

UNEMPLOYMENT REGULATION POLICY ANALYSIS IN LITHUANIA

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Abstract

Nowadays many countries encounter various economic problems. One of the problems can be growing budget expenditures, such as various transfer payments for social groups, that empty state's budget. Another great economic problem is unemployment, which hits state economy by reduction of tax income, shrinking GDP and eventually by necessity to spend money for unemployment regulation. Both active and passive unemployment regulation policy measures are responsible for extra expenses from budget. There is a big need to review the existing policy by reflecting on the recent state experience. There is made a study of various authors' articles that cover unemployment regulation and unemployment benefits and also a study of unemployment figures and expenditures of Republic of Lithuania on unemployment benefits and also active unemployment measures during the period from 2004 to 2008.

Keywords: unemployment, active unemployment regulation measures, unemployment insurance benefits, governmental transfer payments.

Introduction

There are several economic problems in every state nowadays. After world financial crisis many countries faced the economic slowdown because of various reasons. Republic of Lithuania is no exception. The economic slowdown appeared after several years of intensive economic growth which made it for various economic sectors even harder to survive. The unprepared for losses business companies either started to go bankrupt or began to minimize their costs drastically which was the easiest to do by reducing workforce. The situation in business caused the unemployment growth since the middle of 2008. The unemployment growth in a country causes macroeconomic losses that have two types of issues. First of all, unemployment causes the shrinkage of GDP and reduction of income flows into state budget. The second effect that comes with growing unemployment rates is extra state expenditures that have to be made to cover unemployment benefits that must be received

by every unemployed person after losing his job and income.

The scientific problem, novelty and relevance of this article can be described as the governmental expenses problem that fell on the state government because of the growing unemployment. The problem that this article covers is the state's necessity to analyze possible changes of unemployment regulation policy in Lithuania. The slowed down state economy causes various effects, but the studies of previous period show that governmental expenses for unemployment were not reduced even when the unemployment statistics in the country were very low. The current unemployment situation has been caused by economic cycles and crisis, but studies of the situation in the last few years and policy that country had for unemployment regulation gives some issues to dispute general unemployment benefits system. The novelty of this article can be described as a reduction of lack of scientific discussions about governmental spending for unemployment and it results to state's economics. The article presents the study of various foreign authors' thoughts about use of unemployment benefits and also the study of Lithuanian situation and situation data analysis.

The subject of this article is unemployment regulation policy in Lithuania.

The main aim of this article is to identify problems caused by Lithuanian unemployment regulation policy.

To be able to achieve the main aim of the article, it is needed to work out **the research objectives**. The first objective is to review the possible motives and grounds for commitment of unemployment benefits in various countries and to analyze the after-effect that appears after receiving the benefits. The second objective is to study the possible measures that are used for unemployment regulation. The third objective is to research Lithuanian statistics on the unemployment rates and the benefits paid to the unemployed.

The research in this article is based on the analysis of various foreign authors' articles and Lithuanian laws. Furthermore, there was made a study of

unemployment data that was presented by Lithuanian Labour Exchange at the Ministry of Social Security and Labour and Statistics of Lithuania.

The results of this research are overviewed articles by various foreign authors and situation analysis in Lithuania which allow identifying the problems that Lithuanian economy faces and that are caused by existing unemployment benefits policy.

The Analysis of Measures of Unemployment Regulation Policy

Every country spends a part of the collected budget on governmental transfer payments that are paid to citizens who belong to different social groups that are sensitive to fluctuations in country's economy. Governmental transfer payments to private people can be also called social protection. All this can be split into groups, such as: sickness (temporary inability to work), disability, old age and widowers' benefits, family and/or children benefits, unemployment expenditures group and also are indicated social housing and social assistance benefits (Social Protection in Lithuania, 2007). The unemployment expenditures involve unemployment insurance benefits, training allowance for unemployed, vocational training, consulting and etc. According to the Research on Efficiency of Measures of Active Labour Market Policy (2007) there can be identified different active and passive measures of labour market policy. There are implemented active measures such as vocational training, work rotation and sharing work places helping to employ the unemployed people in existing work places and replacing previous workers. Furthermore, there can be implemented promotion of employment which provides possibilities to employ target groups that are in high risk to vacant jobs or help them remain in existing work. Other measures of active policy are integration of handicapped people into the labor market, also direct establishment of work places, which is implemented by subsidizing work place costs by resources from governmental funds. As a possible active measure can be identified start-up promotion for unemployed people who would like to establish their own business and ensure work place for themselves. There also can be listed inactive measures of labor market policy: the support of income of the unemployed and maintaining of the level of income they had before either early retirement allowance.

According to Employment in Europe (2006), the payments made to regulate unemployment can be split into the payments for individuals (direct payments for the unemployed, cash payments and tax reduction), payment for employers (direct payments or tax reductions) and payments for service providers who supply services for individuals or employers.

Review of various foreign authors' books and articles allows making a prospect of how different countries ground and plan unemployment policy, identify use of transfer payments such as unemployment benefits and what after-effect can be achieved for the state replying to their policy.

Alesina and Glaeser (2004) state that redistribution can occur by means of certain types of government spending that favor the poor and disadvantaged (health, unemployment subsidies, transfers to low income families, disability allowances, etc.), by means of progressive taxation to collect revenues for the government, and also by certain types of regulation of labor and goods market.

Acs and Toder (2007) in their article reviewed evidence on the effects of subsidizing work effort of low-income families in the United States. According to the authors, transfer payments introduce economic distortions because they must be financed by taxes and labour and/or the return to saving. If transfer payments were universal and were financed by labour income taxes, everyone with earnings above the tax-paying threshold would face a positive marginal tax rate on an additional hour of work (Acs, Toder, 2007).

Bloemen and Srancaelli (2005) in their article remind that one of the motivations for the existence of an unemployment insurance benefit system is allowing job losers to keep consumption smooth.

Alesina and Glaeser (2004) noticed that in all categories except health, the United States spend a smaller portion of GDP than the European average. The differences are particularly large in family allowances, unemployment compensation, and other labor market programs. By this accounting, social spending in the United States was less than 15 percent of GDP in 1998, whereas the European average was 25.5 percent.

As Marsden states (1999), two critical problems have to be resolved in constructing a stable framework for employment: those of providing a suitable means of aligning job demands with worker competencies; and of offering sufficiently robust criteria for assigning tasks to certain groups of workers that can be applied easily in a wide variety of work environments.

According to labor market policy, it is necessary to ensure that an unemployed person can satisfy labor market demands. For that can be provided vocational training which allows unemployed people to get higher chances to get employed in the future. Vocational training is subsidized by government and can include teaching in the class and in work places.

Gallie (2007) maintained that many of the factors crucial for employee well-being are held to be substantially better in SMEs. To begin with, these pro-

duction regimes emphasize product market strategies based on complex 'diversified quality products' that 'depend on skilled and experienced employees'.

There is a need to foster, through strong initial vocational training systems, specialized skills across the broad spectrum of the workforce (skilled manual workers, technicians, and engineers). Such skills should combine both industry-specific technological knowledge with company-specific knowledge of organization, processes, and products (Gallie, 2007).

Acs and Toder (2007) indicate that there can be external benefits from encouraging labour market participation of low-income families. The labour force experience may enable individuals to develop new skills and ultimately increases their income in comparison to what they are earning with their current skills. The authors of article state reasons why unemployment should be subsidised, but also why there is a need for low-income people to receive social assistance benefits. The reasons can be not only grounded by economics, but also important for society as an investment into the future. The example of a working parent in the house may generate a positive image for children and promote for them a work ethic and the motivation to perform better at school. But encouraging low-income people to work, especially single women with children, increases the need for non-parental childcare, with potentially positive or negative consequences (Acs, Toder, 2007).

When linked to participation in effective job placement and training programs, relatively generous unemployment benefits (but of limited duration) can facilitate good matches of workers to jobs. These government interventions actually facilitate labor market flexibility, as well as the transition to the "new economy" of services and high technology (Howell, 2005).

Alesina, Glaeser (2004) review situation when in the mid-nineties unemployment was rapidly growing in Sweden and the generous programs of unemployment compensation created a significant strain on the fiscal balance.

According to the Swedish Unemployment Insurance Board's (IAF) rules that came into force in 2004, all jobseekers receiving unemployment benefit may restrict their job search area during the first 100 days. Throughout this period a jobseeker must apply for all appropriate vacant jobs located in the geographical area that requires less than 12 h absence, including time of travel from the current home address, during a normal working day. A smaller search area is allowed only for persons with significant problems affecting their ability to travel. A jobseeker must actively attempt to remove all obstacles with the intention of increasing geographical mobility. A consequence of not taking these actions may be a reduction in benefit (Olsson, 2008).

Olsson (2008) in his research states that there is a small monetary allowance and a jobseeker may get help with relocating in Sweden. By subsidizing mobility of workers government solves the problem of work supply and demand equality in labour market.

The main accent in Swedish unemployment regulation is that every employer seeking a worker should meet one as well as unemployed people should get their work places. The active search for work while benefits are paid is compulsory.

Gottschalk (1988) in his article explored the impact of changes in the parameters of a transfer system on the costs and benefits of search for work and probability of accepting a job. The idea of the research was to find out for how long welfare recipients do not face a single wage offer and when they face jobs, some of which may yield higher utility than staying on the transfer program. There is discussed in this article the possibility for recipient to wait long enough so he or she may be offered a job with a high enough wage or good enough working conditions to induce him or her to stop searching. However, the long waited job offer may or may not take the person off the welfare program.

The Unemployment Insurance program is designed to provide temporary income support to involuntarily unemployed individuals while they search for work (Klepinger, Johnson, Hoesch, 2002). The authors point out that the program provides only temporary income support for the involuntarily unemployed, but they also state that unemployment benefits reduce the cost of being unemployed, and that can result in increase in the reservation wage and longer spells of unemployment. That is why the unemployment insurance program is pushing an unemployed person to make work search and that increases job contacts that unemployed make in comparison to those that they would make in the absence of those requirements.

According to Olsson (2008), there are only two targets for unemployment policy: the number of new vacancies and the number of new jobseekers each period. The reduced benefit levels and tax reductions improved the incentive to work in Sweden after 2006. At the same time, more focus was put on entrepreneurship. This is important since it has direct consequences for the effects of mobility. In a better balanced labour market, the present rules can have positive effects on the number of matches.

After analysis of science literature it can be stated that active measures in labour market policy can be various and not always documented. There can be seen importance of establishing new work places, reallocation of work places giving priorities to the long-term unemployed and other members of social groups less attractive for employers. As an active measure can be nominated obtaining the needed skills and increasing the human capital value, sometimes the ne-

eded guidance for unemployed people's motivation or behaviour, providing possibility for someone to receive higher income in future. In general, all unemployment regulation measures are directed at achievement of the wider macroeconomic and social goals.

Although there are many positive aims that states try to achieve by regulating unemployment with various measures, after the studies of authors' researches it can be seen that not always outcomes of good will can be positive. It is possible to split unemployment benefits and general labour market regulation measures effect into the positive and negative impacts.

Howell (2005) states that the unemployment benefit system can reduce the incentive to work, but it can also promote job training and search among workers (since they do not have to take an inappropriate job immediately) and can facilitate productivity improvements through enhanced employment flexibility, since employers in solidary societies will be more likely to fire workers (and workers will be more likely to accept working under this threat) if there is a substantial safety net.

Alesina, Glaeser (2004) in their article discuss that various labour market regulations create or at least prolong unemployment, which may be also associated with increasing inequality. There is in fact an increasing awareness in Europe that these labor market regulations, perhaps originally introduced with a sincere aim of protecting the disadvantaged, have produced more harm than good. For our purposes, one may argue that labor market regulations tend to redistribute in favor of labor, but not necessarily in favor of the poorest and least protected part of the labor force.

Klepinger, Johnson, Hoesch, (2002) as positive points of unemployment benefits highlight smoothing consumption during temporary loss of income. The entire the Unemployment Insurance program is designed to provide temporary income support to involuntarily unemployed individuals while they search for work.

Authors Acs and Toder (2007) in their article state that working parents spending more time with their children can provide examples how to be hard working, patriotic and acquire better skills while studying. The research carried out by Hanratty and Trzinski (2008) has shown that the relative employment rate increases for women with children of one year of age, it is higher for women with some college degree than for women with a high school or lower degree, while there was not a significant difference between two-parent and single-parent families.

Clark and Lee (2008) in their article analyzed the behaviour of transfer payments receivers. There was stated that recipients of government transfers eventually are ending up substituting publicly provided income for private income. There can be short-

term objectives to get financing from government. According to the authors, some people can make choices that reduce their immediate or near-term earnings, for instance refusing a job, getting pregnant or expelled from school, to receive opportunity offered by government transfers. The temptations to take available transfers are hard to resist. The long-term effects of being on welfare can reduce earned income below what it would be otherwise (Clark, Lee, 2008).

The transfer payments, such as unemployment benefit, affect the wage level in high labour demand areas. The unemployment insured people refuse to work for fixed legal minimum or a bit higher than minimum wages and chose to stay unemployment insured for longer period until they will have used all the possible grants and scholarships for learning new specialities (Sakiene, 2007).

The unemployment regulation system is designed to seek the main goals and apply various possible measures, but it not always covers all possible methods to achieve the main goal – to reduce unemployment, also sometimes the policy measures initiate negative outcomes. The investment of state government into the unemployment regulation system is not always rational and sometimes brings losses for state.

The Methodology of the Research

The research was designed to study the possible connections between growing state economy, governmental transfer payments to individuals (such as unemployment benefits), other expenses for unemployment regulation and the shrinking figures of unemployment in the Republic of Lithuania.

The main goal of the research was to study expenses for unemployment regulation policy in Lithuania and identify possible gaps between planned positive results and actual outcomes.

The following objectives for the research were set:

1. To collect and study the statistical data of Republic of Lithuania on unemployment and governmental expenditures for unemployment regulation during period from 2004 to 2008.
2. To analyze the law that governs unemployment regulation policy in Lithuania and to indicate possible reasons for growing expenditures on unemployment.
3. To indicate possible negative results that appear from abusing the law.

The data for the research was collected in Department of Statistics to the Government of the Republic of Lithuania (Statistics Lithuania) and Lithuanian Labour Exchange office at the Ministry of Social Security and Labour of the Republic of Lithuania. The methods such as data grouping, analysis statistics and situation were used.

The research into unemployment benefits in Lithuania

The unemployment regulation policy is controlled by Lithuanian Labour Exchange office at the Ministry of Social Security and Labour of the Republic of Lithuania. The policy includes active and inactive measures for unemployment regulation. The both groups of measures are financed by government seeking the effective results.

Department of Statistics to the Government of the Republic of Lithuania (Statistics Lithuania) gives detailed statistics on social protection in Lithuania and all the possible data about changes in the country. Analysis of statistic data is done according to the report supplied by the above-mentioned department. Statistics are also presented by Lithuanian Labour Exchange office that is directly responsible for implementation of unemployment social insurance.

Reviewing the statistics of Republic of Lithuania, the main attention was placed on the data of the period from 2004 to 2008. This period was chosen because of the economic growth that lastly ended with the beginning of economic recession. During the period from 2004 to 2007 the Lithuanian economy was booming and all the main indicators of the standard of living such as GDP, consumer price indices, average monthly earnings in whole economy, minimum monthly earnings, basic pensions and old age pensions were consequently increasing. The rate of unemployment during this period was also declining and drop-

ped down to 2.8 percent during September of 2007 (www.ldb.lt).

Although the general changes in economic indicators were positive, the total amount of government transfer payments in litas did not decrease.

The regulation of unemployment benefits that the unemployed receive from government is governed by the Law on Unemployment Social Insurance (No. IX-1904). The law regulates the benefits that the unemployed receive, the grounds of committing the benefits and other benefits.

After the methods of calculation of unemployment benefit were changed in 2005, average value of unemployment benefit increased from 328 LTL in 2005 to 463 LTL in 2007. Total expenditures on unemployment insurance during 2007 increased by 23.8 million LTL (32%) and were equal to nearly 98.6 million LTL. On the other hand, the expenditures on unemployment benefit next year increased by 55% – up to 153.12 million LTL in total in 2008, while average yearly unemployment rate increased only by 1.5%. The number of unemployed people started growing in the middle of 2008, because Lithuanian economics started facing a slowdown. Also it can be seen that the amount of money spent on active unemployment regulation measures like ex-prisoners' teaching programs, local initiatives, administrating of social companies, vocational rehabilitation, vocational training, employment programs subsidizing work places and others, also increased.

Table 1

Statistics on unemployment and unemployment expenditure in Lithuania

	2004	2005	2006	2007	2008
Unemployment rate, Labour Force Survey data, percent	11.4	8.3	5.6	4.3	5.8
Unemployed receiving unemployment insurance benefit, thousand (average a month)	14.9	15.4	15.5	18.0	23.4
Allocated unemployment insurance benefits a year, thousand	33795	38825	43889	50138	76295
Full unemployment benefit, thousand LTL	31454	58385	74791	98592	153118.5
Active unemployment regulation measures costs, assigned from State budget, thousand LTL	6077.7	14690.5	23777.3	40556.0	69524.0

It must be mentioned that the data indicating Active unemployment regulation measures costs is only covering funds assigned from the budget of the Republic of Lithuania. The other part of costs is covered by various other funds, such as EU and others.

As it can be seen from Table 1, the fastest growth of expenditures was in active unemployment regulation measures allowance, which increased by 11.4 times during five year period. Although unemployment rate is declining, the expenditures on unemployment insurance benefits are increasing. Because

unemployment insurance benefits are paid for newly unemployed people, it can be stated that during period of 2004–2008 the quantity of newly unemployed was growing while the overall unemployment rate is plunging.

The law that describes commitment of unemployment insurance benefits provides that if a person has been working for 18 months during the period of the last 36 months, he can be paid unemployment benefit starting after eight days since he or she registered at the Labour Exchange. The unemployment benefit is

usually paid monthly for a period of six months with exception that in the case the unemployed person has more than 25 years work experience, it can be prolonged for a month or two. The calculation of the benefit is stated in the Law of Unemployment Social Insurance and is related to average income of the unemployed person during the indicated period of time.

Looking at the changes to Law on The Unemployment Social Insurance (No.IX-1904) of Republic of Lithuania, it can be noticed that after it was filled with changes that become valid on 2006 07 01, the situation when more people try to use transfer payments as extra income not working for the certain period appears more often.

Before the latest addition to the law was issued, to get grant benefits straight away after registering in Labour Exchange office the unemployed could only if their work contracts were stopped because of company reasons (bankruptcies, reduction of work places, etc.). Recently after the latest addition to the above mentioned law was issued, an unemployed person can get unemployment social insurance always except when that person's work contract in previous workplace ended because of the person's fault after which company could do nothing else but terminate the work contract of that person. All other ways of termination of work contract are acceptable, including leaving the work on personal will. It must be mentioned that Republic of Lithuania is the only (as far as research into laws of various countries showed) state that subsidizes voluntary unemployment. The other states indicate as one of the factors to receive unemployment benefit that job loss must be involuntary.

Furthermore, the situation that a person who leaves work on his own free will receives benefits after 8 days, allows the employers to play dirty with labour law. That means employers agree with employees and save on severance pay, because leaving a work place still leaves possibility to keep income just as the unemployed have. The recent law changes provide that if someone received severance pay from previous work place, the unemployment benefits will be paid only after the period of severance pay has ended.

Recently when the government announced about budget deficit and plans to cut on various governmental expenses, there should be reviewed the grounding for commitment of unemployment insurance benefits.

The period from 2004 to 2008 can be described as time of increasing governmental expenses on unemployment regulation. It must be not forgotten the tendencies that when unemployment rates were going down, the expenditures were going up.

One of the measures of active unemployment regulation policy, on which expenses were growing

fast during the being researched period, is vocational training.

The possibility to update work skills or get a new speciality is perfectly organized at Labour Exchange offices that are working following laws and rules issued by the Ministry of Social Security and Labour. The Labour Exchange offices offer to unemployed people to learn specialities that are in high demand and also after the training courses suggest vacancies to them. The government sponsors the training courses and pays the scholarships to unemployed people that are willing to learn more and change their work field in the future.

The problem appears later when after the courses unemployed people refuse to come to work at the offered new workplaces because they do not like the schedule in work place, are not satisfied with possible salary or they are still not skilled enough.

The mentioned problem can be removed and expenditures on vocational training can be made more efficient by simply implementing some regulations about necessity to use the acquired skills or the new speciality after the courses are completed or by applying some fiscal fines for the unemployed that still try to avoid starting working at available work places.

Like in the foreign countries, in Lithuania transfer payments have double-sided effect, too. First of all transfer payments are needed for unemployed people to be able to survive while searching for work place that would satisfy his or her needs and would be compatible with this person's family life. Because the reasons for willing to start professional activity quicker can be not financial motivations, but, for example, needs of communication, professional appreciation, career ambitions (which are quite rare in Lithuanian labour market), there also appear negative aspects of receiving unemployment insurance benefits. It must be noticed that today in Lithuania the main reason that motivates a worker in the workplace is the financial benefits.

The period while an unemployed person is receiving transfer payments from government in the form of unemployment benefits and grace for living expenses such as heating bills, water, free food for school age children, becomes a prolonged holiday during which a person refuses to start a new activity because he or she can be paid just for being unemployed.

The effect of transfer payments is that they have influence on unemployment rates. Receiving benefits from government through transfer payments, a part of unemployed people refuse to go to work even if there are available work places. Possibility to get even temporary income and reliefs on household taxes while not working and having a kind of extended 'holiday'

makes a part of the unemployed people become “a sleeping permanent unemployed”.

Here can also be noticed “a hole” in the law of The Unemployment Social Insurance (No. IX-1904). There are no measures protecting the state from indirection from unemployed people that abuse benefits.

Taking into consideration the benefits that the unemployed receive even only for the first six months after they register in Labour Exchange office, the salary that should attract them to vacant work places should be much over minimum government’s stated salaries. The long term unemployed persons do not get unemployment benefit, but receive all the graces that are available for unemployed people. The possibility to have unemployed social insurance which means free medical services, discounts for household taxes and possibility to attend various free courses with scholarship and get travelling to courses expenses covered attracts the unemployed not to be in a hurry to accept job offers.

The relation between unemployment benefits and minimum or average wage in country should also be reviewed. Possibility to work should be still more attractive than living on benefits.

Conclusions

1. The made study allows drawing conclusions about possible ways of regulation of unemployment. The unemployment regulation policy has two main groups of measures: active and passive. Active measures allow unemployed people to change qualification, profession, help to integrate problematic social groups into labour market. The variety of active regulation policy measures allows changing possibilities for someone not to become unemployed again in the future. Passive regulation measures are aimed at temporary consumption smoothening. It is possible to make the above mentioned measures work efficiently only if unemployment regulation policy that does not give a chance for abuse will be prepared. The various unemployment benefits are created to help the unemployed, but sometimes these benefits are abused and give negative outcomes. Various authors agree that after-effect of committing unemployment benefits is not always positive.
2. The study of unemployment rates and benefits paid during 2004–2008 in Lithuania shows that although unemployment rate was declining, but expenditures on unemployment benefits are growing sharply and the active unemployment regulation measures allowance increased by 11.4 times during the period.
3. There is need to revise the law regulating unemployment and remove possibilities to abuse be-

nefits. First of all, the system of commitment of unemployment benefits should be changed, because Lithuania is the only country that pays benefits after 8 days since someone leaves work on their will. Also, it should be implemented measures that would force an unemployed person to take work even if benefit period is not over. The unemployed that had a possibility to have vocational training should also take offered work places or cover expenses of training.

4. The stricter regulations would reduce abuse of unemployment benefits that are given in Lithuania. Furthermore, there should be estimated where the equilibrium between unemployment benefits that receive the unemployed and minimum wage is in Lithuania.

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H. Šakienė

Nedarbo reguliavimo politikos analizė Lietuvoje

Santrauka

Šiuo metu šalys susiduria su įvairiausiomis ekonominėmis problemomis. Lietuvoje viena problemų – valstybės biudžeto deficitas ir poreikis mažinti biudžeto išlaidas. Kitą šalies ekonominę problemą galima įvardyti nuolat augantį nedarbo lygį šalyje. Pastarasis rodiklis pradėjo augti tik 2008 m. viduryje. Nedarbo lygio augimas atneša bedarbiams nuostolius dėl pajamų praradimo, kuriuos valstybė stengiasi sušvelninti bedarbio pašalpomis, o šaliai – makroekonominis nuostolius, kurie mažina bendrąjį vidaus produktą ir pajamas į valstybės biudžetą.

Straipsnio problema: augantis nedarbas mažina ne tik pajamas į valstybės biudžetą, kartu didina išlaidas, skirtas nedarbo reguliavimui šalyje. Užsienio šalių patirties analizė ir esamos situacijos tyrimai turėtų padėti patobulinti nedarbo reguliavimo sistemą šalyje ir padėti išvengti ne su cikliniu nedarbu susijusių išlaidų.

Atliktas tyrimas atskleidžia, kad net tuomet, kai šalis dar nepatyrė ekonominio nuosmukio ir nebuvo jokių ciklinio nedarbo apraiškų, valstybės išlaidos nedarbo reguliavimui nuolat augo dėl bedarbio pašalpų, socialinių išmokų ir aktyvių darbo rinkos reguliavimo priemonių finansavimui.

Straipsnio objektas – Lietuvos Respublikos darbo reguliavimo politika.

Straipsnio tikslas – įvardyti problemas, kurios kyla dėl egzistuojančios šalies nedarbo lygio reguliavimo politikos.

Tikslui pasiekti įgyvendinami šie uždaviniai: grupuojami nedarbo socialinių išmokų skyrimo motyvai ir pagrindai įvairiose šalyse bei šių išmokų skyrimo pasekmės; susistemintos nedarbo reguliavimo priemonės, bei atliekamas nedarbo lygio kitimo bei valstybės pervedamųjų išmokų, skirtų nedarbo reguliavimui tyrimas, kurio metu siekiama nustatyti tendencijas bei galimas spragas esamoje sistemoje.

Užsienio autorių straipsnių analizė leidžia įvertinti kaip skirtingose šalyje grindžiamos nedarbo reguliavimo priemonių skyrimo priežastys, kokios reguliavimo sistemos taikomos bei galima susumuoti pasekmes, kurios pasitaiko skiriant finansines rėmimo priemones.

Straipsnių analizė leidžia teigti, kad profesinio mokymo bei profesijos keitimo finansavimas leidžia bedarbiui pritaipyti darbo rinkoje bei sumažina riziką, jog šis asmuo ateityje vėl taps bedarbiu, padidina galimybes gauti aukštesnį darbo užmokestį. Pastebima, kad toks mokymas turi būti derinamas su darbo rinkos poreikiais.

Būtina paminėti, jog daugelyje šalių pastebima, kad finansinė parama skiriama bedarbiams siekiant sumažinti jų nuostolius praradus darbą bei palengvinti namų ūkių vartojimą gali sukurti ir neigiamą efektą. Bedarbiai, gaunantys visas nedarbo socialinės paramos lengvatas gali būti linkę jomis pasinaudoti ir sąmoningai atsisakyti pajamų trumpuoju laikotarpiu, siekiant pasinaudoti gaunamomis išmokomis iš valstybės.

Analizuojant situaciją Lietuvoje pastebima, kad bedarbio pašalpų skyrimo sistema čia skiriasi nuo kitų pasaulio šalių. Savo noru iš darbo išėjęs asmuo gali gauti bedarbio pašalpą po 8 dienų nuo išregistravimo regioninėje Darbo biržoje.

Susisteminus 2004–2008 metų nedarbo lygio bei išmokų, skirtų bedarbio pašalpoms mokėti bei aktyvioms darbo rinkos reguliavimo priemonėms remti iš valstybės biudžeto lėšų kitimo tendencijos priešingos. Kol nedarbo lygis tiriamuoju laikotarpiu mažėjo, išmokos augo. Tai leidžia daryti prielaidą, kad ilgalaikių bedarbių kiekis mažėjo, bet daugėjo asmenų, prisijungiančių prie bedarbių gretų ir gaunančių jiems įstatymais skirtą paramą. Nedarbo lygio augimas 2008 metų viduryje nebuvo drastiškas, tačiau valstybės išlaidos nuolat augo. Aktyvių rinkos reguliavimo priemonių išlaidų augimas siekė net 11,4 kartų per minėtąjį laikotarpį.

Atlikus tyrimą pastebima, kad Lietuvoje galimybės pasinaudoti bedarbio pašalpomis bei lengvatomis yra ganėtinai patogios bedarbiui. Nesant griežto valstybinio reguliavimo, bedarbis po valstybės finansuotų mokymų bei kursų gali atsisakyti jam siūlomos darbo vietos. Taip pat bedarbiai atsisako jiems siūlomo darbo už minimalų darbo užmokestį pašalpos mokėjimo laikotarpiu, nes kartu su lengvatomis, gaunama nauda yra didesnė nei siūlomas darbo užmokestis.

Remiantis šiomis tyrimo bei situacijos analizės išvadomis, straipsnyje siūloma keisti bedarbio pašalpų skyrimo tvarką, griežtinti siūlomos darbo vietos atsisakymo padarinius bei siūti gaunamas lengvatas bei pašalpas su minimaliu vyriausybės nustatyto darbo užmokesčiu.

Pagrindiniai žodžiai: nedarbas, aktyvios nedarbo reguliavimo priemonės, bedarbio pašalpa, vyriausybės pervedamosios išmokos.