
THREAT OF EMIGRATION FOR THE SOCIO-ECONOMIC DEVELOPMENT OF LITHUANIA

Ona Gražina Rakauskienė¹, Olga Ranceva²

Mykolas Romeris University, Institute of Economics and Business,

Ateities g. 20, LT-08303 Vilnius, Lithuania

E-mail: ¹ona.rakaus@mruni.eu; ²olga.ranc@gmail.com (corresponding author)

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Abstract. The phenomenon of international migration is among the most prominent global demographic processes currently taking place and influencing both the economic and social situation worldwide. An intensive emigration is a matter of serious concern for such a small country as Lithuania. Firstly, emigration further exacerbates the current negative demographic indicators (low birth rate, high mortality rate, stagnant average lifespan), which, on the whole, leads to a decrease in the absolute number of the population. Secondly, emigration of persons of working age, leaving behind the population that lacks the capacity for work, reduces the state budget and social security budget revenues. Thirdly, departure of well-educated and competent citizens from the country results in the shrinking of the country's intellectual potential and diminishing of possibilities of mastering and development of high technologies, innovations and modernisation of the economy. The authors of the article point out the threat posed by emigration to Lithuania's socio-economic development and present a comprehensive analysis of the demographic structure of the population: by sex and age, the population ageing tendency, the causes and consequences of emigration.

The goal of the article is to raise the issue of emigration from Lithuania and to manifest its impact on the socio-economic development of the country.

The object of the article is the extent, dynamics, structure, causes and economic effects of emigration and the problems arising for the economy in the context of emigration.

Keywords: problem of emigration, demographic issues, causes and consequences of emigration, women emigration.

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1. Introduction

Emigration is posing a serious threat to Lithuania's socio-economic development. In the 1989s, 3.7 million inhabitants resided in Lithuania, while over the period of market economy the number of the population has decreased by almost a third. Taking into consideration the number of emigrants, Lithuania ranks first in the entire EU by emigration rate. According to international forecasts, Lithuania will remain second after Latvia among Eastern European countries by the extent of the population decline, which will inevitably affect the labour market (the lack of balance between workforce supply and demand); influence the systems of health care and social security funded by taxpayers; reduce the country's intellectual potential as a result of departure of smart and skilled youth, highly qualified professionals and scholars. Moreover, a specific feature of emigration, when females account for the majority of emigrants, has been apparent. Scandinavian experts identify emigration as the issue of gender equality whose solution requires a gender-sensitive approach and an appropriate strategy.

2. Theoretical and methodological aspects of emigration research

The high topicality of the issue of international migration worldwide has determined researchers' interest in this issue: Borjas, G. J. (1999), Easterlin, R. A. (2001), Castles, S. & Miller, M. (2003), Cassarino, J. P. (2004), Ozden, C., Schiff, M., eds. (2006), Dustmann, C. and Weiss, Y. (2007), Bodvarsson, Ö. and van den Berg, H. (2009), Grogger, J. and Hanson, G. H. (2011), Levatino, A., Pecoud, A. (2012), extensive research on the topic of international migration has recently been conducted by researchers of the Migration Policy Institute.

Most theories were not designed specifically to explain the phenomenon of emigration. Initially, they sought to clarify certain aspects of human behaviour, and it is only later that they were adapted to investigate the process of emigration. Most of the theories are designed to analyse the accomplished fact. An analysis of migration theories shows that specific models analyse the process in parts emphasising one or another aspect. Theoretical models lack a systemic approach, hence the mentioned theories should be seen not as alternatives, but as mutually complementary models. One of the theories most often applied by Lithuania researchers and explaining the causes of emigration is the so-called neo-classical theory of 'push and pull' factors. This model focuses on an individual who evaluates the benefits and shortcomings of emigration. They consist of individual countries' present and projected future conditions: the push factors operate in countries of origin, and in destination countries – the pull factors. Having considered these factors, an individual is able to determine whether the benefits of emigration outweigh its disadvantages.

A somewhat closer attention to the issues of economic migration in Lithuania has been devoted since 2006, when it was discovered that mass emigration from Lithuania and the country's growing economy might lead to a shortage in workforce. In Lithuania,

labour migration research has been conducted by Gruževskis (2003, 2006), Martinaitis, Žvalionytė (2007), Sipavičienė (2006), Urbonavičienė, Tvaronavičienė (2008), Kazlauskienė (2003), Rakauskienė (2011), Stankūnienė (2007) Glinskienė, Petuškienė (2009), *et al.* Notably, the majority of studies analyse the problem of emigration from the perspective of various scientific areas, and there is a lack of a broader systemic approach; the situation during the crisis and post-crisis period has not been explored in depth.

In 2006, the Lithuanian Free Market Institute conducted a study entitled “Survey of labour demand and job vacancy filling issues”. The study examined the dynamics of the number of job vacancies (labour demand) and discrepancies of vacancy filling patterns in regions of the country during 2001–2005. In 2006, the Lithuanian Free Market Institute conducted the study “Migration: Main reasons and guidelines for changes”. The study provides an overview of migration of the Lithuanian population, with the main attention focused on the analysis of the causes of emigration, also provides public policy recommendations. In 2007, the Centre for Economic and Legal Consultations conducted the research study “Labour market analysis and proposals for solving the problem –2015, the Public Policy and Management Institute conducted in 2008 a study “Impact of the European Union’s migration policy initiatives on Lithuania and Lithuania’s objectives in shaping the European Union’s policy in the area of regular and irregular migration. In 2009, the Institute of Labour and Social Research conducted a study “Principles and indicators of assessment of the policy of integration of third-country nationals residing in Lithuania” under the 2007 annual programme of the European Fund for the Integration of Third-Country Nationals. In 2009, the EMN in conjunction with the IOM and the Institute of Labour and Social Research conducted a survey entitled “Return migration: theoretical insights and situation in Lithuania”.

Despite numerous studies, public opinion polls and statistical surveys, the situation in the field of migration in Lithuania is not well-known, and the actual rate of emigration is unclear. Firstly, emigration is estimated according to official statistics and on the basis of separate sociological surveys. Statistical data record only the officially declared migration (according to official statistics, approximately half a million of the Lithuanian population emigrated from Lithuania from 1990 until 2012, however, experts estimate that this number is likely to be 1.5–2 times higher, because undeclared emigration accounts for a large number of emigrants). The undeclared migration studies carried out by the Department of Statistics show that only every second or third inhabitant of Lithuania declares his departure when emigrating from Lithuania and ignore the fact that registration rules, motivation and results in Lithuania and the destination countries are very different. Secondly, as regards sociological research conducted in Lithuania one has to admit that it is not carried out a systematic manner, is frequently fragmented and, unfortunately, often merely duplicates rather than complements each other. Thirdly, in order to understand the principles of migration measured by public opinion polls, the wording of questions considerably varies and, therefore, there is no possibility of comparison. It can be argued that the extent of emigration from Lithuania has not been determined yet, this problem has not been described in detail and in depth, its risks

have not been assessed and there is an apparent lack of a systemic, coordinated and scientifically-based analytical approach to the investigation of this problem.

3. Lithuania's demographic 'pit'

After the restoration of independence, the demographic development of the country has changed, because the trends of all demographic processes (birth rate, mortality, family formation, migration) have become negative. The significant population decline, depopulation and rapid ageing of the population demonstrate a 'sad' demographic image of the country.

The Lithuanian Department of Statistics predicted that as few as 3.12 million inhabitants would live in Lithuania by 2030, i.e., the number of the population would decrease by 9 percent, but according to the data of the census conducted at the beginning of 2011, already in 2011 the number of the population was as small as 3.05 million and in 2012 even smaller – 2.99 million. This inevitably affects also the labour market – the declining workforce supply and the decreasing number of employed residents make it increasingly difficult to maintain health care and social security systems, which are funded by taxpayers. Meanwhile, the demand for such services is increasing along with the ageing of the population.

The number of the population began to decrease primarily due to natural change, when the country's mortality rate exceeded the birth rate. In 1994, the *natural population growth* reached the critical point, when the fertility rate fell below the required population reproduction processes, and most importantly, the country's fertility indicators remain negative (Fig. 1). The country is undergoing fast depopulation, with one generation no longer replacing another generation.

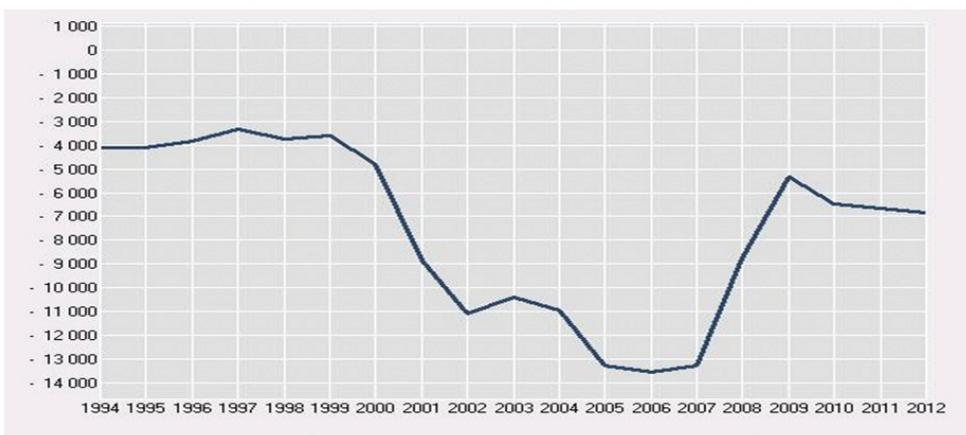


Fig. 1. Natural population change in 1994–2012 in Lithuania (persons)

(Source: prepared by the authors under the Lithuanian Department of Statistics data, 2013)

Negative demographic trends gradually lead to social and economic problems. Changes in the population age structure directly affect the country's economy. The decrease in the number of the working-age population affects to the detriment the country's GDP, the rapid ageing of the population changes the consumer demand / supply ratio: the large number of dependents – children and elderly people – means the growing share of the country's budget allocated to the social field and thus the increasing budget deficit (Fig. 2).

The recent negative demographic trends not only in Lithuania, but also across Europe will affect the economic growth and will further exacerbate imminent economic difficulties. The socio-economic changes linked with the population ageing are likely to have a huge impact on the EU – both at the national and regional levels. They affect a wide range of policies and school-age population, health care, the make-up of the workforce, social security, social insurance issues and public finances.

However, in a certain sense there is a reasoned and positive approach to population ageing trends as a progressive social change, when a longer life expectancy as the indicator of a quality and healthy life shows the level of development of each country and of human achievements.

Average expected lifespan most accurately defines the mortality level in the country. In 1920–1924, there were 17.1 deaths per 1000 population, whereas in 1935–1939 the figure decreased down to 13.4. In 2008, the mortality rate amounted to 11.2 deaths. An analysis of mortality rates by sex allows for observing that from 1965 until 1984, the average expected lifespan of males in Lithuania was decreasing, with subsequent major fluctuations of this indicator. The dynamics of average expected lifespan among females was more stable than males remaining essentially at the same level during 1967–1984. In Lithuania, just as in other countries of the former Soviet Union, the mortality rate has significantly increased since 1990: over a few years, average expected lifespan for males has dropped by as many as 3.8 years for males and 1.2 years for females. Since 1995, the demographic situation in Lithuania has started to gradually stabilise (Fig. 3).

Such large fluctuations were determined by several groups of factors: the socio-economic situation of a large part of society was deteriorating in the course of political, social and economic transformations resulting in reduction of earnings and purchasing power and spreading of poverty, which influenced the health of the population. Such fluctuations in mortality rates were caused by stress, pessimistic mood, spreading of depression in society, which inevitably affected the health of the population. Surprisingly, Lithuania, as compared to other Central European countries, is still characterised by a *high mortality rate* (higher than in the Czech Republic, Slovakia, Poland, Slovenia), while life expectancy is again shorter than in 2000, (males – by as many as 2.7 years, females – by 0.7 years) (Table 1).

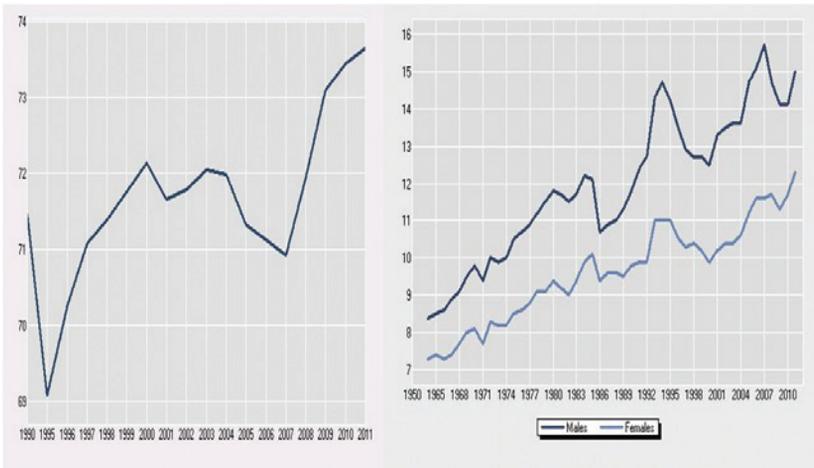


Fig. 2 and 3. Life expectancy at birth by year (years) Deaths per 1000 population by sex and year (persons)

(Source: prepared by the authors under the Lithuanian Department of Statistics data, 2013)

Lithuania is not among the world's 20 demographically oldest countries yet, but demographic trends pose serious concern. Over the past five decades, the share of 60-year old and older persons has rapidly increased. Currently, there are more 60-year-old and older persons in Lithuania than children; at the beginning of 2012, there were 7 100 such persons, or every fourth resident of Lithuania. In Lithuania, older persons make up 16.5 per cent of the total population. In Poland, the share makes up 13.6 per cent, while in Germany – over 22 per cent. However, Lithuania's *ageing acceleration* is three times above the EU average (Fig. 4). Eurostat forecasts that in at the beginning of 2060, the population of Lithuania will amount to 2.5 million, including 339 600 young persons (15–29 years old) and 800 000 retirement-age inhabitants.

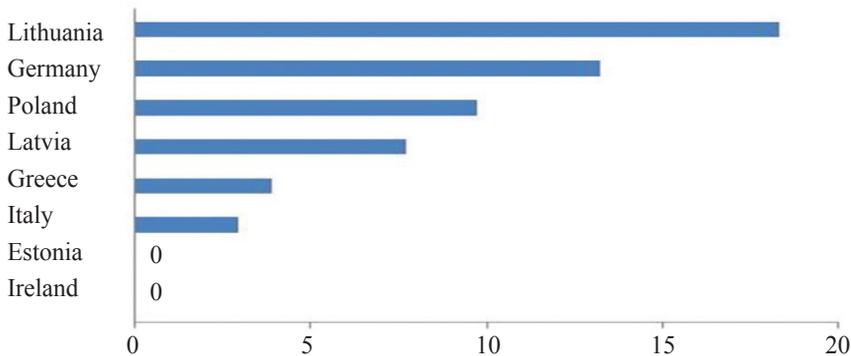


Fig. 4. Demographic acceleration of ageing in 2006–2011 (per cent)
(Source: prepared by the authors according to Eurostat data, 2013)

Table 1. European countries by mortality worldwide (Source: prepared by the author from the CIA World Factbook, 2013)

Place Worldwide	Country	Deaths per 1000 population
22	Bulgaria	14.1
26	Latvia	13.62
27	Estonia	13.42
30	Hungary	12.94
39	Romania	11.88
44	Lithuania	11.18
46	Germany	10.9
50	Czech Republic	10.74
51	Italy	10.72
52	Portugal	10.68
53	Slovenia	10.62
55	Greece	10.51
56	Belgium	10.44
57	Denmark	10.22
58	Sweden	10.21
59	Finland	10.07
60	Poland	10.05
61	United Kingdom	10.02
62	Spain	9.99
63	Austria	9.98
68	Slovakia	9.53
81	Netherlands	8.74
86	France	8.56
89	Luxembourg	8.44
104	Cyprus	7.8
105	Ireland	7.75

Lithuania is characterised by a *feature of structural ageing*, namely, *feminisation of old age*: females prevail among the oldest Lithuanian population. The demographic old-age indicator of females exceeds that of males by one third (respectively 24 per cent and 16 per cent); females live on average 10 years longer than males. Studies show that it is Lithuania that has the largest gap as regards the average lifespan of females and males in comparison to all EU countries. Starting from a certain age, the number of females is three times more than males. Moreover, 30-60-year-old males in Lithuania die 3.5 times more often than the EU average.

A new relationship related to the population age in society has emerged requiring the creation of new opportunities in order to meet the needs of all age groups of the population when participating in the labour market and in the social security area. When the state ignores the increasing share of elderly persons and their special needs, the welfare of this group of the population becomes at risk.

4. Problem of emigration from Lithuania

If in 1989 Lithuania's population amounted to 3 700 000, now it barely reaches 3 000 000 (according to data of the 2011 national census of population and housing, there were 2 988 000 permanent residents in Lithuania in 2012). Thus, the population decreased by almost 30 per cent, which is a critical figure mostly affected by emigration from Lithuania. Euromonitor International forecasts that in 2030, 2.85 million inhabitants will live in Lithuania. In comparison with 2010, when the country's population amounted to 3.33 million, the number of the population will drop by 14.2 per cent. According to the population decline rate, Lithuania will remain in the second place in Eastern Europe after Latvia, which by 2030 will lose nearly one-fifth of the country's entire population. This will inevitably affect the labour market, as due to the declining workforce supply and the decreasing number of employed population it will be increasingly difficult to maintain health care and social security systems, which are funded by taxpayers, and the demand for such services will grow along with the ageing of the population.

Recently, a certain trend of emigration has become apparent, namely, the fact that women account for a significant proportion of emigrants. Scandinavian experts view emigration as the problem of implementation of gender equality that must be dealt with by introducing a gender mainstreaming strategy. Emigration leads to other negative issues – decrease in state budget revenues (due to the decreasing number of payers) and shrinking of the country's intellectual potential (due to departure of smart and skilled youth).

The *emigration rate* is currently unprecedented, i.e., not only high, but also growing (Fig. 5). Such an intensive emigration, from a strictly quantitative point of view, has a significant impact on changes in the number of the population. The decrease in the number of the population can be emphasised as one of the problems of emigration. Intensive migration processes have a considerable influence on changes in the ethnic structure of the population. An issue often emphasised is the *threat of the loss of national identity*. According to official statistics, about 670 000 persons emigrated from Lithuania during 1990–2011. However, experts can only guess a part of this figure. During 1990–2011, declared emigration from Lithuania amounted to approximately 370 000 and undeclared emigration – to approximately 300 000. Until 2010, the relationship between *declared and undeclared migration* was even more unfavourable: in 1990–2009, declared migration amounted to approximately 230 000, while undeclared migration – to approximately 300 000. Since 2009, no sample statistical surveys of undeclared emigration have been carried out, hence information about the situation in recent years is not available,

which means that it is possible to more thoroughly investigate only *declared migration*, *i.e., only about 55 per cent of emigrants over the past twenty-three years.*

The growing opportunities of settling and getting employment in other countries have provided a more favourable environment for intensification of declared emigration since the beginning of this century. After Lithuania’s accession to the European Union and upon joining the Schengen area at the end of 2007, the rates of declared emigration continued to increase. In 2001–2009, the number of emigrants who declared their departure amounted to approximately 120 000. However, statistical data show that it is undeclared emigration that became particularly intensive during this period and accounted for the majority of emigrants. It was the most intensive immediately after the accession to the European Union (in 2005). However, there is no statistical data as to the final destination of those flows of emigrants.

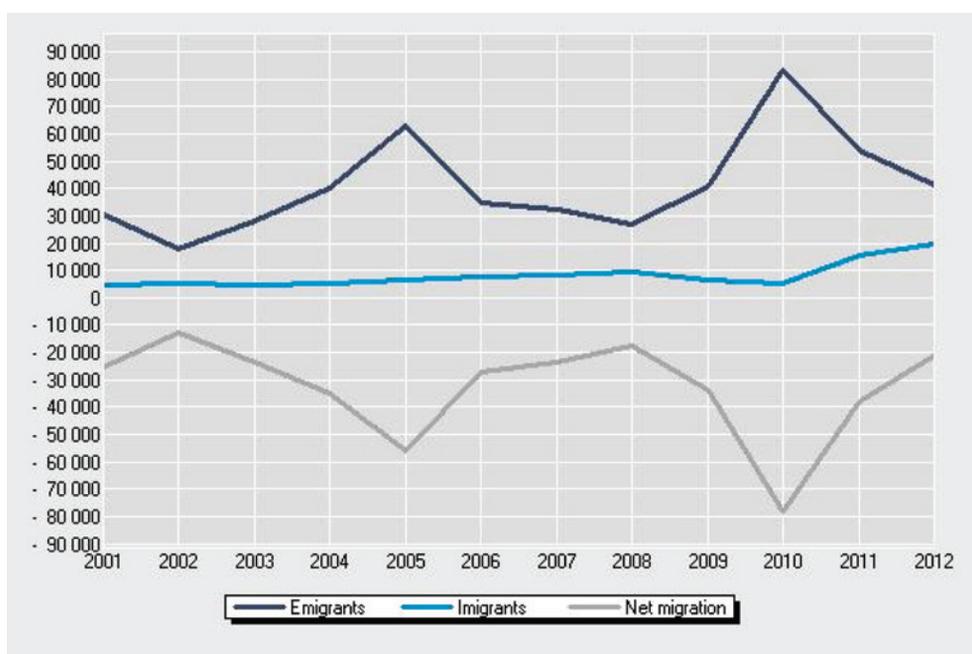


Fig. 5. Declared international migration (persons)

(Source: prepared by the authors according to data of the Lithuanian Department of Statistics, 2013)

During the economic boom (2006–2008), the total emigration rate and the rate of undeclared emigration declined, while the rate of declared emigration continued to steadily increase. With the start of the economic downturn in 2009 and the growth of unemployment, emigration (both declared and undeclared) particularly intensified. According to data of the Department of Statistics, as many as 83 200 inhabitants of the country departed from Lithuania in 2010, which is twice as many as in 2009. There

were on average 25.3 emigrants per year per 1000 population (in 2009 – as few as 6.6). In 2010, compulsory health insurance formalities became an additional important factor increasing the rate of declared emigration, forcing the emigrants of previous years who had not declared emigration to declare their departure. In 2010–2011, the rate of declared emigration increased considerably: 83 000 inhabitants emigrated in 2010, 54 000 inhabitants – in 2011 (in total – 137 000 emigrants). The latest data of the Department of Statistics indicate that in 2011, 53 900 persons emigrated from Lithuania and 15 700 persons immigrated. As compared with the year 2010, the number of persons who have declared their departure from the country has dropped by 29 300, while the number of those who have declared their arrival in the country – increased threefold (by 10 500).

A major issue is *irregular migration*. The key aspects of this problem are flows of irregular migrants to/through Lithuania and irregular migration of Lithuanian citizens to other states. Prevalence of irregular migration leads to an increase in trafficking in women. Material deprivation, unemployment, shortcomings of the social welfare system and lack of information about the problem provide a stimulus for trafficking in women. Annually, approximately 3 000 women are brought or voluntarily leave from the Baltic States, most of them (1000–1200) coming from Lithuania. The main country of destination for victims of trafficking in Europe is the United Kingdom. However, available official data show that the number of the victims in this state is decreasing: in 2005, 32 such persons (in 2006 – 26, in 2007 – 19, in 2008 – 17) returned from the United Kingdom. Another major destination country for trafficking in human beings is Germany. If highly favourable population migration provisions remain in force and the economic situation of the country does not change, the problem of trafficking in women in Lithuania is likely to remain a highly topical issue also in the foreseeable future.

The main host countries for *labour migrants* from Lithuania are the United States, Germany, Poland, Ireland, Great Britain, Denmark and Sweden. Since 2004, the following Member States of the European Union have been the most attractive for emigrants: United Kingdom (33 per cent of emigrants, as compared to the total number of emigrants), Ireland (16 per cent), Germany (8 per cent), Spain (4 per cent) and Denmark (3 per cent) (Fig. 6). Lithuanian residents emigrate also to the United States (11 per cent of emigrants), Russian Federation (7 per cent) and Belarus (5 per cent). Recently, Norway and Sweden have also become popular among emigrants from Lithuania.

Another most pressing problem of migration is the *loss of young people*. In the near future, this fact may have very grave consequences, as the demographic structure of society will consist solely of persons of retirement age, fertility rates and family development will decline, and labour resources will need to be imported from third countries. Young people (15–29 years old) make up 40.8 per cent of the total number of emigrants. It is young people of working age who migrate most often: every second migrant is 20–34 years old, and this trend has been fairly stable since 2001. In 2008, one-fifth of all emigrants were 25–29 years old, 13 per cent – 20–24 years old, 14 per cent – 30–34 years old, whereas in 2007 – respectively 18 per cent, 13 per cent and

14 per cent. During the past two years, every second emigrant was 20–34 years old. In 2010, 18 500 (22.3 per cent) of emigrants were 25–29 years old, 15 100 (18.2 per cent) – 20–24 years old, 12 000 (14.4 per cent) – 30–34 years old. In 2010, persons of the age of 35–54 years accounted for one-fourth and in 2009 – for one-third of all emigrants. In 2009–2010, elderly (60 years old and older) emigrants made up 2.6 to 0.9 per cent of all emigrants (Fig. 7).

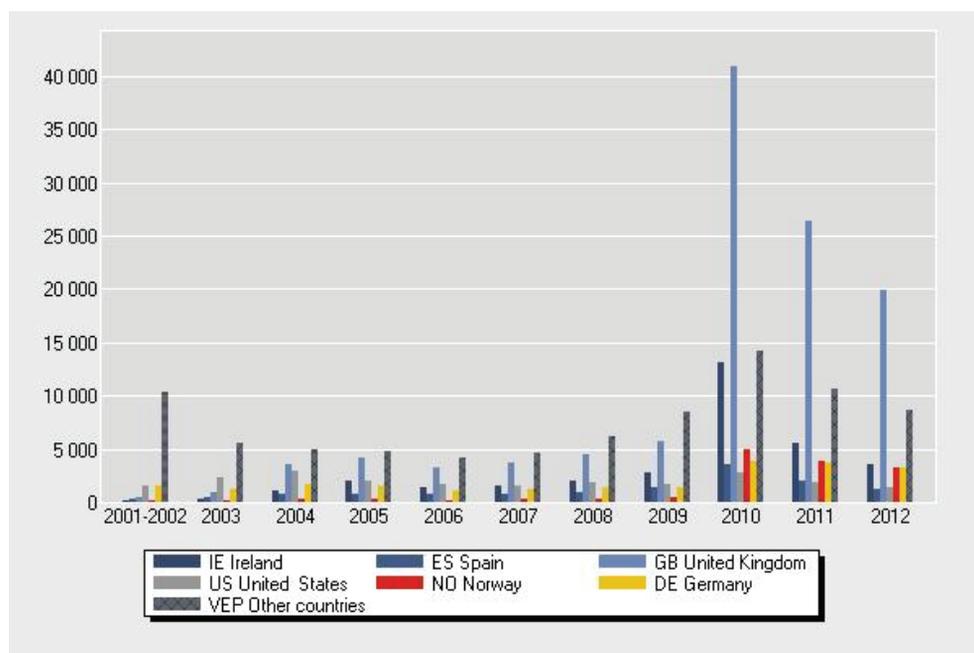


Fig. 6. Emigrants who have declared their departure by state of next residence and year (people) (Source: prepared by the authors under the Lithuanian Department of Statistics data, 2013)

While facing global labour market liberalisation processes, Lithuania needs to deal with not only the problem of emigration, but also a particularly threatening *problem of ‘brain drain’*. It means that the best specialists in different fields are leaving the country, as they fail to find a working environment meeting their expectations, thus reducing the intellectual capital of Lithuania. Meanwhile, it is the efficient use of this most productive part of society that determines the growth of the country’s overall standard of living and resolution of the country’s social and economic problems. Upon developing a targeted national strategy, the Lithuanian scholars who have gained their education in the West could and should become a driving force in the recovery and development of Lithuanian higher education. The cause of brain drain is not merely the general economic backwardness of Lithuania. Brain drain is also strongly influenced by flaws of the Lithuanian research and education system, its serious and deeply-rooted structural

problems. An analysis carried out by the World Bank shows that Lithuania is among the backward countries in the area of higher education production and innovation – even among the countries of Central and Eastern Europe. One of the key factors contributing to the brain drain is the stance of the Lithuanian Government on higher education. Investment in higher education in Lithuania is inefficient. According to Eurostat data, the funding per student in Lithuania, as expressed in Purchasing Power Standards, is eight times less than in Sweden, five times less than in Germany. According to these data, Lithuania leaves behind only Latvia and Bulgaria and is at a similar level with Poland, far behind the Czech Republic and Estonia. Study funding is in a poor condition, though the funding of studies in Lithuania has recently improved. As regards the mentioned negative dynamics, Lithuania is among the leaders. However, the quality of studies depends on the level of higher education. Higher education funding in Lithuania is increasing only slightly. According to these indicators, the country's performance is one of the weakest in the European Union. The results of the analysis allow for the conclusion that state funding is not allocated to the best students and that Lithuania uses a flawed system of study funding. Another important factor leading to the brain drain is the low level of Lithuanian science and international recognition. Various studies have shown that the best graduates are not satisfied with the quality of studies in Lithuania.

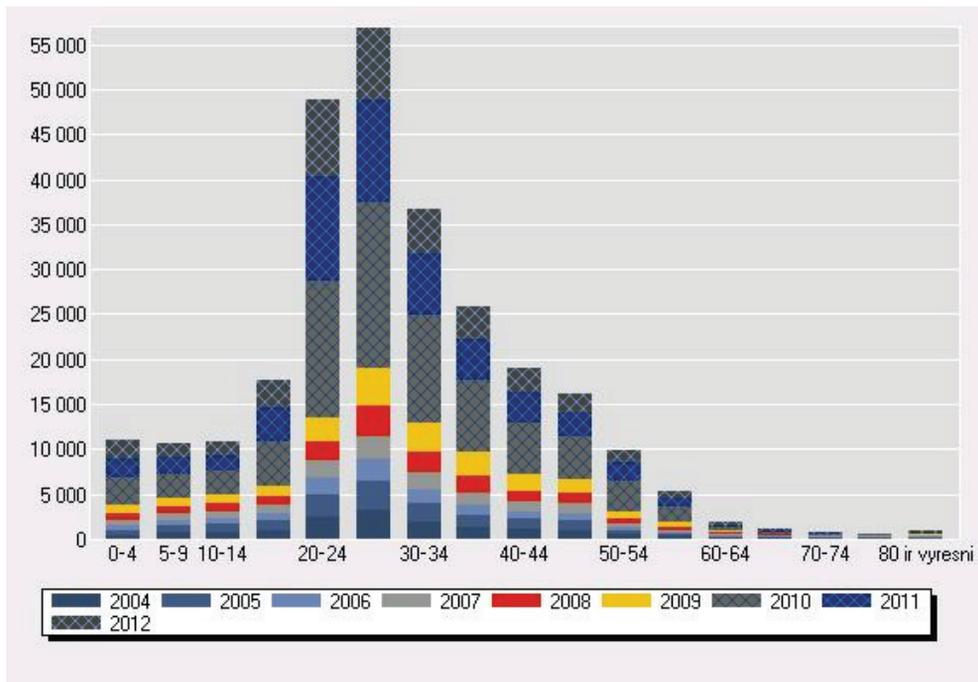


Fig. 7. Emigrants who have declared their departure by age (persons) (Source: prepared by the authors according to data of the Lithuanian Department of Statistics, 2013)

High cost of studies in Lithuania is pushing young people out from Lithuanian universities. According to research results, the main reason encouraging young people to study abroad is the lower cost and better quality of studies abroad and more opportunities of subsequently finding a job (in 2011, the National Union of Student Representations of Lithuania (LSAS) conducted an opinion survey of Lithuanian high school graduates regarding the continuation of studies in the second cycle). Ironically enough, it is the cost of studies that is one of the main reasons why young Lithuanians choose to study abroad. As much as 44 per cent of students who intend to continue their studies abroad do not intend to return to Lithuania and plan to stay abroad. Although those studying abroad are not officially considered as emigrants, there is a strong tendency that the young people who have acquired higher education abroad primarily seek to find jobs that match their qualification in Western Europe or the United States, rather than return to Lithuania. Hence, Lithuania recovers only a small part of ‘brain drain’, which could otherwise provide a considerable stimulus for our economy currently lacking productivity and innovation.

Lack of opportunities for personal self-realization in Lithuania. It is believed in Lithuania that emigration is primarily driven by economic factors – differences in the standard of living and wages between Lithuania and foreign countries. However, it should be acknowledged that economic causes of emigration are often overestimated. One of the main determinants of emigration is the fact that young people are leaving Lithuania, because they are unable to realise their professional potential in the country, particularly due to the ***lack of a clear professional career model*** in Lithuania. Certainly, the EU’s levers of success and career are education and professionalism, which are underestimated in Lithuania. In Lithuania, career and material status do not depend on professionalism and the level of education. Secondly, an educated young person is unable to fulfil his professional expectations in Lithuania, that is, to find an interesting job in which he could to grow and improve as an individual. Smart and professional growth-oriented young people (particularly researchers, scholars) emigrate. Here they do not find for themselves the proper media – a professional and often also spiritual, intellectual and creative environment. The main reason for emigration of youth from Lithuania is the inability to realise one’s potential, to become a personality or another lack of opportunities for personal self-expression in Lithuania.

5. Emigration: gender perspective

One of the key preconditions in seeking to attain better demographic indicators and positive natural population growth is gender equality, which allows to achieve harmony between family life and work. The spreading phenomena of female emancipation, such as the pursuit of career and the search for possibilities of self-expression, the aspiration to gain economic independence, the desire to have purposeful leisure, require society to adapt to the new role of women and to enable women to reconcile family and professional life. Otherwise, they postpone childbearing to older age, a smaller number

of them bear offspring or they take a voluntary decision to remain childless or simply emigrate to foreign countries failing to realise themselves as individuals in Lithuania.

Females account for a large share of emigrants from Lithuania. Since 2003, females have prevailed in the statistical structure of emigrants (Fig. 8), which is confirmed by data of fragmentary research. According to such research, females account for 53 to 80 per cent of the total number of emigrants under analysis. Experts from Scandinavian countries argue that emigration is the issue of implementation of gender equality, which needs to be properly addressed.

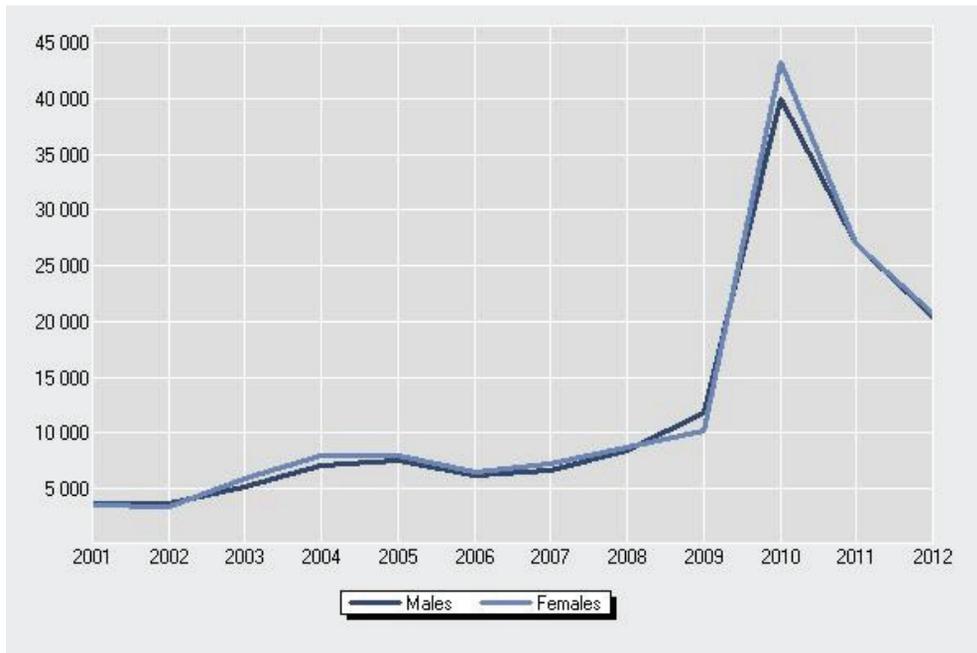


Fig. 8. Emigrants who have declared their departure by sex and year (persons)
(Source: prepared by the authors according to data of the Lithuanian Department of Statistics, 2013)

Data of the Department of Statistics allow to create a statistical profile of women in Lithuania. First of all, there are more females in Lithuania than males, they are more mobile, that is, they leave small towns, the countryside, the province and move to cities or abroad to study, search for “happiness”, while males are more likely remain in the countryside, do not study and tend to earn money more quickly. Secondly, Lithuanian females are more educated than males, the former place a much greater value in professional and personal growth rather than in pursuit of a high-pay and high-status oriented career. However, women in Lithuania face gender equality issues: it is more difficult for women to pursue a professional career in Lithuania than it is for men; the ‘glass ceiling’ and ‘glass walls’ phenomenon, which reflects discrimination of women when seeking

higher positions and their segregation when moving on to better paid jobs and sectors, is widely known. Thirdly, an educated young woman does not have many chances to create a fully-fledged family in Lithuania, that is, to find for herself an equal partner. The system of values of women is most often much higher than that of men. Lithuanian women are better educated, more advanced, intellectual and more intelligent than men; women attach more attention to their personality development.

A statistical Lithuanian male often does not meet such expectations of women and is not competitive as a partner, which is confirmed by divorce statistics in Lithuania (according to data of the Department of Statistics, 10 000 divorces were registered in 2010, or by 736 more than in 2009, there were 54 divorces per 100 marriages, or by 9 more than in 2009) and a significant comparative share of single women in Lithuania (approximately 30 per cent). Such a situation forces women to seek better opportunities of realisation of their expectations outside Lithuania (according to data of the Department of Statistics, 3 000 marriages of Lithuanians with foreign nationals were registered in 2011 (16 per cent of all marriages); in 2010, 2 100 Lithuanian women (11 per cent of all females who contracted marriage) contracted marriage with foreigners). Hence, “Lithuania is the land of single women”, where divorced women, single mothers with children, widows and unmarried young women account for a significant proportion of the population.

The experience of Scandinavian and other countries shows that gender mainstreaming, aimed at promoting women’s professional and career development and reconciling it with family-related functions and the functions of a mother, increases fertility rates, reduces the number of dependants, has a positive impact on the quality of human resources and labour potential, that is, directly affects the country’s economic and social potential. Promotion of female employment also makes an important contribution to the rapid and sustainable economic growth and good macroeconomic indicators. Therefore, creation of conditions for reconciliation of family-friendly functions and work should become one of the most important tasks in order to improve the quality of life of families and their members and to implement the desired demographic policy.

Upon Lithuania’s accession to the EU, opportunities for the free movement of persons have opened up, which has prompted a large number of people to migrate to the EU countries in order to improve their financial situation and living conditions. Labour migration, the major factors of which are economic, has emerged. In Lithuania, it is difficult to find a well-paid job, to meet one’s needs and to seek higher qualification. In the current economic situation in Lithuania, as much as a half of labour migrants view employment abroad as the only solution to poverty and despair. Studies show that the majority of emigrants indicate low wages in Lithuania, difficult living conditions, poor prospects and possibilities for self-realisation as the major causes of emigration.

Research indicates that the rush of emigration from Lithuania shows no signs of slowing, and the state has to make much effort in order to deter a large part of the Lithuanian population already prepared to leave Lithuania and just waiting for the right

moment to implement this goal. This implies that the ***reason for pushing*** workforce from Lithuania is the ineffective economic policy of the state. Unemployment, low wages, low quality of life of the population and lower expectations concerning the country's prospects are the main reasons promoting the emigration of the working-age population of Lithuania and showing that the policy implemented by the state is directed not towards improving the welfare of the population, but towards reducing the budget deficit and inflation at any cost.

In order to reduce emigration flows, the Government needs not to create sophisticated fragmented programmes for combating it, but to speedily correct mistakes: to improve the effectiveness of the economic policy pursued by the state so that it would encourage an individual to work for the benefit of his country rather than push him out from the country and he would feel that his homeland needs him. The first step would be, by involving scholars and professionals of various areas, to develop a reliable and scientifically-based strategy for reduction of emigration, with the following main levers. First of all, an effective economic policy of the state promoting not only the development of the financial sector, but also production, research and innovations, also the recovery of the agricultural sector would allow for creation of real jobs. Secondly, it is necessary to modify market ideology and tilt it toward an individual; over the long-term period, economic policy should be practically, rather than purely declaratively, be directed towards improving the quality of human resources, increasing the welfare of the population and reducing social inequality. The creation of a tax system is a tool, but not the main objective of economic policy. Thirdly, in order to reduce emigration and to stimulate return it is necessary to implement systemic reforms in the areas of science and education, health care and culture and to create a favourable environment for small and medium-sized businesses, to encourage employers to widely rely on the principles of socially responsible business and to strive to overcome the misleading stereotypes of gender equality.

6. Conclusions

1. Over the past decades, Lithuania has experienced the demographic changes which can be described by the following trends: a considerable decrease in the number of the population, depopulation and a rapid ageing of the population. Negative demographic trends gradually lead to social and economic problems. Changes in the age structure of the population directly affect the country's economy. Recent negative demographic trends not only in Lithuania, but also in Europe affect economic growth and further increase the likelihood of imminent economic crisis, influence the most important areas of life of the population, health care, workforce structure, social security, social insurances issues and public finances.

2. The flow of emigration from Lithuania is tremendous. Comparing the number of the population in the market period against that in the Soviet era, the figure has fallen by almost one-third. Taking into consideration the quantitative and qualitative aspects of the process, such an intensive emigration cannot leave the country's socio-economic

development unaffected. Intensive emigration from Lithuania causes a number of problems to the state and has a direct impact on its economic and social development. The major problems caused by emigration are a decrease in the absolute number of the population, deformation of the age structure, workforce shortage, the threat of the loss of national identity, the social consequences of migration, especially in respect of families and children, brain drain, human trafficking, irregular migration, hence it is necessary to solve this problem at the national level.

3. The majority of emigrants are persons of working age; research shows that such emigrants are young, well educated, highly qualified professionals, researchers. The decision to emigrate is determined by inefficient economic performance of the state. The stimulus for young people to emigrate is the high cost of studies in Lithuania, as young Lithuanians do not perceive any opportunities to realise their potential in Lithuania upon completion of studies. It is necessary to take appropriate urgent measures encouraging young people to create their future in Lithuania and finally implement the programmes declaring the importance of education in the state. Currently, Lithuania is undergoing a substantial ‘brain drain’, which has an extensive negative impact on the development of science in Lithuania and, generally, on the country’s progress. As regards the problem of ‘brain drain’ in Lithuania, despite widespread recognition that science is the driving force of the modern knowledge economy, science in Lithuania is still not a national priority.

4. In recent years, a certain trend, namely, an intensive female emigration, has become apparent. Foreign experts refer to emigration as the issue of implementation of equal opportunities of both genders, which needs to be appropriately addressed. In Lithuania, women are better educated than men, the former place a higher value in professional and personal growth rather than in pursuit of a high-pay and high-status oriented career. However, women in Lithuania encounter certain problems. Firstly, it is more difficult for women to pursue a professional career in Lithuania than for men. Secondly, educated young women do not have many chances to create a fully-fledged family in Lithuania, that is, to find for themselves an equal partner. These results support the assumption that the lack of opportunities for personal self-expression, in particular in respect of women, and the lack of opportunities to create a fully-fledged family in Lithuania are specific causes of female emigration. Promotion of women’s professional involvement and career, if reconciled with family-related functions and the functions of a mother, increases the birth rate and has a positive effect on social capital. The growth of female employment also significantly contributes to the economy. Therefore, provision of favourable conditions for reconciliation of family-related functions and work should become one of the most important tasks in improving the quality of life of families and their members.

5. The causes of emigration from Lithuania are not only just economic, but also social, one of the most important ones being the lack of opportunities of self-expression, self-realisation, and interesting creative work. In order to reduce the rate of emigration, a reliable, comprehensive and scientifically-based strategy for reduction of the rate of emigration should be developed. The cornerstones of this strategy should include an

effective state economic policy promoting not only the development of the financial sector, but also the development of production, research and innovation, also the recovery of the agricultural sector, which would allow to create new jobs. Secondly, the free market ideology needs to face the individual, and the economic policy of the state should, over the long-term period, be directed towards improving the quality of human resources, increasing welfare of the population and reducing social inequality. The development of a tax system is not a cure-all, but merely a tool for business development. Thirdly, in order to reduce emigration and stimulate return, it is necessary to implement systemic reform in the areas of research and education, health care, and culture and to create a favourable environment for small and medium-sized businesses, to encourage employers to rely on the principles of socially responsible business and to strive to implement gender equality provisions.

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Ona Gražina RAKAUSKIENĖ. Dr Habil in Economics, Professor at the Institute of Economics and Business, Faculty of Economics and Finance Management, Mykolas Romeris University. Areas of scientific research: economy of the European Union; international economy; quality of life of the population; gender economics.

Olga RANCEVA. PhD student in the field of economics at the Institute of Economics and Business, Faculty of Economics and Finance Management, Mykolas Romeris University. Areas of scientific research: international migration; youth emigration; brain drain; unemployment; quality of life of the population.