

International
Organization
for Migration

European
Migration
Network

Labour Market Integration of third-Country Nationals in Lithuania

2018/1

EMN STUDY



IOM • OIM

with funding by
the European Union



European Migration Network

This publication was conducted under the European Migration Network (EMN) 2017 – 2018 Work Programme.

EMN is a network composed of the European Commission and National Contact Points (EMN NCPs) in each Member State, and in Norway, which aims to collect, analyse and provide up-to-date, objective, reliable and comparable information on migration and asylum. By the decree of the Government of Republic of Lithuania International organization for Migration Vilnius Office acts as the national coordinator for the EMN activities in Lithuania.

More information about EMN activities in Lithuania: www.emn.lt.

Contact details:

European Migration Network National Contact Point in Lithuania

A. Jakšto str. 12, 4 floor

LT-01105, Vilnius

Tel.: +370 5 2624897

Email: emnlithuania@iom.int

© International Organization for Migration (IOM), European Migration Network (EMN), 2018

Information provided in this publication do not necessarily reflect the opinions and views of the Republic of Lithuania, the European Commission and International Organization for Migration or its Member States, nor are they bound by its conclusions. All rights reserved. No part of this publication may be reproduced or used for commercial purposes without a written permission of IOM Vilnius office.

Labour Market Integration
of Third-Country Nationals
in Lithuania

2018/1

EMN STUDY

VILNIUS, 2018

CONTENT

1. GENERAL AND LABOUR MARKET INTEGRATION POLICIES.....	5
1.1. Overview of integration policies in Lithuania.....	6
1.2. Labour market integration policies in Lithuania.....	11
1.3. Implementation of labour market integration policy: institutional framework, monitoring and evaluation.....	12
2. LITHUANIA'S MEASURES AND PRACTICES FACILITATING LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS.....	14
2.1. Overview of main integration areas.....	15
2.2. Promising examples of integration measures implemented by Lithuania.....	18
2.3. Private sector initiatives to facilitate labour market integration of third-country nationals.....	22
CONCLUSIONS.....	25

1.

General and Labour Market
Integration Policies

1.1. OVERVIEW OF INTEGRATION POLICIES IN LITHUANIA

Question (further – Q) 1. Please briefly describe the context in Lithuania pertaining to the situation of third-country nationals.

- a) What are the main categories of third-country nationals coming to Lithuania? Were there any changes in the composition from 2014 onwards?

The Law On the Legal Status of Aliens (hereinafter: the 'Law') provides for the following grounds for the temporary entry and stay of aliens in the Republic of Lithuania:

- Employment:
 1. the alien intends to take up employment in the Republic of Lithuania¹;
 2. the alien intends to take up highly qualified employment in the Republic of Lithuania;
 3. the alien is subject to an intra-corporate transfer as a manager, specialist or trainee employee (the version of the Law in force as of September 2017 transposing Directive 2014/66);
 4. the alien intends to take up employment as a researcher or as teacher;
- Lawful activities:
 5. the alien engages and intends to engage in lawful activities;
 6. the alien intends to engage in lawful activities related to the introduction of new technologies or other innovations of importance for the economic and social development of the Republic of Lithuania (new provision in force as of 1 January 2017);
- Studies:
 7. the alien intends to study in the Republic of Lithuania;
- Family reunification:
 8. it is a case of family reunification;
- Other:
 9. the alien has the right to restore citizenship or is of Lithuanian descent; the alien has been granted subsidiary protection in the Republic of Lithuania in accordance with the procedure laid down by the Law; in other cases provided for by the Law².

¹ This group includes the aliens who: a) enter under an employment contract and possess at least one-year work experience in a qualification-related occupation over the last two years (the version of the Law in force as of 1 March 2015 transposing Directive 2011/98); b) have been posted for temporary employment in the Republic of Lithuania (the requirement to obtain a work permit was lifted on 1 January 2017, however it is planned that as of 1 January 2019, the requirement to obtain a work permit will be reintroduced); c) enter the Republic of Lithuania for the purposes of seasonal employment (the version of the Law in force as of 1 July 2017 transposing Directive 2014/36).

² For example, the alien has acquired the long-term resident status in another EU Member State and is in possession of the residence permit issued by that state; the alien has been taken into guardianship/curatorship or has been appointed guardian/curator; an unaccompanied minor alien is not returned to a foreign state; an alien cannot leave the Republic of Lithuania for humanitarian reasons, the alien cannot be returned to a foreign state or expelled from the Republic of Lithuania; the alien is unable to leave due to a dangerous health condition; the alien is allowed to stay as a victim of trafficking in human beings or illegal employment.

Table 1. Number of temporary residence permits issued/renewed in Lithuania, 2013 – 2017

Ground for entry	2013	2014	2015	2016	2017
Family reunification	5020	5509	5708	2958	4546
Employment	3626	4055	5038	6618	10613
Studies	1476	1678	1983	2439	2758
Other lawful activities	4181	6615	4949	2766	764
Other	287	439	550	356	692
Total	14590	18296	18228	15137	19373

It needs to be noted that from 2014 onwards, the number of aliens entering for the purpose of employment has grown significantly. For example, 10 500 temporary residence permits and 23 000 national visas (D) were issued in 2017 on the ground of employment. The vast majority of the entering persons are employed in the transport sector as drivers of international freight vehicles, though the number of the aliens employed in other sectors is also growing. The issues of integration of such aliens are becoming increasingly relevant.

It also has to be pointed out that in 2017, the number of the aliens who entered to engage in lawful activities decreased more than 3.5 times. This should be explained by the fact that in 2016-2017, checks on the aliens entering for this purpose and renewing their temporary residence permits were tightened after detecting a number of cases of abuse in respect of this ground of entry.

To sum up, aliens in Lithuania make up a small part of Lithuania's population. At the end of 2018, 49 400 aliens resided in Lithuania accounting for 1.8 per cent of the total population.

However, the number of the aliens entering in recent years, especially those entering for the purpose of employment, is steadily increasing, as Lithuania faces labour shortages. Currently absolute majority of the entering aliens are employed in the service sector (drivers of international freight vehicles) and enter Lithuania on a temporary basis, thus it is sometimes claimed that the need for integration of the aliens is not acute. However, the need for highly qualified non-EU workers is increasing and the Government indicated as one of its priorities attraction and retention of talents and highly qualified workers. Therefore, integration issues will become increasingly topical.

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

The absolute majority (approximately 80 per cent) of foreign workers are employed in the service sector. The vast majority of them are drivers of international freight vehicles. Approximately 15 per cent of the aliens are employed in the construction sector, while in the industry sector – approximately 5 per cent of the aliens.

The rate of employment of aliens in Lithuania is not calculated.

c) What are the main integration challenges Lithuania focuses on? Describe briefly.

Lithuania focuses its attention on and provides major resources for the integration of the aliens who have been granted international protection in Lithuania. The implementation of the integration of aliens is coordinated by a commission of the Government of the Republic of Lithuania. The overall integration of aliens falls under the responsibility of the Ministry of Social Security and Labour. It should be noted that the Government set as one of its priority attraction and retention of highly qualified workers. The responsibility to implement concrete measures regarding highly qualified workers was delegated to the Ministry of Economy and Innovation.

Until the end of 2018, there were no approved general state strategy or an action plan for the integration of aliens. On 21 December 2018 the Minister of Social Security and Labour approved the “Action Plan for the Implementation of Integration of Aliens into society 2018-2020” by Order No A1-755. This plan replaced the last strategic document the “Action Plan for the Implementation of Integration Policy for Aliens 2015-2017” approved by the Minister of Social Security and Labour of the Republic of Lithuania on 31 December 2014 by Order No A1-683. In order to facilitate the integration of aliens into Lithuanian society, funds were allocated in 2016 from the national programme 2014-2020 for the Asylum, Migration and Integration Fund (AMIF) under the action “Provision of services to third-country nationals” to 3 projects during which aliens’ integration centres were set up in Vilnius, Kaunas and Klaipėda. The integration centres provide a variety of services to third-country nationals, such as information, counselling, courses in the Lithuanian language and civic orientation, social, psychological, translation/interpretation, legal and other services. The action plan also included trainings and other educational events aimed at state servants working with foreigners. 365 employers participated in the training sessions and educational events organised by the Lithuanian Labour Exchange under the Ministry of Social Security and Labour in connection with the integration of aliens. 14 433 employers wishing to employ third-country workers were provided with one-to-one counselling on the employment of such workers. Information related to the employment of aliens in Lithuania was prepared and circulated by electronic mail.

This Action plan was of a rather educational nature and targeted institutions, professionals and employers. It aimed at integrating aliens into Lithuanian society and increasing tolerance towards the aliens in society, as well as strengthening interinstitutional cooperation in the area of integration of aliens and monitoring integration processes. Upon the expiry of the period of validity of the plan, it was not renewed.

Q2. Is the term “integration” defined in national legislation or strategic documents of Lithuania? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

The term ‘integration’ is defined in the Law. Article 107 of the Law provides that:

1. The Republic of Lithuania shall provide conditions for aliens holding a residence permit to integrate into political, social, economic and cultural life of the State in accordance with the procedure established by laws.
2. State funds of the Republic of Lithuania shall be allocated for the implementation of the provisions of Lithuania’s national policy in the area of integration of aliens; resources from international organisations, EU structural funds as well as resources from humanitarian aid funds established by natural and legal persons of the Republic of Lithuania and non-governmental organisations may also be used.

Article 109 of the Law (version of 1 September 2017) stipulates a procedure for organising the integration of aliens and provides that the integration of aliens is implemented by state institutions and agencies within their remit and in cooperation with municipalities, international and non-governmental organisations. The implementation of the integration of aliens is coordinated by a commission of the Government of the Republic of Lithuania.

Q3. Does Lithuania have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study?

- If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight.

YES. On 21 December 2018 the Minister of Social Security and Labour approved the “Action Plan for the Implementation of Integration of Aliens into society 2018-2020” by Order No A1-755. The action plan included 34 measures aimed at increasing integration of all third country nationals. Since the action plan was only recently adopted there is no possibility to evaluate concrete measures. This could be done in 2019.

It should be also noted that the current Government has included the attraction and retention of highly qualified aliens (talents) as one of its priorities. The task of developing special measures in order to achieve this goal was given to the Ministry of the Economy (see the Programme of the Government, approved on March 13, 2017).

Under the 4th priority of the programme “Sustainable and competitive economy” the Government included the task named “Attraction and retention of talents”. Under this task several actions are proposed:

- Creation of an agency responsible for attraction of talents;
- Development of incentives for attraction of highly qualified foreign workers;
- Facilitating immigration for highly qualified workers and their family members;
- Development of measures to attract, retain and integrate foreign researchers.

Concrete measures are currently being developed by the Invest Lithuania, the official agency for Foreign Direct Investment and Business Development in Lithuania under the Ministry of Economy.

- If NO, do you have a mainstream integration approach? Please very briefly describe.

Until December 2018 Lithuania did not have in place any approved state policy for the integration of third-country nationals. Active policy measures were only for beneficiaries of international protection. The integration of third-country nationals is implemented under the projects financed with funds of the national programme for the Asylum, Migration and Integration Fund (AMIF) (see the reply to Question 4 below). The integration of the aliens is carried out by non-governmental organisations. Their activities are funded from AMIF.

It should be noted that labour market services and employment support measures are provided to third-country nationals under the same terms and conditions as to citizens in accordance with the Law of the Republic of Lithuania on Employment. The labour market services and measures stipulated by this law also apply to the aliens holding a residence permit in Lithuania who, in accordance with legal acts, are exempted from the obligation to obtain a work permit (Article 1 of the Law of the Republic of Lithuania on Employment).

Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)?

On 21 December 2018 the Minister of Social Security and Labour approved the “Action Plan for the Implementation of Integration of Aliens into society 2018-2020” by Order No A1-755. The action plan included 34 measures aimed at increasing integration of all third country nationals. The main emphasis is on beneficiaries of international protection but there are few measures aimed at integration of all foreigners into the labour market (such as, workshops for foreigners on how to start business in Lithuania, trainings for employers on integration of foreigners, improvement of recognition of qualifications). Since the action plan was only recently adopted there is no possibility to evaluate concrete measures. This could be done in 2019.

Lithuania also supports the activities of non-governmental organisations in the area of integration of the aliens. During 2014-2020, funds of the national programme for the Asylum, Migration and Integration Fund (AMIF)³ were allocated to finance activities of 3 aliens’ integration centres in Vilnius, Kaunas and Klaipėda. The purpose of the projects is to provide integration services for third country nationals in order to improve conditions for their integration in Lithuania.

The target group of the projects is the third-country nationals holding a temporary or permanent residence permit (including the persons who have been granted international protection) and the third-country nationals who are family members of a Union citizen and hold an EU temporary or permanent residence card. AMIF finances the actions preceding the integration of third-country nationals in the labour market, therefore AMIF does not finance any special measures and activities intended for the third-country nationals who are entitled to take up employment. Funds of AMIF are allocated to the education- and training-oriented measures intended to facilitate entry into the labour market (namely, the activities related to the preparedness of third-country nationals to enter the labour market). Following measures were included:

³ For detailed information, see <http://esf.socmin.lt/index.php?-507516257>.

- occupational guidance, one-to-one and group counselling and assistance in gaining a foothold in the labour market, escort, intermediation (assistance in preparing curricula vitae and cover letters, search for vacancies, intermediation, representation at a labour exchange, assistance in preparing for a job interview, cooperation with potential and current employers) are provided to the third-country nationals who hold temporary or permanent residence permits in Lithuania or EU temporary or permanent residence cards. The activity is implemented by the aliens' integration centres in Vilnius, Kaunas, Klaipėda;
- legal and social counselling partly covers also labour market issues and is provided to the third-country nationals who hold temporary or permanent residence permits in Lithuania or EU temporary or permanent residence cards; the activity is implemented by the aliens' integration centres in Vilnius, Kaunas, Klaipėda;
- courses in the Lithuanian language are provided to the third-country nationals who hold temporary or permanent residence permits in Lithuania or EU temporary or permanent residence cards; the activity is implemented by the aliens' integration centres in Vilnius, Kaunas, Klaipėda;
- civic orientation training for third-country nationals covers knowledge of Lithuanian society (culture, traditions), basic facts of history and geography, introduction to main laws of Lithuania, social security, health care, education systems and is provided to the third-country nationals who hold temporary or permanent residence permits in Lithuania or EU temporary or permanent residence cards; the activity is implemented by the aliens' integration centres in Vilnius, Kaunas, Klaipėda;
- training in the basic principles of the Constitution of the Republic of Lithuania is provided to the third-country nationals who hold temporary or permanent residence permits in Lithuania or EU temporary or permanent residence cards; the activity is implemented by the aliens' integration centres in Vilnius, Kaunas, Klaipėda;
- coaching on leadership and entrepreneurship is provided to the third-country nationals who hold temporary or permanent residence permits in Lithuania or EU temporary or permanent residence cards; the activity is implemented by the aliens' integration centre in Vilnius.

The aliens holding temporary and permanent residence permits in Lithuania have the same access to all measures of integration in the labour market as EU and Lithuanian citizens. They are subject to general requirements. According to the Law of the Republic of Lithuania on Employment, labour market measures (hereinafter: 'LMM') are provided to the following persons (including aliens):

- 1) non-working persons;
- 2) persons working under employment contracts or on the grounds of legal relations deemed to be equal to labour relations;
- 3) self-employed persons;
- 4) persons incapable for work;
- 5) employers (Article 20(1)).

Active labour market policy measures (hereinafter: 'ALMPM') and programmes on increasing employment (hereinafter: 'PIE') apply to the following unemployed persons registered with a local labour exchange (including aliens):

- 1) the unemployed;
- 2) persons incapable for work;
- 3) employed persons (Article 20(2)). Employed persons have access only to the active labour market policy measure of vocational training (Article 20(3)).

The third-country nationals who hold a residence permit and who have been registered with a labour exchange, just as citizens of Lithuania, have access to all of the mentioned services. The third-country nationals who hold a residence permit and who, upon registration with a labour exchange, have been granted the status of the unemployed are provided with ALMPM and PIE. The services and measures are voluntary and are provided free of charge.

Labour market measures include: 1) registration as a job seekers; 2) information; 2) consulting; 3) assessment of employment opportunities; 4) employment intermediation (Articles 26-30).

The active labour market policy measures aimed at assisting job seekers in increasing their employment opportunities and achieving the balance between labour supply and demand include: 1) support for learning; 2) support for mobility; 3) supported employment; 4) support for job creation (Articles 35-47).

PIE are prepared and implemented by municipalities. The following programmes may be prepared with the view to increasing employment: 1) unemployment prevention; 2) labour market integration of immigrants and ethnic minorities; 3) other (Article 48). Presently, municipal programmes mostly focus on short-term employment, for example, community work.

As already indicated, attraction and retention of foreign talent and highly qualified workers is one of the priorities of the current Government. At the moment Invest Lithuania, the official agency for Foreign Direct Investment and Business Development in Lithuania, proposed several measures which are aimed at facilitating attraction and retention of this group of workers:

- Learning of the Lithuanian language. A proposal has been made to compensate part of the language training costs for those who pass the state language examination;
- Info-packages and specialized app in relevant foreign languages on all aspects of integration into society (information regarding life in Lithuania, immigration procedures for family members, taxation, other services, including real estate, banks, etc.).
- Tax incentives for highly qualified workers. A proposal has been made to exempt highly qualified workers from the income tax during first years of their stay in Lithuania.

These measures were presented to the Government but are not approved as of yet.

1.2. LABOUR MARKET INTEGRATION POLICIES IN LITHUANIA

Q5. Does Lithuania have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study?

No.

Q5a. If YES: Please describe:

- a) is it part of a general integration policy/strategy?
- b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).
- c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?
- d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.
- e) What are the main objectives of the labour market integration strategy?

Not applicable.

Q5b. If NO: does Lithuania have a mainstream approach with regard to labour market integration?

Third-country nationals are provided with labour market services and employment support measures in accordance with the Law of the Republic of Lithuania on Employment. The labour market services and measures stipulated by this Law are also applied to the aliens who hold a residence permit in Lithuania and who are exempted from the obligation to obtain a work permit in accordance with legal acts (Article 1 of the Law of the Republic of Lithuania on Employment). Thus, the

aliens holding a temporary or permanent residence permit have access to the same services as EU or Lithuanian citizens. Those entering under national visas (D) are not able to access such services.

Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

No.

Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

The issue of the exploitation of foreign workers (especially Ukrainians) is currently a matter of public debate. The State Labour Inspectorate has established that some Ukrainians entering Lithuania enter as workers posted by Polish enterprises. An investigation has revealed that in most cases, the Ukrainian workers do not even visit Poland and do not sign any employment contracts with Polish enterprises. They, with the help of intermediaries, enter Lithuania directly. Without the knowledge of their rights and of the language, they live and work in poor conditions and are not adequately remunerated for their work. According to the head of the State Labour Inspectorate, "We can see that labour migration poses additional threats. They are related to the vulnerability of workers, irrespectively of whether this is the exploitation of aliens in Lithuanian enterprises or the workers posted from Lithuanian companies, say, to Norway. As an institution, we strive and will strive, while cooperating at various levels with our foreign counterparts, to protect labour migrants' rights and social guarantees⁴".

Discussions are also underway on the potential wage dumping taking place when employing aliens. The Government is discussing the introduction of quotas for third-country workers⁵. Entrepreneurs are concerned that such quotas may slow down business development⁶.

Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in Lithuania and if so, by whom (national government, legislator, or other political actors)?

No.

1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

The Lithuanian Labour Exchange under the Ministry of Social Security and Labour (hereinafter: the 'Lithuanian Labour Exchange'), together with the local labour exchanges subordinate to it, implements labour market and employment support policies. At present, there are 10 local labour exchanges in Vilnius, Kaunas, Klaipėda, Panevėžys, Šiauliai, Alytus,

⁴ https://www.vdi.lt/Forms/Tekstas1.aspx?Tekstai_ID=1548.

⁵ <https://www.15min.lt/verslas/naujienu/finansai/statistika-darbo-imigracija-auga-daugiau-nei-dvigubai-662-974632>.

⁶ <https://www.vz.lt/transportas-logistika/2018/05/16/lietuvos-vezejai-vyriausybes-planuojamos-kvotos-pavoijingos-verslui>.

Marijampolė, Tauragė, Telšiai and Utena⁷. The Lithuanian Labour Exchange helps jobseekers to find a job faster, provides them with the opportunity to acquire necessary qualifications and to compete in the labour market and helps employers to find skilled workers.

Objectives:

- to balance labour supply and demand,
- to reduce unemployment and to prevent it,
- to improve the quality of the services being provided.

Municipal institutions and agencies are involved in the implementation of job subsidies, local employment initiative projects, provision of support for self-employment and develop and implement programmes on increasing employment.

In implementing employment support policy, social partners (representatives of the Government, representatives of trade unions, representatives of employers' organisations) represent their interests through participation in the activities of the Tripartite Council of the Republic of Lithuania and tripartite councils (committees, commissions) under the institutions implementing employment support policy.

Invest Lithuania under the Ministry of Economy is involved in providing proposals for the Government regarding attraction and retention of foreign talents and highly qualified workers.

Q10. Does Lithuania produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004⁸?

No.

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in Lithuania?

Several challenges related to aliens' integration in the labour market could be identified:

- At present, the integration of aliens has been transferred to non-governmental organisations, which provide services and carry out projects. All aliens' integration projects are financed with EU funds. The non-governmental organisations point out that project financing does not guarantee continuity of activity (interruptions between projects are possible, continuity is not ensured). There is also a lack of a systemic approach and a clear state strategy for the integration of aliens.
- The issues of the integration of aliens (except highly qualified workers) are not yet on the political agenda. Invest Lithuania states that there are only fragmented measures aimed at facilitating integration of alien workers into the labour market and society in general. In Lithuania, the focus is on the integration of the aliens who have been granted asylum. In this area, there is in place a clear stance of the State, coordination of activities and strategic decision-making. The integration issues of other groups of aliens (e.g., workers, family members, students) are not given sufficient attention. In some cases, this is explained by the fact that foreign workers enter the country temporarily to take up specific employment, the number of entries is not high and there is no need for a state strategy for the integration of aliens. However, changing labour market realities demonstrate that the need for foreign labour is increasing and labour market will need long-term workers with professions in demand in Lithuania. Therefore discussions about a comprehensive plan for the integration of all aliens are relevant.
- According to the survey of alien workers carried out by Invest Lithuania in 2017 main challenges related to integration of alien workers include: lack of relevant and up-to-date information in English/Russian regarding migration procedures, health insurance policy and financial sector (accessibility of services of banks); customer service in institutions providing services to aliens; inflexible opportunities to study Lithuanian language; abundance of negative news in the press which gives a feeling of a failing state.

⁷ As from 1 October 2018, the Lithuanian Labour Exchange will be reorganised into the Employment Service under the Ministry of Social Security and Labour and will consist of the administration, regional competence centres, 4 customer service departments and 50 customer service divisions.

⁸ Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

2.

Lithuania's Measures and Practices Facilitating Labour Market Integration of Third-Country Nationals

2.1. OVERVIEW OF MAIN INTEGRATION AREAS

Q12. Please indicate in the table below and describe the main areas/components of Lithuania for integration of third-country nationals into labour market.

Table 2. Main areas/components for integration of third-country nationals into labour market in Lithuania

Area/component	General overview	Stakeholders
<p>1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)</p>	<ol style="list-style-type: none"> 1) Vocational training The amount of funds allocated for the financing of vocational training services may not exceed 6 amounts of the minimum monthly wage (MMW⁹) as approved by the Government of the Republic of Lithuania for the acquisition of qualifications and 3 amounts of MMW for the improvement of qualifications or acquisition of competences. 2) Employment under an apprenticeship contract (applicable as of 01-01-2017) is organised for persons who participate in vocational training in the form of apprenticeship. The employers carrying out vocational training in the form of apprenticeship and employing the persons posted by a local labour exchange under an apprenticeship contract are reimbursed 40 per cent of the wage specified in the employment contract of the person employed under the apprenticeship contract, up to the amount of 1 MMW. 3) Traineeship (applicable as of 01-01-2017) as an unpaid period of working practice intended for the enhancement, restoration or improvement of a person's working skills or professional qualifications. It may be organised for the unemployed persons who possess appropriate professional qualifications or competences acquired through non-formal adult education, but have not been employed in the current professional qualification or competence acquired through non-formal adult education for at least 6 consecutive months. During the traineeship period, a trainee must be provided with at least 20 hours, but not more than 40 hours of training per week. At the choice of an unemployed person, the amount of the scholarship is equal to 0.5 amount of MMW or is paid as an unemployment social insurance benefit payable to the unemployed person. 4) Recognition of competences acquired through non-formal education and informal education (applicable as of 01-01-2017) is organised under the terms and conditions provided for in a 	<p>ALMPM in accordance with the Law of the Republic of Lithuania on Employment.</p> <p>Financed with funds of the European Social Fund.</p> <p>Planned by local labour exchanges.</p> <p>Implemented by providers of the service of vocational training – educational establishments, employers.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social Security and Labour, Ministry of Education and Science.</p>

⁹ As of 1 January 2018, MMW amounts to EUR 400. Approved by Resolution No 814 of the Government of the Republic of Lithuania of 11 October 2017 regarding the minimum wage

	<p>bilateral contract concluded between a local labour exchange and the unemployed person whose competences as acquired through non-formal education and informal education are subject to recognition. Recognition of the competences acquired through non-formal education and informal education of the unemployed is carried out by the person organising the recognition of competences as selected by the unemployed person.</p>	
2. Enhancement of (soft) skills	<p>Supported employment: Support for the acquisition of working skills is organised directly at a workplace with the aim of acquisition of missing working skills for the persons who participate in vocational training or who have completed it and for the unemployed persons who take up employment for the first time in the area of the acquired qualification or competence.</p> <p>The employers who employ the persons posted by a local labour exchange are paid a wage subsidy. The amount of the wage subsidy may not exceed 2 amounts of MMW.</p>	<p>ALMPM in accordance with the Law of the Republic of Lithuania on Employment.</p> <p>Financed with funds of the European Social Fund.</p> <p>Planned by local labour exchanges.</p> <p>Implemented by employers and local labour exchanges.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social Security and Labour.</p>
3. Provision of information and counselling	<p>Information about the provision of labour market services and implementation of employment support measures. Jobseekers are introduced to labour market services and employment support measures and the terms and conditions of participation in them. As regards the vocational information service, jobseekers are informed about vacancies, job search, vocational training, studies, demand for qualifications and forecasts of their needs, occupational choices and the requirements to be met.</p> <p>Counselling services are provided to increase the motivation of jobseekers to take up employment or to study, to advise on changing jobs, to help them choose an occupation or plan a career taking into account personal characteristics and the needs of the labour market. The counselling services include: 1) vocational counselling; 2) career planning; 3) psychological counselling. These services can be provided on a one-to-one basis or in groups.</p>	<p>LMM under the Law of the Republic of Lithuania on Employment.</p> <p>Planned and implemented by local labour exchanges.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social Security and Labour.</p>
4. Enhancement of intercultural/civic relations in the workplace	N/A	N/A
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	<p>Support for mobility (new measure applicable as of 01-01-2017) – reimbursement of expenses for travel to the place of work, traineeship or to the group counselling sessions organised by a local labour exchange and back:</p> <p>1) upon the employment of an unemployed person under an employment contract or on the basis of legal relationships equivalent to employment relationships;</p> <p>2) in the case of participation of an unemployed</p>	<p>ALMPM in accordance with the Law of the Republic of Lithuania on Employment.</p> <p>New measure applicable as of 01-07-2017.</p> <p>Financed with funds of the European Social Fund.</p>

	<p>person in supported employment measures or in traineeships;</p> <p>3) in the case of participation of an unemployed person in activities of the group counselling sessions provided for in his tailor-made employment plan;</p> <p>4) in respect of the employer who has employed an unemployed person posted by a local labour exchange and who incurs, with the consent of the unemployed person, the costs of transportation of the unemployed person to the workplace and back.</p>	<p>Planned by local labour exchanges.</p> <p>Implemented by the unemployed of a local labour exchange, employers.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social Security and Labour.</p>
6. Incentive measures for migrants or employers	<p>Supported employment:</p> <p>Job subsidies – employment of a person posted by a local labour exchange by irrecoverably reimbursing to the employer a part of this person’s wage costs, which is organised in order to assist the unemployed in gaining a foothold in the labour market.</p> <p>Employers who employ the persons posted by the local labour exchange are paid a wage subsidy in the amount specified in the employment contract of the employed person. The amount of the wage subsidy may not exceed 2 amounts of MMW.</p>	<p>ALMPM in accordance with the Law of the Republic of Lithuania on Employment.</p> <p>Financed with funds of the European Social Fund.</p> <p>Planned by local labour exchanges.</p> <p>Implemented by the unemployed of a local labour exchange, employers.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social Security and Labour.</p>
7. Support for self-employment	<p>Support for job creation:</p> <p>Support for self-employment is organised when individuals create workplaces for themselves for the first time in micro enterprises as defined in the Law of the Republic of Lithuania on Small and Medium-Size Business Development. A job creation subsidy is paid when unemployed persons under the age of 29 years create workplaces for themselves for the first time.</p>	<p>ALMPM in accordance with the Law of the Republic of Lithuania on Employment.</p> <p>Financed with funds of the European Social Fund.</p> <p>Planned by local labour exchanges.</p> <p>Implemented by the unemployed persons under the age of 29 years who create workplaces for themselves, local labour exchanges.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social Security and Labour.</p>
8. Other labour market services	<p>Support for job creation:</p> <p>Job creation subsidy, when a former unemployed person, having started his own business not later than within 30 months from the termination of the last registration with a local labour exchange, creates for the first time a workplace for employment of an unemployed person posted by the local labour exchange.</p>	<p>ALMPM in accordance with the Law of the Republic of Lithuania on Employment.</p> <p>Financed with funds of the European Social Fund.</p> <p>Planned by local labour exchanges.</p> <p>Implemented by the unemployed persons who create workplaces for themselves and employ unemployed persons, local labour exchanges.</p> <p>Monitoring and supervision are exercised by the Lithuanian Labour Exchange, the Ministry of Social</p>

Security and Labour.

Table 3. Third-country nationals holding a permanent/temporary residence permit in the Republic of Lithuania, registered with the Lithuanian Labour Exchange and provided with active labour market policy measures during the period 2014-2017

Service	2014	2015	2016	2017
Registered per year	1535	1491	1523	1387
Permanent employment	821	939	888	857
Fixed-term employment	7	42	48	78
Assigned to ALMPM total including:	190	242	217	197
- supporting for acquisition of working skills	8	12	12	14
- job rotation	1	2	-	.*
- subsidised employment	68	65	42	52
- vocational training	30	76	76	97
- community service	83	87	87	34*

Data of th Lithuanian Labour Exchange

*The measure was effective until 1 July 2017

2.2. PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLMENTED BY LITHUANIA

Please describe 1 -2 measures across integration areas for a total of up to 6 measures in Lithuania.

Labour integration areas:

1. Training and Qualification (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools).
2. Enhancement of (soft) skills (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development).
3. Provision of information and counselling (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications).
4. Enhancement of intercultural/civic relations in the work place inclusion (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace).
5. Tailor made measures to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons).

6. Incentive measures for migrants or employers (e.g. measures to encourage employers to hire migrants or migrants to take a job).
7. Support for self-employment (e.g. entrepreneurship courses, courses on how to set up a company).

Type of measures:

1. Programme and systematic measures (multi-year / long term).
2. Projects (ad-hoc).
3. Legislative/policy (structural) measure.

Measure 1	
Overview	
Name	Vocational training
Type	Legislative / policy (structural) measure
Area	Training and qualifications
Access	Unemployed persons registered with a labour exchange and employed persons willing to change job
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all) According to the Law of the Republic of Lithuania on Employment applicable also to the aliens holding a residence permit in Lithuania who are exempted from the obligation to obtain a work permit
Coverage	In 2017, the measure was applied to 97 third-country nationals who were unemployed persons registered with a labour exchange.
Budget	Financed with funds of the European Social Fund
Link	

Measure 1. Q1. Please describe how third-country nationals can access the measure, notably:

- a) Elaborate in brief on the conditions and process of accessing for third-country nationals .

Vocational training is organised under the terms and conditions provided for in a tripartite or bilateral contract within the framework of formal vocational training. A tripartite contract is concluded between a local labour exchange, the employer who will employ an unemployed person and the unemployed person who will take up a vacancy. When the unemployed are posted to study under formal vocational training programmes the occupations in demand as determined by the Lithuanian Labour Exchange or when the unemployed intend to take up employment in a vacancy offered by a local labour exchange or found on their own or to take up self-employment, a bilateral contract between the local labour exchange and an unemployed person is concluded. Vocational training of the unemployed is carried out by the provider of vocational training chosen by the unemployed person himself.

- b) Is the measure voluntary or compulsory? Is it provided free of charge?

The measure is voluntary and is provided free of charge. The unemployed receive a monthly scholarship during the entire period of vocational training based on the hours attended. At the choice of an unemployed person, the amount of the scholarship is either 0.6 amount of MMW or the unemployment social insurance benefit payable to the unemployed

person. The unemployed are reimbursed for the costs of travel, accommodation, compulsory health checks and vaccination against infectious diseases.

c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals.

No.

d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?

If failing to comply with the requirements specified by legal acts (e.g., may not skip training without valid grounds). The same provision applies also to citizens of the Republic of Lithuania.

Measure 1. Q2. Please describe briefly the context in which the measure has started:

a) When was the measure introduced and what was/is its duration?

The measure was introduced in 1991 upon the passing of the first Law of the Republic of Lithuania on the Employment of the Population. Currently, the average duration of the measure is 3-4 months.

b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)

There could be a link with the increase of the migration flow due to the fact that, for example, in 2014 30 third-country nationals participated in this measure, in 2016 – 76 and in 2017 – 97 third-country nationals.

c) What was the need/purpose to start/implement such measure (e.g. labour market needs in Lithuania, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)?

The measure was introduced to meet the needs of the labour market in the cases when individuals were not able to take up employment due to their qualifications and competences, as they no longer met the need for vacancies, i.e. the objectives of supply-demand compatibility.

d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)?

The unemployed persons registered with a labour exchange or the employed persons willing to change their job.

e) Key activities.

Measure 1. Q3. Please briefly describe the implementation modalities, notably:

a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?

The measure is implemented by local labour exchanges, the educational establishments providing vocational training services, employers.

b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?

Scholarships are paid to third-country nationals in the same way as to other unemployed persons (see M1.1).

c) How and by whom is it promoted to third-country nationals?

Information on vocational training is provided on the websites of the Lithuanian Labour Exchange, local labour exchanges, providers of training services (training centres, employers).

Measure 1. Q4. Please briefly describe the impact of the measure and notably:

a) Did it meet the anticipated objectives?

In our opinion, yes.

b) What are the main outcomes?

In 2017, 97 aliens took up employment upon completion of vocation training programmes.

- c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured).

The Lithuanian Labour Exchange conducts monitoring of the country's labour market and integration in it; in cooperation with social partners, it considers and submits proposals to the Ministry of Social Security and Labour of the Republic of Lithuania and the Ministry of Education and Science of the Republic of Lithuania.

- d) Challenges during implementation and remedies applied.
e) Likelihood of continuation of the measure. If discontinued, please explain why.

The measure is continued.

Measure 2	
Overview	
Name	Employment intermediation
Type	Legislative / policy (structural) measure
Area	
Access	Jobseekers registered with a labour exchange
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all) According to the Law of the Republic of Lithuania on Employment applicable also to the aliens holding a residence permit in Lithuania who are exempted from the obligation to obtain a work permit
Coverage	In 2017, with the intermediation of labour exchanges, 857 third-country nationals were employed/took up employment under permanent contracts and 78 third-country nationals – under fixed-term contracts.
Budget	The service is financed from the general appropriations allocated to the Lithuanian Labour Exchange.
Link	

Measure 2. Q1. Please describe how third-country nationals can access the measure, notably:

- e) Elaborate in brief on the conditions and process of accessing for third-country nationals.
f) Is the measure voluntary or compulsory? Is it provided free of charge?
g) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals.
h) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?

The service is voluntary and is provided free of charge. There are no differences between the terms and conditions applicable to third-country nationals and EU citizens and to citizens of the Republic of Lithuania. Individuals must refer to a local labour exchange.

Measure 2. Q2. Please describe briefly the context in which the measure has started:

- f) When was the measure introduced and what was/is its duration?
g) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed)?

- h) What was the need/purpose to start/implement such measure (e.g. labour market needs in Lithuania, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)?
- i) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)?
- j) Key activities.

The service was introduced in 1991 with a view to assisting jobseekers.

Measure 2. Q3. Please briefly describe the implementation modalities, notably:

- d) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- e) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- f) How and by whom is it promoted to third-country nationals?

The service is provided by local labour exchanges. Information on vacancies is published on the website of the Lithuanian Labour Exchange.

Measure 2. Q4. Please briefly describe the impact of the measure and notably:

- f) Did it meet the anticipated objectives?
- g) What are the main outcomes?
- h) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured).
- i) Challenges during implementation and remedies applied.
- j) Likelihood of continuation of the measure. If discontinued, please explain why.

The measure is used by a considerable number of the unemployed, including aliens. The measure helps an unemployed person to find a job. No measure evaluations have been carried out. The measure is continued.

2.3. PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

Table 4. Main characteristics of private sector organizations

Type of Private Sector Organisation	Industry Sectors
National	Agriculture, forestry and fishing
International (e.g. with subsidiaries in Lithuania)	Energy and water
Size of Private Sector Organisation	Manufacturing
Micro: <10 Employees	Construction
Small: 10-49 Employees	Wholesale and retail trade, hotels and restaurants
Medium: 50-249 Employees	Transport and communication
Large: >250 Employees	Financial and business services
Example Categories	Public admin, education and health

Low-skilled workers	Domestic work sector
Medium-skilled workers	Other services
High qualified workers	
Seasonal workers	
Family members of nationals and third-country nationals	
Domestic workers	

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within Lithuania? (YES/NO).

Based on consultations with private sector it can be stated that private enterprises have only general support systems for their employees who come from third countries. They usually provide induction sessions, advice on various migration, taxations, health insurance and other issues. The main complaint expressed was lack of information in English which is essential for a person to comply with tax, health insurance, and other requirements.

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place?

7 private enterprises employing third country nationals were approached. One meeting was organized. Majority of companies were from the services sector.

Private Sector – Measure 1	
Overview	
Name	Diversity and Inclusion Committee at Western Union, Vilnius, Lithuania
Company size	Large: >250 Employees
Company type	International
Sector	Financial and business services
Area	Provision of information and counselling
Access	All foreign employees have access to services and counselling provided by the Committee
Target group	<input type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input checked="" type="checkbox"/> High skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers, etc.
Coverage	Other (e.g. within the company, labour office) Services are provided within the company for foreign employees
Budget	All activities are done on a voluntary basis.

Link

Private Sector – Measure 1. Q1. Please briefly describe the main feature of the measure, notably:

- a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks).
- b) Objective and main activities.
- c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.
- d) How can third-country nationals access the measure? Are they selected?

The Inclusion and Diversion Committee was established 2,5 years ago. The aim of the committee is twofold: relocation assistance to employees coming from other countries; attraction of foreign workers having necessary skills for the company.

The participation in committee's activities is voluntary based.

The committee provides guidance/counselling that cover all phases of employment. For example, during the attracting phase the Committee has prepared information packages about life in Vilnius which is shared with prospective employees. Later on, assistance is provided with immigration procedures and all other relocation issues (housing, health insurance, taxation, etc.). In addition to general information and counselling activities, the Committee mentioned that they invite responsible institutions (migration office, labour exchange, state tax inspection) to explain procedural requirements for foreigners. This is organized in a Q&A session format. They also implement training on multiculturalism within the company in order to educate all staff on working in diverse teams.

The company cooperates with Go Vilnius which is the official development agency of the City of Vilnius.

All foreign employees have access to the services provided.

Private Sector – Measure 1. Q2. Please briefly assess the impact of the initiative, namely:

- a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible).
- b) Elaborate on achievements of set objectives and main outcomes.
- c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.).

The Committee undertakes self-evaluations. A survey of foreign employees (N=120) was implemented which demonstrated that TOP3 issues for foreign workers related to integration are: 1) immigration procedures; 2) taxation regulations; 3) accommodation.

Conclusions

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

1. Aliens make up a small part of the population of Lithuania. At the end of 2018, 49 400 aliens resided in Lithuania accounting for 1.8 per cent of the total population. However, the number of aliens entering the country in recent years, especially as regards those entering for the purpose of employment, is steadily increasing, as Lithuania faces a labour shortage. The absolute majority of the aliens entering the country are employed in the service sector (drivers of international freight vehicles) and enter Lithuania temporarily. Moreover, an alien who has entered for the purpose of employment must, after expiry of his employment relationship or in the event of loss of job, depart from Lithuania. Under the general procedure, alien workers arrive after having secured a workplace therefore integration measures into the labour market at this point are not relevant for them. However, measures aimed at integration into society are very relevant for those workers as well as for their family members. At the moment they can study the language, the Constitution and participate in other educational activities. Under the mainstream approach access to the services of integration into the labour market is provided to aliens' family members, students and other aliens permanently residing in Lithuania. Separate measures are developed for foreign talents and highly qualified workers.
2. Until December 2018 Lithuania did not have an approved integration action plan. On 21 December 2018 the Minister of Social Security and Labour approved the "Action Plan for the Implementation of Integration of Aliens into society 2018-2020" by Order No A1-755. The action plan included 34 measures aimed at increasing integration of all third country nationals. The main emphasis is on beneficiaries of international protection but there are few measures aimed at integration of all foreigners into the labour market (such as, workshops for foreigners on how to start business in Lithuania, trainings for employers on integration of foreigners, improvement of recognition of qualifications). Since the action plan was only recently adopted there is no possibility to evaluate concrete measures. This could be done in 2019.
3. The integration of aliens falls under the responsibility of the Ministry of Social Security and Labour. Labour market integration measures are provided by the Labour exchange office and its branches. At the moment integration of aliens in Lithuania is carried out with project funds by the non-governmental sector. In 2016, funds were allocated from the national programme 2014-2020 for AMIF under the action "Provision of services to third-country nationals" to 3 projects during which aliens' integration centres were set up in Vilnius, Kaunas and Klaipėda, i.e., a network for the counselling of aliens has been created in the country. These centres provide comprehensive services to third-country nationals, such as vocational guidance, legal counselling, training (studying the Lithuanian language, the Constitution, leadership coaching) and other services (e.g., classes for children).
4. There are no special state programmes in Lithuania to facilitate the entry of aliens into the labour market. The third-country nationals who hold a temporary or permanent residence permit in Lithuania are provided with labour market services and employment support measures in accordance with the Law of the Republic of Lithuania on Employment, i.e., they can have access to the same services as EU citizens or citizens of the Republic of Lithuania.
5. The Programme of the new Government approved on March 13, 2017, includes as one of its priorities the attraction and retention of talents and highly qualified aliens. Development of concrete measures falls under the responsibility of Invest Lithuania under the Ministry of Economy. Several measures have been proposed which will facilitate attraction and retention of talents and highly qualified workers. These measures were presented to the Government which will make a decision on their implementation.
6. Data of the Lithuanian Labour Exchange show that in 2017, 935 aliens registered with the Lithuanian Labour Exchange were hired, with 52 of them having been hired through job subsidies. 97 aliens have provided with the service of vocational training. These figures indicate that aliens have access to the services provided by the Lithuanian Labour Exchange. Nevertheless, it should be noted that the availability of information or services without the knowledge of the state language in Lithuania is limited. This makes it difficult for the aliens to access the services provided.
7. Vocational training and employment intermediation have been identified as good practices.

8. In the private sector integration of workers into the labour market are provided with induction sessions, information about life in Lithuania for newcomers as well as continuous counselling and assistance in dealing with various issues of immigration and integration.

European Migration Network (EMN) is a network composed of migration and asylum experts from EU Member States, Norway and the European Commission. Its main objective is to collect, analyse and provide up-to-date, objective, reliable and comparable information on migration and asylum to policy makers at EU and Member State level and the general public.

The EMN National Contact Point (NCP) in Lithuania is composed of representatives from the Ministry of the Interior, the Migration Department, the State border guard service as well as the International Organization for Migration (IOM) Vilnius office which acts the national co-ordinator for the EMN activities in Lithuania. EMN NCP in Lithuania also collaborates with other entities from governmental as well as non-governmental institutions working in the area of migration.
