

LITHUANIAN MEDICAL WORKERS' OPINION RESEARCH REGARDING MIGRATION AND WORK ABROAD

customer



contractor

spinter research

A group of healthcare professionals, including nurses and doctors, are walking away from the camera down a brightly lit hospital corridor. They are wearing blue scrubs and surgical caps. The corridor has white walls and a polished floor that reflects the light. The image is overlaid with a semi-transparent white banner across the middle.

METHODOLOGY

RESEARCH METHODOLOGY

- TIMING. 2021 02 09 – 04 06.
- OBJECTIVE. Find out Lithuanian medical workers' attitude towards leaving Lithuania and working abroad (motives, intentions and reasons to leave / not to leave Lithuania).
- TARGET GROUP. Lithuanian medical workers (up to 55 y.o.).
- SURVEY METHOD. Combined CATI and CAWI interview, using a standardized questionnaire which is agreed upon with the Customer.
- SAMPLE SIZE. 609 respondents (203 of general practitioners / residents, 202 of medical specialists / residents, 204 of nurses, midwives).
- LOCATION. Lithuania.
- SAMPLING. Quota sampling.
- DATA ANALYSIS. Data analysis was performed using SPSS/PC statistical program.

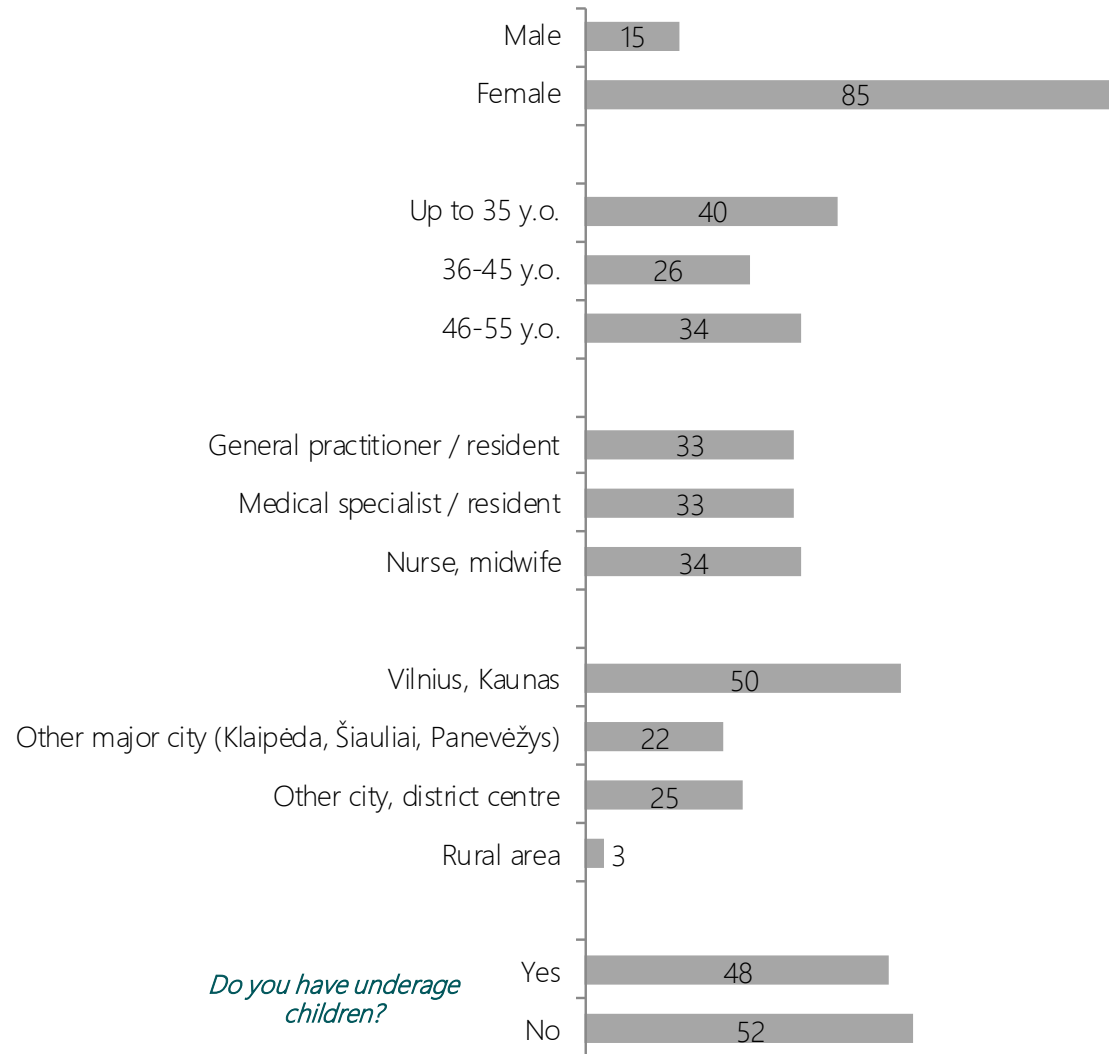
STATISTICAL ERROR

It is impossible to entirely avoid the sampling error in any quantitative research that uses sampling; therefore, it is necessary to take it into consideration while interpreting the data. E.g., after surveying 609 respondents, if we find out that 11,3% of all respondents have experience working in a foreign medical facility, there is 95% probability that the real value is between 8,9% and 13,7%.

The precision of the estimation is directly associated with the number of analyzed cases. The table below is helpful in estimating the statistical error.

%=	3/97	5/95	10/90	15/85	20/80	25/75	30/70	40/60	50/50
N=									
10	10,6	13,5	18,6	22,1	24,8	26,8	28,4	30,4	31,0
30	6,1	7,8	10,7	12,8	14,3	15,5	16,4	17,5	17,9
50	4,7	6,0	8,3	9,9	11,1	12,0	12,7	13,6	13,9
75	3,9	4,9	6,8	8,1	9,1	9,8	10,4	11,1	11,3
100	3,3	4,3	5,9	7,0	7,8	8,5	9,0	9,6	9,8
150	2,7	3,5	4,8	5,7	6,4	6,9	7,3	7,8	8,0
200	2,4	3,0	4,2	4,9	5,5	6,0	6,4	6,8	6,9
300	1,9	2,5	3,4	4,0	4,5	4,9	5,2	5,5	5,7
400	1,7	2,1	2,9	3,5	3,9	4,2	4,5	4,8	4,9
500	1,5	1,9	2,6	3,1	3,5	3,8	4,0	4,3	4,4
600	1,4	1,7	2,4	2,9	3,2	3,5	3,7	3,9	4,0
700	1,3	1,6	2,2	2,6	3,0	3,2	3,4	3,6	3,7
800	1,2	1,5	2,1	2,5	2,8	3,0	3,2	3,4	3,5
1000	1,1	1,4	1,9	2,2	2,5	2,7	2,8	3,0	3,1
1500	0,9	1,1	1,5	1,8	2,1	2,2	2,4	2,5	2,6
2000	0,8	1,0	1,3	1,6	1,8	1,9	2,0	2,1	2,2
2500	0,7	0,9	1,2	1,4	1,6	1,7	1,8	1,9	2,0

RESPONDENTS' SOCIO-DEMOGRAPHIC CHARACTERISTICS

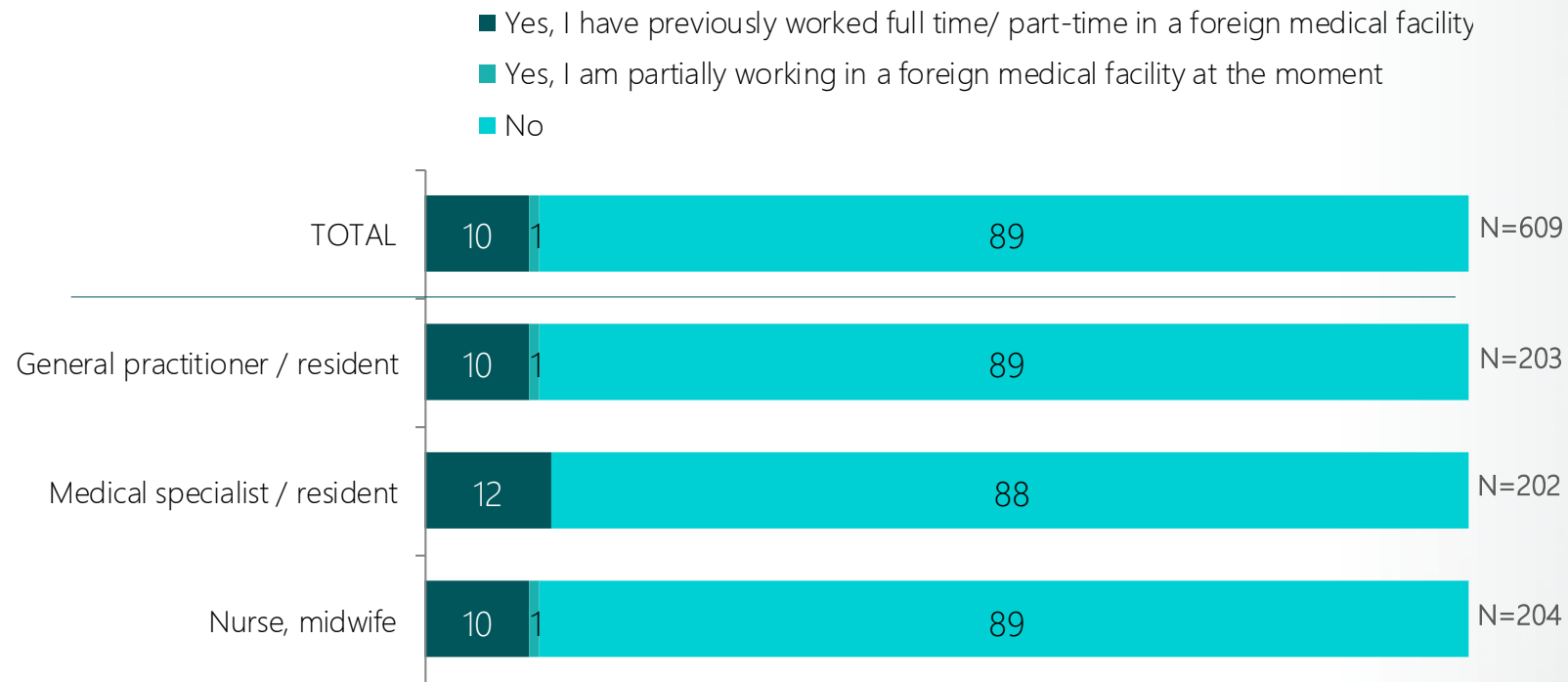


A group of healthcare professionals, including nurses and doctors, are walking away from the camera down a brightly lit hospital corridor. They are wearing blue scrubs and surgical caps. The corridor has white walls and a light-colored floor. The image is slightly faded, giving it a soft, ethereal feel.

RESULTS

WORKING EXPERIENCE IN A FOREIGN MEDICAL FACILITY (%)

Do you have any experience working in a foreign medical facility?



PLANS TO WORK ABROAD (%)

Are you planning or would like to permanently work abroad?

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife	Up to 35 y.o.	36-45 y.o.	46-55 y.o.
Yes, I am planning to leave over the next year	1	1	1	2	2	-	1
Yes, I am planning to leave over the next 2-5 years	6	6	6	6	9	8	1
Yes, I am planning to leave in more than 5 years	2	1	2	2	3	1	-
Yes, I am planning to leave, but I am not sure if and when that is going to happen	22	22	18	25	32	23	9
No	69	70	73	65	54	68	89
	N=609	N=203	N=202	N=204	N=245	N=158	N=206



Younger (up to 35 y.o.) respondents, survey participants working in Vilnius, Kaunas and medics whose current financial situation is average more often indicate planning to leave but they are not sure if and when that is going to happen.

**statistically insignificant sample*

REASONS TO WORK ABROAD (%)

Why do you want to leave to work abroad?

*planning to leave

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
Due to a better salary	82	78	75	90
Due to better improvement and professional growth opportunities	56	62	71	39
Due to better working conditions, relationships between coworkers, the atmosphere at work	52	58	55	46
Due to a better life-work balance	46	47	47	43
Due to better career opportunities	44	47	42	43
Due to better prospects for my children and/or partner	33	35	33	31
I do not like living in Lithuania (due to people relations, the government etc.)	13	15	15	11
I have a partner abroad with whom I would like to live with	7	7	9	6
Other	3	-	6	3
	N=187*	N=60*	N=55*	N=72*



Younger (up to 35 y.o.) respondents and survey participants working in Vilnius, Kaunas more often want to leave due to better improvement and professional growth opportunities. Respondents having underage children more often want to leave due to better life-work balance. Due to better prospects for children and / or partner – 36-45 y.o. respondents and survey participants having underage children.


***Multiple answers possible; amount exceeds 100%*

PLANNED PERIOD OF WORKING ABROAD (%)

How long would you like to work abroad?

*planning to leave

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
Up to a year	3	2	9	-
Up to 3 years	27	28	22	29
3-5 years	27	25	31	26
6-10 years	15	20	20	7
More than 10 years / permanently (or until retirement)	28	25	18	38
	N=187*	N=60*	N=55*	N=72*

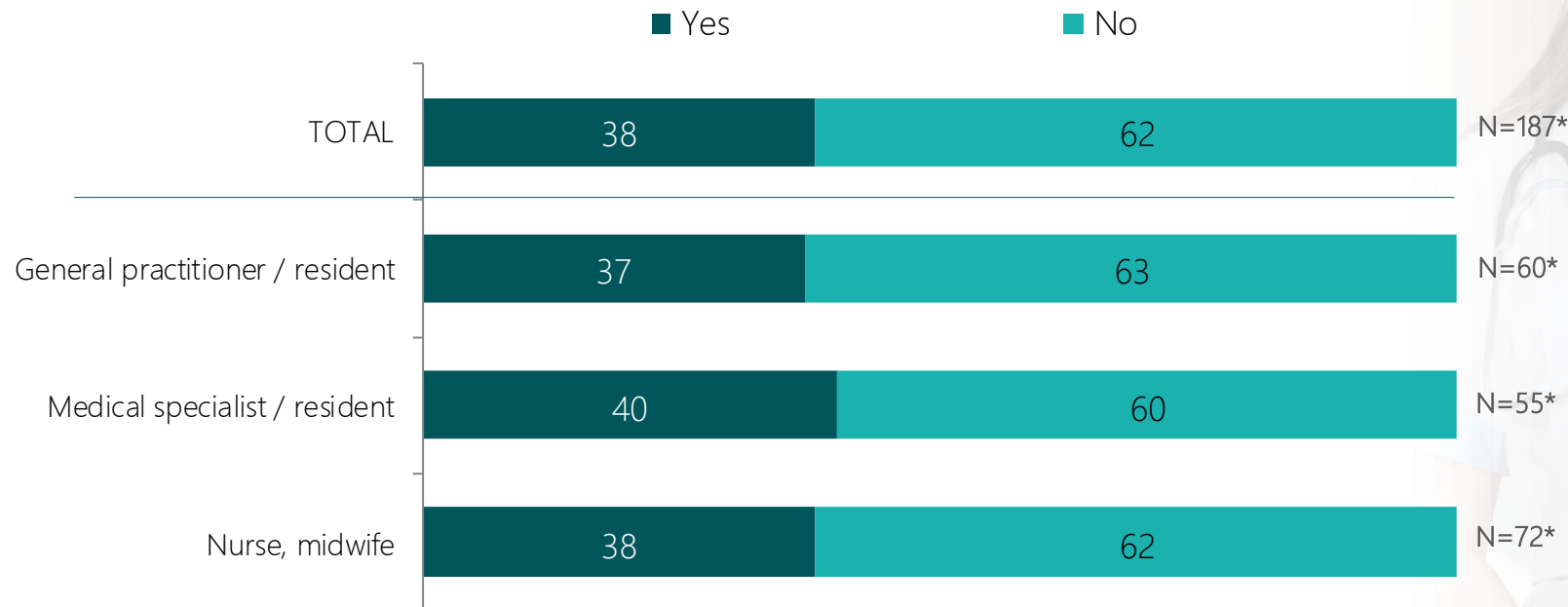


Period of 3-5 years was more often indicated by younger (up to 35 y.o.) respondents, survey participants working in Vilnius, Kaunas and respondents who do not have underage children. Females and respondents having underage children more often would like to work abroad more than 10 years / permanently (or until retirement).

TAKING ACTIONS TO REACH THE GOAL (%)

Have you already taken any specific actions to reach this goal?

*planning to leave



TAKEN ACTIONS TO FIND A WORKPLACE ABROAD (%)

What actions have you taken to find a workplace abroad?

*have already taken specific measures	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
I have searched for a job on the internet	70	73	73	67
I have friends/relatives abroad that emigrated earlier and will assist me in finding a job	68	59	64	78
I have foreign friends/relatives abroad, that will assist me in finding a job	54	64	46	52
I have searched the EURES database	34	46	32	26
I have reached out to agencies that legally employ medical personnel in foreign countries	32	27	27	41
I have direct contact with employers	23	23	18	26
I have direct contact with recruitment agencies abroad	18	14	18	22
I have reached out to intermediaries that help me find a job abroad	14	14	14	15
I have reached out to the public employment office	3	-	5	4
	N=71*	N=22*	N=22*	N=27*



***Multiple answers possible; amount exceeds 100%*

****statistically insignificant sample*

MIGRATION PARTNER (%)

Are you planning to emigrate alone?

Younger (up to 35 y.o.) respondents more often are planning to leave alone, they more often do not have a family / partner. 36-45 y.o. survey participants more often tend to leave together with their family / partner.

*planning to leave

CURRENT FINANCIAL SITUATION

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife	Good	Rather good	Average	Rather bad	Bad
Yes, I do not have a family/partner	23	18	20	29	5	20	26	55	100
Yes, my family/ partner will stay in Lithuania	15	13	14	18	20	15	15	18	-
Yes, my family/partner will join me later	21	17	33	15	30	19	21	18	-
No, I am leaving together with my family/partner	41	52	33	38	45	46	38	9	-
	N=187*	N=60*	N=55*	N=72*	N=20*	N=94*	N=61*	N=11*	N=1*




COUNTRY OF DESTINATION (%)

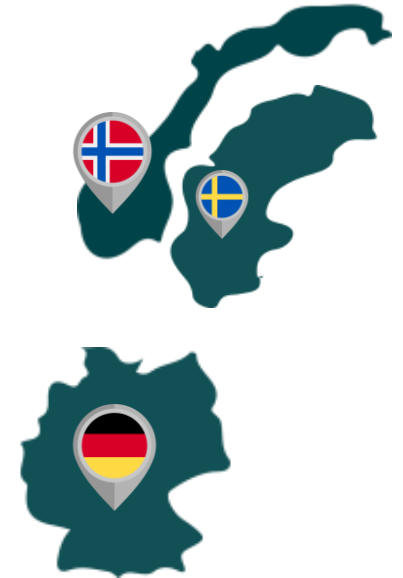
Which country are you planning to go to?

*planning to leave

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
Germany	25	23	22	29
Norway	14	18	9	15
Sweden	11	13	13	7
United Kingdom	6	10	6	4
USA	4	5	5	2
Ireland	3	3	-	4
France	3	2	4	4
Switzerland	3	2	5	3
Spain	3	2	7	1
The Netherlands	2	2	-	4
Denmark	1	2	2	-
Other	3	-	9	-
I do not know yet	22	18	18	27
	N=187*	N=60*	N=55*	N=72*



Most popular directions of emigration:



REASONS FOR CHOOSING THE SPECIFIC COUNTRY (%)

Why do you consider to go to this country exactly?

*knowing which country are going to choose	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
I could earn significantly more	64	65	64	62
There are more opportunities/I have an opportunity to find a job	46	45	42	49
I know the local language	45	43	47	45
I have the most information about this country	40	49	38	32
I see the most opportunities to grow myself professionally in this country	38	39	44	32
I have friends/relatives there	36	31	38	40
I have dreamed about living in this country (due to the people, the climate etc.)	14	8	18	17
Other	4	4	7	2
	N=147*	N=49*	N=45*	N=53*














***Multiple answers possible; amount exceeds 100%*

****statistically insignificant sample*

REASONS FOR CHOOSING THE SPECIFIC COUNTRY (%)

Why did you choose this country?

*knowing which country are going to choose	TOTAL	 UK	 Ireland	 Germany	 The Netherlands	 Norway	 Denmark	 Sweden	 France	 Switzerland	 Spain	 USA
I could earn significantly more	64	75	80	57	75	67	100	85	33	50	17	71
There are more opportunities/I have an opportunity to find a job	46	33	80	51	25	33	50	50	33	67	17	43
I know the local language	45	58	80	45	50	41	50	5	100	50	33	71
I have the most information about this country	40	67	20	53	25	30	-	45	-	-	67	-
I see the most opportunities to grow myself professionally in this country	38	50	80	28	-	41	-	55	-	67	-	43
I have friends/relatives there	36	58	20	43	25	33	-	45	-	17	17	29
I have dreamed about living in this country (due to the people, the climate etc.)	14	8	-	9	-	4	50	10	33	83	83	-
Other	4	-	-	-	-	-	-	20	-	17	-	-
	N=147*	N=12*	N=5*	N=47*	N=4*	N=27*	N=2*	N=20*	N=6*	N=6*	N=6*	N=7*



**Multiple answers possible; amount exceeds 100%


***statistically insignificant sample

EVALUATION OF FOREIGN LANGUAGE SKILLS (%)

Do you know the local language of the country well enough to perform on a professional level?

*knowing which country are going to choose

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
Yes, I know it well enough	28	33	34	19
Yes and I am still improving it (or planning to improve)	35	29	33	43
No, but I already started learning	16	14	13	19
No, but I am planning to learn it	16	18	13	17
No, but I think I can work without knowing the local language (I know another foreign language)	5	6	7	2
	N=147*	N=49*	N=45*	N=53*



EVALUATION OF FOREIGN LANGUAGE SKILLS (%)

Do you know the local language of the country well enough to perform on a professional level?

*knowing which country are going to choose		UK	Ireland	Germany	The Netherlands	Norway	Denmark	Sweden	France	Switzerland	Spain	USA
TOTAL												
Yes, I know it well enough	28	59	60	30	25	11	50	-	33	17	33	57
Yes and I am still improving it (or planning to improve)	35	33	40	40	25	41	50	15	50	33	17	43
No, but I already started learning	16	-	-	17	25	15	-	30	17	17	33	-
No, but I am planning to learn it	16	-	-	13	25	22	-	40	-	33	17	-
No, but I think I can work without knowing the local language (I know another foreign language)	5	8	-	-	-	11	-	15	-	-	-	-
	N=147*	N=12*	N=5*	N=47*	N=4*	N=27*	N=2*	N=20*	N=6*	N=6*	N=6*	N=7*



***statistically insignificant sample*

UNCERTAINTIES BEFORE LEAVING LITHUANIA (%)

What makes you the most worried or have doubts about leaving Lithuania?

*planning to leave	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
Are my language skills sufficient enough	53	57	42	58
My relationship with my friends and family might suffer	52	58	47	51
If I will fit in the new workplace	48	53	42	49
I will always feel like a "second-class" member of society	29	32	27	28
I will not be able to help my family or other relatives	22	23	20	22
I might have to accept working in less qualified work position compared to here	19	12	18	26
Other	4	5	4	3
Other: there are no worries or doubts	4	2	11	1
	N=187*	N=60*	N=55*	N=72*



Younger (up to 35 y.o.) respondents and survey participants having underage children more often worry about their relationship with their friends and family.

***Multiple answers possible; amount exceeds 100%*

THE MAIN REASONS NOT TO LEAVE LITHUANIA (%)

What are the main reasons that make you stay and work in Lithuania?

36-45 y.o. respondents and survey participants having underage children more often indicate that leaving would cause a lot of inconvenience to their family.

*staying in Lithuania	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife	CURRENT FINANCIAL SITUATION				
					Good	Rather good	Average	Rather bad	Bad
Leaving would cause a lot of inconvenience to my family (partner, children, etc.)	66	71	67	59	65	69	55	50	100
I am a patriot. I like living and working in Lithuania	46	50	46	43	48	50	29	25	-
In Lithuania I have good opportunities for career development	41	43	49	30	34	48	16	-	100
The salary in Lithuania is sufficient, and the quality of life is steadily improving	35	33	37	34	52	32	18	25	100
My foreign language skills are not sufficient enough to work in another country	32	28	21	49	32	32	37	25	-
I have to help my parents or other relatives	28	27	25	30	34	25	35	-	-
I am not willing to accept a less qualified job or a job with fewer responsibilities abroad	24	19	21	34	18	28	16	25	-
I would always feel like a "second-class" member of society	21	22	17	25	29	17	37	-	-
The salary abroad would not offset the additional financial costs associated with immigration	15	13	14	18	21	13	14	25	100
Other	7	6	7	9	5	7	12	25	-
	N=422*	N=143*	N=147*	N=132*	N=82*	N=286*	N=49*	N=4*	N=1*




**Multiple answers possible; amount exceeds 100%

***statistically insignificant sample

CURRENT FINANCIAL SITUATION (%)

Which of the below-mentioned statements best describe your current financial situation?

	TOTAL	General practitioner / resident	Medical specialist / resident	Nurse, midwife
Good, I have enough funds to live without limiting myself too much	17	22	21	7
Rather good, the lack of funds is only noticeable when buying expensive purchases	62	63	67	57
Average, I have enough funds only to meet my basic needs	18	14	9	31
Rather bad, I am forced to save up to survive	3	1	2	4
Bad, I am constantly lacking funds even for the most basic needs	0,3	-	1	1
	N=609	N=203	N=202	N=204



Good current financial situation was more often indicated by older (46-55 y.o.) respondents. Rather good – by survey participants having underage children. Average current financial situation was more often indicated by females and respondents who do not have underage children.

A group of healthcare professionals, including nurses and doctors, are walking away from the camera down a brightly lit hospital corridor. They are wearing blue scrubs and surgical caps. The corridor has white walls and a polished floor that reflects the light. The image is overlaid with a semi-transparent white banner across the middle.

KEY FINDINGS

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- 11% of respondents have experience working in a foreign medical facility.
- Almost one-third (31%) of respondents are planning or would like to permanently work abroad: 7% of survey participants are planning to leave in 5 years, 2% - in more than 5 years, 22% are planning to leave but they are not sure if and when that is going to happen.
- The most common reason to leave the country is better salary abroad (82 proc.). 56% of respondents want to leave due to better improvement and professional growth opportunities. 52% - due to better working conditions, relationships between coworkers, the atmosphere at work.
- 3% of survey participants who are planning to leave would like to work abroad up to a year. 27% would like to work up to 3 years, 27% - 3-5 years, 15% - 6-10 years. 28% of respondents would like to work abroad more than 10 years / permanently (or until retirement).
- 38% of respondents who are planning to leave the country have already taken specific actions to reach this goal.
- The most common actions which have been taken to find a workplace abroad are searching for a job on the internet (70%) and having friends/ relatives abroad that emigrated earlier and will assist in finding a job (68%). More than half (54%) of respondents who have already taken specific actions have foreign friends / relatives abroad that will assist them in finding a job.
- Majority (59%) of respondents who are planning to leave the country are planning to do this alone: 23% do not have a family / partner, 15% of respondents states that their family / partner will stay in Lithuania, 21% of respondents indicate their family / partner will join them later.
- Most popular directions of emigration are Germany (25%), Norway (14%) and Sweden (11%).
- The most frequent reason for choosing the specific country is opportunity to earn significantly more (64%). 46% of respondents who know which country they are going to choose state that there are more opportunities / they have an opportunity to find a job in that country. 45% know the local language.

KEY FINDINGS

- More than half (63%) of respondents who know which country they are going to choose state that they know the local language of the country well enough to perform on a professional level: 28% know the local language well enough, 35% know the language and are still improving it (or planning to improve).
- The most frequent worrying things about leaving Lithuania are doubts about language skills (53%), fear that relationship with friends and family might suffer (52%) and worry about fitting in the new workplace (48%).
- The most common reason to stay and work in Lithuania is belief that leaving would cause a lot of inconvenience to family (partner, children, etc.) (66%). 46% of respondents consider themselves patriots, they like living and working in Lithuania. 41% of respondents who are planning to stay in Lithuania believe they have good opportunities for career development in Lithuania.
- Majority (79%) of all respondents describe their current financial situation as good / rather good.



CONCLUSIONS

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- Every tenth medic has experience working abroad.
- Intentions to go to work in another country are most related to the medic age – the younger the medics are, the stronger intentions are to leave the country. After age of 45 intentions to leave the country decrease significantly.
- Salary is the main driver of the desire to leave the country and work abroad. This driver is most expressed in the nurses, midwives group, while in the medics (general practitioners, medical specialists, residents) group strong drivers also are professional growth opportunities, better working conditions and relationships between coworkers. This shows that raising salaries alone will not solve the issue of medical workers' migration - profound changes in work culture are also needed.
- To stay in Lithuania medical workers are most encouraged by family, other relatives. Medics (general practitioners, medical specialists, residents) also more often see good opportunities for career development in Lithuania. Nurses, midwives see significantly less such opportunities but are more likely to be discouraged by not sufficient language skills and unwillingness to accept a less qualified job or a job with fewer responsibilities abroad.
- In general, language challenges are relevant for medics too. This is more often feared by general practitioners, less often by medical specialists.

SWOT ANALYSIS

STRENGTHS

drivers to stay in Lithuania



- Family, other relatives
- Not sufficient foreign language skills
- Unwillingness to accept a less qualified job or a job with fewer responsibilities abroad
- Good opportunities for career development in Lithuania

WEAKNESSES

drivers to leave Lithuania



- Higher salary
- Professional growth opportunities
- Better working conditions
- Better relationships between coworkers

OPPORTUNITIES

to keep medics in Lithuania



- Higher salary
- Profound changes in work culture (professional growth opportunities, better working conditions and relationships between coworkers)

THREATS

may leave Lithuania



- Younger age (up to 35 y.o.) medics
- Medics whose current financial situation is average or worse – one of the biggest threat is opportunity to earn significantly more abroad

A close-up photograph of a doctor's torso. The doctor is wearing a white lab coat and has their arms crossed. They are holding a red stethoscope in their right hand, which is resting on their chest. The stethoscope has yellow earpieces and a silver chest piece. The background is a plain, light-colored wall.

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