

# Salary Market Forecast Survey 2024 Lithuania

11.01.2024

FIGURE 

Figure Baltic Advisory

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# Purpose of the Survey, Sample and Methods

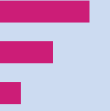


- The Forecast Survey provides an overview of current trends in the salary market, looks back at what happened last year, and summarizes plans and forecasts for 2024.
- The sample of the survey consisted of 342 customers who participated or purchased General Compensation Survey 2023 Lithuania.
- 82 organizations completed the survey.
- The data was collected using an online questionnaire in December 2023.

# Terms Used

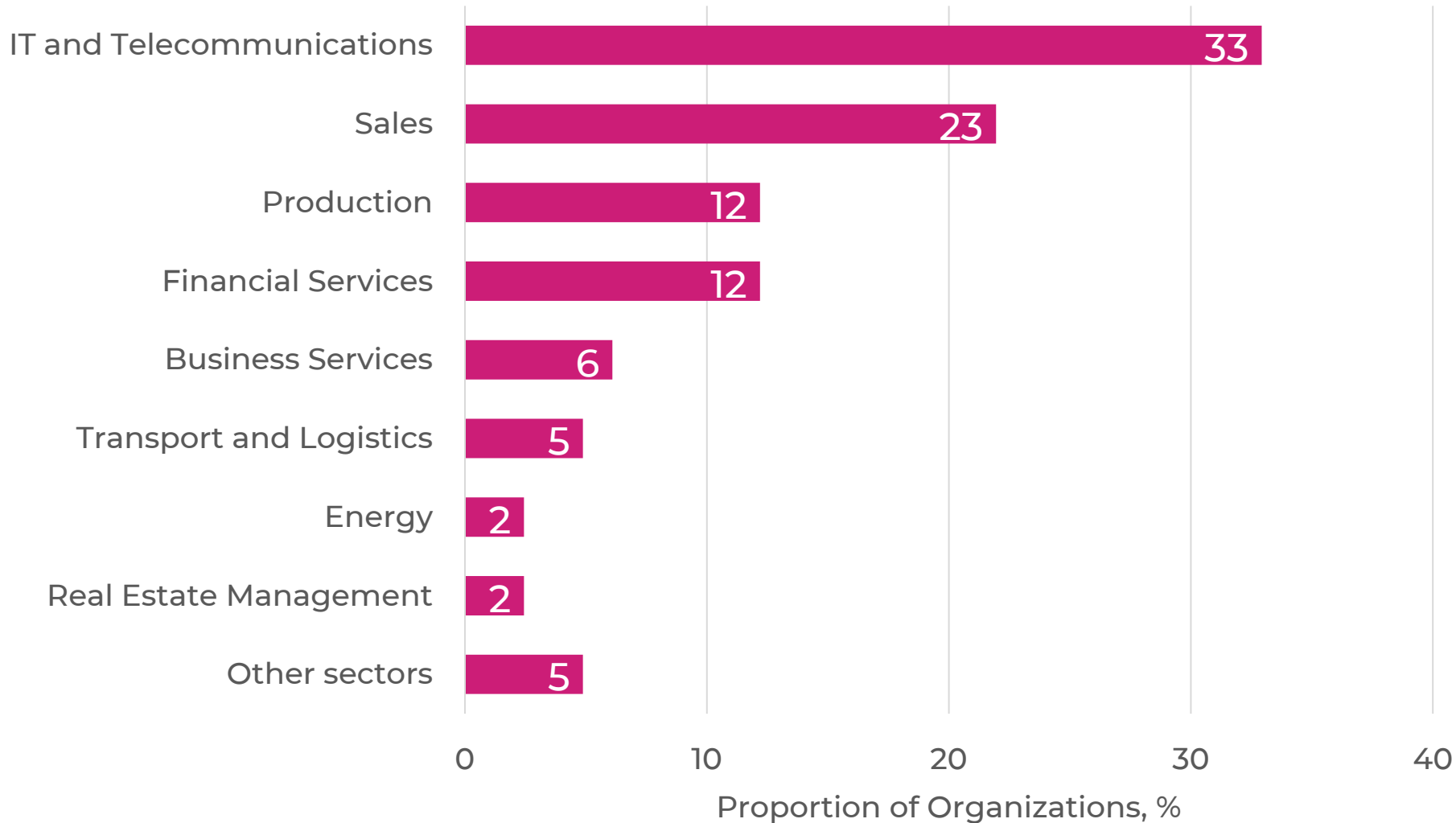


- **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- **90%** - 10% of values are higher than the presented value.
- **75%** - 25% of values are higher than the presented value.
- **Median** - the central member 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.



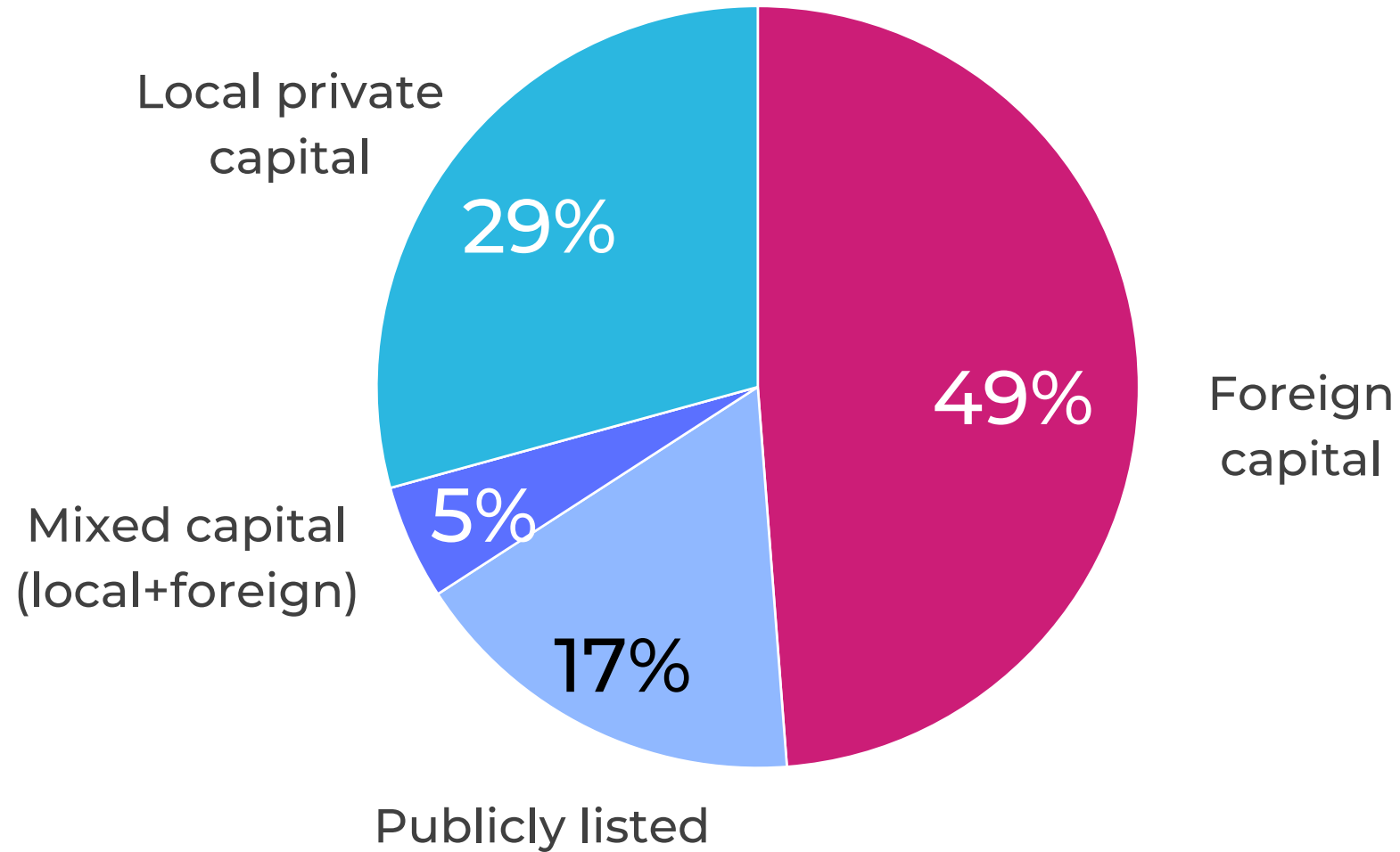
# **Description of Participating Organizations**

# Organizations by Field of Activity



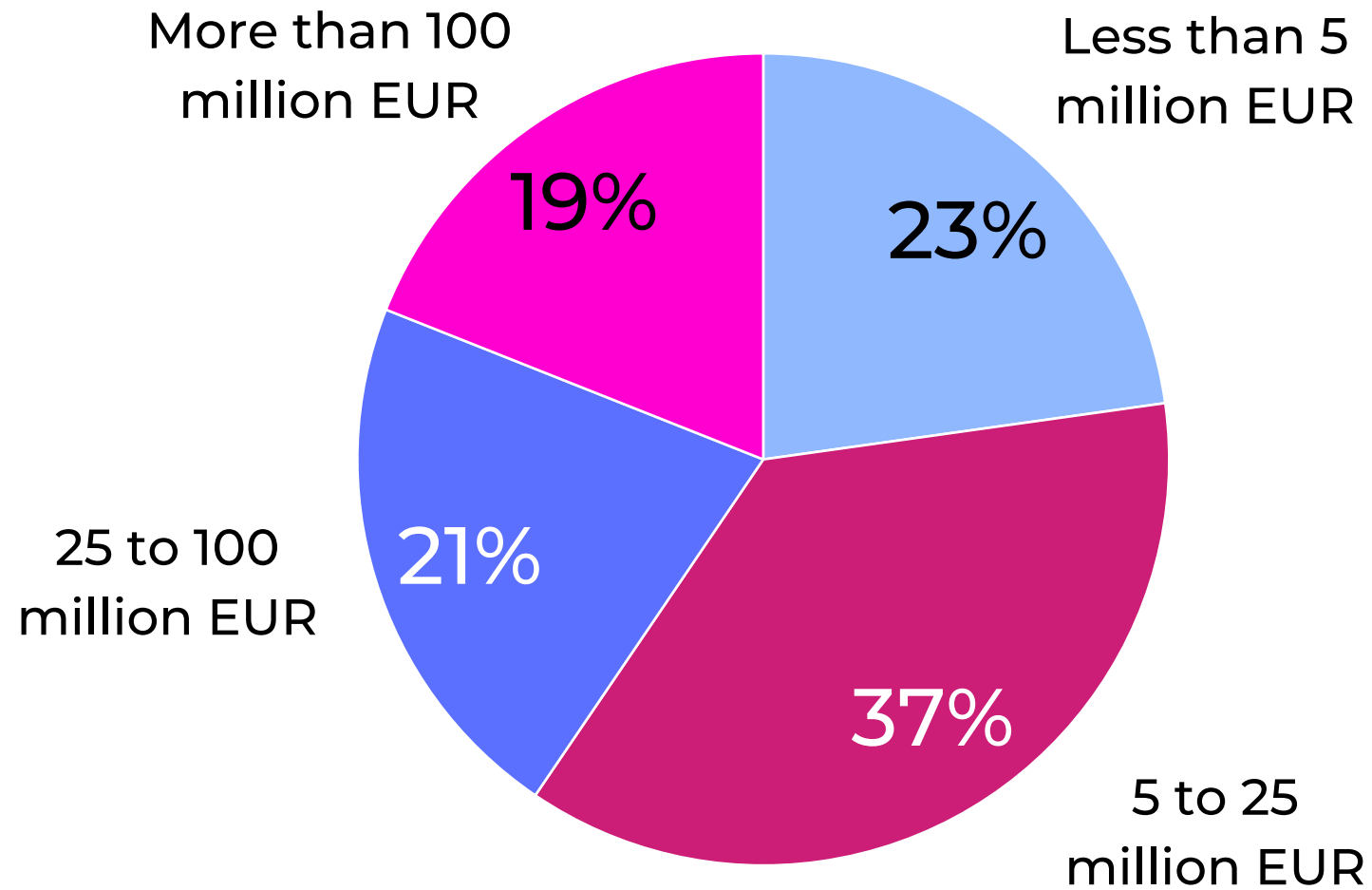
*Graph is calculated using the data of 82 organizations.*

# Organizations by Capital Ownership



*Graph is calculated using the data of 82 organizations.*

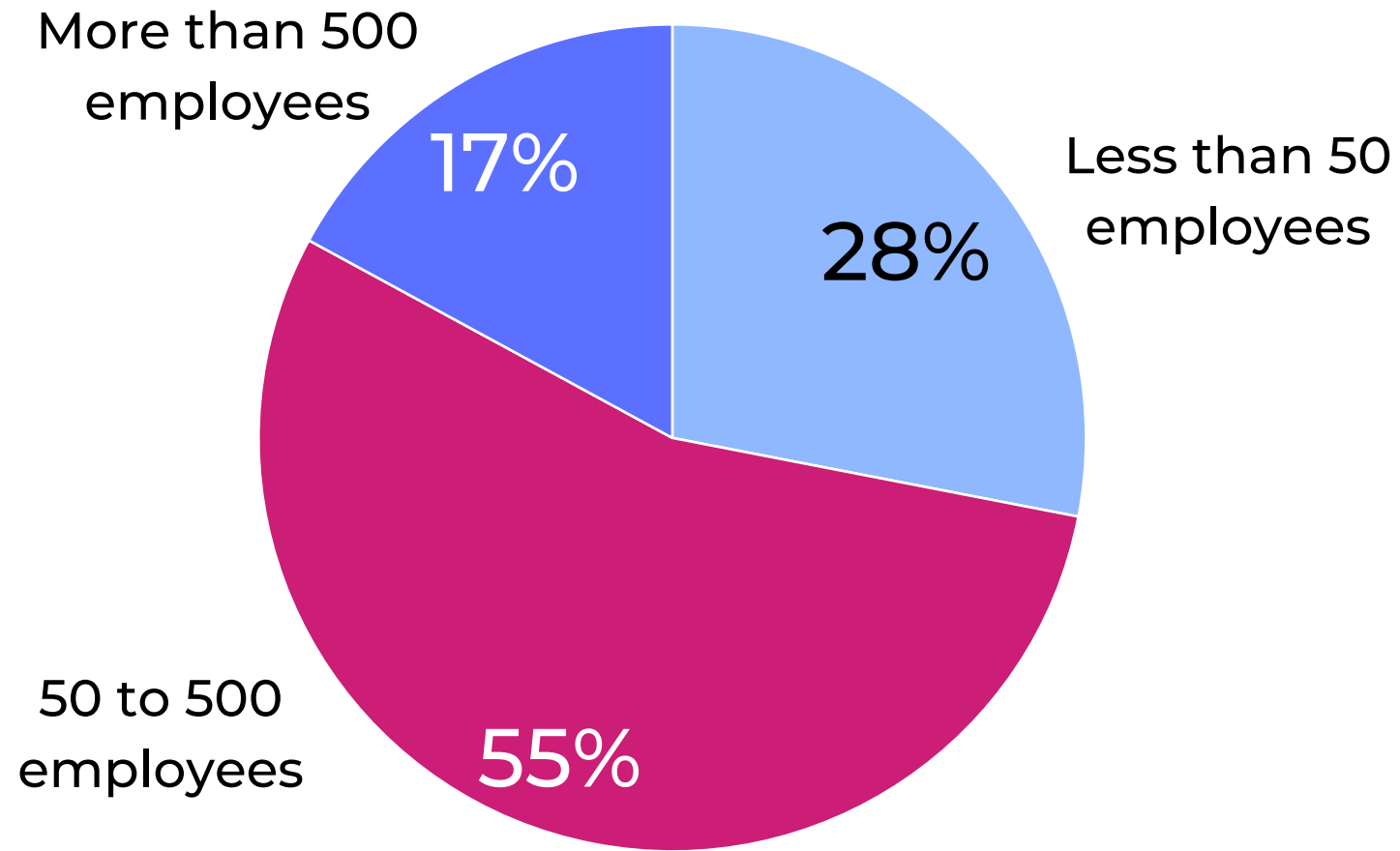
# Organizations by Sales Revenue



*Graph is calculated using the data of 79 organizations.*



# Organizations by Number of Employees



*Graph is calculated using the data of 82 organizations.*

# List of Participating Organizations I



## **Business Services**

Baltic Virtual Assistants UAB  
Bazaarvoice UAB  
Biomapas UAB  
Ernst & Young Baltic UAB  
Yara Lietuva UAB

## **Energy**

Enefit UAB  
Ignitis UAB

## **Financial services**

Bigbank AS filialas  
ConnectPay UAB  
Danske Bank AS Lietuvos filialas  
If P&C Insurance AS filialas  
Luminor Bank AS Lietuvos skyrius  
Marsh Lietuva UADB  
MOODYS LITHUANIA UAB

Nasdaq Vilnius AB  
SEB bankas AB  
Swedbank AB

## **IT and Telecommunications**

360 IT UAB  
Accenture Lithuania UAB  
Adeo Web UAB  
Asseco Lietuva UAB  
Baltic Amadeus UAB  
Blue Solutions UAB  
Centric IT Solutions Lithuania UAB  
CGI Lithuania UAB  
Dassault Systemes UAB  
Ericsson Lietuva UAB  
Evolution Lithuania UAB  
Exacaster UAB  
Gurtam UAB  
Insoft UAB

Interactio UAB  
Išėities kodas UAB  
Metasite Business Solutions UAB  
NOD Baltic UAB  
Primend UAB  
Tele2 UAB  
Telesoftas UAB  
Telia Global Services Lithuania UAB  
Telia Lietuva AB  
Toughlex UAB  
Vinted UAB  
Visma Tech UAB  
Zenitechas UAB

## **Media**

LT Advert UAB

# List of Participating Organizations II



## **Production**

AJ Kalvarija UAB  
Devold UAB  
Kinze Europe UAB  
Knauf UAB  
Likmerė UAB  
Orion Global Pet UAB  
RETAL Lithuania UAB  
Švyturys - Utenos alus UAB  
Užstato sistemos administratorius VšĮ  
voestalpine Railway Systems Lietuva UAB

## **Public Services**

Vilniaus planas UAB

## **Real Estate Management**

DARNU GROUP UAB  
Kauno Arena UAB

## **Sales**

AbbVie UAB  
ACME Grupė UAB  
Amgen Switzerland AG Vilniaus Filialas  
Circle K Lietuva UAB  
Felit UAB  
Magic Crafts UAB  
Magnum Veterinarija UAB  
Novo Nordisk Pharma UAB  
ONNINEN UAB  
Rimi Lietuva UAB  
Sandoz Pharmaceuticals D.d. Filialas  
Scandagra UAB  
Servier Pharma UAB  
Siemens Osakeyhtio Lietuvos filialas  
Somi UAB  
STADA Baltics UAB  
Travel Retail Vilnius UAB  
Vilandra UAB

## **Services**

Eglės sanatorija UAB

## **Transport and Logistics**

DHL Lietuva UAB  
Kuehne Nagel UAB  
Unlimited Carrier UAB  
VIA 3L LT UAB

## **Other**

Mary Kay Lithuania UAB

# Compensation Surveys 2024



- We welcome you to participate in this year's compensation surveys!
  - Lithuanian General Compensation Survey 2024 report is published in the end of August
  - Lithuanian Top Executive Compensation Survey 2024 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