The new OECD Jobs Strategy
Good jobs for all in a changing world of work

How does LITHUANIA compare?

The digital revolution, globalisation and demographic changes are transforming labour markets at a time when policy makers are also struggling with slow productivity and wage growth and high levels of income inequality. The new OECD Jobs Strategy provides a comprehensive framework and policy recommendations to help countries address these challenges. It goes well beyond job quantity and considers job quality and inclusiveness as central policy priorities, while emphasising the importance of resilience and adaptability for good economic and labour market performance in a rapidly changing world of work.

Dashboard of labour market performance for Lithuania

Notes:
- Employment rate: share of working age population (20-64 years) in employment (%).
- Broad labour underutilisation: Share of inactive, unemployed or involuntary part-timers (15-64) in population (%), excluding youth (15-29) in education and not in employment (%).
- Earnings quality: Gross hourly earnings in PPP-adjusted USD adjusted for inequality.
- Labour market insecurity: Expected monetary loss associated with the risk of becoming unemployed as a share of previous earnings.
- Job strain: Percentage of workers in jobs with a combination of high job demands and few job resources to meet those demands.
- Low-income rate: Share of working-age persons living with less than 50% of median equivalised household disposable income.
- Gender labour income gap: Difference between per capita annual earnings of men and women (% of per capita earnings of men).
- Employment gap for disadvantaged groups: Average difference in the prime-age men’s employment rate and the rates for five disadvantaged groups (mothers with children, youth who are not in full-time education or training, workers aged 55-64, non-natives, and persons with disabilities; % of the prime-age men’s rate).

ASSESSING JOB QUANTITY, QUALITY AND LABOUR MARKET INCLUSIVENESS

The new OECD Jobs Strategy presents a dashboard of labour market performance that provides a comprehensive overview of the strengths and weaknesses of different national labour markets, going well beyond the standard measures of employment and unemployment rates. These include measures of job quantity (employment, unemployment and broad underemployment), job quality (pay, labour market security, working environment) and labour market inclusiveness (income equality, gender equality, employment access for potentially disadvantaged groups). Some countries score well on most or all indicators, implying that there are no hard trade-offs that prevent countries from performing well in all areas.

- Lithuania fares well compared to the OECD average in terms of job quantity, apart from the unemployment rate that is higher than the average.
- Earnings quality is among the lowest in the OECD, partly reflecting the relative large share of workers
undertaking undeclared work. The share of workers experiencing job strain is around the OECD average.

- The poverty rate is high in international comparison. Approximately 15% of working-age people live in households with less than 50% of the median income.

However, the gender labour income gap and the employment gap for disadvantaged groups are below the OECD average, partly due to a relatively high employment rate of working women and, to some extent, of older workers.

**FRAMEWORK CONDITIONS FOR RESILIENCE AND ADAPTABILITY**

Labour market resilience and adaptability are important to absorb and adjust to economic shocks and make the most of new opportunities. Resilience is crucial to limit the short-term costs of economic downturns. Labour productivity is a key precondition for high growth of output, employment and wages and central to long-term growth in living standards. Finally, skills are key to improving workers’ productivity and wages and provide an indication of the readiness to respond to future challenges.

- Lithuania fares well compared to the OECD average in terms of labour market resilience and adaptability indicators.

### Framework conditions for Lithuania

**Unemployment cost of a decline in GDP (2000-16)**

- Spain: 0.9 pp
- OECD: 0.4 pp
- Lithuania: 0.5 pp
- Luxembourg: 0.1 pp

**Labour productivity growth (2010-16)**

- Greece: -1.0%
- OECD: 0.8%
- Ireland: 5.5%
- Lithuania: 2.0%

**Share of low-performing students (2015)**

- Mexico: 73.2%
- OECD: 31.3%
- Japan: 15.4%
- Lithuania: 32.7%

Notes: Resilience: average increase in unemployment rate over 3 years after a negative shock to GDP of 1% (2000-16); Labour productivity growth: annual average productivity growth (2010-16), measured in per worker terms. Share of low performing students: Share of 15-year-olds not in secondary school or scoring below Level 2 in PISA (%) (2015).