

ICT LABOUR MARKET IN ARGENTINA

	Argentina	Lithuania
GDP per capita (2023)	14 187.5 USD	27 786.0 USD
Average gross salary (2024)	518 EUR/month	2 161 EUR/month
Unemployment rate (2023)	6,1%	6,8%
Youth unemployment rate (2023)	18,8%	13,9%
Average gross salary for ICT industry	1 732 EUR/month	3 902.10 EUR/month

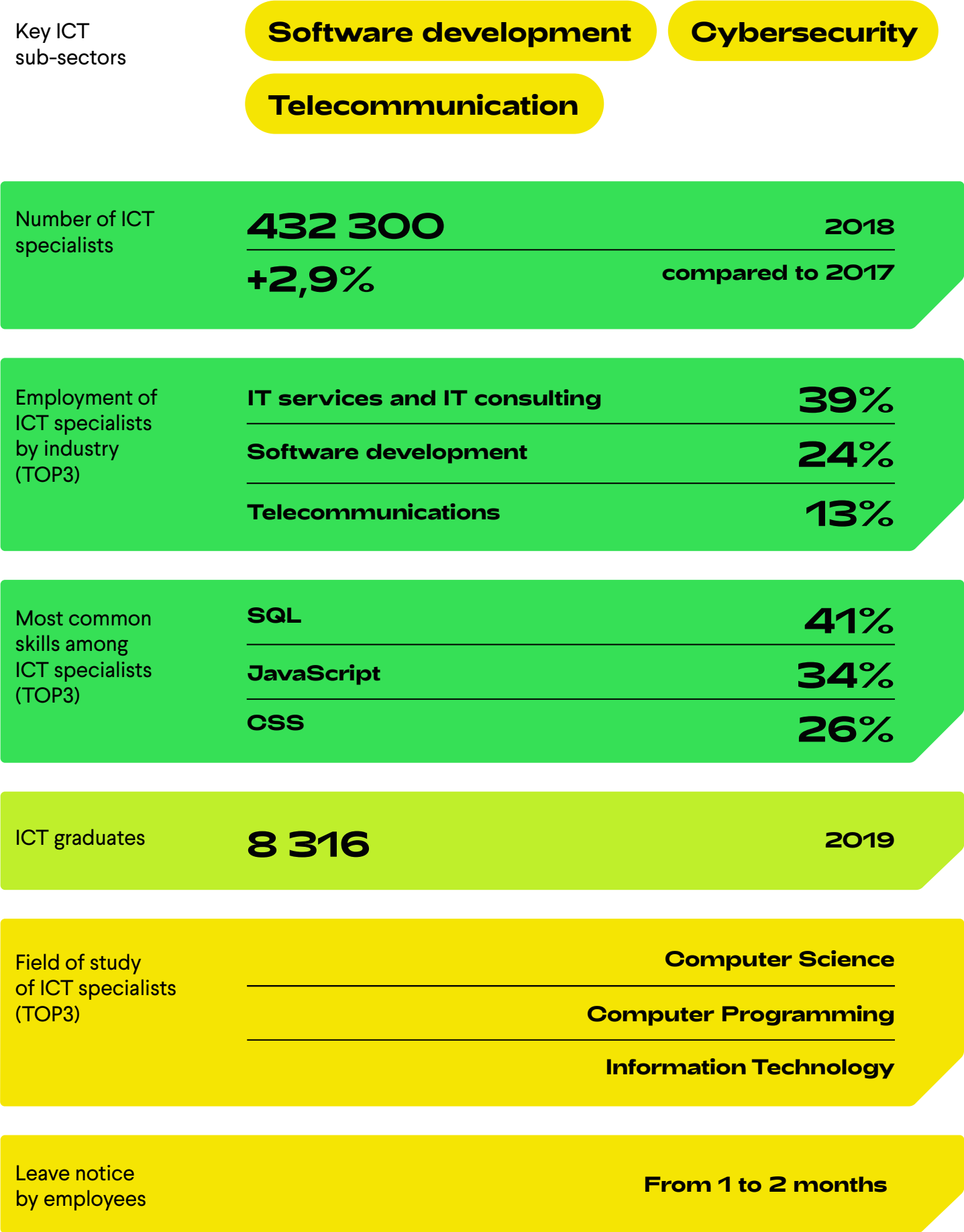
Net salary comparison for the average ICT specialist

997 EUR in Argentina vs 2 209 EUR in Lithuania for non-executive, non-managerial positions (122 % higher compared to Argentina)

Cost of living (2024)

23% lower in Argentina compared to Lithuania

MAIN FACTS ABOUT THE ICT SECTOR OF ARGENTINA



KEY INSIGHTS FROM SURVEY

Interest in relocation

47%

actively consider
relocating abroad

32 %

think about relocation
sometimes

Perceptions of Lithuania

85%

of survey
respondents familiar
with Lithuania

17%

of survey respondents
perceive Lithuania's
professional environment
as very attractive

Relocation expectations

Reimbursement between 51 %
and 100 % of their current salary

38%

Payment for rent during
transition period

40%

Payment for travel
expenses

27%

Expectations from the future employer

Assistance arranging
work visa

74%

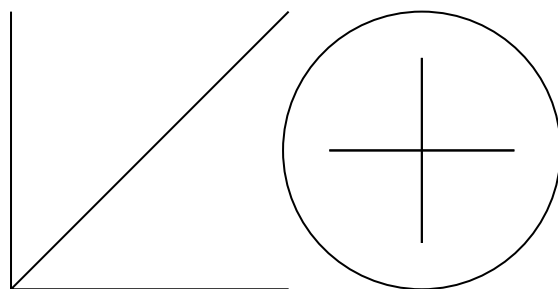
Support in finding
accommodation

64%

Guidance on obtaining
work permit

56%

STRENGTHS AND OPPORTUNITIES



Strengths

122%

higher net salary for non-executive, non-managerial ICT positions in Lithuania compared to Argentina, on average.

Greater public safety in Lithuania than in Argentina, which is especially important for women ICT specialists.

Perception of a better work-life balance in Europe than in the US.

34TH
VS
98TH

Lithuania ranks higher for low corruption and greater transparency than Argentina.

Lithuania offers a significantly higher quality of life, with Vilnius scoring 176.01 (very high) compared to Buenos Aires at 108.23 (low).

Lithuania offers better social security benefits, including longer parental leave.

Religious similarities.

Opportunities

79%

of surveyed ICT specialists in Argentina are open to relocation.

A large pool of ICT specialists in Argentina with skills relevant for the Lithuanian market, especially in data science.

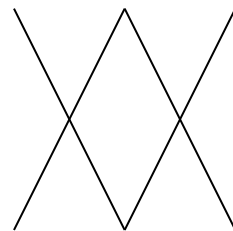
Growing share of ICT specialists in Argentina are learning English, with proficiency already higher than in other LATAM countries.

64%

of surveyed ICT professionals in Argentina consider Lithuania's professional environment as attractive or very attractive.

Many ICT specialists have EU passports due to Italian and Spanish ancestry.

WEAKNESSES AND CHALLENGES



Weaknesses

Limited awareness of working conditions and career opportunities in Europe and Lithuania.

Concerns about Lithuania's proximity to Russia.

Geographical distance.

Colder climate in Lithuania.

Challenges

Salary differentials may be insufficient to motivate relocation based on interviewees' perceptions of average Lithuanian ICT salaries.

Growing local demand and the appeal of EU countries like Italy and Spain due to language similarities and dual citizenship.

Remote work opportunities with North American companies.

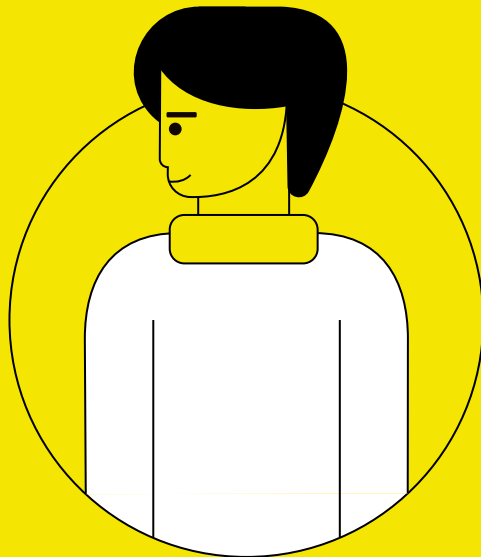
International recruitment from Europe may be seen as a scam, especially without local recruiters or success stories from Argentine candidates.

To attract new talent, it is essential for Lithuanian employers to present a proposition that emphasizes Lithuania's advantages, such as competitive salaries in Euro, recognition of professional achievements, fast career growth prospects, and performance bonuses. The proposition should also highlight Lithuania's excellent work-life balance, including generous parental leave policies, good travel opportunities, and flexible working conditions within the company, such as home office options and after-work social events. Additionally, the political and economic stability, public safety, and a thriving ICT sector in Lithuania should be emphasized, alongside the company's support for relocation, including assistance for family relocation. This approach will effectively appeal to Argentinian ICT specialists seeking new career opportunities.

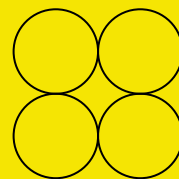
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POTENTIAL ICT SPECIALIST IN ARGENTINA



Junior level professionals



Specialised in:

Data Science

Software development

Cloud Computing

Cyber Security

Proficient in:

SQL

JavaScript

CSS

Most likely to apply via LinkedIn

ARGENTINA MARKET SPECIFIC RECOMMENDATIONS

For the future collaboration with ICT professionals and recruitment companies in Argentina

Interviewed recruiters recommended promoting job opportunities in Lithuania in Spanish to attract more attention among potential candidates in Argentina before conducting subsequent recruitment steps in English. They also noted that job offers from abroad are sometimes perceived as scams, so hiring local recruiters can help enhance trust in foreign companies.

Engagement with ICT professionals from Argentina

To enhance engagement, companies are advised to hold a first contact in Spanish to spread awareness and foster trust. Using local recruiters can also be a measure to minimise fears of the job offers to be seen as scams. To pique the interest of the candidate, companies have to think about how the position is going to help the candidate achieve long-term goals. They should specify what opportunities exist for career growth. It is important for employers to provide a lot of information about the city potential candidates would move to and its main attractions, main companies, growth opportunities, and schools because Argentinians are not familiar with Lithuania.

Tailored communication for employment outreach

When presenting job opportunities to Argentinian candidates, it is recommended to highlight the following aspects:

- Competitive salaries in Euro, recognition of professional achievements (including fast career growth prospects and performance bonuses), and training opportunities.
- Great work-life balance in Lithuania (e.g. generous parental leave policies, good travel opportunities) and in the company (flexible working hours, home office, after-work social events).
- Public safety, political and economic stability of Lithuania, and the thriving ICT sector.
- Company support for relocation, including family relocation.

Relocation expectations

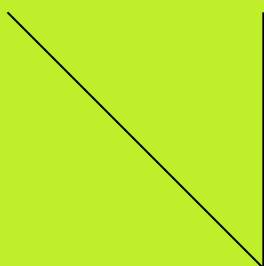
ICT professionals from Argentina would likely expect a relocation bonus, and potential employers to cover part of the rent in the immediate months following relocation. It is strongly recommended to emphasise the potential to fulfil these expectations, either within the job advertisement itself or during initial interviews.

Work-life balance

A good initiative would be to communicate that the employer supports work-life balance more so than companies in North America. Companies could display this by offering social gatherings (e.g. going to basketball games together) and by emphasising the extant local community of foreigners.

GENERAL RECOMMENDATIONS

Relocation



Relocation package

It is recommended to propose a relocation package for a prospective employee that could include the following benefits: 1) covering accommodation expenses in Lithuania during the transition or trial period; 2) payment for travel expenses, and 3) paying for the processing of any necessary documents relevant to migration and work permits. Rent arrangements can be negotiated on a per case basis, but even covering the first month of rent can significantly enhance the message to potential employees. Relocating to a foreign country often entails a substantial financial commitment. Mitigating this financial barrier can markedly increase the attractiveness of relocation.

Aligning expectations

To effectively motivate prospective candidates to relocate to Lithuania, it is strongly recommended to clearly outline the specific job goals and what is expected of candidates during the initial interviews. Providing comprehensive support throughout the relocation process is also highly recommended.

Integration



Understanding local context

To foster a welcoming environment and support the inclusion of international employees into a new society, it is essential for companies to provide clear guidance in navigating the local tax, healthcare, and social security systems. These systems can be complex for newcomers, and offering dedicated resources, such as informative sessions, workshops, or one-on-one consultations, will greatly ease the transition. Additionally, providing detailed guides in multiple languages and assigning a relocation specialist or mentor can offer continuous support throughout the initial months.

Inclusive environment

To foster a welcoming environment and support cultural integration for new international employees, the following initiatives are recommended: a) a buddy system b) cultural sensitivity training c) social integration initiatives d) regular check-in meetings.

Any activity that helps integrate the employee into their team and company culture is recommended. Also, using a common language, preferably English, can reduce isolation. Additionally, highlighting existing foreign talent strategies and success stories can reassure new hires about integration, especially given Lithuania's reputation as a colder region with less open people.

Language courses

To mitigate the fears related to language barriers and overcome this limiting factor in relocation, we advise that companies offer language learning opportunities, including language training programs or (informal) language learning activities in the workplace. As an alternative, companies can offer to cover the costs of Lithuanian language courses for foreign employees. This will facilitate their integration and make it easier for them to cope with day-to-day communication outside of work, contributing to their overall satisfaction.