

Poverty Reduction: Analysis of Factors Affecting Poverty in Lithuania

The purpose of this paper is to evaluate poverty reduction possibilities determining the effect of average wage and unemployment on poverty, identifying the factor that is a more important predictor of poverty in Lithuania. Based on scientific literature analysis, we identify the factors that determine the phenomenon under study. We perform a statistical analysis of the collected data in the period of 2008–2021 to identify trends and patterns in the factors under consideration. The ordinary least squares method allows to estimate the impact of the selected factors on poverty. The results show that unemployment has a statistically significant positive effect (based on the sign of the estimated parameter of the regression model) on poverty, while average wage has a statistically significant negative effect on poverty. Based on the obtained results, we present possible solutions to company managers on how they could contribute to reducing poverty in the country. We conclude that company managers could apply more sustainable development goals in their businesses, reduce gender inequality, increase wages, hire unskilled workers, and help them to improve. In this way, company managers could contribute to reducing poverty in the country.

Keywords: average wage, ordinary least squares, poverty, unemployment.

Šio darbo tikslas – įvertinti skurdo mažinimo galimybes, lemiančias vidutinio darbo užmokesčio ir nedarbo daromą įtaką skurdui. Remdamiesi mokslinės literatūros analize, nustatėme veiksnius, lemiančius tiriamą reiškinių. Atlikome duomenų, surinktų 2008–2021 m. laikotarpiu, statistinę analizę ir nustatėme nagrinėjamų veiksnių tendencijas bei dėsningumus. Įprastas mažiausių kvadratų metodas leidžia įvertinti pasirinktų veiksnių įtaką skurdui. Rezultatai rodo, kad nedarbas turi statistiškai reikšmingą teigiamą poveikį (remiantis įvertinto regresijos modelio parametro ženklų) skurdui, o vidutinis darbo užmokestis turi neigiamą statistiškai reikšmingą įtaką skurdui. Atsižvelgdami į gautus rezultatus, įmonių vadovams pateikiame galimus sprendimus, kaip galima prisidėti prie skurdo mažinimo šalyje: taikyti darnaus vystymosi tikslus, mažinti lyčių nelygybę, didinti atlyginimus, samdyti ne kvalifikuotus darbuotojus ir padėti jiems tobulėti.

Raktiniai žodžiai: vidutinis atlyginimas, įprasti mažiausi kvadratai, skurdas, nedarbas.

Introduction

Poverty is a social phenomenon when people's income is too low to meet even

the most basic needs. Lack of income causes obstacles that limit a person's full-fledged life, the access to various services, and hinders participation in society. This

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is a very important and relevant topic not only in developing but also in developed countries. Today this problem is even more relevant due to the events of the recent years in the world, such as the COVID-19 pandemic, the increase in energy prices, the migrant crisis, the war in Ukraine, etc. These events affected people all over the world, especially the poor ones. Representatives of this social group often experience discrimination, are forced to feel guilt and shame, so it also affects the mental health of children and adults.

Alleviating all types of poverty is the first step towards sustainable development. The agenda of the United Nations organization envisages the implementation of this goal (and the remaining sixteen sustainable development goals) by 2030. To achieve these goals faster and reduce the problem of poverty effectively, initiatives must be taken by the main engine of the economy - businesses. In today's world, it is extremely important that companies are socially responsible and try to contribute to the implementation of the sustainable development goals. Although poverty reduction is only one of the seventeen goals of the United Nations organization, these goals are closely related, they all create a better tomorrow for everyone and undoubtedly contribute to poverty reduction. Therefore, the involvement of businesses in the implementation of these goals is extremely important. Thus, the importance and relevance of this problem is indisputable, so at the end of this paper, we will present several suggestions on how the country's businesses could contribute to poverty reduction.

Most previous studies examine the determinants of poverty in a country, for example, T. Kindling (2018), S. Kapelyuk (2015), World Bank (2015), O. J. Sotomayor (2020), M. Campolieti, M. Gunderson and B. Lee (2012), M. Y. Saari et al. (2016), R. M. Campos-Vazquez and G. Esquivel (2022), etc. However, some studies examine many factors, perform different kind of analysis, use different methods, etc., and thus produce different results. In this study we concentrate only on two factors, i.e., unemployment and average wage, since these factors seem to be the most important and we want to determine which one of them has a major effect on poverty.

The research object is the effect of average wage and unemployment on poverty. **The aim of research** is to access whether average wage or unemployment has a higher impact on poverty in Lithuania. **The problem of research** can be determined by a question: which one of two factors, i.e., average wage or unemployment, has a higher impact on poverty level?

A few **research methods** are used in this study, i.e., a comparative analysis of literature, a statistical and graphical analysis of the data and econometric analysis using ordinary least squares for time series data.

The paper is organized as follows. The second section presents a review of theoretical literature on factors affecting poverty. The third section describes the methodology of the research. The next section presents estimation results, and the last section concludes this study.

Theoretical analysis

Poverty is understood as a lack of resources, leading to the fact that a set of individuals, a social group or a social stratum cannot meet their basic needs, cannot take care of themselves. The problem of poverty involves economic, psychological, political, technological, socio-cultural and other elements that are closely interrelated (Olilingo, Putra, 2020). A. Šileika and R. Zabarauskaitė (2006) stress that poverty is one of the most relevant problems faced not only by the residents of Lithuania, but also by the developed countries of the world. In 2000, at the United Nations Millennium Summit, which was attended by 189 countries of the world, the Millennium Development Goals were mentioned, one of the most important of which was to reduce population poverty and social exclusion (Šileika, Zabarauskaitė, 2006).

It can be observed that the definitions of poverty are similar and refers to those people whose income is too low for people to be able to take care of themselves needs and this causes many other problems, such as stress, dissatisfaction with life, dissatisfaction with the government, etc.

According to D. Barčiukienė (2007), poor people in big cities, towns and villages receive very low income from work. Mostly people work temporarily. This could include seasonal and informal jobs. However, such jobs do not ensure permanence in a person's life. In addition, when working informally, a person cannot use the guarantees provided by social insurance. It is necessary to emphasize that "poverty is especially encouraged by long-term unemployment, i.e., when there is no work for more than 12 months period" (Zabarauskaitė, 2005,

p. 5). D. Kšivickienė (2006, p. 83) states that "having a job is one of the safeguards that ensure protection against poverty. Work identifies a person's needs, talents, social and economic status". Also, work helps to ensure income, satisfaction of needs, self-realization.

The concept of poverty is ambiguous, it changes as society develops and living standards change in the country. A brief and comprehensive definition of poverty is difficult because it affects many people's situation, aspects of his or her situation in the community (physical, social, moral, psychological, etc.). Material poverty is usually defined as the lack of material resources of a certain population group, when a person cannot reach a certain standard of living in the country (relative poverty) or meet minimum personal needs (absolute poverty). The poor people cannot participate fully in economic, social, and civic life, they cannot enjoy life standards and quality of life that are the norm in that society.

Poverty in itself is not only about a lack of income, but its manifestations also include hunger and malnutrition, limited access to education and other basic services, social discrimination and exclusion, and under-participation when making decisions. As United Nations (n.d.) state, "in 2015, more than 736 million people lived below the international poverty line. Around 10 percent of the world population (pre-pandemic) was living in extreme poverty and struggling".

The United Nations define unemployment as the main cause of poverty. Unemployment is an economic and social phenomenon when a certain part of people who are able and willing to work cannot get a job. According to the causes, temporary, structural, and cyclical

unemployment are distinguished. Temporary unemployment refers to the normal job search process when the unemployed have access to the labour market qualifications that meet the demand (after leaving the previous job for personal reasons, after fixed-term employment contracts, who are looking for a job for the first time after graduation, after changing their place of residence and other), and is determined as the number of job vacancies that corresponds to the number of unemployed persons in the same occupations number in the same city or region.

At the micro level, businesses can contribute to reducing unemployment by implementing more programs. Also, companies could hire unskilled workers who find it difficult to find job. When hiring new employees, they could finance the relevant in-service training. Such an approach is particularly important in the context of poverty, as it helps people living below the poverty line to gain knowledge and experience that allow them to have higher disposable income.

Regarding the period before the COVID-19 pandemic, i.e., in 2018, about 8.6 percent of the world's people lived in poverty. In 2020, more than one hundred million people were pushed into extreme poverty. This number continues to grow due to the ongoing war in Ukraine, inflation, food shortages and other threats. It is predicted that by 2030 the global poverty rate will reach 7 percent (United Nations, 2022). According to a study conducted by L. Gorman (2006), when unemployment increases by 1 percentage point, the poverty rate increases by 0.4-0.7 percentage points, and by 10 percent raising the wage reduces the poverty

rate by 2 percentage points. These results confirm the definite relationship between poverty, unemployment, and wages.

A 2020 study found that a 7 percent increase in average household income in the United States led to a 2 percent decrease in poverty. According to the study, increasing the living wage theoretically reduces poverty, but in practice this is not always the case, as it must be considered that increasing wages may be unprofitable for some employers, so there is a risk that unemployment will increase and poverty will increase as well (Gorman, 2006).

Many scientists analysed the phenomenon of poverty and the factors influencing this phenomenon. For example, D. Barčiukienė (2007), M. Campolieti et al. (2012), R. M. Campos-Vazquez, G. Esquivel (2022), D. Dahliah, A. N. Nur (2021), T. Gindling (2018), S. Kapelyuk (2015), M. Y. Saari et al. (2016), O. J. Sotomayor (2021) and other scientists analysed poverty and the factors affecting this phenomenon. Some studies are described in more detail in Table 1. As can be seen, in their research, researchers usually single out unemployment and minimum wages (or income) as factors affecting poverty. However, some studies analyse many factors, some of them analyse only one factor that affects poverty, they use different methods, analyse different countries, regions, and therefore the obtained results differ.

It is interesting to note that none of the studies described analysed average wage as a factor influencing poverty. Because of this research gap, in our study we want to analyse the average wage, which we believe should have an impact on poverty as well as the minimum wage.

Table 1. Research on factors affecting poverty

Author(s) name and surname (year)	Analysed period	Analysed countries/ regions	Variables that affect poverty	Results
D. Barčiukienė (2007)	1996-2004	Lithuania (urban and rural areas)	<i>Unemployment¹, household income, level of education, development of physical and social infrastructure, belonging to the most vulnerable groups, lack of information.</i>	When there are unemployed people in the family, it becomes more closed, conflicts increase, it becomes more vulnerable. Poor people receive very low labour income.
M. Campolieti, et al. (2012)	1997-2007	Canada	<i>Minimum wages.</i>	Minimum wages do not have a statistically significant effect on poverty.
R. M. Campos-Vazquez, G. Esquivel (2022)	2019-2020	Mexico	<i>Minimum wages.</i>	Poverty decreased by 11-13 percent due to the higher minimum wage increase.
D. Dahliah, A. N. Nur (2021)	2010-2020	East Luwu (Indonesia)	<i>Unemployment, human development index, gross domestic product.</i>	Unemployment has a positive and insignificant effect on the poverty level.
Nurdiana et al. (2020)	2009-2018	South Sulawesi Province (Indonesia)	Economic growth, inflation, <i>unemployment.</i>	Unemployment affects poverty.
O. J. Sotomayor (2021)	n.d.	Brazil	<i>Minimum wages, inequality.</i>	Within three months of the minimum wage increase, poverty and inequality decreased by 2.8 and 2.4 percent, respectively.
R. Zabarauskaitė (2006)	2001	Vilnius city municipality, Molėtai district municipality	Number of persons on social assistance, number of persons living in the village, number of children in households, household income from the main economic activity, <i>unemployment rate, education level.</i>	The biggest problem that leads to poverty is long-term unemployment.

The conceptual framework of the research is presented in Figure 1. Based on the research problem, literature review and the conceptual framework, the following hypotheses are proposed in this study:

H1: Higher unemployment increases poverty.

H2: Higher average wage decreases poverty.

¹ Factors under the interest of this study are italicized.



Fig. 1. Conceptual framework

Summarising the results of the theoretical analysis, it can be emphasized that poverty is understood as a lack of resources that leads to economic, technological, psychological, political, sociocultural, and other problems. This is one of the most pressing problems facing low-income countries.

Methodology

This paper analyses poverty and its two determinants, i.e., average wage and unemployment, in order to assess the impact of these factors on poverty, and more precisely, to determine which of them has a greater impact on poverty. Poverty as a phenomenon can be measured by the *absolute poverty rate*. It is an indicator expressed by the share of people with equivalent disposable income less than the absolute poverty threshold. The *absolute poverty threshold* (minimum amount of consumption needs) is the amount needed to meet the most basic food and non-food needs of a person. In Lithuania, the Ministry of Social Security and Labour of the Republic of Lithuania annually calculates the amount of this threshold (Official Statistics Portal, 2022a).

One more important indicator when talking about poverty is the *at-risk-of-poverty threshold* which is defined as a relative income level which would

qualify households with disposable income below this amount as living in poverty. At-risk-of-poverty indicators are calculated using at-risk-of-poverty threshold equal to sixty percent of the equivalent median disposable income (Official Statistics Portal, 2022b).

When it comes to poverty, there are more indicators that are used for analysis by researchers or policy makers, for example, at-risk-of-poverty gap (Official Statistics Portal, 2022a, 2022b), Gini index, poverty headcount ratio at national poverty lines, multidimensional poverty index (World Bank, 2022), etc.

This research is conducted using a multiple regression model with time series data for Lithuania in the period 2008-2021. The description of the research variables is provided in Table 2. Data sources: Official Statistics Portal (2023), World Bank (2023), and Country Economy (2023).

A general form of a multiple regression model is:

$$Y_t = \beta_0 + \beta_1 X_{1t} + \beta_2 X_{2t} + \dots + u_t,$$

where: Y denotes the predicted variable; X_1 and X_2 are predictors; β_0 represents the constant term; β_1 and β_2 coefficients denote the average predicted change in Y from a one unit rise in X_1 or X_2 , respectively; t means time period; u_t is the error term (Hyndman, Athanasopoulos, 2018; Chumney, Simpson, 2006).

Table 2. Variables of the model

Variable	Variable abbreviation	Indicator
Poverty	<i>Poverty</i>	Absolute poverty rate (share of people living at risk of poverty)
Unemployment	<i>Unem</i>	Unemployment rate (% of total labour force)
Average wage	<i>Wage</i>	Average annual wage (thousand euros)

Source: the authors' calculation.

In this study we analyse poverty (*Poverty*) as a predicted variable (Y) in the model while unemployment (*Unem*) and average wage (*Wage*) are predictors (Xs) of the model. The regression model of this study can be written as the following expression:

$$Poverty_i = \beta_0 + \beta_1 Unem_i + \beta_2 Wage_i + u_i.$$

In order to test the research hypotheses, we run a regression model using ordinary least squares (referred to as OLS) method. The main idea behind this method is to minimize the sum of squared residuals. The goodness-of-fit of the model is measured by the coefficient of determination which ranges between 0 and 1 (the closer to 1, the better the model). The statistical significance of the model is tested using F-test, while the statistical significance of the parameters is tested using t-test (p-value<0.05) (Chumney, Simpson, 2006). Other steps are also taken to obtain valid results of the regression model:

- Outliers' detection. Outliers are observations that are far from the rest of the data, i.e., exceptions. Identification of outliers in the dataset is performed using standardized residuals method. An observation is considered to be an outlier if the

absolute magnitude of the standardized residual exceeds 3 standard deviations.

- Testing the normality of residuals. Shapiro-Wilk test is used to check for the normality of residuals (p-value higher or equal to 0.05).
- Multicollinearity check. Multicollinearity is a phenomenon when independent variables are correlated with each other. This phenomenon can distort the results of the regression model because it creates unnecessary information. It is very important to solve this problem in the model. A multiple regression model is most appropriate when there is no relationship between the independent variables.
- In this paper, variance inflation factor (VIF) is used to detect the problem of multicollinearity. VIF above 5 indicates that the problem exists (Daoud, 2017).
- Autocorrelation check. Autocorrelation is a phenomenon when errors are correlated with each other. It can be positive or negative. The most used test for autocorrelation detection is the Durbin-Watson *d* test. The hypotheses of this test:

- H_0 : residuals are uncorrelated.
- H_1 : autocorrelation exists.

If the Durbin-Watson d statistic is between 1.5 and 2.5, it is concluded that there is no autocorrelation. If this statistic is below 1.5, it means there is a positive autocorrelation. If the Durbin-Watson d statistic is greater than 2.5, it means there is negative autocorrelation.

Given that the paper aims to determine the factor that is more important for the prediction of poverty, the standardized coefficients of the regression model are tested. Unemployment and average wage are measured in different units; thus, the evaluation of the standardized coefficients is convenient to decide which of them has a higher effect on the predicted variable. The standardized regression coefficient is calculated by multiplying the resulting regression coefficient by the standard deviation of X and dividing it by the standard deviation of Y (Siegel, Wagner, 2022).

Results of the research

Statistical and graphical analysis of the data. Based on the collected data from 2008 to 2021, the main descriptive statistics are presented in Table 3. As can be seen, the average absolute poverty rate during the analysed period was 29.20% (the lowest rate was in 2021 – 24.50% and the highest rate was in 2010 – 34.00%). The mean of the average annual wage in the analysed period was 10091.50 euros, while the average unemployment rate was 10.11%.

A visual representation of the data² is provided in Figure 2.

It can be seen from the graph that the absolute poverty rate varied slightly throughout the analysed period and was the highest in 2010. The unemployment rate was also the highest in 2010. This could have happened due to the global financial crisis in 2008. However, in general, after 2010 the unemployment rate in the analysed period decreased in the country, except for 2020, when the

Table 3. Descriptive statistics

Descriptive statistic	Absolute poverty rate	Unemployment rate	Average annual wage
Mean	29.20	10.11	10.09
Median	29.45	8.81	8.37
St. deviation	2.91	3.78	3.98
Minimum value	24.50	5.83	6.74
Maximum value	34.00	17.81	18.56

² In this graph, average wage is expressed in euros.

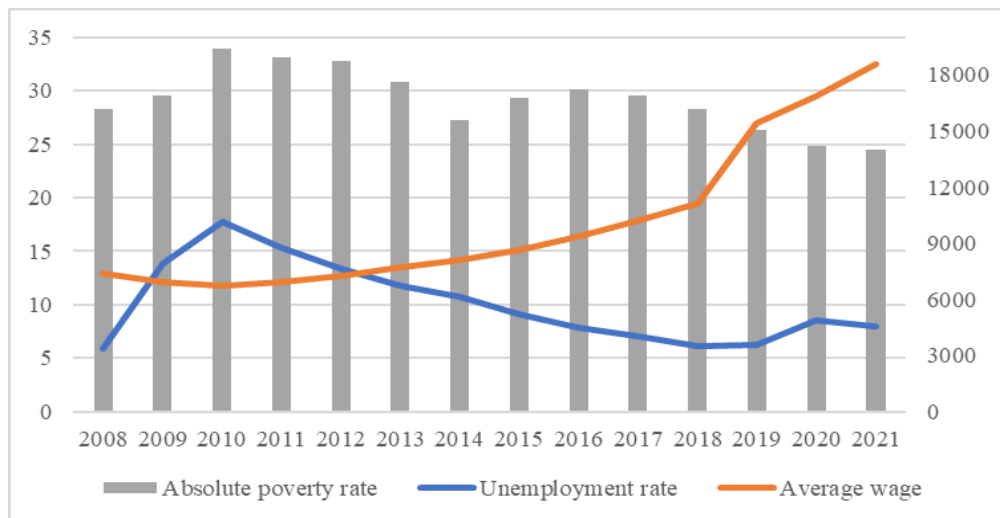


Fig. 2. Poverty and its determining indicators in Lithuania, 2008-2021

unemployment rate increased. This could have happened due to the COVID-19 virus that started in 2019. At that time, the absolute poverty rate decreased. The average annual wage in Lithuania is growing from 2010 as the economic situation is increasing in the country.

Econometric analysis. In this paper, poverty is considered as predicted variable (Y) of the regression model, while unemployment and wage are predictors (Xs). The first step in econometric analysis is to check data for the outliers. Standardized residuals analysis revealed that there are no exceptions in the collected data. Shapiro-Wilk normality test was used for the detection of normality of residuals. Based on the result of this test, we can state that the residuals of the model are normally distributed (p-value is greater than 0.05, it is 0.08).

A multiple regression model is most appropriate when there is no relationship between the independent variables,

thus, it is important to check for multicollinearity. In this paper, we analyse whether there is a multicollinearity problem with reliance on variance inflation factor. VIF values for each independent variable were equal to 1.45. It is lower than 5, thus, we can state that there is no problem of multicollinearity in the model. Thus, both independent variables, i.e., unemployment and wage are not correlated with each other.

The most used test for autocorrelation check is the Durbin-Watson d statistic. This test is used in this paper to find out whether the errors of the regression model are correlated with each other. We hypothesized that H_0 : the errors are not autocorrelated, and H_1 : positive or negative autocorrelation exists in the model. The result of the Durbin-Watson d statistic is 1.53 and we can conclude that there is no autocorrelation problem in the regression model.

Based on the F-test, it is concluded that the model is statistically significant (p-value is equal to 0.00, i.e., it is less than 0.05). After evaluating the coefficient of determination, it can be said that the predictors explain 79.1% of the variation in poverty. Using the data, we obtained the following regression results:

$$\text{Poverty} = 30.55 + 0.31 * \text{Unem} - 0.44 * \text{Wage}.$$

p-value (t-test) = (0.00) (0.04) (0.00)

p-value of t-test for both predictors is less than 0.05, it means, the parameters are statistically significant. Based on the obtained results, we can conclude that both hypotheses are confirmed:

H1: Higher unemployment increases poverty.

H2: Higher average wage decreases poverty.

Given that the paper aims to determine the factor that is more important for the prediction of poverty, the standardized coefficients of the regression model are determined: standardized coefficient for *Wage* is equal to -0.60, while for unemployment (*Unem*) it is equal to 0.40. We can conclude that average wage has a higher impact on poverty.

Conclusions

The problem of poverty is multidimensional, it involves economic, psychological, political, technological, socio-cultural and other elements (Olilingo, Putra, 2020). Poverty is not only a lack of income, but it is also associated with hunger, limited access to education, exclusion and other problems. As A. Šileika and R. Zabarauskaitė (2006) point out,

all the countries face with the problem of poverty.

Scientists pay attention to the problem of poverty. They analyse various factors that can influence the growth of poverty. However, it is noteworthy that researchers in their studies usually single out unemployment and the minimum wage (or income) as factors affecting poverty. However, some studies analyse many factors, some - only one factor that affects poverty, different methods are used, different countries and regions are analysed, which is why the results obtained differ. The purpose of this study is to analyse two factors that affect poverty and determine which one affects poverty more.

One of the predictors of this research is unemployment rate as unemployment is singled out as the main cause of poverty. It is defined as a social and economic phenomenon when a certain part of those who are able and willing to work cannot get a job. The biggest problem is long-term unemployment. Another predictor of the model is average annual wage since scientists usually analyse wage or income as a very important factor for poverty predictions.

For the analysis of poverty, we chose an absolute poverty rate indicator.

This research is conducted using a multiple regression model with time series data for Lithuania in the period 2008-2021. Based on the research problem, literature review and the conceptual framework, the two hypotheses are proposed in this study: (H1) Higher unemployment increases poverty, (H2) Higher average wage decreases poverty.

In order to test the research hypotheses, we ran a regression model using OLS method. The results revealed that an increase in unemployment by 1 percentage point leads to an increase in poverty by 0.31 percentage point; also, when average wage increases by 1 thousand euros, poverty decreases by 0.44 percentage point. The standardized coefficients of the regression model exposed that average wage has a higher impact than unemployment on poverty.

Based on the research results, recommendations can be made to company managers. Businesses could implement more programs to help reduce unemployment, take more into account sustainable development goals to help reduce gender inequality, and include women in the labour market with gender-neutral wages. Also, company managers could hire unskilled workers who find it difficult to find work. When hiring

new employees, managers could fund appropriate in-service training. Such an approach would help people living below the poverty line to gain knowledge and experience that would lead to higher disposable incomes. Indeed, companies' managers could organize various actions that would support families and persons living in poverty. In this way, the companies would earn a good name and contribute to reducing the level of poverty. They could also establish supplements for the families or children of hard-living workers, help with school shopping, and set up summer camps for children. Thus, there are many ways in which business leaders can reduce the unemployment rate in the country, which affects the poverty rate. By helping to reduce unemployment, business leaders would save people who are struggling and living below the poverty line.

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SKURDO MAŽINIMAS: SKURDUI POVEIKĮ DARANČIŲ VEIKSNIŲ ANALIZĖ LIETUVOJE

S a n t r a u k a

Šiame straipsnyje siekiama nustatyti vidutinio darbo užmokesčio ir nedarbo įtaką skurdui, identifikavus svarbesnį skurdą prognozuojantį veiksnių. Teorinėje darbo dalyje atlikta mokslinės literatūros analizė padėjo nustatyti veiksnius, lemiančius tiriamą reiškinį. Išanalizavus 2008–2021 m. laikotarpio duomenis Lietuvoje, sudarytas tiesinės regresijos modelis, kuriame prognozuojamas kintamasis – skurdas, prognozuojantys kintamieji – nedarbas ir vidutinis darbo užmokestis. Pritaikius įprastą mažiausių kvadratų metodą, įvertinta pasirinktų veiksnių įtaka skurdui.

Ir sudarytas modelis, ir gauti parametrų įverčiai yra statistiškai reikšmingi. Rezultatai rodo, kad nedarbas daro statistiškai reikšmingą teigiamą poveikį skurdui (didina), o vidutinis darbo užmokestis turi neigiamą statistiškai reikšmingą įtaką skurdui (mažina). Remiantis gautais rezultatais,

galima daryti išvadą, kad abi tyrimo hipotezės patvirtina: (H1) Didėjantis nedarbas didina skurdą ir (H2) Didėjantis vidutinis darbo užmokestis mažina skurdą.

Atsižvelgiant į tai, kad darbe siekiama identifikuoti veiksnių, svarbesnį skurdo prognozei, nustatyti standartizuoti regresijos modelio koeficientai: standartizuotas darbo užmokesčio koeficientas lygus $-0,60$, nedarbo koeficientas lygus $0,40$. Taigi galima daryti išvadą, kad vidutinis darbo užmokestis labiau veikia skurdą.

Atsižvelgdami į gautus rezultatus, įmonių vadovams pateikiame galimus sprendimus, kaip prisidėti prie skurdo mažinimo šalyje: versle taikyti darnaus vystymosi tikslus, mažinti lyčių nelygybę, didinti atlyginimus, samdyti nekvalifikuotus darbuotojus ir padėti jiems tobulėti.

