



Industrial relations  
**Lithuania: Developments  
in working life 2017**

*[Developments in working life in Europe:  
EurWORK annual review 2017](#)*

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## Political context affecting working life aspects

The year 2017 was in a way a year of political transformations, given that the new Parliament of the Republic of Lithuania (PRL) and the new 17<sup>th</sup> Government composed of the Lithuanian Peasant and Greens Union (LVZS) and the Lithuanian Social Democratic Party (LSDP) entered into function in the middle of December 2016. The main focus in the plan of measures for the implementation of the approved programme of the Government was on reducing costs and enhancing productivity in the public sector, optimisation of the tax system, reform of the education system, as well as on combating poverty and reducing migration outflows. The year 2017 witnessed the launch of many reforms, including the start of reforms in the higher education network and forest enterprises, implementation of reforms within the Chancellery of the Government and some state-owned enterprises ([Lietuvos Gelezinkeliai](#), [Registru Centras](#), etc.), the coming into force of the amended new LC on 1 July 2017, other laws and secondary legislation.

## Social partners reactions following changes in governments

In general, trade unions had relatively positive responses to the new ruling party. [Several unionists](#) have come to the Parliament as members of LVZS and during 2017 several, social dialogue friendly initiatives (e.g. [signing of the National trilateral agreement](#), draft of the Labour Code was additionally considered at the Tripartite Council of the Republic of Lithuania) took place.

Employer representatives were quite sceptical about the ambitious targets and initiatives of the new government. They publicly expressed concerns about several LVZS proposals (e.g. the plan to introduce an alcohol and drug monopoly). Employers state that authorities should refrain from intervening in business and be cautious before taking major decisions.

## Labour market reforms or major packages of working life regulations

The new [social model](#), which has been elaborated and discussed in Lithuania over the last few years, as well as legislation governing the social model, was finally put into effect in 2017.

Law [No XII-2603](#) on the Approval, Entry into Force and Implementation of the Labour Code of the Republic of Lithuania came into effect on 1 July 2017. This law liberalised and added more flexibility to labour relations in Lithuania. The new LC introduced a number of changes in the regulation of both individual and collective labour relations.

New Law [No XII-2470](#) on Employment (LE) also came into force in Lithuania on 1 July 2017 specifying in more detail the groups of persons additionally supported on the labour market, improving Active Labour Market Policies measures (ALMP), amending the definition of an unemployed person, and establishing some other novelties. The amendments are intended to legitimise a new, more effective model of application of ALMPM that would contribute to tackling the problems of recipients of social benefits and reducing long-term unemployment risks.

Likewise, Law [No XII-2471](#) of the Republic of Lithuania Amending the Law on Unemployment Social Insurance took effect on 1 July 2017. The law amended the conditions of eligibility for unemployment social insurance benefit (USIB), extended the period of USIB payment (from 6 to 9 months), and revised the procedure for calculating the amount of USIB. The amendments are intended to expand the coverage and adequacy of unemployment insurance.

On 1 January 2017, Law [No XII-2508](#) of the Republic of Lithuania Amending the Law on State Social Insurance came into force extending insurance opportunities (for heads of small partnership and persons receiving a share of profits) and increasing the number of insurance classes applicable to individuals (legitimation of sickness insurance for self-employed persons). In addition, the law established different benchmarks for the calculation of minimum and maximum social insurance benefits linking them, as of 1 January 2017, to the average wage published by Statistics Lithuania (SL).

A reform of the Lithuanian Labour Exchange (LLE) was also launched in 2017. The LLE, together with its local (territorial) units, is to become the Employment Office with effect from October 2018.

The implementation of structural changes is intended to reduce the number of administration staff and increase the number of employees directly working with customers in Lithuanian regions.

## **Developments in industrial relations 2017**

### **Changes affecting the national-level actors and institutions of industrial relations and social dialogue in 2017**

#### *Representativeness*

New Labour Code (LC) valid since 1 July 2017 for the first time in Lithuania established representativeness criterion for social partners to be represented at the Tripartite Council of the Republic of Lithuania (LRTT). The most important of them include membership in international organisations, having members or representatives in different regions/sectors, being active for at least three years, covering at least 0.5% of countries employees for TUs and having at least 3% of salaried employees of the country employed within their companies for employer organisations (for more details see Art. 185 of the LC).

#### *Actors*

At the beginning of the 2017 representatives of two new employers organisations and two new trade union organisations were invited to join activities of the LRTT. These are employers' organisations [Investor's Forum](#) and [Lithuanian Business Confederation](#) and trade unions [National Joint Trade Union](#) and [Lithuanian Trade Union 'Sandrauga'](#). The latter two share one seat at the Council; this decision was taken unanimously by the national social partners due to the fact that the two aforementioned trade unions do not satisfy one criterion – they are not members of any international trade union organisation.

A meeting of the representatives from of the two largest national trade unions – LPS Solidarumas and LPSK – took place in Vilnius on 27 October 2017 to discuss merger opportunities. According to the trade unions, the new Labour Code in force in Lithuania from 1 July 2017 has weakened trade unions (e.g. increased role of WC in I&C process, limited application of CA to TU members only) and eased dismissal procedures of employees. Therefore, concerted efforts of trade unions have become critical in protecting the rights of their members. During the meeting, the chairpersons of both trade unions communicated the management structure and procedure of collecting membership fees in their respective organisations, as well as disclosed their visions of the work of the new amalgamated organisation. Opinions were exchanged as to the ways of merger to be presented to the management bodies of each trade union. It was decided to carry out inspections to identify undertakings and regions having LPS Solidarumas and LPSK members.

#### *Institutions*

The new LC valid since 1 July 2017 introduced new rules on the establishment and operation of the main national tripartite institution – the LRTT. According to the new LC, LRTT shall be formed for a term of four years (such tenures have not previously existed). In order to delegate their representative to the LRTT, SP organisations must meet the above-mentioned criteria for representativeness; another novelty is that compliance of the organisations with the established criteria shall be assessed by the Ministry of Social Security and Labour in accordance with certain rules. The new LC also sets the maximum number of terms for LRTT members which shall not be more than two consecutive terms. The LC stipulates that the LRTT functioning prior to the entry into force of the new LC shall continue in this function until the new LRTT is formed in compliance with the new LC, but not beyond 1 July 2018.

### **Changes in the social dialogue processes**

No major changes in practice of national-level social dialogue processes.

## National social dialogue in 2017 – Scope and Contribution

### Main social dialogue topics and outcomes in 2017

Themes	Description of issue (in 20-30 words max.), with links to relevant material, if available	Code(s)-interaction	Type of Interaction – Brief description	Code(s)-Outcome	Outcome – Brief description
<b>General labour market topics</b>					
Job creation, reduction of unemployment, active labour market policies, labour market participation of different groups	Usage of Employment Fund	1 – Tripartite debate	SP at the LRRT in January and April discussed usage of Employment Fund in 2016 and approved planned usage of the Fund for 2017	6 – Joint opinion of social partners reached	Social partners approved the report and plan prepared by the Ministry of Social Security and Labour
	Amendments to the Law on Social Enterprises	1 – Tripartite debate	SP at the LRRT in May discussed possible amendments to the Law on Social Enterprises	6 – Joint opinion of social partners reached	Parliament considered proposals of the SP when amending the Law.
Skills, training and employability	See “Employment and labour related legislation”				
Benefits (unemployment, sickness schemes, minimum income)	See “Employment and labour related legislation”				
Taxation and non-wage related labour costs	Proposals of the Ministry of Finance for the improvement of tax system	1 – Tripartite debate	Employers tried to initiate discussion regarding proposals of the Ministry of Finance for the improvement of tax	7 – Issue not closed, ongoing exchange	SP agreed to return to this question after more detailed/final information/proposals will be prepared by the Ministry

Themes	Description of issue (in 20-30 words max.), with links to relevant material, if available	Code(s)-interaction	Type of Interaction – Brief description	Code(s)-Outcome	Outcome – Brief description
			system		of Finance
Pension reforms	No (major) issues debated in this area				
<b>Working life related themes</b>					
Working time regulations	See “Employment and labour related legislation”				
Terms and conditions of employment, including different forms of contracts	See “Employment and labour related legislation”				
<b>Any other relevant themes/topics addressed in the national level/peak level social dialogue</b>					
Employment and labour related legislation	<a href="#">A number of draft LC articles</a> , regulating working life related issues (work and rest time, kinds of job agreements, etc.)	2 – Tripartite negotiation	During January-May 2017 social partners at the LRTT discussed a number of working life related issues, regulated by the new draft LC	4 – Tripartite agreement or joint position reached	Position agreed by the social partners at the LRTT was transposed by the Parliament into the new LC
	Amendments to the <a href="#">Law on Employment</a> and <a href="#">Law on Unemployment Social Insurance</a>	2 – Tripartite negotiation	During February-March 2017 social partners at the LRTT discussed a number of articles of the Law on Employment and Law on Unemployment Social Insurance	4 – Tripartite agreement or joint position reached	Position agreed by the social partners at the LRTT was transposed by the Parliament into the Law on Employment and Law on Unemployment Social Insurance

Themes	Description of issue (in 20-30 words max.), with links to relevant material, if available	Code(s)-interaction	Type of Interaction – Brief description	Code(s)-Outcome	Outcome – Brief description
	A number of new LC related secondary legislation (regarding seasonal work, additional leave, etc.)	2 – Tripartite negotiation	In June 2017 social partners at the LRTT discussed a number of new LC related secondary legislation	4 – Tripartite agreement or joint position reached	Position agreed by the social partners at the LRTT was transposed by the Government into the secondary legislation
National agreement on reforms necessary for the country's progress	Discussions on the content of the <a href="#">National agreement</a> on reforms necessary for the country's progress (NA)	2 – Tripartite negotiation	In May-June content of the NA prior to signing was discussed by the social partners at the LRTT	4 – Tripartite agreement or joint position reached	Social partners agreed to sign the NA and elaborated the content of the Agreement. The <a href="#">agreement was signed</a> on 16 October by representatives of the Government and social partners.

No major social dialogue debates were held on the following themes: Wage setting systems, including the setting of minimum wages (but excluding the 'regular' annual debates about the determination of the level of the new minimum wage); Health, safety and well-being at work; Work-life balance related themes, incl. family leaves

Note:

Codes for '*Type of interaction*': **1** - Tripartite debate; **2** - Tripartite negotiation; **3** - Formal consultation of both social partners; **4** - Formal consultation of trade unions; **5** - Formal consultation of employers organisations; **6** - Bipartite debate; **7** - Bipartite formal negotiations; **8** - Lobbying from at least one side; **9** – Type of interaction unknown.

Codes for '*Outcome as per 1.1. 2018*': **1** - Unilateral decision by government; **2** - Legislation passed; **3** - Legislation prepared (in legislative process, not concluded); **4** - Tripartite agreement or joint position reached; **5** - Bipartite agreement reached; **6** - Joint opinion of social partners reached; **7** - Issue not closed, ongoing exchange; **8** - Issue dropped, no concrete outcome, no further exchange; **9** – Outcome unknown, none of these types.

## **Selected major social dialogue debates**

### *Tripartite negotiation on a number of LC articles, regulating various working life related issues*

Though new LC was adopted on 14 September 2016, some provisions were adopted without consent of the social partners. Therefore the new Parliament and the new Government applied to the LRTT and asked to enter into new negotiations on some controversial issues.

Controversial provisions of the new LC at the LRTT were discussed in 8 sittings of the LRTT during January-March. During these discussions social partners agreed about regulation of holiday leaves, entitlement to unemployment benefits, maximum working hours and working time recording, distribution of functions of works councils and trade unions, information and counselling, criteria for selecting members to the LRTT and some other issues.

On March 15, the last sitting of the LRTT held to discuss the controversial provisions of the new LC ended with the signing by the social partners of the Agreement on Negotiated Issues for which solutions have been found at previous sittings.

Issues on which a common position was not reached included organisation of strikes or lockouts, additional guarantees for representatives of employees, fixed-term employment contracts, work schedules, entering into collective agreements, conflicts of interest and some others ([Lithuania: Latest working life developments – Q1 2017](#)). By the request of the Parliament and the Government social partners returned to the discussion of these issues once again at the end of May.

Final amendments to the LC considering negotiation outcomes were adopted by the Parliament on 6 June 2017 and the new LC came into force since 1 July 2017.

In general social partners were satisfied with the decision of the new Government to return some controversial provisions to the LRTT and in general – for the greater attention to the views of social partners.

### *Tripartite negotiation on National agreement on reforms necessary for the country's progress*

Possibility to initiate signing of the National agreement was started to be discussed already at the end of 2016. In May these discussions moved to the LRTT – social partners during several sittings discussed possible content of the Agreement. After the agreement on the content of the National agreement was reached at the LRTT, discussions further took place at the governmental level.

A national agreement on reforms necessary for the country's progress was signed in Lithuania on 16 October 2017 after almost a year-lasting discussions. The signatories to the agreement were Mr. Saulius Skvernelis, the Prime Minister of the Republic of Lithuania and representatives of the main national business and trade union organisations. The Agreement identified the main long-term objectives necessary for the country's progress, i.e. improving efficiency in the public sector and the quality of public services, social dialogue strengthening and upgrading competences of social partners, ensuring the quality and efficiency of education and training, and ensuring lifelong learning, ensuring the compatibility and stability of tax systems and developing the competitiveness of the country ([Lithuania: Trilateral agreement promoting social dialogue signed](#)).

### *Unilateral government actions – without social dialogue*

There are no major examples or cases of unilateral government actions.



## Changes affecting the sectoral and company level social dialogue 2017

The new LC introduced some changes affecting collective bargaining and social dialogue at company-level – an obligation for employers to initiate elections of works councils and awarding an exclusive right for trade unions in collective bargaining.

According to the new LC when the average number of employees in the workplace is 20 or more, employers are required to initiate the establishment of a works council. Where a company has a functioning trade union covering more than one third of company's employees, a works council shall not be formed and the trade union shall have the powers and functions of works council. According to the new LC, works councils represent all employees in information, counselling and other procedures whereby trade unions participate in collective bargaining and conclude collective agreements.

### *Innovation in collective bargaining*

In 2017 two sectoral collective agreements were signed in the education and health care sectors covering for the first time wage related issues. On 6 November, after long-lasting (more than two years) discussions and collective bargaining, the Minister for Education and Science and representatives of six sectoral trade unions operating in the education sector signed a sectoral [collective agreement](#) in the education sector.

The main provisions of the agreement relate to the introduction of teachers' statutory salary. The agreement provides for the creation of conditions that would lead to higher salaries and better working conditions for university teachers and researchers in 2018–2022. The collective agreement also stipulates that opportunities to increase salaries to preschool and pre-primary school teachers are to be discussed on an annual basis with the signatory TUs by 1 June. Furthermore, it is agreed to facilitate optimisation of teachers' network and improve networking rules for schools implementing formal education programmes. The agreement is entered into for an unlimited term and becomes effective on the date of being signed.

On 16 June after several months of lengthy negotiations [sectoral Collective Agreement of the Health Care Employees](#) was signed between the Minister for Health and trade unions of health care workers. On 13 December it was complemented by another [collective agreement focusing mainly on remuneration issues of health care employees](#) whereby the parties agreed to join their efforts towards sustainable growth of salaries for health care professionals. The agreement provides for increasing the health-care workers wage bill by 20% from May 2018 giving priority to the lowest-paid professionals. The agreed vision is that by the middle of 2020 physicians would receive at least the amount of three country's average wage and nurses' average wage would be no less than 1.5 average wage in the country.

Likewise, it is agreed that the procedure of remuneration for work will be developed by April 2018 which would be linked to the average wage calculated in the country. The agreement also provides for reviewing the Lithuanian Health Programme 2014-2025 and revising it in accordance with trade unions' proposals. Collective bargaining on the most urgent problems of medical employees will be further continued.

## Collective labour disputes in 2017

The new LC introduced a new definition of collective disputes and some novelties in their regulation. As of 1 July 2017, labour disputes are divided into two categories: (1) labour disputes (whether individual or collective) over rights; and (2) collective labour disputes over interests (before 1 July 2017, labour disputes in Lithuania were classified into individual labour disputes and collective labour disputes).

There were no strikes in Lithuania and one two-hour warning strike in the forestry sector recorded in 2017. However there were a number of protests and actions organised, mainly – in education and forestry sectors.

Actions in the education sector were mainly related to extending academic year and trade unions' dissatisfaction with collective bargaining taking place in the education sector: on 10

April, education trade unions, supported by other public-benefit organisations, held a protest called ‘Is Longer Better?’ against the academic year’s extension initiated by the Ministry of Education and Science (the Ministry proposed extension of the academic years in secondary schools by two weeks – till the second half of June). On 8 June, five education trade unions organised an improvised press conference in form of a picket near the Ministry of Education and Science buildings and, on 28 June, a rally in front of the building of the Government. The latter campaigns were held in support of signing the collective agreement in the education sector.

Protests in the forestry sector were held about an anticipated wide-ranging reform of Lithuanian forest enterprises. On 21 June, the Federation of Lithuanian Forest and Wood Worker Trade Unions (LMPF) held a picket “against hasty and non-transparent state forest management reform”, which was followed by a rally on 29 June “against non-democratic and non-transparent” state forest management reform. On 30 June forestry sector’s employees went on two-hour warning strike.

## **Working time 2017**

The new LC introduced some novelties in the regulation of working-time.

Art. 112 of the new LC foresees that the length of the working week in Lithuania is 40 hours. Average working time, including overtime but excluding agreement on additional work, cannot exceed 48 hours within each period of 7 consecutive days. Maximum of working time (overtime and additional job included) cannot exceed 12 hours per day and 60 hours per week.

Where an employee works under the cumulative working time regime, the maximum working time within each period of seven consecutive days may not exceed 52 hours. This limit does not apply for work which is performed under the agreement on additional work or for the standby duty. Summary working time regime/annualised hours can be introduced if there is business necessity and after liaising with employee representatives.

If an employee works at night, the average working time on a night shift may not exceed 8 hours per working day (shift) during the reporting period of 3 months.

According to the new Labour Code, an employee’s overtime work must not exceed 8 hours in 7 consecutive calendar days, unless an employee gives written consent to work up to 12 overtime hours per week. Maximum overtime might not exceed 180 hours per year, unless longer term is established under collective agreement.

The new Labour Code also sets higher pay for overtime during public holidays. The overtime pay during public holiday shall be at least double and a half rate of the hourly pay/monthly wages established for the employee. For overtime during night shall be at least double rate of the hourly pay/monthly wages established for the employee.

The new Labour Code changed the calculation of annual leave in Lithuania – annual leave is calculated by working days, not calendar days as it was the case before. According to the Labour Code, employees have to be granted with annual leave not shorter than 20 working days (when employee works 5 days per week) or not shorter than 24 days (when an employee works 6 days per week). One instalment of annual leave may not be shorter than 10 business days (12 business days - if an employee works 6 days per week).

## **Health and well-being at work 2017**

### **Physical working environment**

On 1 January 2017, a new version of Law [No XII-2472](#) of the Republic of Lithuania amending the Law on Social Insurance of Accidents at Work and Occupational Diseases came into force. The law replaced insured income of the current year with the country’s average wage, specified in more detail on the definitions of accidents at work (service) and

accidents on the way to/from work (service), amended the list of non-insured events and introduced other amendments.

In order to harmonize labour market related legislation with the newly adopted LC, the Procedure for the recruitment, work and professional training of persons under eighteen years of age and the conditions of children's employment took effect by Resolution [No 518](#) of the Government of the Republic of Lithuania of 28 June 2017. The procedure sets out the specificities of recruitment of persons under the age of eighteen years, their health examination, establishing their aptitudes to perform specific tasks within a job, the organisation and implementation of their vocational training, as well as the conditions of children employment, the prohibited jobs, and the aspects that would be hazardous and dangerous to their health.

The Description of the working conditions of pregnant workers and workers who have recently given birth or who are breastfeeding was approved by Resolution [No 469](#) of the Government of the Republic of Lithuania of 21 June 2017. The description sets out the procedure for assessing hazardous working conditions, dangerous factors and occupational risks for this group of workers, as well provides the lists of hazardous working conditions, dangerous factors and noxious substances.

The amendments to the General Regulations for Assessing Occupational Risks came into force by Order [No A1-457/V-961](#) of the Minister for Social Security and Labour and the Minister for Health of 20 October 2017. In addition to other amendments, the general regulations stipulate that the assessment of risks or individual risk factors must be updated in the enterprise upon employment of a person under eighteen years of age or upon receipt by the employer of worker's pregnancy, childbirth or breastfeeding certificate issued by a health care institution.

### Psychosocial working environment

There were no major developments regarding the regulation of psychosocial risks at work in Lithuania in 2017. However, we may refer to Order [No V-1123](#) of the Minister for Health of the Republic of Lithuania on the basis of which a working group was set up on 27 September 2017 to draw up a draft amending the Methodological Guidelines for Research on Psychosocial Risk Factors, as approved by Order [No V-699/A1-241](#) of the Minister for Health and the Minister for Social Security and Labour on 24 August 2005. This working group has been commissioned to draw up the draft amending the Methodological Guidelines for Research on Psychosocial Risk Factors by 1 May 2018.

### Employment status 2017

Type of contracts	Changes made during 2017.
'Standard' employment contracts	The new LC in force since 1 July 2017 has introduced amendments in a number of areas regulating labour relations, including dismissals from work, working hours, overtime work, annual leave, etc.
Self-employed	There were no major changes in the regulation of self-employed workers in Lithuania in 2017. We can only mention that Law <a href="#">No XII-2508</a> of the Republic of Lithuania Amending the Law on State Social Insurance came into force in Lithuania on 1 January 2017 extending the scope of social insurance for the self-employed. The amendments establish sickness social insurance coverage for persons engaged in individual business activities, while persons working on the ground of business certificates are now covered to receive the full amount of pension contributions for which are calculated on the basis minimum monthly wage.

Fixed term contracts	<p>The new Labour Code regulates that from 1 July 2017 a fixed-term employment contracts may be concluded for work of a permanent nature. Fixed-term employment contracts may not exceed 20% of the total number of employment contracts concluded in the company. Maximum term for a fixed-term employment contract is 2 years (with several exceptions where the maximum duration is 5 years). Upon expiration of fixed-term contracts exceeding 2 years, employees will be entitled to severance compensation in amount of 1 average monthly salary.</p>
Temporary agency workers	<p>After coming into force of the new LC, Law No XI-1379 of the Republic of Lithuania on Temporary Agency Work and all amendments thereof have ceased to have effect. As of 1 July 2017, TAW in Lithuania is regulated by the LC.</p> <p>The LC retains the same obligations of temporary employment agencies and user undertakings, but provides an additional condition requiring information from the user undertaking to be submitted to the temporary employment agency about measures to ensure safety and health of workers, and working conditions that would apply if the temporary worker would have been hired under a contract of employment at the same workplace.</p> <p>In relation to the aforementioned changes and amendments, a new Procedure for providing information to the State Labour Inspectorate on started temporary agency employment activities and the number of temporary workers was approved by Order <a href="#">No EV-87</a> of the Chief State Labour Inspector of the Republic of Lithuania and came into effect on 1 July 2017.</p> <p>It could also be mentioned that by Order <a href="#">No EV-43</a> of the Chief State Labour Inspector of the Republic of Lithuania of 2 June 2017 undertakings included in the List of temporary employment agencies are bound to assess the status of compliance with the requirements of OHS and labour laws in temporary employment agencies and submit the relevant information to the State Labour Inspectorate by 15 June 2017. The intention is to ensure appropriate work and rest time regimen of temporary workers and adequate payment for work.</p>
Posted workers	<p>There were no major changes in the regulation of posted workers in Lithuania in 2017. We can only mention that Law <a href="#">No XIII-382</a> of the Republic of Lithuania Amending the Law on the Legal Status of Aliens came into force on 1 September 2017 binding the companies hosting posted workers from third-country companies to provide information about such workers to the local offices of the State Labour Inspectorate (SLI).</p>
Seasonal workers	<p>By its Resolution <a href="#">No 496</a> on the Implementation of the Labour Code of the Republic of Lithuania of 21 June 2017, the Government of the Republic of Lithuania approved the Description of the specificities of the conclusion, amendment and termination of seasonal work employment contracts, work and rest time and payment for work, as well as the list of seasonal works in effect as of 1 July 2017.</p> <p>The description retained the same principles: a seasonal work employment contract shall be concluded for the performance of seasonal work during one season not exceeding 8 months in the period of 12 successive months or during several seasons or on a non-term basis.</p> <p>The newly approved list of seasonal works has been narrowed down to 9 groups of works by way of joining similar activities. The earlier list</p>

	contained 31 separate types of seasonal work.
Zero hour contracts	Not valid in Lithuania. The initial version of the new LC provided for the possibility of concluding zero-hour contracts. However, after deliberations (and much dissatisfaction from trade unions), it was refused to regularise such contracts.
Other contracts	The new Labour Code established new types of employment contracts in Lithuania. These are: project based, job-sharing, apprenticeship employment contracts and one employment contract for several employers. A project-based employment contract is a fixed-term contract whereby an employee undertakes to carry out his job functions for the particular project. A job-sharing employment contract is the employment contract when two employees agree with an employer to share one job position. Under an employment contract for several employers, an employee can work for two or more employers by performing the same job function. An apprenticeship employment contract is a fixed-term contract, which is concluded when a person is employed for the purpose of either acquiring qualification and skills or gaining competences required for the profession.

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