



# SPOTLIGHT ON JOBS AND SKILLS LITHUANIA

2025

## Introduction

Drawing on its rich country-level skills intelligence, Cedefop develops its Spotlights on jobs and skills for EU-27 Member States, Iceland and Norway. The Spotlights provide insights into the current labour market landscape, future trends, and skills anticipation in each country. The analysis is based on Cedefop's skills intelligence online tool, its skills forecast, the European Skills Index (ESI), online job advertisements, sectoral and occupational skills intelligence, and country-specific skills anticipation reports.

## Recent employment developments

The unemployment rate has been falling consistently (except for 2020-21 due to COVID-19) from 15% in 2011 (EU average 10%) to 7% in 2023 (EU average 6%). In 2023, manufacturing and wholesale and retail trade <sup>(1)</sup> were the backbone of employment in the country, together accounting for just over 30% (Figure 1). Among broad occupations, professionals accounted for more than a quarter of employment, with office professionals representing 11% of this share.

In 2023, trades workers dominated manufacturing (34%), followed by other manufacturing workers (16%) and metal and machinery workers (11%). Professionals worked primarily in education (18%), health and social care (14%), professional services (12%), and ICT services (11%). The employment of professionals was lower in wholesale and retail trade (8%), transport and storage (5%), and administrative services (3%), but these shares were still above the EU averages.

Lithuania has one of the smallest shares of low-skilled workers in the EU: in 2023, 96% of those in employment were medium- or highly qualified (EU average 84%). In several service-related occupations, most workers were highly skilled. These include office clerks (81% highly skilled), office associate professionals (73%), hospitality

and retail managers (71%), and customer clerks (68%). These occupations had the highest shares of highly skilled workers in the EU.

Lithuania leads the EU in female participation in employment (51%). Women's participation is particularly strong: they make up just over 86% in health and teaching professionals. Among personal service workers, the share of female workers is also among the highest in the EU (78% versus 46%). As much as 95% of health associate professionals are female, compared with 78% in the EU on average.

In 2023, 37% of the employed population were aged over 50 (EU average 35%), while only 6% were aged 15-24 (EU average 8%), signalling an ageing challenge that needs to be addressed. This challenge is more evident in the primary sector (including agriculture) and in non-marketed services (including education and healthcare), where 46% of workers are aged 50-64, one of the highest shares in the EU. Targeted VET and skills development policies and re-training and re-skilling initiatives can help mitigate potential risks associated with meeting future replacement demand in rapidly ageing sectors. These risks are less prominent when sourcing ICT professionals: only 7% of ICT workers are aged 50-64, while those aged 25-49 constitute the lion's share (83%) of employment.

## Recent skills and learning developments

Analysis of online job advertisements (OJAs) collected by Cedefop and Eurostat shows that the administrative services sector dominated demand in 2023 (61% of OJAs). Almost half of OJAs were for professionals and associate professionals. The high demand for researchers and engineers (29% of OJAs for professionals) and ICT roles (27%) can be largely attributed to the digital transition. Office professionals (28%) and legal and social professionals (11%) were also in high demand across various sectors. Demand for health professionals (3%) and teaching professionals (2%) was much lower.

<sup>(1)</sup> To learn more about the classification of sectors, occupations, and qualification levels discussed in this report, see [Annex 2 of Cedefop skills forecast methodological framework](#) (April 2023).

[Cedefop's European Skills Index \(ESI\)](#) ranks Lithuania's skill system 20th among 31 European countries (Figure 2). Its score is on par with the European average and unchanged since 2017. The country performs well on the skills activation pillar, because of strong labour market participation and transition-to-work performance. Lithuania has the highest upper secondary attainment (and above) in Europe (89%), and a high activity rate among those aged 25-54 (90%, ranking seventh). The share of the population attending an ISCED level 3 VET programme is low (26%, ranking 29th), while the proportion of low-wage employees with ISCED level 5-8 is high (15%, ranking 28th). Since 2017, the long-term unemployment rate has halved (from 4% to 2%) and the overqualification rate of tertiary graduates has declined (from 27% to 24%). The share of the population aged 25-64 participating in formal or non-formal education or training has increased. This shows increased attention to retraining and reskilling.

In 2023, one-third of workers had above-basic digital skills, a share equal to the EU average of 33%. The share of young people aged 25-34 with such skills is much higher (47%, EU-average 39%), suggesting that the younger generation is better prepared for the digital transition. This is particularly important to meet the expected rise in demand over the next decade in sectors and roles that rely heavily on digital skills and expertise, such as ICT-related occupations.

## Future employment trends

In contrast to the marginal annual growth across the EU-27 forecasted by the [Cedefop skills forecast](#), both the labour force and the employment rate in Lithuania are expected to remain relatively stable, declining by 0.1% annually until 2035. Compared with 2022, employment in most sectors is forecast to shrink, with employment falling by 19% in the primary sector and utilities, by 9% in manufacturing and by 6% in construction. By contrast, employment in distribution and transport is expected to grow by 7%. The digital transition will boost employment in the ICT sector by 12%.

The highest employment increase is forecast for the accommodation and food services sector, which will have 14% more jobs in 2035. In the human health and social work activities sector – which is vital for addressing demographic challenges – employment is forecast to decrease by 5%. Employment in the human health component of the sector is expected to increase marginally by 0.1% a year, much less than the EU average of 1%.

The share of professionals in total employment will grow from 27% in 2022 to 29% by 2035. Occupations such as assemblers, personal care workers and ICT professionals are expected to see the highest net employment growth<sup>(?)</sup> compared with 2022. Conversely, between 2022 and 2035 employment is expected to decline for market-oriented skilled agricultural workers (-43%), business and administration associate professionals (-24%), sales workers (-23%), and drivers and mobile plant operators (-12%). Elementary occupations such as food preparation assistants, helpers, and cleaners will benefit from the employment growth of the accommodation and food services sector. Employment for skilled agricultural and fishery workers will shrink. Until 2035, most job openings will result from replacement demand.

Contrary to trends in the EU-27, the participation of female workers in the labour force is forecast to decrease by 2035 at an annual rate of 0.7%, whereas the male participation rate is expected to increase by 0.4% a year. As in all other EU countries, the demographic challenge is expected to affect the Lithuanian labour market. The share of workers aged 65+ is projected to grow by 6% annually. The youngest age groups (15-24) are also expected to grow, albeit at a much lower rate (<1%). Notably, by 2035, the most overrepresented age group in employment in 2022 (30-34) is expected to shrink by 4% a year.

## Future skills and learning trends

By 2035, most job openings will be for highly skilled workers, whose share in total employment

<sup>(?)</sup> Such as new job openings not driven by replacement demand.

is projected to rise from 50% to 57%, largely at the expense of employment opportunities for medium-qualified workers. Demand for low-qualified workers will remain steady across sectors, and their aggregate employment share in the economy will remain relatively unchanged.

Despite increasing employment in the ICT sector, employment growth in the high-tech economy is projected to be only half that of the EU-27 average. This will suppress the employment share in the high-tech occupations, which in 2035 is forecast to be lower than the European average (9% versus 12%). Higher participation in learning and training for advanced digital skills could help reinforce the high-tech economy and expand its job creation potential.

## Expected skill shortages

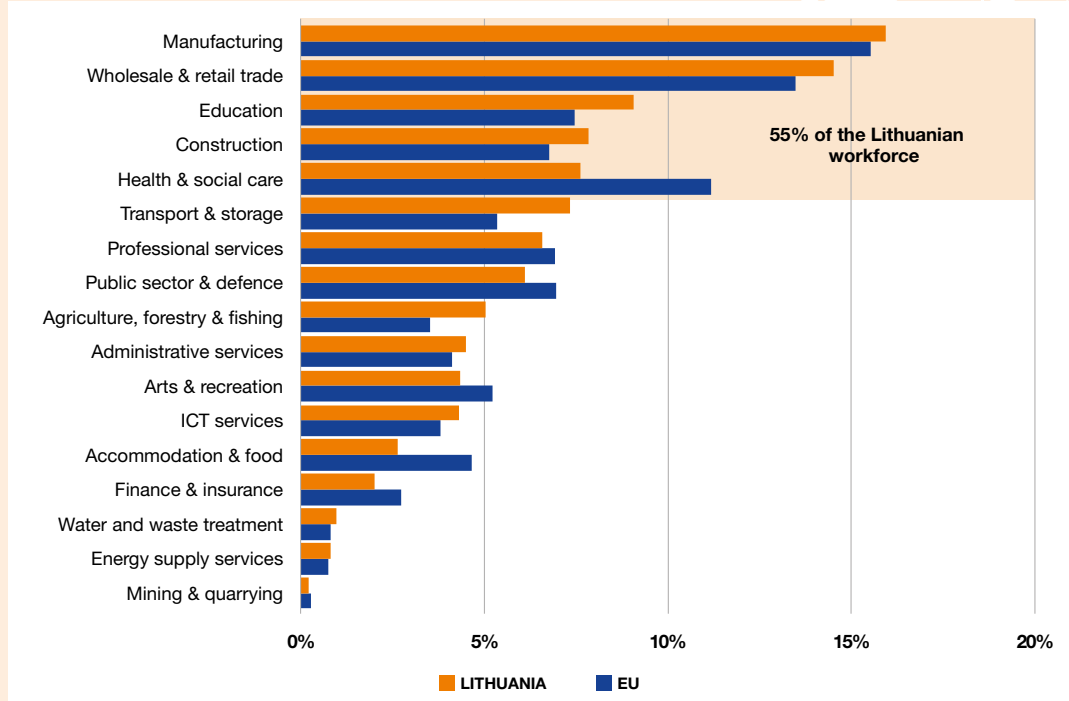
According to the Cedefop Labour and Skills Shortage Index, in 2035, the highest shortages are expected for highly skilled occupations (Figure 3). The projected shortages are particularly pressing for legal, social and cultural professionals, and associate professionals. Other highly skilled occupations for which job qualifications and requirements are expected to create imbalances include administrative and commercial managers (employment growth expected to outpace skills provision), and health professionals (projected to be in shortage because replacement needs will be high due to retirement and other exits from the job market). High demand and supply shortages are also expected for personal care workers, who are key to addressing ageing challenges.



# LITHUANIA

## Jobs and skills in figures

### Distribution of employment across sectors in Lithuania and the EU, 2023 (%)



Source: [Cedefop Skills intelligence tool](#).

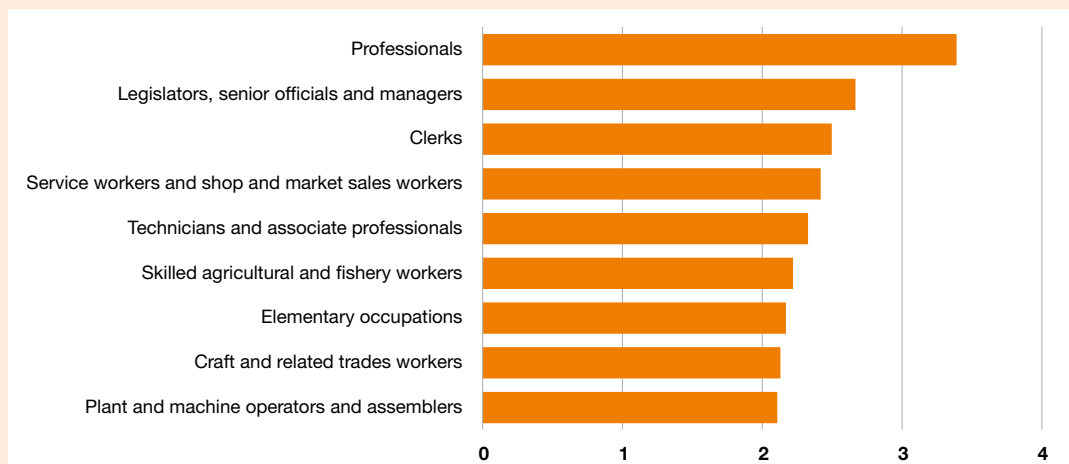
### ESI skills activation pillar in Lithuania, 2024



NB: The ESI measures countries' 'distance to the ideal' performance, i.e. the highest achieved by any country over a period of seven years. The ideal performance is scaled to 100, with national scores computed and compared to that. Example: a score of 65 suggests that the country has reached 65% of the ideal performance, with 35% (100-65) room for improvement.

Source: [Cedefop ESI](#).

### Cedefop Labour and Skills Shortage Index, 2022-35, Lithuania



NB: The labour shortage index is the simple average of the quartiles in each of the three pillars: (1) employment growth; (2) replacement demand; (3) supply/demand imbalance (FIOD). A score of 4 indicates a higher level of shortage, and 1 no shortage. The outcome of the pillars is based on the relative evaluation in quartiles of the occupation (here for all EU-27)..

Source: [Cedefop Labour and Skills Shortage Index](#).



## Further information

- Cedefop. (2023). [Skills anticipation in Lithuania](#). Data insights series.
- Cedefop. (2023). [Cedefop Skills forecast methodological framework](#).
- Cedefop. (2024). [Evolution of European skills systems: performance 2015 to 2022](#). Publications Office of the European Union.
- Cedefop. (2024). [Vocational education and training policy briefs 2023 – Lithuania](#). Cedefop monitoring and analysis of vocational education and training policies.
- Cedefop. (2025). [Skills forecast: Lithuania](#)
- Kupetienė, O., & Tolstych, N. (2024). [Implementing European priorities in VET: making national VET agile, flexible, innovative, attractive, inclusive and quality-assured: Lithuania](#). Cedefop ReferNet thematic perspectives.
- Lithuania. Ministry of Social Security and Labour. Employment Service. (2024). [Lietuvos užimtumo 2023 m. tendencijos ir ateities prognozės](#) [Lithuanian employment trends and future forecasts for 2023].
- Lithuania. Ministry of Social Security and Labour. Employment Service. (2025). [Lietuvos užimtumo 2024 m. tendencijos ir ateities prognozės](#) [Employment trends and future forecasts in Lithuania, 2024].
- Lithuania. Ministry of Social Security and Labour. Employment Service. (2025). [Situacija darbo rinkoje: naujausia apžvalga](#) [Labour market situation: latest overview].
- STRATA. (n.d.). [Tyrimai – Research](#).

[Cedefop Skills intelligence tool](#)

[Cedefop Skills forecast](#)

[Cedefop Skills OVATE](#)

[Cedefop European Skills Index](#)

[Cedefop Labour and Skills Shortage Index](#)

This Spotlight was drafted by Cedefop's Skills intelligence and foresight team. Cedefop would like to thank Lina Vaitkute and Neringa Tolstych from ReferNet Lithuania (Qualifications and VET Development Centre) for their valuable feedback. This Spotlight was validated by the National Representative of the Lithuania ReferNet team, Julius Jakučinskas (Ministry of Education, Science and Sport).



**CEDEFOP**

European Centre for the Development  
of Vocational Training

Europe 123, 570 01 Thessaloniki (Pylaia), Greece  
Postal: Cedefop service post, 570 01 Thermi, Greece  
Tel. +30 2310490111, Fax +30 2310490020, Email: [info@cedefop.europa.eu](mailto:info@cedefop.europa.eu)



Copyright © European Centre for the Development of Vocational Training (Cedefop), 2025 Creative Commons Attribution 4.0 International

visit our portal [www.cedefop.europa.eu](http://www.cedefop.europa.eu)



Publications Office  
of the European Union