INFLUENCE OF EMPLOYMENT ON STRATEGY OF SUSTAINABLE DEVELOPMENT IMPLEMENTATION

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Abstract. Sustainable development, covering economic, social and environmental development, is gaining increasing significance in the modern world. According to the modern concept of sustainable development, quality of life interaction result of social, economic and environmental factors. Social policy is an integral part of economic processes, and it shall be given priority policy attention. Guaranteeing equal opportunities for employment are very important factors contributing to the full participation of citizens in economic, cultural and social life and their potential implementation. State’s prosperity depends on its economic and labor market policy, the ability to guarantee the income of population. Increasing the employment rate is the most effective economic growth and social inclusion means of promoting the economy. The efficient functioning of the labor market is influenced by many internal and external factors. The Employment Guidelines are the part of the European Employment Strategy and background of measures in line with sustainable strategy goals, preparation and implementation. The research analyzes the impact of quality of employment on quality of life.

Keywords: employment, quality of employment, quality of life, sustainable development, Lithuanian sustainable development strategy

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JEL Classifications: C1, J2, Q01

1. Introduction

Economy firstly is the social process involving the social actors: people, social groups, institutions and the state. European Union (EU) citizens’ live and work is changing rapidly, the risk that the social security system will become unsustainable is increasing (Ercsey 2012; Girūniienė 2013; Caurkubule, Rubanovskis 2014; Smaliukienė 2014; Rakauskienė 2014; Vasilůnaitė 2014). This process is related to the European and international economic integration, to the creation of new, particularly information and communication technologies, to the demographic aging of European societies and to the still relatively low average employment level (Wahl, Prause 2013; Caurkubule, Rubanovskis 2014; Tarabkova 2014). Sustainable development, covering economic, social and environmental development, is gaining the increasing significance in the modern world. In
order that country would have development, it is increasingly important to take the appropriate steps to help ensure the desired human life (Čiegis and Pečkaitienė 2013, Rakauskienė 2014).

The objective of sustainable development is to ensure adequate personal’s life quality, to seek social welfare and security, wisely combining economic, social development and environmental protection goals. Social policy is one of the economic regulatory measures. Čiegis and Ramanauskienė (2011) argues that forecasting the economic growth, it is necessary to evaluate the importance of the principles of sustainable development by providing that economic growth would not take place at the expense of social and environmental dimensions. Only the uniform economic, social and ecologic environments’ development can create welfare in state. “The Sustainable Development Strategy primarily addresses following issues: quality of life, intra- and inter-generational equity and coherence between all policy areas, including external aspects. The strategy underlines the role of economic development as a starting point for facilitating the transition from the current to a more sustainable society. The EU Sustainable Development Strategy also recognizes that investments in human, social, and environmental capital as well as technological innovations are the prerequisites for long-term competitiveness and economic prosperity, social cohesion, quality employment, and effective environmental protection” (Ziolkowska and Ziolkowski 2010).

On EU level the difficulties are arising in order to unify the important long-term goal of sustainable development, which focuses on quality of life, intergenerational equity and the long-term viability of European society, and the Lisbon Strategy medium-term goal of growth, competitiveness and employment (Commission of the European Communities 2007). According to the modern concept of sustainable development, the quality of life is the result of interaction of social, economic and environmental factors (Juozulynas et al. 2011). Social processes are inseparable from economic factors. In 2011 the new European Union (EU) growth strategy Europe 2020 was declared. The new strategy emphasizes on social policy priority, particular attention is paid to work and employment, to human resources’ development. “Europe 2020 puts forward three mutually reinforcing priorities:
- Smart growth: developing an economy based on knowledge and innovation.
- Sustainable growth: promoting a more resource efficient, greener and more competitive economy.
- Inclusive growth: fostering a high-employment economy delivering social and territorial cohesion.” (European Commission 2014).

To ensure the equal opportunities is one of the key goals of a democratic society. Cancellation of discrimination forms is the necessary and essential condition to ensure the rights of every human and personal well-being. Guaranteeing the equal opportunities for everyone, the employment is very important factor contributing to the full participation of citizens in economic, cultural and social life and their potentials’ implementation. In order to ensure the well-being and reduce the risk of social exclusion there is the need to modernize social protection system, to attract more people into the labor market and to keep them by implementation of active labor market policies. Priorities and principles of Lithuanian National Sustainable Development Strategy (Government of the Republic of Lithuania Resolution… 2003) are presented in the light of the Lithuanian national interests, identities, the renewed EU Sustainable Development Strategy priorities, and of other program documents. These are: climate change and clean energy production, sustainable transport, sustainable consumption and production, natural resource protection and management, public health, social inclusion, demography and migration, global poverty and sustainable development challenges. Social development is analyzed only by the priority social development aspects - employment, poverty and social exclusion. Employment was and is one of the major components of European Union's Lisbon Strategy, which aims - to make the EU a competitive and dynamic knowledge-based economy in the world, capable by sustainable economic development to keep creating more and better jobs and greater social cohesion (Aleksandravičius and Raupelienė 2012). The employment guidelines are the part of the European Employment Strategy and implementation background of measures in line with sustainable strategy goals (Commission of the European Communities 2009).
Implementing the strategies connected with labor market, the Member States will continue to implement measures aimed to involve in labor market women, older people, young workers and migrants. The Member States in order to address these challenges develop guarantees of flexibility and employment, which provides a sustainable approach to flexible work contracts and appropriate support for person. In addition, Member States should continue to work on developing comprehensive lifelong learning strategies, effective labor market policies and modern social security systems (Commission of the European Communities 2007).

Employment policy carried out in Lithuania according to the EU’s employment policy and strategic guidance and it is combined with goals of Lisbon, and both now - to the EU 2020 strategies. Lithuania has adopted the program documents containing the aims, setting tasks and providing basic tools how to increase employment and reduce unemployment in the country. In 2011, Government of the Republic of Lithuania adopted the National reform agenda. This agenda summarizes the main structural reforms in Lithuania removing obstacles to economic growth and to the quantitative framework of the Europe 2020 objectives. The document is built on the developed Lithuania progress strategy “Lithuania 2030” and implementing the provisions of the 2010 EU Council's commitments, integrated EU growth and employment policy guidelines (Aleksandravičius and Raupelienė 2012). Within the project “Creation of Lithuanian residents’ quality of life measurement indicators system and evaluation models” the Public Opinion and Market Research Center Vilnorus by order of Mykolas Romeris University conducted the study “Population labor, employment and entrepreneurship”. The article analyzes the results of the study, characterizing employment and quality of employment.

2. Employment as part of sustainable development

In the social area the state has for every citizen willing and able to work to create the opportunities by their work to secure an adequate standard of living. An effective employment policy must be implemented, the universal access to lifelong learning system should be developed. This would ensure a changing labor market meets the needs of the workforce, allowing to maintain a stable, high employment (Government of the Republic of Lithuania Resolution...2003). Employment policy is understood as a system of state legal, social and economic measures aimed at ensuring full, rational and efficient employment. External factors such as policy, legal and educational system, market, infrastructure, natural resources, social values and organizational models, have the influence on increasing of employment in terms of sustainable development (Aleksandravičius and Raupelienė 2012).

Scientists, policy makers and practitioners of European countries in the last decade, discussing the achievement of full employment, less are talking about the reduction of unemployment and the natural unemployment achievement, but more - about the population activity and employment rates increase, rational and efficient use of labor resources, labor productivity and work quality improvement. EU enlargement, globalization, labor migration, rapid technological changes, such the demographic threat as public (residents) aging and declining birth rates, climate change and related with it economic restructuring force the politicians to decide what methods and promoting mechanisms are appropriate to facilitate the labor market and to increase employment. The last economic crisis has affected not only the economy of the European Union, but also the social sphere, labor market and employment. In Europe as a result of the crisis, unemployment has increased from 7.1% in 2008 to a record high - 10.9% in 2013. Given the fact that the economy is recovering and the net jobs are created not at the same time, it is forecasted that the unemployment rate will decline in the near future, slowly (10.4% in 2015) (European Commission 2014). 2013 year Report of Employment of European Commission states: “Unemployment has reached unprecedented levels in the EU-28. Developments over time have been more or less similar for different groups on the labour market, with a few exceptions. First, youth unemployment seems to be more responsive to the business cycle in general. Second, when the crisis hit there was a faster rise in unemployment for men than for women, mainly because “male dominated sectors” were most affected. This is apparent from the larger jump between 2008 and 2009 for total unemployment than for female unemployment. As for structural differences, youth, low skilled workers and third-country nationals2 suffer from much higher unemployment levels.” (European Commission 2013).
Lithuanian Department of Statistics (www.stat.gov.lt) and the European Union’s statistical office Eurostat (http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Main_Page) provide indicators that are typical of employment. Authors have analyzed the dynamics of employment indicators (see. Fig.1). In different EU countries different trends are dominated, so Lithuanian state is compared with the best (perfect condition) and the worst (critical condition) EU indicators in the corresponding year. Analysing of statistical data showed that, since 2008, not only critical, but also ideal long-term unemployment and the unemployment rate values in the EU steadily increased. However in Lithuania, these indicators since 2010 improved. Lithuanian employment rates almost always occupy an intermediate position between the best and worst. The European Commission found that the unemployment rate fell mostly in the Baltic countries, Ireland and Hungary. Such differences are more or less in line with GDP developments in the Member States. In order to maintain economically strong, stable and competitive position in the region, the European Union forms the common policies implemented in all EU member states. European Commission recommends (Commission of the European Communities 2008) to ensure an integrated active inclusion work policies, in order to effectively remove issues of multiple poverty and social exclusion.

![Unemployment rate and long-term unemployment rate in the EU and Lithuania](image)

**Fig. 1.** The unemployment rate and long-term unemployment rate in the EU and Lithuania

*Source: Own calculations based on: Eurostat Database. Available on the Internet: <http://ec.europa.eu/eurostat/data/database>*

Lithuania will follow these priority courses of action to increase employment:

1) To encourage job creation and job demand;
2) To provide the labor market with skilled labor force;
3) Formation of an inclusive labor market;
4) To provide opportunities to harmonize family and work commitments (Government of the Republic of Lithuania Resolution… 2003).

Quality of employment is a function of many factors. Mostly it depends on the employee's personal needs and circumstances; it has to apply the criteria that are completely subjective, such as job satisfaction, career opportunities, job stability, level of responsibility, interesting work. Other important factors are the quality of management, employee effort and merit recognition, training and development opportunities, work and leisure
balance and relationship with colleagues. Evaluation of quality is often subjective. It can vary even within one country depending on income level (Anderson et al. 2010). Quality of employment is closely related to a competitive knowledge-based economy and aspiration. Quality is related and with job characteristics and the wider labor market concept. It encompasses intrinsic job quality, skills, lifelong learning and career development, equality, health and safety, flexibility and security, inclusion and access to the labor market, work organization and work-life balance, social dialogue and worker involvement, diversity and discrimination lack, common working activities. “The EU’s Europe 2020 strategy for smart, sustainable and inclusive growth includes a commitment to fostering high levels of employment and productivity. This implies a renewed focus on the goals of the earlier Lisbon Agenda – ‘more and better jobs’. More jobs are needed to address the problem of lengthening unemployment queues, which are approaching levels in some Member States that pose a real threat to social peace as well as sustainable economic growth. But Europe also needs better, more productive jobs if it is to succeed once again in increasing living standards for its citizens in an expanding, integrated global economy.” (Employment polarisation and job quality in the crisis 2013). Lithuania sixteenth government 2012-2016 years program (Seimas of Republic of Lithuania...2012) states that growth of number of new and better jobs would allow stopping the outflow of skilled labor abroad. 2014-2020 Program of Increasing of Employment has been prepared in order to systematically address the pressing issues of current employment problems (Government of Republic of Lithuania Resolution...2013).

3. Empirical research methodology

Mykolas Romeris University research group in 2013-2014 years implemented the project “Creation of Lithuanian residents’ quality of life measurement indicators system and evaluation models”. During the project there were identified groups of indicators, one of which - work and employment, from which the other indicators of standard of living depend on largely. Public Opinion and Market Research Center Vilmorus during April 11-23’2014 by order of Mykolas Romeris University conducted the study “Population labor, employment and entrepreneurship.” Number of respondents N = 1002. The object of research: 18 years and older Lithuanian population, the survey method: an interview at the respondent's home. Selection method: multi-stage random sampling. Selection of respondents was prepared so that each resident of Lithuania should have an equal chance of being heard. The study took place in 20 cities and 29 villages. This article presents the results of carried out analysis part concerning “Population work, employment”.

**Research objective:** To evaluate the quality of employment and employment impact on quality of life.

**Research methods:** the statistical analysis of the data. There was applied descriptive statistical method, communication analysis (Pearson’s chi-squared test ($\chi^2$) calculation), correlation analysis (Spearman correlation coefficient calculation). Pearson’s chi-squared test was applied for the calculation of nominal and ordinal variables, Spearman correlation coefficient was calculated by determining the ordinal variables connection.

4. Results of empirical research

There was done analysis of employment scale (does respondent not work, work full time and work fewer or more than one place full time), the nature of work (permanent work, fixed-term contract, hourly, seasonal work, other paid employment), the labor sector (public, private, both the public and private), opportunity to work according the profession (had to re-skill, work is partly consistent with the specialty; work according their profession, and not according to their specialty; work according to their specialty) dependence on sex, age, locality and marital status. Pearson’s chi-squared test ($\chi^2$) calculation was applied for determination of dependence. Results are presented on Table 1.
Table 1. Employment factors dependence on personal characteristics

<table>
<thead>
<tr>
<th></th>
<th>Sex</th>
<th>Age</th>
<th>Locality</th>
<th>Marital status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment rate (unemployed, full-time employed, employees working less than one full-time place, employees working in more than one full-time place)</td>
<td>Independent</td>
<td>dependent p-level = 0.000</td>
<td>dependent p-level = 0.000</td>
<td>dependent p-level = 0.000</td>
</tr>
<tr>
<td>Nature of work (permanent work, fixed-term contract, hourly, seasonal work, other paid employment)</td>
<td>Independent</td>
<td>dependent p-level = 0.000</td>
<td>independent</td>
<td>independent</td>
</tr>
<tr>
<td>Labor sector (public, private, and public and private)</td>
<td>dependent p-level = 0.000</td>
<td>dependent p-level = 0.000</td>
<td>independent</td>
<td>independent</td>
</tr>
<tr>
<td>Opportunity to work according the profession (had to re-skill, work is partly consistent with the specialty; work according their profession, and not according to their specialty; work according to their specialty)</td>
<td>dependent p-level = 0.000</td>
<td>independent</td>
<td>independent</td>
<td>independent</td>
</tr>
</tbody>
</table>

Source: Own calculations based on own results

4.1. Analysis of employment-scale dependences on demographic indicators

Analysis of research results showed that 41.3% of respondents – didn’t work, 8.8% - worked less than one full-time place, 44.1% - worked on one full-time place and 5.8% - worked more than one full-time place. Pearson’s chi-squared test ($\chi^2$) calculation shows that employment rate doesn’t depend on the sex. This confirmed the European Commission's view that in Lithuania men and women are employed equally. However, the employment rate depends on age, residence and marital status (see. Table 1). The least not employed respondents are from 30 to 49 years age. Most of these respondents are working full-time. More than on one full-time place mainly from 30 to 39 years respondents are employed. 41.2% of young respondents (up to 29 m.) and retired respondents don’t work. It can be noted that although 68.6% of respondents from 60 to 69 m. don’t work, but 23.5% of these respondents are employed full-time or more than one full-time place. Employment rate varies according to locality. The analysis of employment by place of residence showed that mostly respondents living in the countryside or in a rural area (less than 3,000 pop.), and in the five largest cities of Lithuania are employed. Here 42 to 45% of respondents have full-time work. The worst employment of respondents is notable in small towns (from 3000 to 5000 pop.). Here the largest part of respondents (66.7%) does not work, the least part of the respondents (19%) are working as full-time employees, there are no respondents working in more than one full-time place. Mostly married respondents (52% are working as full-time, 7.3% have more than one full-time place), and respondents who live with a partner (54.6% are working as full-time, 7.2% have more than one full-time place). Mainly unemployed respondents (51.7%) are among those who live alone.

4.2. Analysis of the nature of work and labor sector dependence on demographic indicators

The analysis of the nature of the employed respondents’ work found that the majority of respondents (79.6%) have a permanent job or a fixed-term contract of employment (9.5%). Pearson’s chi-squared test ($\chi^2$) calculation shows that the nature of work doesn’t depend on gender, place of residence and marital status. Nature of the work depends on the age (see. Table 1). Mostly the respondents up to 29 m. (9.2%) and older respondents (60-69 m. - 10.4%, 70 and more years - 25%) have hourly work. Mostly respondents of 40-49 age (13.7%) and 70
years and more respondents (12.5 %) have fixed-term employment contract. Permanent job has 84.3 % of 30-39 years respondents and 82.8 % of the 50-59 years respondents. Other respondents’ employment in ongoing work is less. It can be assumed that it has acquired in connection with the qualifications and career achievements.

![Graph showing labor sector distribution by gender and age](image)

**Fig. 2.** Labor sector’s distribution by gender and age

*Source: Own results*

Pearson’s chi-squared test ($\chi^2$) calculation shows that respondents’ labor sector does not depend on locality and marital status, but depending on their gender and age (see. Table 1 and Fig. 2). Most men (66.3 %) are employed in the private sector, while the majority of women (51.1 %) are working in the public sector (see. Fig. 2). This suggests that women are less inclined to take risks, because the work in public sector has more social guarantees. Both in the public and in private sectors the small part of the respondents are employed (4.4 % of men and 3.2 % of women). This shows a lack of interaction between these sectors, respondents adapt to the requirements of a single sector. In the private sector the majority (73.6 %) of young respondents (up to 29 m.) is employed. The older the respondents, the lower part of the respondents are employed in the private sector, and the greater parts are working in the public sector. From 50 to 59 years part of respondents who work in the public and private sector is almost the same. Both in the public and in private sector at the same time mainly 60-69 years respondents are working (6.3 %).

### 4.3. Analysis of dependence of opportunities to practice the profession on demographic indicators

At present, an unusual situation is on the country's labor market: even with high unemployment rate some vacancies are hard to fill because of a lack of skilled labor. Due to high unemployment and the lack of qualifications in line with market needs it caused the long-term threat of structural unemployment and labor market imbalances. Analyzing the possibility of pursuing a profession (had to re-skilled, work partly consistent with the specialty, work in their profession, and not according to their specialty, work in their profession), we see that the largest part (36.4 %) of the respondents had to retrain. 31 % of the respondents work according the specialty. Pearson $\chi^2$ criterion calculation shows that the ability to practice the profession depends only on sex (see Table 1, Fig. 3), is independent of age, place of residence and marital status.
Most of women (40.3%) had to retrain and according specialty only 33% of women work. The apart of men who had to retrain consists of 31.9% while those who work in their profession - 28.6%. This shows that women are less likely to find a suitable job. It can be argued that employment’s indicators mainly depend on the age. On residential areas and marital status only employment rate (working, working full-time, working less than one full-time place, working in more than one full-time place) depends. Job type depends only on age, but as an opportunity to practice the profession depends only on sex.

4.4. Analysis of employment factors interrelation

Pearson’s chi-squared test calculation was used to determine the interdependence of employment factors (see table 2). It may be noted that the labor sector (public, private, and public and private), has no relation to employment rate (unemployed, employed full-time, working less than one full-time place, working in more than one full-time place), nor with the nature of work (permanent job, fixed-term contract, hourly, seasonal work, other paid employment) than nor with the opportunity to work according the profession (had to re-skill, work is partly consistent with the specialty; work according their profession, and not according to their specialty; work according to their specialty). Employment rate have a relationship with the nature of work and the opportunity to work according the profession. It can be argued that in order to have a work, the respondents have or retrain, or choose not a permanent job. Otherwise they can become unemployed. In order to get a job (working less than one full-time place or full-time), a large proportion of respondents retrained. But respondents, who work on more than one full-time place, are working mostly according their profession. Also, the nature of work has a connection with the opportunity to work according the profession. In this case, it can be said, that labor market requires a large flexibility. It can be noted that on permanent work the same proportion of respondents who work according to their specialty and who had to retrain are. Fixed-term contracts and seasonal work mostly have respondents, who had to retrain.
4.5. Analysis of job satisfaction

Respondents were asked: “What is your opinion about the job (if you are currently working)?” and there were presented for evaluation the work quality factors. Respondents were asked to assess the importance of these factors and satisfaction with these factors. Spearman's correlation coefficient ($r_s$) calculation showed a very weak relationship between the importance of factors and the assessment of satisfaction of these factors (see Table 3). The average relationship exists only between the importance of factors and satisfaction assessment of these factors: the ability to do the favorite work ($r_s = 0.326$), relationship with the manager ($r_s = 0.379$), relationship with colleagues ($r_s = 0.414$) and the possibility to use creatively their abilities ($r_s = 0.398$). We see that these are the factors that strongly depend on employees themselves.

Table 2. Interdependence of employment factors

<table>
<thead>
<tr>
<th>Employment rate (unemployed, full-time employed, employees working less than one full-time place, employees working in more than one full-time place)</th>
<th>Nature of work</th>
<th>Labor sector</th>
<th>Opportunity to work according the profession</th>
</tr>
</thead>
<tbody>
<tr>
<td>dependent</td>
<td>independent</td>
<td>dependent</td>
<td></td>
</tr>
<tr>
<td>Nature of work (permanent work, fixed-term contract, hourly, seasonal work, other paid employment)</td>
<td>dependent</td>
<td>independent</td>
<td>dependent</td>
</tr>
<tr>
<td>Labor sector (public, private, and public and private)</td>
<td>Independent</td>
<td>independent</td>
<td>independent</td>
</tr>
<tr>
<td>Opportunity to work according the profession (had to re-skill, work is partly consistent with the specialty; work according their profession, and not according to their specialty; work according to their specialty)</td>
<td>dependent</td>
<td>dependent</td>
<td>independent</td>
</tr>
</tbody>
</table>

Source: Own calculations based on own results

Table 3. Relation between labor factors’ importance and satisfaction of these factors

<table>
<thead>
<tr>
<th>Are these aspects important for you? / Are you satisfied with the following aspects?</th>
<th>Opportunities to work favorite job</th>
<th>Possibility to save your job</th>
<th>Salary</th>
<th>Relationship with the manager, leadership</th>
<th>Relations with co-workers</th>
<th>Healthy working conditions, stress avoidance</th>
<th>Opportunities to harmonize the work, leisure, family obligations</th>
<th>Opportunities to use their creative abilities</th>
<th>Opportunities for career progression</th>
<th>Opportunities for improvement, training</th>
<th>Possibilities after work to have a leisure-time</th>
<th>Work in general</th>
</tr>
</thead>
<tbody>
<tr>
<td>$r_s = 0.326; p-level = 0.000$</td>
<td>$r_s = 0.379; p-level = 0.000$</td>
<td>$r_s = 0.274; p-level = 0.000$</td>
<td>independent</td>
<td>$r_s = 0.414; p-level = 0.000$</td>
<td>$r_s = 0.172; p-level = 0.000$</td>
<td>$r_s = 0.207; p-level = 0.000$</td>
<td>$r_s = 0.398; p-level = 0.000$</td>
<td>$r_s = 0.273; p-level = 0.000$</td>
<td>$r_s = 0.295; p-level = 0.000$</td>
<td>$r_s = 0.285; p-level = 0.000$</td>
<td>$r_s = 0.294; p-level = 0.000$</td>
<td></td>
</tr>
</tbody>
</table>

Source: Own calculations based on own results
Respondents rated the importance of labor factors and satisfaction of those factors by 5-point system, where 1 - the worst evaluation, 5 - the best evaluation. Average evaluation rating of these factors was calculated (see Table 4 and Fig. 4).

**Table 4. Labor factors’ importance and satisfaction of these factors**

<table>
<thead>
<tr>
<th></th>
<th>The average rating of evaluation (Importance)</th>
<th>The average rating of evaluation (Satisfaction)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>4.64</td>
<td>3.42</td>
</tr>
<tr>
<td>Work in general</td>
<td>4.64</td>
<td>4.04</td>
</tr>
<tr>
<td>Possibilities after work to have a leisure-time</td>
<td>4.6</td>
<td>4.0</td>
</tr>
<tr>
<td>Relations with co-workers</td>
<td>4.56</td>
<td>4.16</td>
</tr>
<tr>
<td>Opportunities to work favorite job</td>
<td>4.56</td>
<td>3.92</td>
</tr>
<tr>
<td>Opportunities to harmonize the work, leisure, family obligations</td>
<td>4.55</td>
<td>3.9</td>
</tr>
<tr>
<td>Possibility to save your job</td>
<td>4.51</td>
<td>4.02</td>
</tr>
<tr>
<td>Relationship with the manager, leadership</td>
<td>4.5</td>
<td>3.96</td>
</tr>
<tr>
<td>Healthy working conditions, stress avoidance</td>
<td>4.5</td>
<td>3.64</td>
</tr>
<tr>
<td>Opportunities for improvement, training</td>
<td>4.26</td>
<td>3.54</td>
</tr>
<tr>
<td>Opportunities to use their creative abilities</td>
<td>4.22</td>
<td>3.68</td>
</tr>
<tr>
<td>Opportunities for career progression</td>
<td>3.9</td>
<td>3.36</td>
</tr>
</tbody>
</table>

*Source: Own calculations based on own results*

Averages of factors significance evaluation of respondents show that the most important is the salary and work in general (4.64 points). But evaluation of satisfaction of salary is the lowest of all (3.42 points). The least important is the ability to progress in their careers, but and satisfaction of this factor is lowest. The importance of relations with co-workers is evaluated equally as importance of opportunities to work the favorite job (4.56 points). However, if their satisfaction of relations with colleagues considered quite high (4.16 points), the satisfaction of opportunity to work favorite work is evaluated only by 3.92 points. Evaluation of possibilities after work to have a leisure-time (4.6 points) is higher than the possibility to work the favorite job. Apparently, choosing the work, respondents try to do this, because the satisfaction of opportunities to have free time after work is higher. Importance of the ability to save their work place (4.51 points) is less than the importance of opportunities to combine working, leisure-time, family commitments (4.55 points). This shows the priority of family relationships before employment. But satisfaction with opportunities to combine work, leisure, family commitments is much lower (3.9 points). Although the evaluation of importance of potential for improvement, training (4.26 points) and opportunities for creative use of their skills (4.22 points) is low, but evaluation of satisfaction of these factors are still lower (respectively 3.54 and 3.68 points). The importance of relations with co-workers (4.56 points) is evaluated more than the importance of the relationship with the manager (4.5 points), but the satisfaction of this is much smaller (3.96 points). In summary, it can be said that importance of the most of the factors is estimated as 4.5 points, but the satisfaction of those factors is most valued less than 4 points.
4.6. Analysis of employment’s relationship with other factors of quality of life

Questionnaires block “Consumption” presented the question: “How much are you satisfied with your opportunities of consumption and buying?” Pearson’s chi-squared test ($\chi^2$) helped to analyze satisfaction of connection of consumer and purchasing opportunities with employment. *Satisfaction with purchase and consumption opportunities depends on the employment rate* ($p$-level = 0.000) (see Fig. 5). It can be observed that there are only some who are very satisfied with their consumption and purchasing opportunities. The majority of respondents expressed the average satisfaction. The largest part of the residual is between unemployed, although quite a big number of unemployed respondents are moderately satisfied with their purchase and consumption opportunities. This shows that the personal employment does not always mean a real living rate. On labor sector the satisfaction with consumer and purchase opportunities doesn’t depend.
Fig. 5. Consumer satisfaction and purchasing opportunities’ dependence on employment

Source: Own results

Questionnaires block “Life’s happiness” presented the question “Express your consent or not with the statements: “I am a happy person”, “I have clear goals in life”.

Pearson’s chi-squared test ($\chi^2$) helped to analyze the connection of happiness evaluation with the employment level. Statement “I am a happy person” assessment has a connection with the employment level ($p$-level = 0.000) (see. Fig. 6).

Fig. 6. Happiness’s dependence on employment

Source: Own results
Assessment of statement “You have clear goals in life” is linked to employment rate (unemployed, full-time employed, employees working less than one full-time place, employees working in more than one full-time place) (p-level = 0.000). Opportunity to work according the profession (had to re-skill, work is partly consistent with the specialty; work according their profession, and not according to their specialty; work according to their specialty) has a connection with the statement “I have a clear purposes in life” assessment (p-level = 0.000).

Results of the study show that the majority of respondents have clear life goals. However, it can be observed that life goals can be understood in different ways. For example, there are among respondents who have goals in life, almost an equal number of unemployed persons and working as on one full-time place respondents. Among those who have goals the similar number is of those who are working in their profession, and those who had to retrain. Questionnaires block “Life’s happiness” presented the question “Please rate how optimistic you are looking at yours future”.

By Pearson’s chi-squared test ($\chi^2$) there was established the connection of pessimistic / optimistic approach to the future with the opportunity to work according the profession (had to re-skill, work is partly consistent with the specialty; work according their profession, and not according to their specialty; work according to their specialty) (p-level = 0.000) (see. Fig. 7). How pessimistically or optimistically person evaluate his future depend on employment rate (unemployed, full-time employed, employees working less than one full-time place, employees working in more than one full-time place) (p-level = 0.000). How pessimistically or optimistically person evaluate his future doesn’t depend on the labor sector (public, private, and public and private).

**Fig. 7.** Dependence of pessimistic / optimistic approach to the future on employment and opportunities to practice the profession

*Source: Own results*

Results of accomplished analysis show that employment factors have a relationship with indicators of quality of life and affect the sustainable development process.
Conclusions

Implementation of Sustainable Development Strategy’s objectives and targets are going through other economic development programs. In Lithuanian National Sustainable Development Strategy the sustainable development is associated with moderate and coordinated development of regional economies; with the harmonization of regional differences in living standards; with unemployment, poverty and social exclusion. To create the necessary productive employment opportunities and to ensure continued livelihoods are one of the most important and difficult tasks of each society. EU social policy is focused on the development of the European social model. The European Employment Strategy provides guidance to achieve full employment, work quality and productivity and social cohesion.

State's prosperity depends on its economic and labor market policy, the ability to guarantee the incomes of population. Employment is a key measure for full, active and equal participation in public life. The more people are involved in full-time or part-time labor market participation, the greater their contribution to the availability of adequate social security protection. However, the poor quality of employment can not properly stimulate the desire to work. The quality of employment is as well as an important indicator as and the employment level. Quality of employment is a broad concept because the quality of employment depends on the characteristics of the workplace, salary, and on the possibilities of career progression, to realize their expectations, and from subjective psychological things - relationships with colleagues, relations with superiors, satisfaction with their lives.

Mykolas Romeris University research group in 2013 - 2014 years implemented the project “Creation of Lithuanian residents’ quality of life measurement indicators system and evaluation models”. Public Opinion and Market Research Center VILMORUS during 11-23 April`2014 by order of Mykolas Romeris University conduct the study “Population labor, employment and entrepreneurship”. Analysis of the results of the study will provide an opportunity to assess the quality of employment and employment impact of quality of life in Lithuania. Joint analysis of employment data shows that employment rate (or the respondent does not work, works full-time, working less or more than one full-time place) does not depend on sex, however, depends on the age, place of residence, marital status and place of residence. Nature of work (seasonal work, hourly, fixed-term contract, permanent employment, paid employment) depends on the age, does not depend on sex, place of residence and marital status. Labor sector (public, private, and public and private) is independent of the place of residence and marital status, but depending on gender and age. The opportunity to practice the profession (had to re-work, work is partly consistent with the specialty, and work in their profession, and not according to their specialty, the work on their specialty) depends only on the grounds of gender, independent of age, place of residence and marital status. It can be observed and employment factors in touch with each other.

There was carried out the analysis of satisfaction of the factors of job and employment relationship with other quality of life factors. It was found that the evaluation of importance of labor factors is different from the satisfaction of these factors. The employment also has a relationship with a sense of happiness, optimism, and other factors. Analysis of these factors is not exhaustive and carried out as an example of the relationship between the employment and the quality of life. The study also gives an opportunity for further analysis of relationship of employment and quality of employment with quality of life factors.

References


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