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ABSTRACT BOOK

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### *Reasons for not filling vacancies: case study of the Employment Service of the Republic of Lithuania*

*JEL Classification:* J62; J63

*Keywords:* job vacancies; job registration; Employment Service of the Republic of Lithuania

#### ABSTRACT

**Research background:** the consequences of COVID-19 are especially felt when analyzing the Lithuanian labor market: one of the main indicators of exclusion is long-term unemployment which jumped to the top, as much as 41.9%. All clients of the Employment Service are the long-term unemployed. The integration of the long-term unemployed into the labor market after the pandemic period will be one of the main challenges for the authorities. The idea of the scientific research comes from the unfavorable situation in the labor market, which is whitewashed by the COVID-19 crisis. On the one hand, there is high unemployment (the number of long-term unemployed has increased by 3,000 since the start of the pandemic), on the other hand, there are unfilled jobs (38.9% more than in 2020), and high social exclusion (20.6% of the population lives in below the poverty line) and modest social support (the basic amount of social support is 40 eur).

**Purpose of the article:** having analyzed vacant jobs in Lithuania that have not been filled for 50 days or more in the biggest cities of Lithuania, to identify the reasons why not all employers register all jobs on the website of the Employment Service of the Republic of Lithuania to advertise vacancies.

**Methods:** Analysis of scientific literature, survey of employees of the Employment Service of the Republic of Lithuania, analysis of statistical data.

**Findings & value added:** the results of the study allowed us to identify the main reasons for the incomplete use of the website of the Employment Service of the Republic of Lithuania among employers: employers find employees through private career portals (e.g. CV.lt), they find employees through advertisements in the media or other forms of media. The analysis of statistical data revealed that for the most in-demand professions, such as electricians, plumbers, international freight transport drivers, broad-profile builders, carpenters, programmers and tailors, the examined advertisements indicate 2–3 times lower wages compared to the average wages of these professions in the labor market (as of 2021). The analysis of the most unpopular advertisements revealed that job positions for the driver of an international freight transport vehicle were announced the most in the period of 50 days and more. Due to the difficult and stressful job specifics, the wages in the analyzed advertisements were too low.