

## **The Impact of Demographic and Social Factors on Lithuania's Transformation and Different Changes in the Behaviour of Different Population Groups**

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Various social and demographic factors are irreversibly changing the face of Lithuania. When there is a decline in the number of labour resources, the country's labour market adapts in one way or another to the changes observed. The implications of these changes need to be assessed in much greater detail from a social policy perspective, as there are limits to both unemployment reduction and employment growth. Moreover, the positive trends observed are of a temporary nature and are subject to change because of crisis situations in the labour market. Taking advantage of the labour market and socio-demographic indicators the study/presentation identifies long-term changes in the situation of different population groups by age and gender. Monitoring of long-term indicators as an assessment method is crucial for the continuous improvement of social policies, as the impact and outcomes of social factors are much more pronounced through over a longer period through differentials in the situation of different population groups during economic growth or in times of recession. On the other hand, the assessment of short-term changes in this presentation is in line with the modern realities of the situation in our country.

Looking at long-term differences in the labour market situation from a demographic perspective, the age distribution of employment in the country resembles an inverted parabola: employment in younger age groups grows very rapidly, slows down considerably between the ages of 30 and 34, and then starts to decline between the ages of 45 and 49, with an initial slow, but then significant increase (especially between the ages 60 and 64). Each of the parabolas resembles the history of changes in employment by age in different years, but when comparing the values of these individual curves over the whole observation period (1998 to 2021), the largest positive changes in employment are found in both the more mature youth and older age groups (50-64), while the other age groups show a much smaller employment growth.

The age distribution of female employment in the country partly resembles an "M" curve, as there were two peaks (local maxima) in employment growth were observed. The last distribution is also influenced by the impact of demographic factors, but the decline in female employment is also influenced by the increase in women's workload when raising minor children. The impact of these factors on the evolution of female employment is controversial and few researched matters. On the other hand, one thing is clear: significant socio-demographic changes in the employment changes in the number of people in employment have 'collapsed' the top of the pyramid of employment that existed a few decades ago and to a significant extent should be interpreted because of the deformation of the country's demographic structures.