third country highly skilled workers*", EMN study, published 2007

Other EU and international studies and reports

- "*Mobility and migration of healthcare workers in central and Eastern Europe*", Eurofound, 2013; Available at: <http://eurofound.europa.eu/pubdocs/2013/35/en/1/EF1335EN.pdf>

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- "European Vacancy and Recruitment Report 2014", European Commission; Available at: <http://ec.europa.eu/social/BlobServlet?docId=11897&langId=en>
- "Mapping and analysing the bottleneck vacancies in EU labour markets" (September 2014) commissioned by the European Commission, Available at: ec.europa.eu/social/BlobServlet?docId=12625&langId=en
- "Matching Economic Migration with Labour Market Needs" (September 2014), OECD, available at: http://www.oecd-ilibrary.org/social-issues-migration-health/matching-economic-migration-with-labour-market-needs_9789264216501-en
- "Future skill supply in Europe: Medium-term forecast up to 2020", (2009) CEDEFOP, available at: www.cedefop.europa.eu/files/4086_en.pdf
- "Building on skills forecasts — Comparing methods and applications" (2012) CEDEFOP, available at: <http://www.cedefop.europa.eu/en/publications-and-resources/publications/building-skills-forecasts-comparing-methods-and-applications>

5 AVAILABLE STATISTICS

EU level

★ **European Union Labour Force Survey (EU LFS)**

Labour market statistics are available through the **European Union Labour Force Survey** (EU LFS).

There are limited indicators of labour market statistics that are disaggregated by nationality or national groups, including:

- Employment by sex, age and nationality (lfsa_ergan) (annual statistics)
- Inactive population by sex, age and nationality (lfsa_argan) (annual statistics)
- Self-employment by sex, age and nationality (lfsa_esgan) (annual statistics)
- Population by sex, age, nationality and labour status (lfsa_pganws) (annual statistics)

In addition, there are a number of labour market indicators which cannot be disaggregated by nationality, including:

- Job vacancy statistics by occupation and NUTS 2 regions (jvs_a_nace2) (annual statistics)
- Participants in labour market policy (LMP) interventions (Imp_particip)(annual statistics)
- Public expenditure on labour market policy (LMP) interventions (Imp_expend) (annual statistics)

★ **Eurostat migration statistics** is another statistical source in terms of the following indicators:

- Residence permits by reason, length of validity and citizenship (migr_resval) (annual statistics)
- First permits issued for remunerated activities by reason, length of validity and citizenship (migr_resocc)
- EU Blue Cards by type of decision, occupation and citizenship (migr_resbc1)
- EU Blue Cards holders and family members by Member State of previous residence (migr_resbc3)

★ **European Centre for the Development of Vocational Training (CEDEFOP)** undertakes a number of activities for identifying skills needs³. Forecasting skill demand and supply database⁴ - Cedefop produces regular skill supply and demand forecasts for Europe and analyses the potential labour market imbalances. The forecasts are for the period 2015-2025 and include forecasting data on the labour force, employment trends and job

³ Available at: <http://www.cedefop.europa.eu/en/themes/identifying-skills-needs>

⁴ Available at: <http://www.cedefop.europa.eu/en/events-and-projects/projects/forecasting-skill-demand-and-supply/skills-forecasts-main-results>

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opportunities. It is based on Eurostat population projections Europop 2010 as and macroeconomic forecasts developed by DG ECFIN.

National level

At national level, statistics on shortage occupations and estimated unfilled vacancies are likely to be available from Ministries of labour, Employment agencies, National statistical offices and authorities and other competent authorities. The present study aims to collect statistics for the period 2012-2014 on top 15 unfilled vacancies and shortage occupations. (Please see the Statistical Annex tables)

6 DEFINITIONS

'Circular migration' is a repetition of legal migration by the same person between two or more countries. (Source: EMN Glossary V3)

'Contract migrant worker' refers to a person working in a country other than their own under contractual arrangements that set limits on the period of employment and on the specific job held by the migrant. (Source: EMN Glossary V3)

'Economic migration' refers to migration mainly for economic reasons or in order to seek material improvements to livelihood. (Source: EMN Glossary V3)

'Employee' is defined as a worker holding an explicit or implicit employment contract, which gives them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work. (Source: EMN Glossary V3)

'Employer' is considered any natural person or any legal entity, including temporary work agencies, for or under the direction and/or supervision of whom the employment is undertaken. (Source: EMN Glossary V3)

'Employment' is defined as the exercise of activities covering whatever form of labour or work regulated under national law or in accordance with established practice for or under the direction and/or supervision of an employer. (Source: EMN Glossary V3)

'Immigration quota' is defined as a quota established for and by the country, normally for the purposes of labour migration, for the entry of immigrants. (Source: EMN Glossary V3)

'Intra-corporate transferee' refers to a third-country national subject to a temporary secondment from an undertaking established outside the territory of a Member State and to which the third-country national is bound by a work contract to an entity belonging to the undertaking or to the same group of undertakings which is established inside this territory. (Source: EMN Glossary V3)

'Intra-EU mobility' is an action of persons (EU nationals or legally resident third-country nationals) undertaking their right to movement by moving from one EU Member State to another. (Source: EMN Glossary V3)

'Labour market test' a mechanism that aims to ensure that migrant workers are only admitted after employers have unsuccessfully searched for national workers, EU citizens (in EU Member States this also means EEA workers) or legally residing third-country nationals with access to the labour market according to national legislation. (Source: EMN Glossary V3)

'Labour migration' is a movement of persons from one state to another, or within their own country of residence, for the purpose of employment. (Source: EMN Glossary V3)

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'Labour shortage' is a shortage or insufficiency of qualified candidates for employment (in an economy, country) (Collins Dictionary)

'Mobility partnership' refers to cooperation arrangement, on the basis of political declarations, that provides the bilateral framework for dialogue and practical cooperation to address relevant migration and mobility issues of mutual concern primarily with EU neighbourhood countries, including short and long-term mobility, on a voluntary basis. (Source: EMN Glossary V3)

'Occupation' is defined as a set of jobs whose main tasks and duties are characterised by a high degree of similarity. (Source: EMN Glossary V3)

'Social partners' refers to employers' associations and trade unions forming the two sides of social dialogue (Source: European Quality Assurance in Vocational Education and Training (EQAVET); European Commission Glossary⁵)

'Seasonal worker' is a third-country national who retains their principal place of residence in a third country and stays legally and temporarily in the territory of a Member State to carry out an activity dependent on the passing of the seasons, under one or more fixed-term work contracts concluded directly between that third-country national and the employer established in that Member State. (Source: EMN Glossary V3)

'Skills shortages' refers to shortages of particular skills on the labour market. Skills shortages can be cyclical and structural. On the one hand, shortages are common during periods of rapid economic growth, when unemployment is low and the pool of available workers is reduced to a minimum. However, these type of shortages tend to be overcome along the cycle. On the other hand, some structural changes, such as the adoption of new technologies, may increase the demand for certain skills that are not immediately available in the labour market, creating skills shortages even when unemployment is high. In fact, having a large pool of unemployed people provides no guarantee that employers can find appropriately skilled individuals to fill their vacancies. (Source: OECD)

'Social dumping' refers to the practice whereby workers are given pay and/or working and living conditions which are sub-standard compared to those specified by law or collective agreements in the relevant labour market, or otherwise prevalent there. (Source: EMN Glossary V3)

7 ADVISORY GROUP

For the purpose of providing support to EMN NCPs while undertaking this focussed study and for developing the Synthesis Report, an "Advisory Group" has been established. The members of the Advisory Group for this study, in addition to COM and EMN Service Provider (ICF International), are HU, IE, LT, NL, SE and UK EMN NCPs. EMN NCPs are thus invited to send any requests for clarification or further information on the study to the following "Advisory Group" members:

- ★ COM: Jan.Saver@ec.europa.eu and Magnus.OVILIUS@ec.europa.eu
- ★ EMN Service Provider (ICF International): emn@ghkint.com
- ★ HU EMN NCP: agnes.tottos@bm.gov.hu
- ★ IE EMN NCP: EMN.Ireland@esri.ie; alan.barrett@esri.ie; egle.gusciute@esri.ie; emma.quinn@esri.ie
- ★ LT EMN NCP: emn@iom.lt

⁵ Available at: <http://www.eqavet.eu/qa/gns/glossary/s/social-partners.aspx>

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- ★ NL EMN NCP: emn@ind.minvenj.nl
- ★ SE EMN NCP: EMN@migrationsverket.se
- ★ UK EMN NCP: emn@homeoffice.gsi.gov.uk

8 PROVISIONAL TIMETABLE

Date	Action
w/c 1 st December 2014	EMN Service Provider to prepare a draft Common Template Version 1
w/c 1 st December 2014	Advisory Group to review draft
w/c 1 st December 2014	Circulate to EMN NCPs in advance of the 70 th EMN NCP meeting
10 th December 2015	Draft Common Template V1 to be discussed during 70 th EMN NCP meeting
21 st January 2015	<u>Advisory Group Meeting to discuss draft study specifications</u>
w/c 23 rd February 2015	<u>Finalisation</u> of the Common Template and official <u>launch</u> of the study
w/c 11 th May 2015	<u>Completion</u> of the National Reports by EMN NCPs
w/c 1 st June 2015	<u>First draft of the Synthesis Report</u> ⁶
w/c 13 th July 2015	<u>Finalisation</u> of the Synthesis Report and of National Contributions for publication.

9 TEMPLATE FOR NATIONAL CONTRIBUTIONS

The template outlines the information that should be included in the National Contributions to this focussed study. The indicative number of pages to be covered by each section is provided in the guidance note. For national contributions, the total number of pages should not exceed 28 pages, including the questions and excluding the statistical annex. A limit of **25 pages** will apply to the Synthesis Report, in order to ensure that it remains concise and accessible.

⁶ Provided that a sufficient number of EMN NCPs submit their National Contribution in time for the Synthesis stage

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Top-line "Factsheet" (National Contribution)

National contribution (one page only)

Overview of the National Contribution – introducing the study and drawing out key facts and figures from across all sections of the Focussed Study, with a particular emphasis on elements that will be of relevance to (national) policymakers.

Situation. Lithuania, just like other European countries, is facing a paradox. While the unemployment rate in the country remains relatively high (approximately 10 per cent), Lithuania is experiencing a shortage of third-country workers in certain areas. Due to high emigration and differences in wages in Lithuania and other EU countries as well as the education policy not focused on employers' needs, it is also becoming difficult for the employers to find suitable professionals, especially in technical occupations, such as garment manufacturing technologists, tailors, drivers of international freight vehicles, welders, cooks, builders, etc. However, the number of foreign workers is not large and accounts for approximately 0.5 per cent of the total number of labour force. The number of work permits issued to foreigners depends on the situation in the economy and the labour market and may range from 1 800 permits (as in 2010) to 5 000 permits (as in 2014). The absolute majority of third-country workers are most frequently from Belarus and Ukraine. Most of them are recruited as drivers of international freight vehicles (approximately 80 per cent), ship hull assemblers (5 per cent), welders (4 per cent) and cooks (3 per cent).

Policy. Lithuania's labour migration policy is based on the principles of demand and protection of the local labour market. On the political level, the Lithuanian Migration Policy Guidelines have been adopted stipulating the key principles of labour migration policy: the principle of selection (foreigners are admitted into the country if they can contribute to economic growth and enhancement of competitiveness) and the principle of compensation (foreigners are recruited only when the shortage cannot be met by the local labour force, returning emigrants and EU citizens). Labour migration is seen as a temporary and secondary measure for meeting the needs of the labour market.

Entry. A third-country worker may enter Lithuania only if the employer cannot find an employee in Lithuania (except for certain cases specified in Article 58 of the Law on the Legal Status of Aliens). **Until March 2015**, foreign workers were required to obtain a **work permit**. In March this year, amendments to the Law on the Legal Status of Aliens providing for **a uniform procedure for the issue of a work permit and a temporary residence permit** (the single-window principle) entered into force. A foreigner is released from the obligation to obtain a work permit, it is sufficient for him to obtain a decision on conformity to needs of the Lithuanian labour market. Such a decision is adopted if the employer publishes a job vacancy in the database of a labour exchange and no employee is found within a month in the national labour market. In order to avoid wage dumping, it has been stipulated that a foreigner must be remunerated in the same amount as a citizen of Lithuania performing the same work.

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List of shortage occupations. The Lithuanian Labour Exchange draws up on a semi-annual basis a national list of shortage occupations, which is approved by the Minister of Social Security and Labour. The main method of determination of labour shortages is the analysis of registered labour supply (unemployed persons) and demand (vacancies). When drawing up the list of shortage occupations, account is taken of the following key criteria: high labour demand (labour demand is twice higher than labour supply); difficulty in filling vacancies (a position remains vacant for more than three months). Until 2011, foreigners holding an occupation entered onto the list were allowed to enter Lithuania following the accelerated procedure under a long-term national visa. Since 2011, such a procedure has been made available to all foreign workers. Until 2015, the foreigners included on the list were able to apply for the extension of a work permit after two years and to have it extended for a period of another two years without leaving Lithuania. Since 2015, the duration of employment of foreign workers in Lithuania depends solely on the employer's needs. Therefore, the list is currently no longer used as a tool to facilitate the entry of foreign workers.

Issues of concern. (1) Lithuania has no mechanisms to forecast labour demand over the medium and short term. The Ministry of Economy is currently developing the Professional Qualifications Map and the Average Time Prediction Method, which should permit an assessment of the number of professionals in a specific occupation in Lithuania and the need for them in the future. (2) It is envisaged that the emigration of able-bodied and qualified labour force and structural unemployment will remain a challenge for the Lithuanian labour market also in 2015-2016. Although the entry of foreign workers has recently been significantly facilitated, certain issues of concerns remain (e.g., the entire recruitment procedure takes up to 3-4 months, no electronic document submission system exists, employers want greater transparency throughout the recruitment and temporary residence permit issue process). (3) There is an ongoing debate as to whether in general Lithuania needs to develop the areas which create little added value (such as garment manufacturing) and which, in view of the wages and working conditions currently offered, employ only citizens of economically weaker countries. (4) Although procedures for admission of foreign workers are constantly improving and their arrival is being facilitated, however, on a practical level and during the interviews with Lithuanian employers several practical issues have been identified: admission procedures take much longer due to bureaucratic requirements, excessive amount of documents and their translations, and long waiting time at the migration services; lack of clear procedures and required documentation which leads to rejections and repeated application; narrow definition of qualification when it can be proved only by academic diploma (there is no procedure to prove practical experience); complicated accommodation requirements (for example, if a highly qualified foreign worker would like to receive a residence permit for three years, s(he) has to provide migration services with a documentation that s(he) has adequate accommodation for all three years which in practice is highly complicated).

[Executive Summary \(Synthesis Report\)](#)

[Synthesis Report \(up to three pages\)](#)

Executive Summary of Synthesis Report: this will form the basis of an EMN Inform, which will have EU and National policymakers as its main target audience.

[Section 1: General overview of the national labour migration policy and recent public and policy debates on labour migration](#)

*This section aims to outline the national migration policy and recent public policy debates on migration. Firstly, it examines whether the **conditions for entry and stay** for third-country nationals provided in national legislation are directly linked to shortage occupations. It further explores the **policy instruments** in place used for managing economic migration (for example quotas, labour market tests, points-based systems, other instruments). Secondly, the section focuses on recent public debated on labour migration especially with regard to debates on how labour migration is planned to be utilised to address labour market shortages. Thirdly, the section looks at the extent to which Member State view immigration as a tool to address labour shortages and the overall role envisaged by policy for migration to address labour shortages.*

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Q1. Please briefly describe how the **national labour migration policy** functions in your (Member) State. (Maximum 1 page)

Q1 (a). Are **conditions for entry and stay** for (categories of) third-country nationals provided in national legislation linked to shortage occupations?

Q1 (b). What are the instruments in place in your Member State for **managing economic migration** (quotas, labour market tests, points-based systems, other instruments) and how are they linked to labour shortages identified (*for example, labour market test is not applied for third-country nationals applying for jobs listed in lists of shortage occupations*)

Q1. (c) To what extent does your Member State view immigration as a tool to address labour shortages? What overall role for migration to address labour shortages is envisaged by policy in your Member State?

Lithuania's labour immigration policy is based on the principles of demand and protection of the local labour market. On the political level, the Lithuanian Migration Policy Guidelines⁷ have been adopted stipulating the key principles of labour migration policy:

- principle of selection: formation of migration policy in response to changing Lithuanian economic development and labour force needs, implemented in a way that effectively ensures the quantitative and qualitative conformity of migration flows to labour force needs, with a view to contributing to economic growth and enhancing competitiveness;
- principle of labour force compensation: workers from third countries are invited to fill the labour shortage only when the shortage cannot be addressed by the local labour force, employable citizens of the Republic of Lithuania returning from emigration or citizens of EU Member States in line with the principle of free movement of persons; the attraction of workers from third countries should not stimulate citizens of the Republic of Lithuania to emigrate to other countries.

Therefore, immigration from third countries is seen only as a secondary and temporary measure necessary for filling the existing gaps in the labour market.

A third-country worker may enter Lithuania only if the employer cannot find an employee in Lithuania (except for certain cases specified in Article 58 of the Law on the Legal Status of Aliens). Therefore, the number of foreign workers in Lithuania depends on the general situation in the economy and the labour market (Chart 1).

[Chart 1. Unemployment rate and number of work permits issued, by year](#)

⁷ Lithuanian Migration Policy Guidelines approved by Resolution No 79 of the Government of the Republic of Lithuania of 22 January 2014

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Source: Lithuanian Labour Exchange

We can see from the graph that the decrease in the unemployment rate is accompanied by an increase in the number of work permits issued, and vice versa, the rising unemployment rate leads to the issue of a smaller number of work permits.

Procedure for employing foreigners

To employ a foreigner, an employer must apply to a local labour exchange and to register a vacancy. The local labour exchange office will verify whether there is any candidate in Lithuania or the EU having the required qualifications to take up the job. This is done by **placing a job offer in the database of the labour exchange** and keeping the advertisement for one month. If after one month no suitable candidate is found on the national labour market, the employer may apply for a work permit⁸ for the foreigner at the local office of the Lithuanian Labour Exchange.

Only highly-qualified, qualified and seasonal workers can obtain a decision of the Lithuanian Labour Exchange confirming that a person's job corresponds to the needs of the Lithuanian labour market or a work permit (in cases when a foreigner does not need a residence permit). Low-skilled workers are not issued a work permit. When submitting documents to obtain a work permit, the foreigner must prove his/her qualifications by submitting documentation regarding his/her education (training) and work experience (seniority).

⁸ After 1 March 2015, a third-country worker needs to obtain a decision of the Lithuanian Labour Exchange confirming that a person's job corresponds to the needs of the Lithuanian labour market or to be in possession of a work permit.

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In order to prevent wage dumping, the **principle of equality of remuneration** for Lithuanian and foreign workers is stipulated in the legislation. A foreigner may not be remunerated less than a resident of the Republic of Lithuania performing the same work. The employers lodging an application for the issuance of a work permit to a foreigner must attach a statement providing data on the average remuneration paid in their company to workers holding the same qualifications. This ensures that the foreigner is not paid a smaller wage than that paid to a citizen of the Republic of Lithuania.

a) No. The Lithuanian Labour Exchange prepares and the Minister of Social Security and Labour approves the list of shortage occupations every 6 months. Until 2011, foreign workers holding occupations included in the list were admitted to the country under the facilitated procedure. They could be issued a national long-term visa (other foreign workers had to wait for a residence permit in their country of residence) and were allowed to work in Lithuania for two consecutive two-year periods (other foreign workers had to leave Lithuania after two years and apply for a work permit and a residence permit after one month). Since 1 March 2015, the legislation has been amended, and now all workers are allowed to work for as long as their employer needs them (after the labour market test is applied).

b) The only instrument for managing economic migration in Lithuania is the **labour market test**, which is in place in order to meet real demand. As a rule, to employ a foreigner, an employer must apply to a local labour exchange and to register a vacancy. The local labour exchange office will verify whether there is any candidate in Lithuania or the EU having the required qualifications to take up the job. If after one month no suitable candidate is found on the labour market, the employer may apply for a work permit for the foreigner at the local office of the Lithuanian Labour Exchange. After receiving the work permit, the foreigner can apply for a national long-term visa and enter Lithuania. If needed, he can apply for a residence permit while in the country.

c) Immigration is seen as a tool to meet short-term economic and business interests when they cannot be met by the local labour force. However, preference is given to return migration or immigration from EU countries. Immigration from third countries is considered to be only a secondary and temporary measure. Labour migration policy is formed on the basis of demand, i.e. foreigners may enter only if employers need them. However, it must be noted that in some industries (e.g., transportation) the share of foreign workers is sufficiently large and the need for them remains high and stable (e.g., in 2013 the total number of registered vacancies in the transport sector amounted to over 9000).

Q2. Please briefly describe any recent public and policy debates in the area of labour migration, especially with regard to debates on how labour migration is planned to be utilised to address labour market shortages. (Maximum 0, 5 pages)

Lithuania, just like other European countries, is facing a paradox. While the unemployment rate remains relatively high (approximately 10 per cent), Lithuania is experiencing a shortage of third-country workers in certain areas. According to data of the Lithuanian Labour Exchange, while the unemployment rate in Lithuania is steadily declining, it is also becoming difficult to find suitable professionals, especially in technical occupations, such as garment manufacturing technologists, tailors, drivers of international freight vehicles, welders, cooks, builders, etc. There is also a shortage of professionals in the areas of aviation and IT, sales managers. The main reason for the shortage is low wages, compared with the EU average, emigration of the local population and poor working conditions. The local labour force chooses to work abroad, where it is possible to earn a few or a dozen times more. The Labour Exchange informs about the existence of vacancies via various services; the number of workers from the new EU Member States (Romania, Bulgaria) is growing. Trade union are of the opinion that one can understand the employers who want to bring to Lithuania the professionals who are not trained in Lithuania or are trained in small numbers, but it is not justified when they bring from abroad professionals in the occupations which are represented in Lithuania sufficiently well (for example, tailors). Representatives of trade unions seek an increase in wages and argue that in the event of the increase in wages vacancies would be filled by the local labour force.

Another public debate considers the issue of whether in general Lithuania needs to develop the areas which

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create little added value (such as garment manufacturing) and which, in view of the wages and working conditions currently offered, employ only citizens of economically weaker countries and which is now proposed for salaries and working conditions goes to work only economically for Lithuania weaker countries (Sri Lanka, Bangladesh, etc.). Some experts urge to close these sectors and to move capacities to more promising areas.

A still complicated procedure for recruiting third-country nationals who are not in possession of a residence permit and a work permit is also criticised: the recruitment procedure of such a foreigner may take up to 6 months.

Section 2: Overview of instruments used for identifying current and future labour and skills shortages and for anticipating the need for labour migration

This section aims to examine the existing instruments and approaches used in (Member) States to identify current and future labour and skills shortages and the anticipated need for migration labour. Firstly, it examines how labour shortages are defined and classified at national level (Q3) as well as whether there are any distinctions made among different types of shortages (Q4). Secondly, this section provides an overview of existing instruments and tools used in (Member) States to identify labour shortages and the need for migration labour to fill shortages in the labour market (Q5). The section explores the role and involvement of social partners and other national stakeholders (Q6). Finally, it aims to collect a summary of the results/findings of the identified instruments.

Q3. Definition and classification of labour shortages

Q3.(a) How are labour shortages **defined, identified and classified** in your Member State?

Q3.(b) What is the **level of analysis** (e.g. by sectors, by occupations or by qualifications or skill levels)?

Q3.(c) Are classifications of shortages defined in legislation or soft law (e.g. circulars, regulations, policy documents)? If yes, please describe and provide examples for each of the classifications.

Q3.(d) To which extent the level of analysis includes region/local level?

a) The main mechanism used to determine labour shortages is the analysis of registered labour supply (unemployed persons) and demand (vacancies). The list of understaffed occupations is drawn up based on the following criteria:

- High demand for labour: labour demand is twice higher than labour supply;
- Difficulties in filling vacancies: a job has been vacant for more than 3 months or there has been no labour supply meeting the required skills for more than 3 months;
- Analysis of occupations of foreigners employed in Lithuania.

In preparing this list, individual territorial and economic parameters as well as other general parameters are measured. Data are collected by local labour exchanges in Lithuania. In some cases, areas can be joined and information may be provided on the national level within 10 counties.

b) In addition to the name of the occupation, the list indicates an economic activity (industry, services sector, etc.) in which the shortage occurs.

c) The list of shortage occupations is published regularly (twice a year) by an order of the Minister of Social Security and Labour of Lithuania.

d) Regional offices of the Lithuanian Labour Exchange analyse the labour market of their area. The shortage occupations which they identify are later included in the national list of shortage occupations. If the shortage is determined in a specific area, the area is identified. For example, a shortage of welding industry professionals may emerge, but not in construction; there may be a shortage of cooks in Vilnius, but not throughout Lithuania.

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Q4. Do any distinctions between different types of labour shortages exist in your Member States, such as for example:

- **short-term** (current) shortages and **longer-term** (projected) shortages; or
- **cyclical** shortages (shortages occurring due to short-term imbalances in the supply and demand in the labour market and/or by providing incentives to the labour force) and **structural** shortages (which are due to changes, such as the adoption of new technologies, may increase the demand for certain skills that are not immediately available in the labour market, creating skills shortages even when unemployment is high).

If yes, please describe.

Presently, labour shortages are identified for the short term based on employers' current needs (labour market test). However, two new instruments are being developed by the Ministry of Economy, namely the Professional Qualifications Map and the Average Time Prediction Method, which will help predict shortage occupations (or most problematic sectors) over the medium and long term. The Professional Qualifications Map will provide information on the number and occupation of workers who are available in Lithuania as well as information about the recruitment and wages of graduates with different qualifications. The Average Time Prediction Method will allow to forecast the labour market needs over the short and medium term. Both instruments are expected to be finalised in 2-3 years.

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Q5. Please complete the table below identifying the instruments/tools in your (Member) State used to identify labour shortages and the need for migration labour. You can list more than one instrument/tool per category.

Instruments and tools used for identifying labour market shortages and the need for migration labour	Is this instrument/tool used in your (Member) State? (Y/N)	Is this instrument used for determining labour migration needs? (Y/N) If yes, does the instrument: (a) focus exclusively on the identifying the need for migration labour or; (b) it is a tool which aims to identify shortages for the whole workforce (including national/EU) and has a component focusing on migration?	Please briefly describe the respective tool(s) and the methodology(ies) used for anticipating the need for migration labour.	(1) Please describe the level of analysis of the particular instrument/tools (i.e. skills, occupations, sectors, professions, level of qualifications, others). (2) Is an international (e.g. ISCO-08) or national classification of occupations used?	Which national organisation(s) use this mechanism/tool to produce information on skill shortages?	What is the geographical level of the mechanisms/tools used (e.g. national, regional, municipal)?	Additional comments
Lists of shortage occupations	Y	N	The main mechanism used to determine labour shortages is the analysis of registered labour supply (unemployed persons) and demand (vacancies). The list of understaffed occupations is drawn up based on the following criteria: • High demand for labour: labour demand is twice	1) Sectors; occupations 2) National	Lithuanian Labour Exchange	Regional, national	In addition to the name of the occupation, the list specifies an economic activity in which the shortage occurs. If shortage of occupations is determined in a specific area,

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			<p>higher than labour supply;</p> <ul style="list-style-type: none"> Difficulties in filling vacancies: a job has been vacant for more than 3 months or there has been no labour supply meeting the required skills for more than 3 months; Analysis of occupations of foreigners employed in Lithuania. <p>In preparing this list, individual territorial and economic parameters as well as other general parameters are measured.</p>				the area is identified.
Sector analysis	N	-	-	-	-	-	-
Employer Surveys	Y	N	<p>Before drawing up a list of shortage occupations, labour exchange officials regularly meet with employers' associations. During the meetings, the employers' associations express their position on the shortage of certain occupations in the represented sectors, discuss the key requirements for</p>	<p>1) All levels of analysis</p> <p>2) -</p>	Lithuanian Labour Exchange	All levels	Employer surveys are used as an additional tool.

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			<p>understaffed occupations and analyse opportunities for developing the necessary skills from among unemployed workers through vocational training. The meetings are also attended by trade union representatives, who also express opinions on the list of shortage occupations.</p>				
Forecasts/foresight analysis	Y	N	<p>Since 1995, the Lithuanian Labour Exchange has annually carried out labour market forecasts for the upcoming years.</p> <p>The methodology of labour market forecasting has been created jointly with experts of the Swedish National Labour Market Board.</p> <p>The representation of survey results has been achieved by means of proportionate selection of labour market participants according to forms of ownership, economic activities and number of employees. Since 1997, the Lithuanian Labour Exchange has annually issued the publication "Labour Market Forecast" and since 2003 it has also published "Barometer of Employment</p>	<p>1) Sectors, qualifications, occupations</p> <p>2) National (developed based on ISCO-08)</p>	Lithuanian Labour Exchange	-	-

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			<p>Opportunities".</p> <p>The labour market forecasts have been carried out according to the results of the employer survey conducted in September and October.</p>				
<i>Qualitative studies or analysis</i>	N	-	-	-	-	-	-
<i>Other instruments/tools (please describe)</i>	-	-	-	-	-	-	-

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Q6. Concerning **lists of shortage occupations**, please briefly describe:

- a. The process for developing the shortage occupation lists;
- b. What are the criteria for selecting the shortage occupations (e.g. advertised vacancies are significantly higher than the qualified national job seekers available)? ;
- c. Which organisations/institutions play a role in determining lists of shortage occupations?;
- d. How frequently are the lists of shortage occupations updated?

- a) The main mechanism used to determine labour shortages is the analysis of registered labour supply (unemployed persons) and demand (vacancies). Additionally, an employer survey is conducted twice a year.
- b) The list of understaffed occupations is drawn up based on the following criteria:
- High demand for labour: labour demand is twice higher than labour supply;
 - Difficulties in filling vacancies: a job has been vacant for more than 3 months or there has been no labour supply meeting the required skills for more than 3 months;
 - Analysis of occupations of foreigners employed in Lithuania.
- c) Regional offices of the Lithuanian Labour Exchange.
- d) Twice a year.

Q7. For each of the instruments and tools used for identifying labour market shortages in Q5, please outline how it is used for policy purposes? Is there a formalised mechanism to disseminate the information produced? (Y/N) If yes, please describe.

The information on labour market shortages is available from the register of legal acts and on the website of the Lithuanian Labour Exchange.

Q8. Are any of the tools/mechanisms for identifying labour market shortages identified above (e.g. lists of shortage occupations, employers' needs analysis, surveys, forecasts, etc.) used to determine any of the policy instruments for managing economic migration (e.g. quotas, labour market tests, points-based systems, etc.)? (Yes/No) If yes, please describe.

No. Lithuanian labour migration is based purely on demand. Foreigners may enter only if employers need them. Therefore, immigration from third countries is seen only as a secondary and temporary measure, necessary for filling existing gaps in the labour market.

Q9. Do any mechanisms or tools to monitor intra-EU mobility of workers filling job vacancies in the national labour market or leaving to work in other Member States exist in your Member State? (Y/N) If yes, please describe.

If possible, please distinguish between mechanisms or tools to monitor intra-EU mobility with regard to (i) shortage occupations and (ii) other occupations not considered as shortage occupations.

Please indicate the national sources of statistics or data on EU citizens working in your Member State.

A national census shows how many Lithuanian citizens live abroad, also indicates the reason of their departure (work, studies, family reason, other reasons). The national census of 2011 showed that 35 per cent (47 681 out of 136 027 Lithuanians who live abroad) left for work reasons.⁹

⁹ http://statistics.bookdesign.lt/table_038.htm?lang=lt

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There is no mechanism in use to monitor mobility of EU citizens working in Lithuania or intra-EU mobility of third-country nationals.

Q10. Please outline the **role of social partners** (see definition of social partners above) and **other stakeholders** (please identify which stakeholders) in identifying the need for migrant labour? Is there a formalised mechanism to consult/involve social partners in identifying the anticipated need for migrant labour or is their involvement on an ad-hoc basis?

Before drawing up a list of understaffed occupations, labour exchange officials regularly meet with employers' associations. During the meetings, they express their position on the shortage of certain occupations within the sectors represented. During the meetings, they discuss key requirements for understaffed occupations and analyse opportunities for developing the necessary skills among unemployed workers through vocational training. The meetings are also attended by trade union representatives, who also express opinions on the list of shortage occupations.

Q11. Q5 in Section 2 examined the types of national instruments used in your Member State to identify labour shortages and the need for migrant workers. Please briefly summarise the results/findings of these instruments for the most recent year(s)

Although Lithuania has a list of shortage occupations (see Table 1 and Table 2), more detailed information about understaffed occupations can be obtained by analysing the work permits issued by the Lithuanian Labour Exchange. As it has already been mentioned, a work permit may be issued to a foreigner only if the employer cannot find an employee in the local labour market within one month.

Table 1. List of shortage occupations by economic sector, 1st half of 2015, industry

Nr.	Occupation	Requirements	Territory
1.1.	Welder	Certificates: <i>Bureau Veritas (VB)</i> <i>Det Norske Veritas (DNV)</i> <i>Lloyd's Register Group (LRG)</i> <i>Germanischer Lloyd (GL)</i> <i>Inspecta</i>	Klaipėda
1.2.	Ship hull assembler		Klaipėda
1.3.	Tailor		Utena County

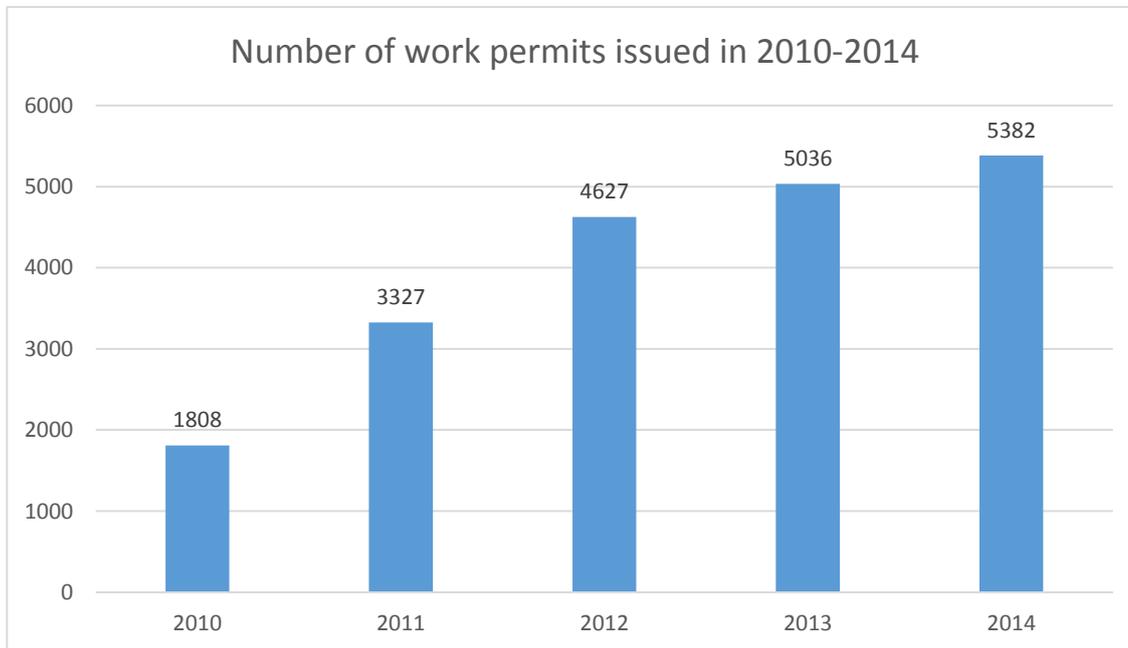
Table 2. List of shortage occupations by economic sector, 1st half of 2015, services

Nr.	Occupation	Requirements	Territory
2.1.	Cook		Nationwide
2.2.	Driver of international freight vehicles		Nationwide

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Since 2010, the number of work permits has steadily increased (see Chart 2).

Chart 2. Number of work permits issued in 2010-2014



Source: Lithuanian Labour Exchange

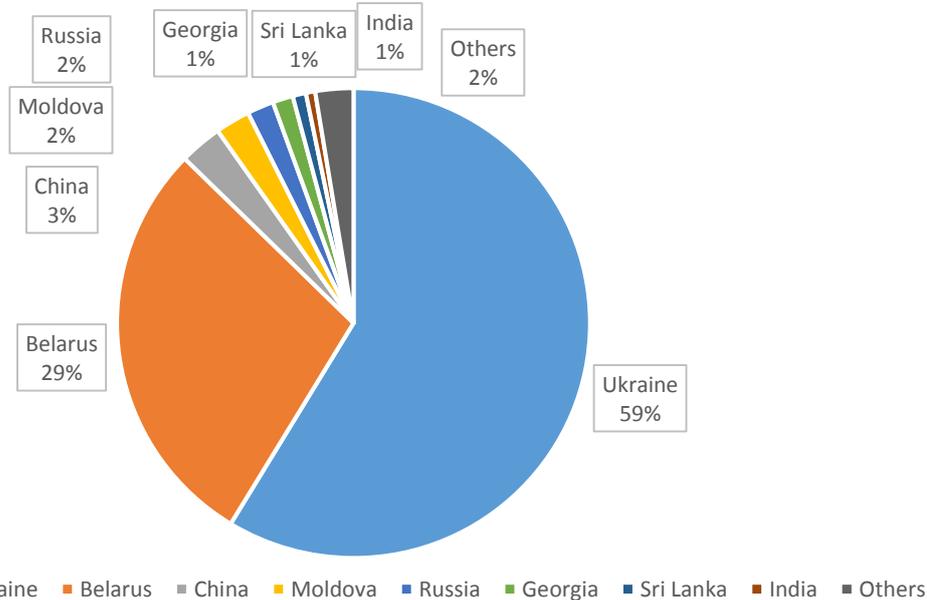
In 2014, 5382 work permits were issued to foreigners in the Republic of Lithuania. In 2014, 346 more work permits were issued than in 2013 and 1.6 times more than in 2011 during the respective period. The majority of the work permits (4638) were issued under employment contracts. The absolute majority of work permits (5236) were issued to males.

In 2014, work permits in Lithuania were issued to foreigners from 39 countries. The majority of the work permits were issued to citizens of **Ukraine**, which accounted for 59 per cent of all work permits in the Republic of Lithuania, to citizens of **Belarus** - 29 per cent, to citizens of **China** - 3 per cent, to citizens of the **Republic of Moldova** and the **Russian Federation** - 2 per cent each (see Chart 3).

Chart 3. Work permits issued to foreigners in 2014, by citizenship

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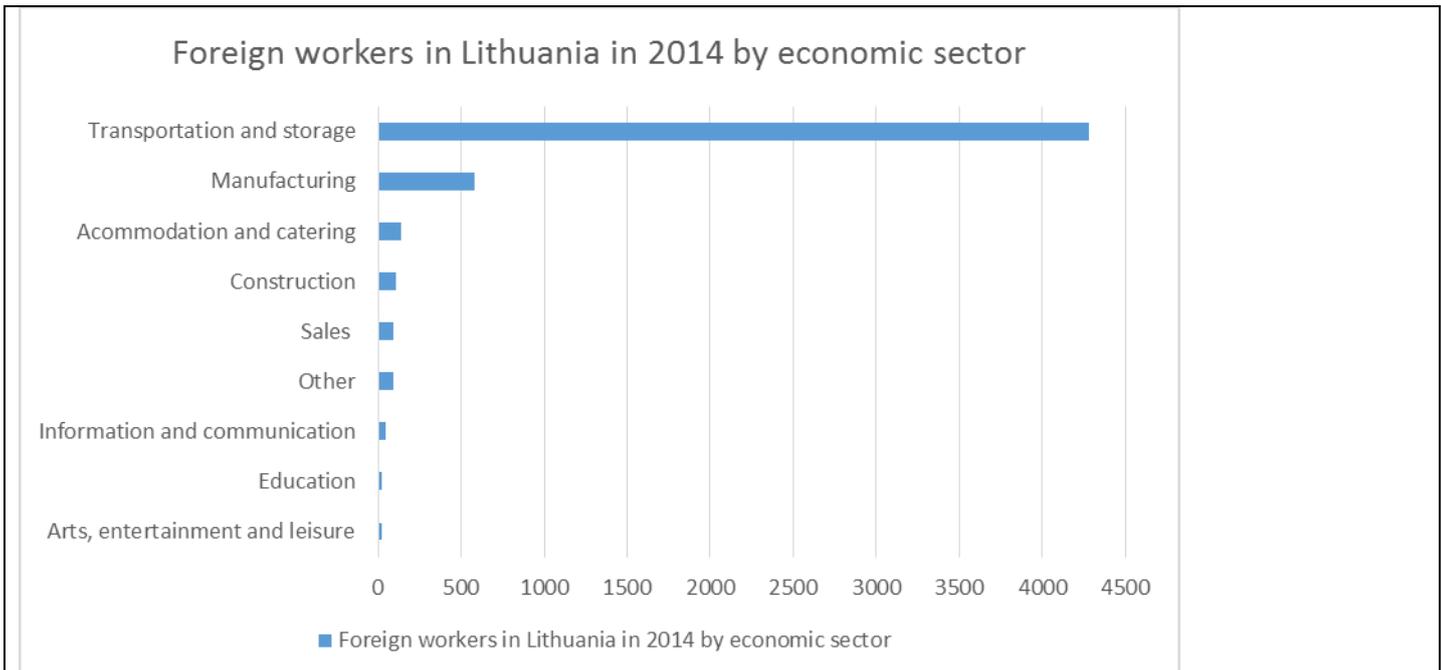
Work permits issued to foreigners in 2014 by citizenship



The structure of disaggregation of work permits issued in 2014 by citizenship changed compared with the same period of 2013. The number of work permits issued to citizens of Ukraine has increased by 9 per cent, whereas the number of work permits issued to citizens of Belarus has decreased by 8 per cent, and the number of work permits issued to citizens of the Russian Federation has decreased by 1 per cent.

In 2014, the majority of permits were issued to foreigners to work in the **service sector – 89 per cent**, in the **industry sector – 9 per cent** and 2 per cent – in the construction sector. In comparison with the same period of 2013, the structure of disaggregation of work permits issued by type of economic activity has changed. The number of work permits issued in the services sector has increased by 4 per cent, and the number of work permits issued in the industry sector has decreased by 5 per cent. The majority of permits were issued to foreigners to work as **drivers of international freight vehicles – 80 per cent of all work permits issued**, 5 per cent – to work as ship hull assemblers, 4 per cent – as welders, 3 per cent – as cooks (see Chart 4).

Chart 4. Foreign workers in Lithuania in 2014 by economic sector

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The labour market forecasts prepared by the Lithuanian Labour Exchange usually show projected economic and labour market trends: labour supply and demand, employment opportunities for persons holding specific professional qualifications, etc.

According to the labour market forecast for 2015, the average annual registered unemployment rate should drop in 2015 to 9 per cent (from 9.5 per cent in 2014). The emigration of able-bodied and skilled labour force and structural unemployment will remain a challenge for the labour market in Lithuania also in 2015. Employers who fail to find suitably qualified workers seek to retain available qualified workers, but facing a particularly large shortage of professionals in certain occupations (drivers of international freight vehicles (holding TIR/ADR authorisations), cooks, ship hull assemblers – in Klaipėda, welders (holding certificates of Bureau Veritas / Det Norske Veritas / Lloyd's Register Group / Germanischer Lloyd / Inspecta) – in Klaipėda, tailors – in Utena County) are often forced to address this issue by recruiting qualified workers from third countries.

While the Lithuanian economy will grow in 2015, taking into consideration the current geopolitical situation the registered demand for labour will remain similar to 2014. It is forecasted that in 2015 employers will register 220-240 000 vacancies. Their structure by economic sector will also remain similar to 2014: 60 per cent of the vacancies will be registered in the services sector, 20 per cent – in the industry sector, 14 per cent – in the construction sector, 6 per cent – in the agricultural sector.

In the services sector, the majority of vacancies will be offered in the area of retail trade and by enterprises engaged in freight transport by road and retail trade in metal hardware goods, paints and glass; in the industry sector – by enterprises engaged in manufacturing of furniture, bread, meat and poultry products and outer garment manufacturing; in the construction sector – by enterprises engaged in the construction of residential and non-residential buildings and building repair, restoration and reconstruction; in the agricultural sector – by enterprises engaged in mixed agriculture, logging and silviculture and other forestry activities. 75 per cent of all job offers will be intended for skilled labour, which is by 2 per cent more than in 2014. Demand for unskilled labour has decreased in recent years. It is forecasted that this trend will continue also in 2015.

Q12.(a) Please indicate any **challenges and risks** associated with the use of instruments for identifying labour shortages and the need for migration labour in your (Member) State (based on existing studies/evaluations or information received from competent authorities).

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Q12. (b) Are there shortage occupations which are not addressed through labour migration (for example because of political concern, sensitivity of the jobs, etc.)? If so, how is this determined?

a) The representatives of the Lithuanian Labour Exchange have indicated the cases when employers who want to hire particular workers from abroad sometimes require excess skills, such as the knowledge of specific foreign languages, which are not always necessary. These cases might be explained by the employers' wish to hire a particular foreign worker.

b) N/A

Section 3: Monitoring the outcomes of labour migration policy in relation to shortage occupations

This section examines the tools and mechanisms to monitor the outcomes of labour migration policy in relation to shortage occupations (e.g. workforce analysis, analysis of types of work permits granted, sector analysis, discussions with employers, etc.). It begins with a series of questions on the instruments used. The section also explores the use of these instruments; the role of social partners and other stakeholders and any challenges and risks associated with their use.

Q13. Are the outcomes of labour migration policies in relation to shortage occupations monitored in your (Member) State? If yes, please describe:

(a) What are the monitoring mechanisms (e.g. workforce analysis, analysis of types and number of work permits granted, sectoral analysis, discussions with employers, etc.)? Is there a formal mechanism(s) to monitor the effects of migration on the labour market in your (Member) State or is this done on an ad-hoc basis?

(b) At what level are labour migration policy outcomes monitored (e.g. workforce, sectors, skill levels, occupations)?

(c) Which organisations carry out such monitoring? For example, are these produced by national agencies; academics; NGOs?

(d) Is the monitoring laid out in legislation or soft law (e.g. circulars, policy documents)?

Labour migration is not monitored systematically, it is undertaken rather on an ad-hoc basis, such as individual studies.

Q14. For each of the instruments and tools used for monitoring the outcomes of labour migration policy in relation to shortage occupations in Q13a, please outline how it is used? Are there formalised mechanisms to disseminate the results of each monitoring mechanism listed in Q13(a)? (Y/N) If yes, please describe

N/A

Q15. Please outline the **role of social partners** (including organised representatives of employers and employees) and **other stakeholders** in monitoring the effects of labour migration on the labour market? Is there a formalised mechanism to consult/involve social partners or is their involvement on an ad-hoc basis?

Nothing to report.

Q16. Please indicate any **challenges** associated with monitoring the outcomes of labour migration policy in relation to shortage occupations in your (Member) State or the impact of labour migration on the labour market at large (based on existing studies/evaluations or information received from competent authorities)

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- While labour migrants represent only a small part of all workers, Lithuania faces and is likely to face in the future the paradox that unemployment existing in certain sectors (such as transportation, shipping industry) prevents from filling job vacancies and the need for foreign workers remains, therefore, it is important for employers that foreign workers could enter Lithuania without obstacles and could fill those vacancies.
- Although Lithuania has a list of shortage occupations, all foreign workers are admitted under a uniform procedure (all workers are subject to the labour market test). The possibility of facilitating the procedure in respect of foreigners holding an occupation entered on the list of shortage occupations, for example, lifting the obligation of the labour market test, should be considered.
- Although Lithuania continues to draw up lists of shortage occupations, after adopting in 2011 and 2015 the amendments which have simplified entry for all workers the list is no longer used as a tool to facilitate the entry of foreign workers.
- The current recruitment system, under which an employer publishes a notice of a vacancy only in the database of a labour exchange and is not obliged to search for a worker by other means, should be improved. The labour exchange does not cover all groups of job-seekers.
- The labour market test is the only instrument designed to meet real demand. However, publication of a vacancy in the database of the Lithuanian Labour Exchange is a relatively formal procedure and is used for certain occupations alone (mainly technical). Job-seekers do not regularly check the database of the Lithuanian Labour Exchange, and it mostly targets long-term unemployed persons. The employers who need workers of particular qualifications (for instance, IT workers) do not publish a vacancy in the database, but search for employees through other channels. The same stands true for the majority of qualified occupations.

*Determining labour shortages and the need for labour migration from third countries*Statistical AnnexA1. Workers employed by selected occupations and estimated unfilled vacancies (statistics for the latest available year)

Member States are requested to also provide statistics on a number of pre-selected occupations. The occupations in the table below are selected on the basis of the occupations that most frequently feature in (Member) States' shortage lists identified in the recent EMN Inform "Approaches and tools used by Member States to identify labour market needs". This section of the Statistical Annex is also aimed at collecting statistics on intra-EU mobility in terms of filling in shortage occupations.

If statistics are available based on ISCO-08, please provide the statistic based on the ISCO-08 number in brackets.

If statistics are not available based on ISCO-08, please provide the **national equivalent** available.

If your Member State has not yet adopted ISCO-08, but can provide ISCO-88 statistics, please provide the ISCO-88 statistics where statistics is available for the categories and sub-categories below.

Table 1: Workers employed by specific occupations and estimated unfilled vacancies (last available year)

Specific occupations	Total employment			Employment of EU-nationals from other Member States			Employment of third-country nationals			Number of residence permits issued to third-country nationals for specific occupations			Number of unfilled vacancies	Comments
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Health Professional (22)	32	341	373				9	9					28	
<i>Of which: Medical doctors (221)</i>	9	18	27				8	8					7	
<i>Of which: Nursing and Midwifery Professionals (222)</i>	4	195	199										9	
Personal care workers (53)	18	612	630										18	
<i>Of which: Child Care Workers (5311)</i>	2	265	267										0	
<i>Of which: Health Care Assistants (5321)</i>	9	297	306										18	
<i>Of which: Home-based Personal Care Workers (5322)</i>	0	2	2										8	
Personal Services Workers (51)	473	2688	3161				145	20	165				194	
<i>Of which: Cooks (5120)</i>	153	1766	1919	0	1	1	145	17	162				122	
<i>Of which: Waiters (5131)</i>	79	358	437	1	1	2		1	1				23	

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Of which: Cleaning and Housekeep services in offices, hotels and other establishments (5151)	84	24	108										30	
Of which: Domestic Housekeepers (5152)	3	2	5				-	2	2				27	
Skilled Agricultural, Forestry and Fishery Workers (6)	701	699	1400	0	1	1							0	
Of which: Field Crop and Vegetable Growers (6111)	3	2	5										0	
Of which: Gardeners; Horticultural and Nursery Growers (6113)	98	346	444										1	
Of which: Livestock and Dairy Producers (6121)	29	29	58										14	
Information and Communications Technology Professionals (25)	82	29	11				19	5	24				10	
Of which: Software and Applications Developers and Analysts (251)	47	3	50				17	5	22				4	
Of which: Database and Network Professionals (252)	35	26	61				2		2				31	
Teaching professionals (23)	62	770	832				9	6	15				29	
Engineering Professionals (excluding Electro-technology) (214)	177	120	297	1	0	1	9		9				9	
Architects, Planners, Surveyors and Designers (216)	50	77	127				2	2	4				27	
Accountants (2411)	27	422	449											

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A2. Top 15 professions included in lists of shortage occupations (statistics for the latest available year)

This part of the Statistical Annex aims to collect data on the occupations included in lists of shortage occupations and any estimations of unfilled vacancies.

If there are several regional lists of shortage occupations instead of a national list, please fill in the table below providing data for each region. You can create new tables below per region. Alternatively, you can use the box provided below to provide a descriptive overview and any available data.

If statistics is available based on ISCO-08, please provide the statistic based on the ISCO-08 number in brackets.

If statistics are not available based on ISCO-08, please provide the **national equivalent** available.

Table 2: Statistics on lists of shortage occupations

ISCO-08 (4 digit level)				Equivalent national classification of occupations			
Occupation included in the list of shortage occupations	Is there a specified number of vacancies to be filled with labour migrants from <u>third-countries</u> ? (Y/N) If yes, please provide the number	Are there any special conditions for <u>migrants from third-countries</u> applying for shortage occupations? (Y/N) If yes, please describe. <i>Please describe conditions which are targeted to TCNs <u>as well as</u> other conditions that may affect TCNs' employment (for example, some professions may be regulated and may concern only MS nationals)</i>	Source and additional information	Occupation included in the list of shortage occupations	Is there a specified number of vacancies to be filled with labour migrants from third-countries? (Y/N) If yes, please provide the number	Are there any conditions that <u>migrants from third-countries</u> need to fulfil when applying for shortage occupations? (Y/N) If yes, please describe. <i>Please describe conditions which are targeted to TCNs <u>as well as</u> other conditions that may affect TCNs' employment (for example, some professions may be regulated and may concern only MS nationals)</i>	Source and additional information
1				Welder	N	Certificates: Bureau Veritas (VB), Det Norske Veritas (DNV) Lloyd's Register Group (LRG) Germanischer Lloyd (GL) Inspecta	Territory: Klaipėda
2				Ship hull assembler	N		Territory: Klaipėda
3				Tailor	N		Territory: Utena County

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4					Cook	N		Nationwide
5					International freight vehicle driver	N	Authorisation for access to the TIR procedure and/or certificate for carrying dangerous goods (ADR)	Nationwide
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								

Please provide any additional statistics or information regarding the national/regional lists of shortage occupations ([Maximum 1 page](#))