

# Salary Market Forecast Survey 2023 Lithuania

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Figure Baltic Advisory

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# Purpose of the Survey, Sample and Methods



- The Forecast Survey provides an overview of current trends in the salary market, looks back at what happened last year, and summarizes plans and forecasts for 2023.
- The sample of the survey consisted of 423 customers who participated or purchased General Compensation Survey 2022 Lithuania.
- 50 organizations completed the survey.
- The data was collected using an online questionnaire in December 2022.

# Terms Used

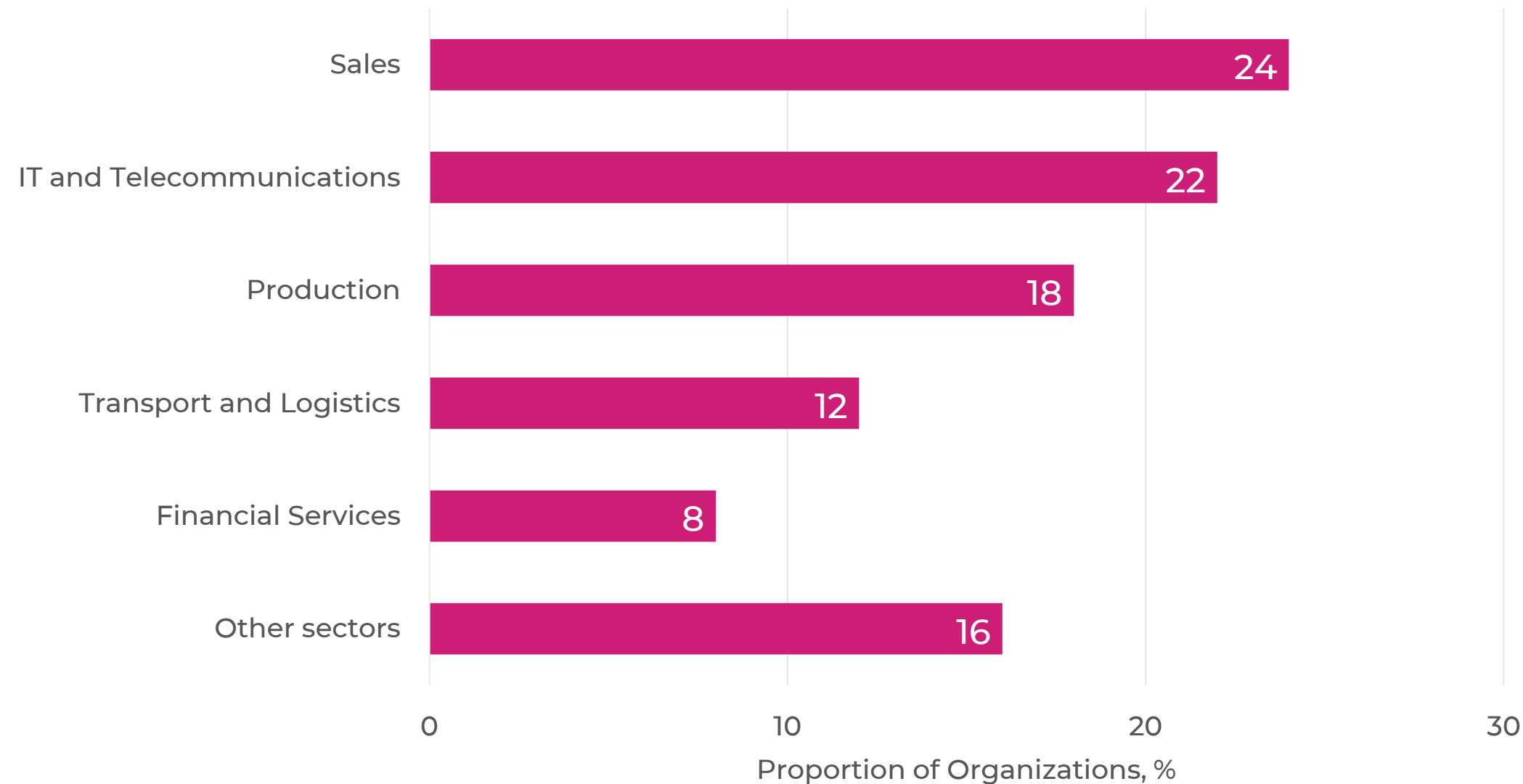


- **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- **90%** - 10% of values are higher than the presented value.
- **75%** - 25% of values are higher than the presented value.
- **Median** - the central member in the sequence of salaries, which are in order from the highest to the smallest. Both parts have an equal number of members.
- **25%** - 25% of values are lower than the presented value.
- **10%** - 10% of values are lower than the presented value.



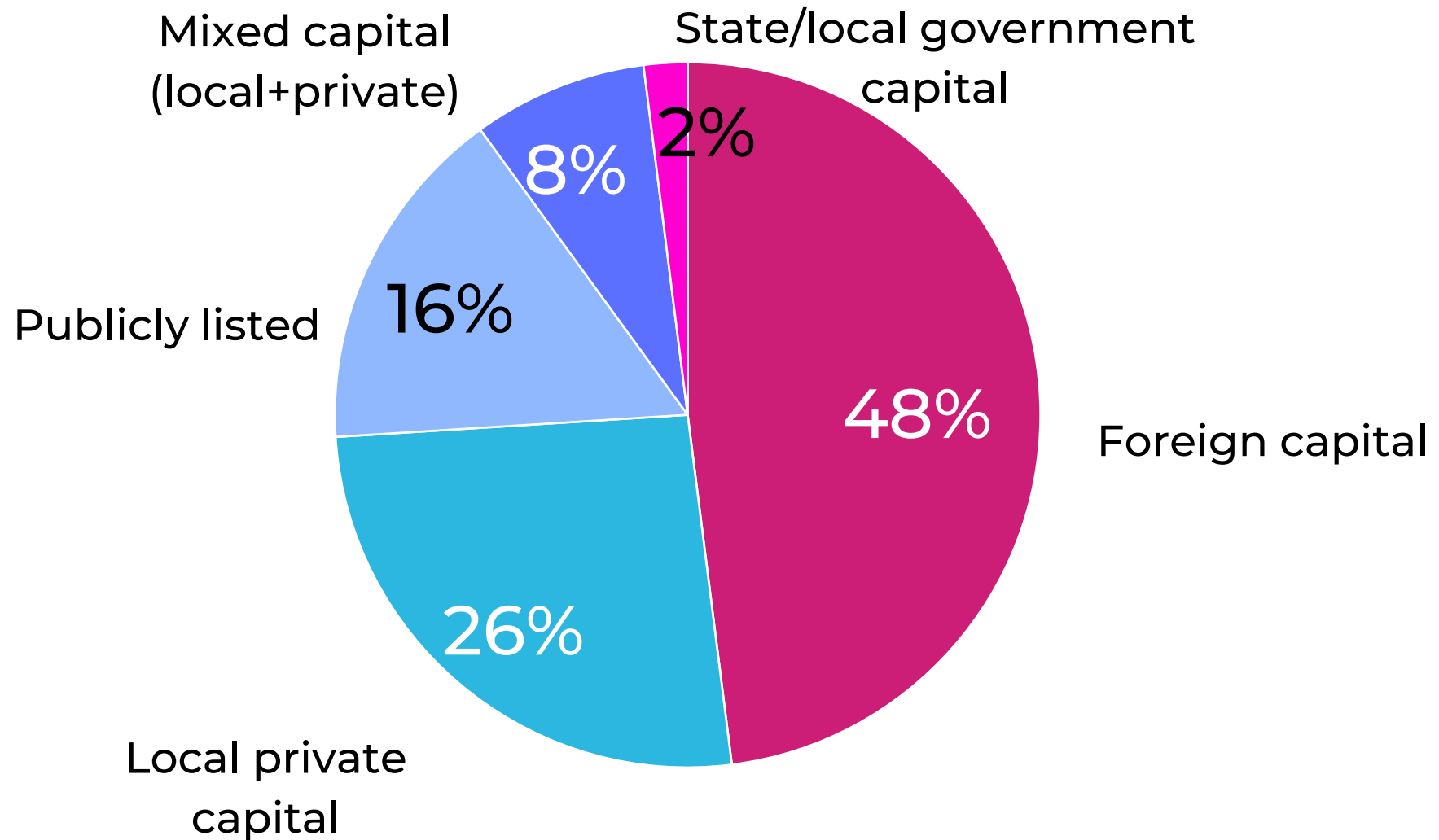
# **Description of Participating Organizations**

# Organizations by Field of Activity



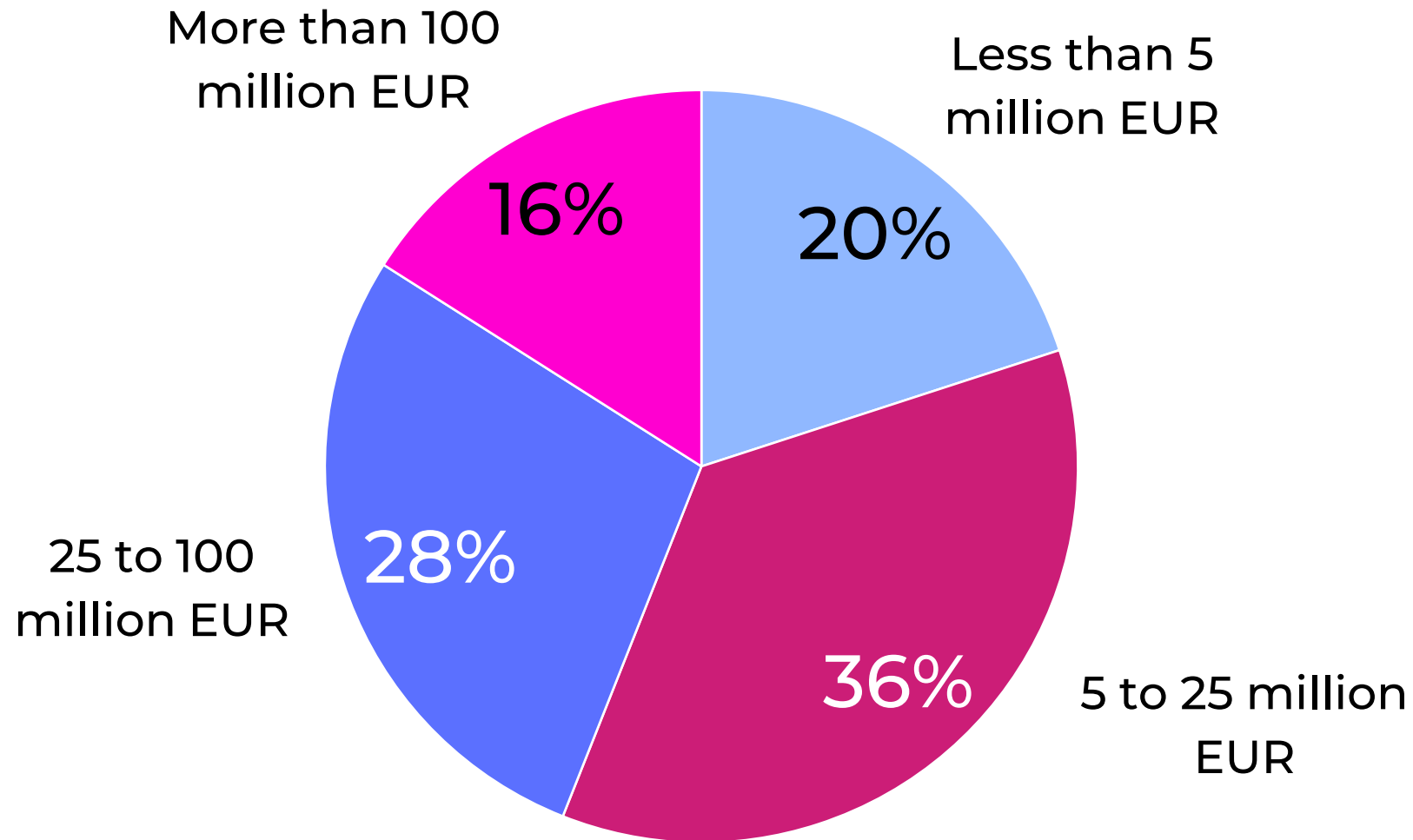
Graph is calculated using the data of 50 organizations.

# Organizations by Capital Ownership



*Graph is calculated using the data of 50 organizations.*

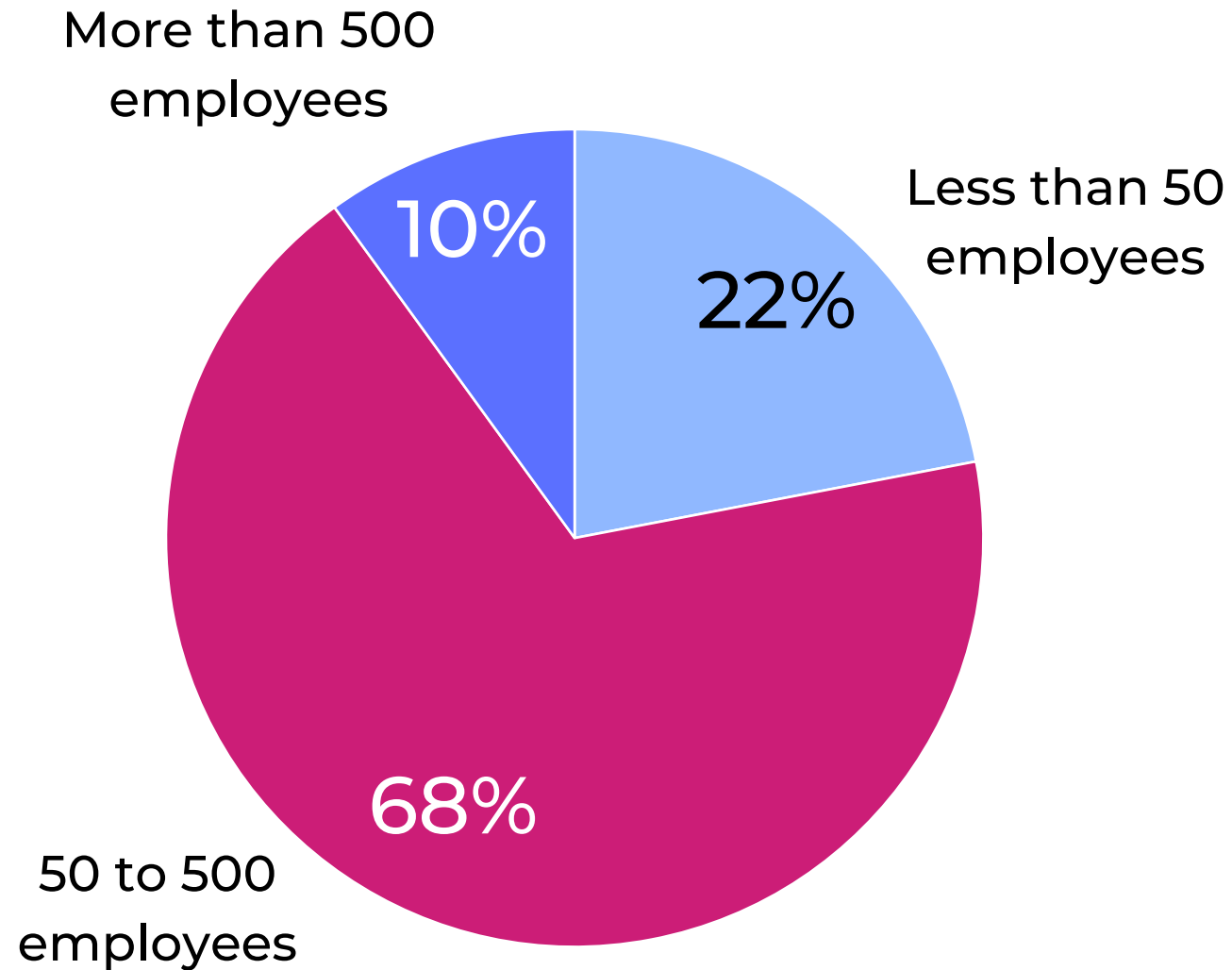
# Organizations by Sales Revenue



*Graph is calculated using the data of 50 organizations.*



# Organizations by Number of Employees



*Graph is calculated using the data of 50 organizations.*

# List of Participating Organizations I



## **Business Services**

Bionorica Lithuania UAB

## **Energy**

Enefit UAB

Vilniaus apšvietimas UAB

## **Financial Services**

Connectpay UAB

If P&C Insurance AS filialas

Luminor Bank AS Lietuvos skyrius

Nasdaq Grupė

## **IT and Telecommunications**

Accenture Lithuania UAB

Adeo Web UAB

Dassault Systemes UAB

Evolution Lithuania UAB

Intelligent Communications UAB

NFQ Technologies UAB

NOD Baltic UAB

Omega 365 Lithuania UAB

Present Connection UAB

Sapiens Lithuania UAB

Tele2 UAB

## **Production**

Allive Europe UAB

BOD Group UAB

DS Smith Packaging Lithuania UAB

Joldija UAB

Kinze Europe UAB

Orion Global Pet UAB

Švyturys - Utenos alus UAB

Thermo Fisher Scientific Baltics UAB

Viltechmeda UAB

## **Real Estate Management**

Kauno arena UAB

## **Sales**

AbbVie UAB

ACME Grupė UAB

Alma littera grupė

AOP Orphan Pharmaceuticals GmbH  
atstovybė Baltijos šalims

Azeta UAB

IKI Lietuva UAB

Johnson & Johnson UAB

KARCHER UAB

Novo Nordisk Pharma UAB

Sandoz Pharmaceuticals d.d. filialas

Siemens Osakeyhtio Lietuvos filialas

Travel Retail Vilnius UAB

## **Services**

Bazaarvoice UAB

City Service UAB

# List of Participating Organizations II



## **Transport and Logistics**

DHL Lietuva UAB

Lietuvos nacionalinė Ekspeditorių ir Logistų asociacija LINEKA

Omniva LT UAB

Schenker UAB

Unlimited Carrier UAB

Via 3L LT UAB

## **Other**

Nanoavionics UAB

Vinted UAB

# Compensation Surveys 2023



- We welcome you to participate in this year's compensation surveys!
  - Lithuanian General Compensation Survey 2023 report is published in the end of August
  - Lithuanian Top Executive Compensation Survey 2023 report is ready in the end of November
  - Sector compensation surveys are conducted throughout the year according to the interest of participants. If you are interested in a sector specific compensation survey that might interest other organizations, feel free to contact us
- Satisfaction, motivation, organization culture surveys and equal pay expert analysis are carried out in accordance with the organizations needs.

# Thank you for participating!



Best wishes,  
Figure Baltic Advisory  
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