

BUILDING THE RIGHT RELOCATION PACKAGE FOR TOP INTERNATIONAL TALENT

Relocation packages. What are they?

It's quite simple: these are benefits and services offered to employees to assist with their relocation when they take on a new position in a different country.

They are there to smooth the transition and help the employee settle into their new work (and living) environment.

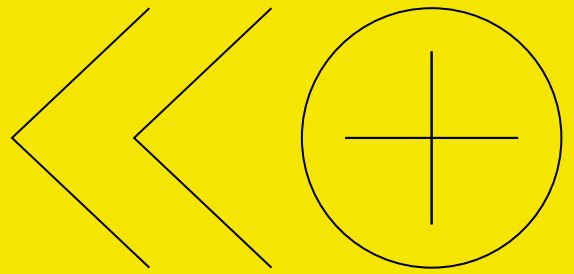
This support can come in the form of financial benefits, but this is a limited way of thinking about it. Of equal importance are non-financial forms of support, such as help with opening a bank account, finding an apartment, and providing school advice for employees with kids.

Relocation to Lithuania is happening

Companies in Lithuania are becoming increasingly aware of the importance of having an attractive relocation package for foreign talent. Still, in most cases, companies lack any defined package, instead relying on creating packages on an ad hoc basis.

It's also the case that such packages are likely only to be offered to highly skilled specialists.

WHY OFFERING BENEFITS IS A GREAT IDEA FOR EMPLOYERS



Benefits packages are not a one-way street when it comes to offering value. Here are some ways in which companies benefit too:

ATTRACTING TOP TALENT

A strong relocation benefits package could help your company to attract and retain top talent from around the world.

HIGHER LOYALTY

According to the Graebel relocation survey (2023), 85% of employees said that they were more loyal to their company because “of the company’s investment in their relocation”.

REDUCING TURNOVER

Providing comprehensive relocation support reduces the likelihood of employees resigning due to relocation challenges.

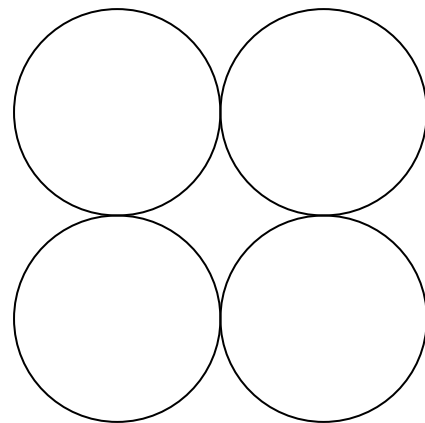
ENHANCING PRODUCTIVITY, MINIMIZING DISRUPTIONS

By helping the employee, your company can minimize disruptions to their life, allowing them to remain productive.

FACILITATING ORGANIZATIONAL GROWTH

Relocation allows you to grow your business through the introduction of fresh talent to the market.

TOP 5 THINGS TO CONSIDER WHEN PUTTING TOGETHER A RELOCATION PACKAGE



01

Legal compliance

02

Cost-effectiveness

03

Inclusiveness of an international employee

04

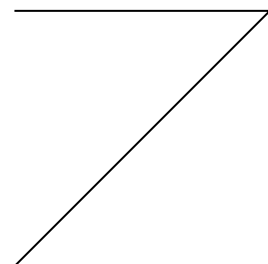
Candidate's needs

05

Company's competitiveness in the market

Source: Work in Lithuania survey of partner companies about their benefits practices (2024)

HOW FINANCIAL SUPPORT CAN BE PROVIDED



Lump-sum:

A one-off payment can be given to help cover a portion of the relocation expenses.

Reimbursement:

In such case, the employee pays all their relocation expenses and the employer then reimburses them a pre-agreed amount after they have relocated.

Direct billing:

The employer directly receives and pays bills relating to the employee's relocation.

Third-party relocation:

The employer can choose to hire a third party service provider who helps with relocation. In this scenario, the employer has no direct involvement.

BUILDING A RELOCATION PACKAGE

How it normally works in Lithuania

The components of a relocation package (when a company has one) tend to vary depending on the seniority of a candidate:

- Regular specialists get 1-2 essential relocation-related services
- Managers/key specialists get an extensive relocation package

Source: E. Paulavičienė (Relokon), Expert Insights

RELOCATION BENEFIT PACKAGES IN LITHUANIA: WHAT THEY OFFER

Financial support

Payment for migration documents (translation, notary services, etc.)

Payment for rent

Payment for travel expenses

Payment for Blue Card/TRP

Payment for the transportation of personal belongings

Non-financial support

Assistance with arranging residence permit documents, incl. work permit

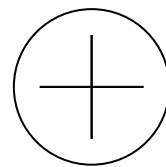
Provision of a personal mentor within the team

Support in finding accommodation

Assistance with opening a bank account

Assistance with understanding the local tax and social security system

HOW RELOCATION BENEFIT PACKAGES DIFFER ACCORDING TO EMPLOYEE SENIORITY



Regular specialists:

Immigration process guidance + paying the residence permit fee

Opening a bank account

Housing search: finding an apartment, checking contract conditions

Managers/key specialists:

Travel expenses

Moving services

Housing search

Housing allowance

School/kindergarten search

School allowance

Private health insurance, including family members

Opening a bank account

Other services: nanny search, e-signature, contracts with utility service providers, car registration, language courses, etc.

Source: E. Paulavičienė (Relokon), Expert Insights

Relocation costs depend on:

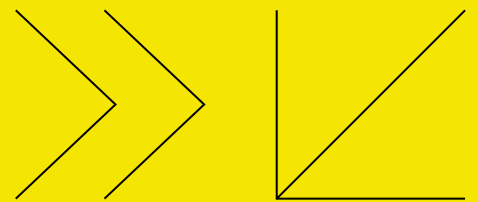
Seniority of the relocating person

Distance from their country to the destination

Whether the relocating person has a family and how big it is (only partner/spouse or also children)

The company's global policy

FOUR SUGGESTED MODELS FOR BUILDING YOUR RELOCATION BENEFIT PACKAGE



ESSENTIAL

Lack of awareness about Lithuania – only 77% of survey respondents had heard of the country

REASONABLE

You'll provide a one-time lump sum (can be equivalent to one month's salary) that the employee can spend as they wish for their relocation.

ADVANCED

The same as the Essential package, but here you'll also cover expenses for all necessary migration documents and travel costs, as well as cover the employee's rent for their settling-in period (1-2 months)

LUXURY

This is the most comprehensive package. It includes everything covered in the Advanced package, along with payment for moving expenses, a permanent housing allowance, a permanent schooling allowance (if required), and support for the partner/spouse in finding a job.

Components**Price (est.)****Purpose****Essential**

Paying for:
Blue Card/TRP +
migration guidance

Help with:
Opening a bank
account
Finding
accommodation
Providing a personal
mentor

120-160 Eur

When you have a
limited budget for a
relocation
package but still
want to provide
essential support
for a relocating
candidate.

Reasonable

A lump-sum

Depends
(usually 1-month
gross salary)

When you have
additional budget,
this is a good way
to show your employee
that you care
without needing to
invest time and
resources in
assisting them with
various processes.

Advanced

Same as Essential
+
Paying for:
Migration
documents
Travel expenses
Rent (temporarily)

2000-3000 Eur

When you have
additional budget
and are also ready
to invest your time.

Luxury

Same as Advanced

Paying for:
Moving services
Rent
School

Help with:
Family support (a job
for the partner, nanny
for a child, etc.)

Initially:
Depends on the
cost of moving
services (distance,
amount of things,
etc.).

Later (monthly):
2500 Eur

When you have an
extensive budget
and are looking to
attract top-notch or
executive-level
candidates.