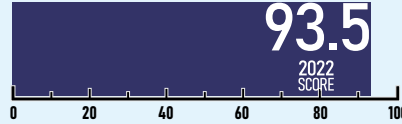




Lithuania



96 2020 SCORE

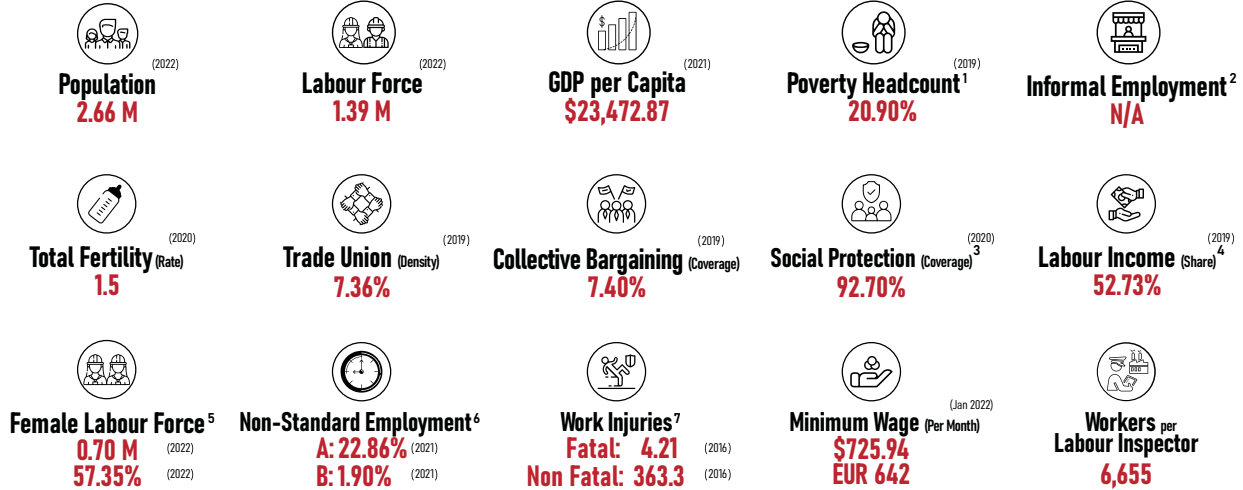
Eastern Europe

High Income

Decent Work

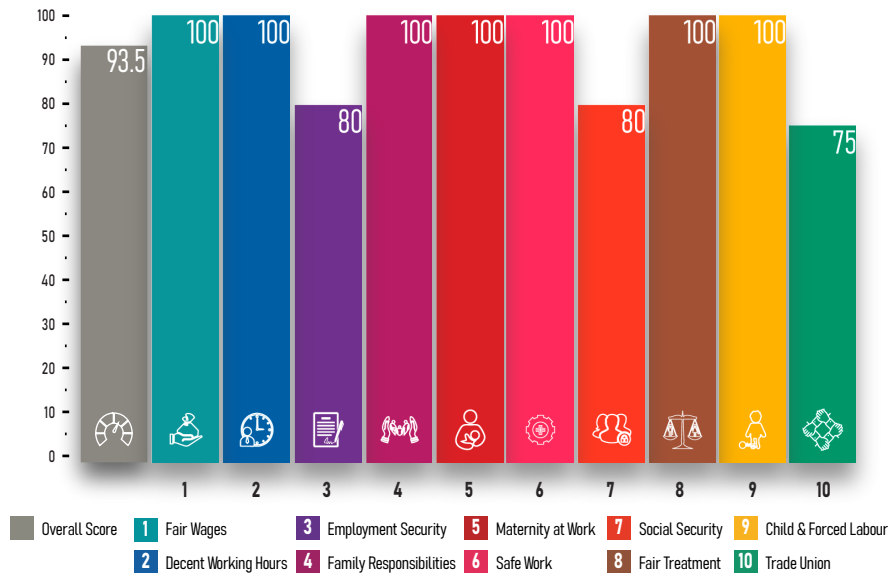


## Contextual Indicators



Sources: World Bank  
International Labour Organization  
WageIndicator Minimum Wages and Living Wages Database  
M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Lithuania's overall score is 93.5 out of 100. The overall score for Lithuania is higher than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

	Question <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§141 of Labour Code, 2016; §99 of the Code of Administrative Offenses, 2017	●
	Does the law require regular payment of wages?	Yes	§139, 140, 144-150 of Labour Code, 2016	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§144 of Labour Code 2016	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§144 of Labour Code, 2016	●
2. Decent Working hours	Does the law require additional compensation for night work?	Yes	§117, 120 and 144 of Labour Code, 2016	●
	Does the law stipulate general working hours as 48 hours or lower?	Yes	§111-121 & 144 of Labour Code, 2016; §35 & 56 of Law No. XIII-2341	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§114 of Labour Code 2016	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§14, 122 and 124 of Labour Code, 2016; Resolution No. 160 of 2003	●
	Does the law require paid public holidays?	Yes	§123 of Labour Code, 2016	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§126-130 and 138 of Labour Code, 2016; Resolution No. 496 of 21 June 2017	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§32-34 and 41-44 of Labour Code, 2016	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§66-110 of Labour Code, 2016	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§36 of Labour Code, 2016	●
	Does the law require a 30-day notice before contract termination?	Yes	§53-65 of Labour Code, 2016	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§56-62 & 69 of Labour Code, 2016	●
	Does the law require parental leave for parents?	Yes	§134 of Labour Code, 2016; §18-22 of Law on Sickness and Maternity Social Insurance, 2000	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§133 of Labour Code, 2016; §18 of Law on Sickness and Maternity Social Insurance, 2000	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§40, 52 and 116 of Labour Code, 2016	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§278(8) of Labour Code, 2016	●
	Does the law prohibits inquiring about pregnancy during recruitment?	Yes	§8 of the Republic of Lithuania Equal Opportunities for Women and Men the Law, 1998	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§132 of Labour Code, 2016	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§132 of Labour Code, 2016	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§132 of Labour Code, 2016	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§61 of Labour Code, 2016	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§28 of Law on Occupational Safety and Health, 2003; §159 of Labour Code, 2016	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§25(6) & 27 of Law on Occupational Safety and Health, 2003	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§114, 146 & 278 of Labour Code, 2016	●
	Does the law provide for employment injury benefit?	Yes	§1-27 of the Law on Social Insurance of Occupational Accidents and Occupational Diseases 1999	●
	Does the law provide for an old age pension?	Yes	§20-27 of the Law on State Social Insurance Pensions 1994; MISSOC Comp. Table for Lithuania	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§34-39 of Law on State Social Insurance Pensions 1994	●
	Does the law provide for unemployment benefit?	Yes	Law on State Social Insurance Pensions 1994; Social Insurance Unemployment Law 2005	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§8-15 of Law on Sickness and Maternity Social Insurance, 2000; §131, 133 & 136 of Labour Code, 2016	●
	Does the law provide for invalidity benefit?	Yes	State Social Insurance Pensions Law 1994; Social Insurance Unemployment Law 2005	●
	Does the law require equal remuneration for work of equal value?	Yes	§26 & 140 of Labour Code, 2016; §5(3) of Law on Equal Opportunities for Women and Men, 1998	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§26 and 58 of the Labour Code, 2016; §6(4) and 18 of Law on Equal Opportunities for Women and Men, 1998; §152 of Penal Code, 1998	●
	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§26, 70, 75, 140 and 168 of Labour Code, 2016; Law on Equal Opportunities for Women and Men, 1998	●
	Does the law allow women to do the same jobs as men?	Yes	§48 of the Constitution of Lithuania 1992	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Law on State Social Insurance Pensions 1994; MISSOC Comp. Table for Lithuania	●
	Does the law prohibit employment of children?	Yes	Labour Code, 2016; §36 of the Law on Occupational Safety and Health, 1997	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§41 of the Constitution of Lithuania, 1992; §21 of Republic of Lithuania Law on Education, 2015	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	Labour Code, 2016; §36 of the Law on Occupational Safety and Health, 1997	●
	Does the law prohibit forced labour?	Yes	§48 of the Constitution of Lithuania, 1992; §147 & 1471 of Criminal Code, 1968	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§50 of the Constitution of Lithuania 1992; §1-13 of Law on Trade Unions 1991	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§186-202 of Labour Code, 2016	●
	Does the law provide for the right to strike?	No	§51 of the Constitution of Lithuania 1992; §243-254 of Labour Code, 2016	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§51 of the Constitution of Lithuania 1992; §250 of Labour Code, 2016	●

## Covid 19 and Labour Market in Lithuania\*

Total Covid Cases	1.17 Million
Total Covid Deaths	9,191
Partial Vaccinated	70.0%
Fully Vaccinated	67.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✗
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✗
Improved Health Access	✗
Training (activation measures)	✓

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Lithuania on SDG 8.8.2 is 0.18 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CHRHP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change