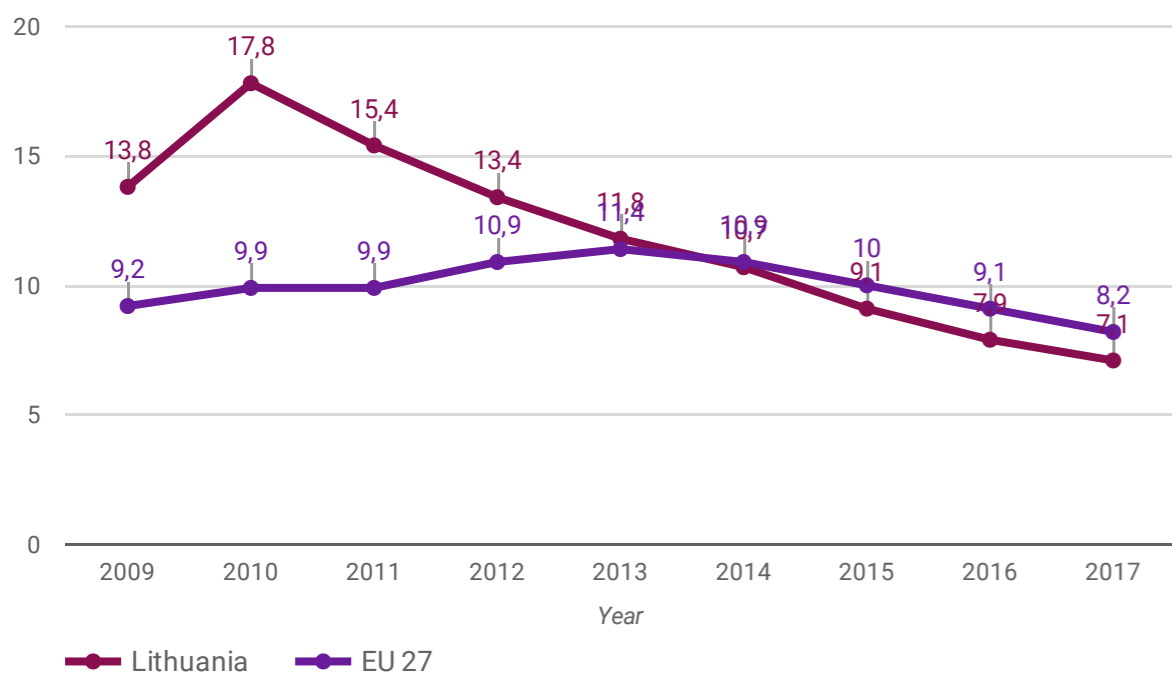


## Labour Market Characteristics and Policies

### EMPLOYMENT



Unemployment rate



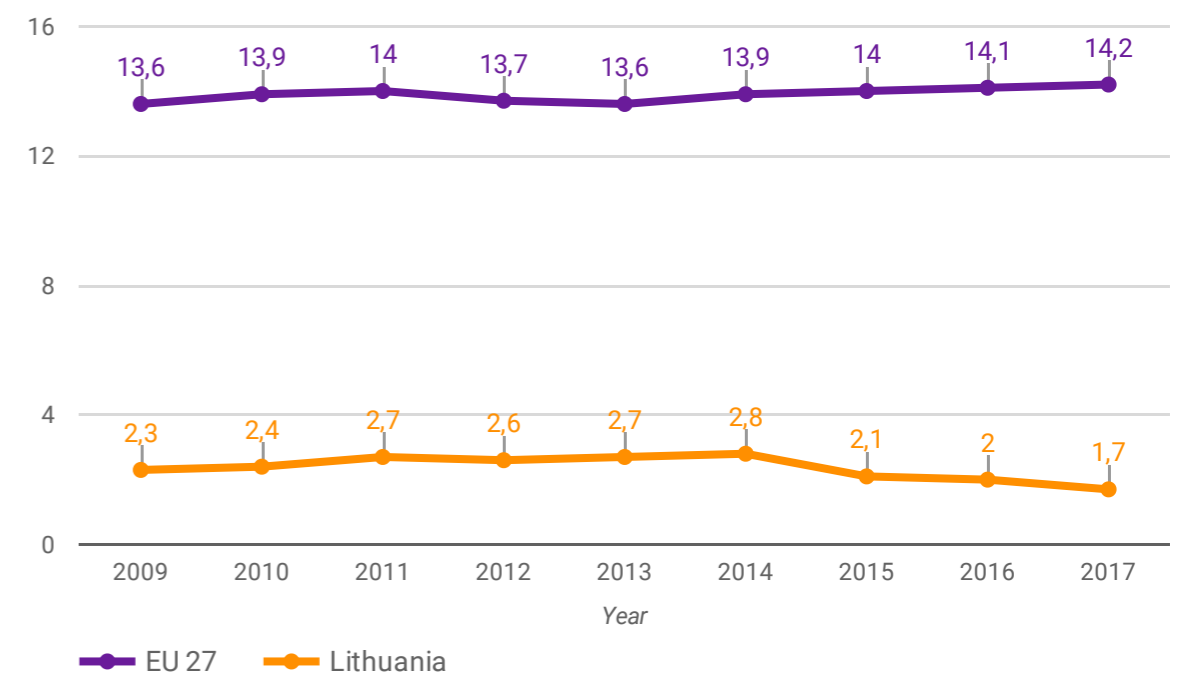
Temporary employment agency workers (% of total):

2,8

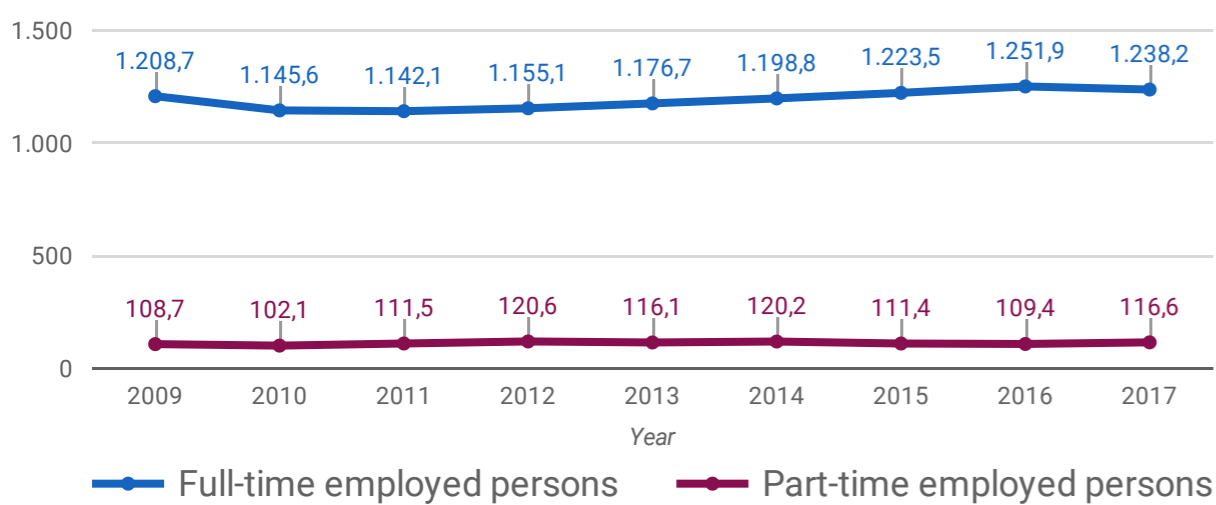
Employees with involuntary temporary contracts (% of temporary contracts):

47,1

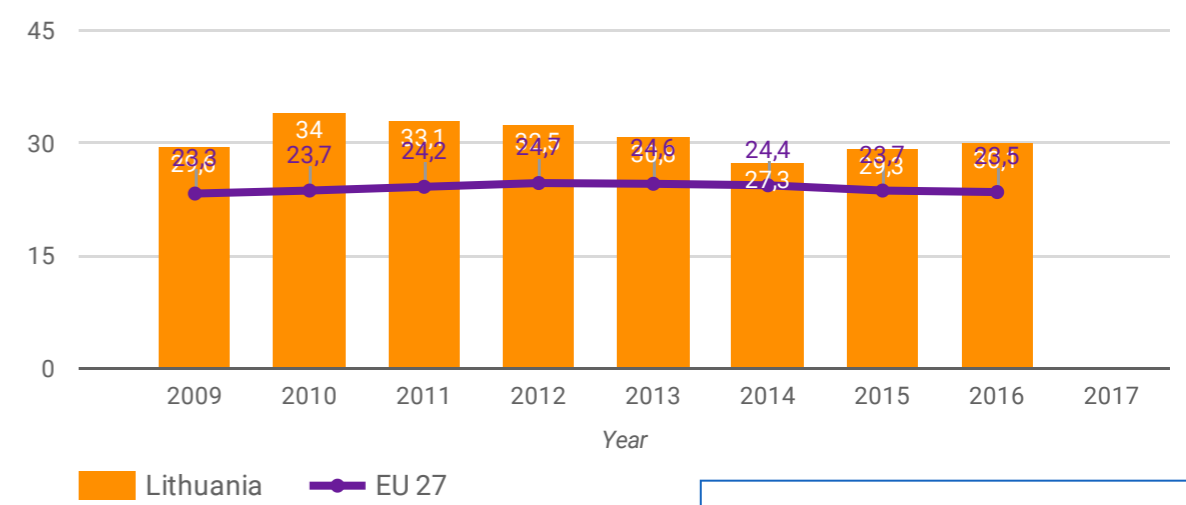
Temporary employees (% of total)



Employed persons (in thousands)

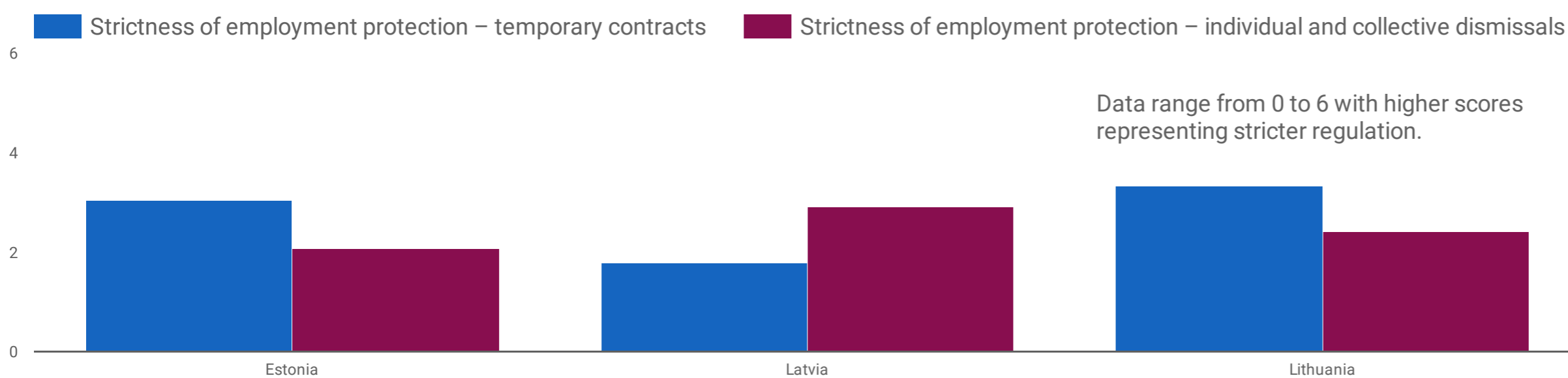


People at risk of poverty or social exclusion, %



Source: Eurostat, 2009-2017

OECD indicators of employment protection in the Baltics



Data range from 0 to 6 with higher scores representing stricter regulation.

Source: OECD, 2013-2015

### WAGES



Year	Minimum wages (EUR/month)	Gross average wages (EUR/month)
2009	231,7 €	707,68 €
2010	231,7 €	650,34 €
2011	231,7 €	704,35 €
2012	231,7 €	669,08 €
2013	289,62 €	729,15 €
2014	289,62 €	764,85 €
2015	300 €	674,45 €
2016	350 €	729,57 €
2017	380 €	null
2018	400 €	null

**Lowest and highest paying industries:**

Accommodation and food service activities: € 522,2 / month  
Financial and insurance activities: € 1424,3 / month



**Minimum wage (Eurostat):** monthly national minimum wages  
**Gross average wages** are provided by the **UNECE Statistical Database**, compiled from national and international (OECD, EUROSTAT, CIS) official sources.

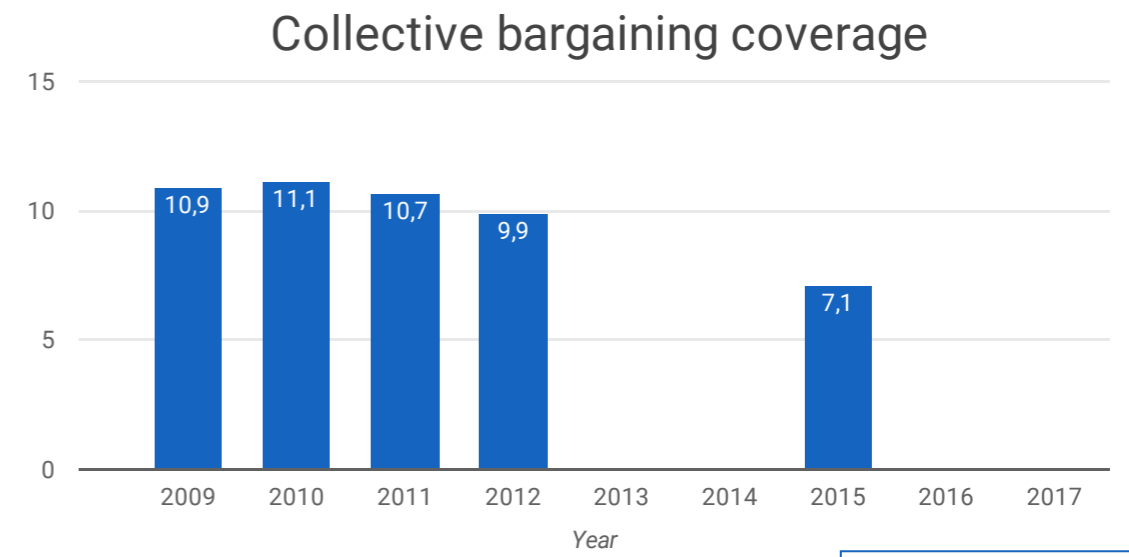
**Collectively agreed wages**

New labour code introduced in 2017: an obligation for employers to initiate elections of works councils and awarding an exclusive right for trade unions in collective bargaining. Two sectoral collective agreements signed in 2017 covering for the first time wage related issues - (a) introduction of teachers' statutory salary and (b) health agreement providing for increasing the health-care workers wage bill by 20% from 2018, giving priority to the lowest-paid professionals.

Source: Eurofound, 2017



**Bargaining coordination (Eurofound, 2017)** - The 2017 Labour Code introduced two new types of collective agreements: cross-sectoral and plant-level collective agreements next to territorial, sectoral and company agreements. The predominant bargaining level is the company level. Since 2017 the right to conduct collective bargaining is granted exclusively to trade unions, no longer to works councils. Collective agreements cover only trade union members, not all employees of a company. Company-level or plant-level collective agreement may apply to all the employees if so agreed by the trade union and the employer.



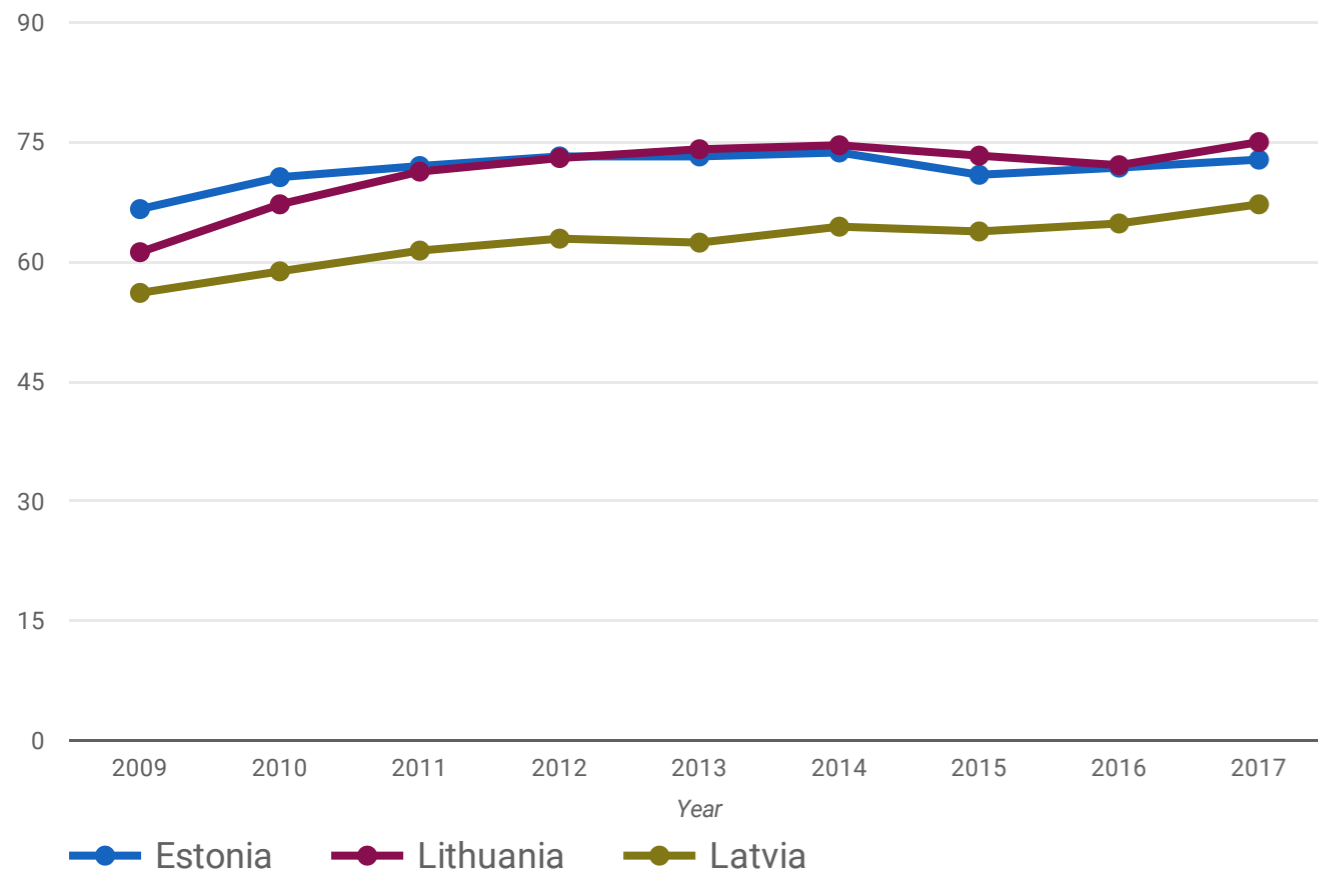
Source: Blažienė et al., 2019, ETUI book Collective Bargaining in Europe

Source: ILO, 2009-2017

## ECONOMY



Labour productivity per person employed and hour worked (EU28=100) %



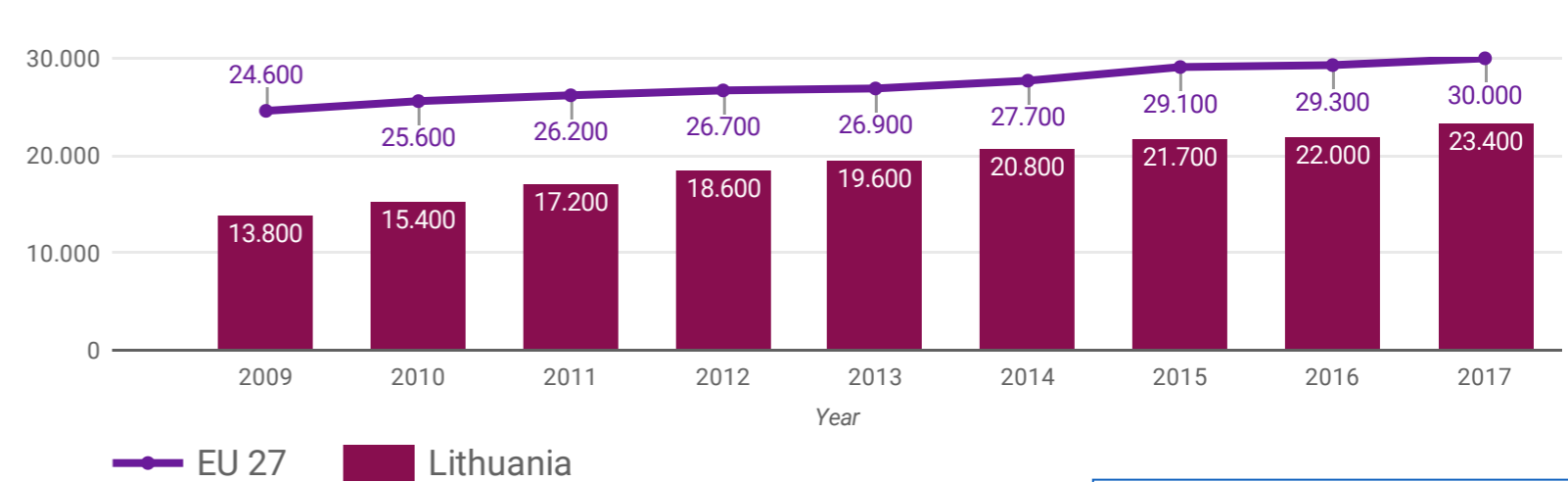
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

15,09

Value Added in Foreign Controlled Enterprises (% total value added, 2015)

28,21

Purchasing power adjusted GDP per capita (in PPS\_EU28)



Source: Eurostat, 2009-2017

## EMPLOYMENT PROTECTION POLICY



- Length of notice period at different tenure durations
- Severance pay at different tenure durations

- Definition of unfair dismissal

- Length of trial period
- Compensation following unfair dismissal

- Maximum number of successive standard Fixed Term - Contracts (initial contract plus renewals and/or prolongations)
- Maximum cumulated duration of successive standard Fixed Term Contracts
- Types of work for which temporary work agency (TWA) employment is legal
- Are there restrictions on the number of renewals and/or prolongations of TWA assignments?
- Maximum cumulated duration of TWA assignments

- Do regulations ensure equal treatment of regular workers and agency workers at the user firm?
- Definition of collective dismissal

- Additional notification requirements in cases of collective dismissal

- Additional delays involved in cases of collective dismissal

- Other special costs to employers in case of collective dismissals

- Tenure: 2 months 4 years' tenure: 2 months 20 years' tenure: 2 months
- 1) under 12 months – one monthly average wage; 2) 12 to 36 months – two monthly average wages; 3) 36 to 60 months – three monthly average wages; 4) 60 to 120 months – four monthly average wages; 5) 120 to 240 months – five monthly average wages; 6) over 240 months – six monthly average monthly wages.
- 1) membership in a trade union; 2) performance of the functions of an employees' representative; 3) participation in the proceedings against the employer charged with violations of laws; 4) gender, sexual orientation, race, nationality, language, origin, citizenship and social status, belief, marital and family status, convictions or views, membership in political parties and public organisations; 5) age; 6) absence from work when an employee is performing military or other duties and obligations of the citizen of the Republic of Lithuania in the cases established by laws.
- Three months.
- The employer must pay wage arrears for the involuntary idle time.

- An indefinite period of time.
- Five years.
- There are no explicit limitations on assignments, if contracts are of indefinite duration.
- No special regulations for assignments. Temporary work contracts could be indefinite-term and fixed-term.
- For fixed-term temporary work contract it will be five years. No limit if the contract is open-ended.

- Same wage and working conditions.

- Termination of working agreement when within 30 calendar days due to the economic or technological, shake-up of the institution other reasons that are not related to the employee: 1) ten and more employees where an enterprise employs up to 99 employees; 2) over ten percent of employees where an enterprise employs 100 to 299 employees; 3) 30 and more employees where an enterprise employs 300 and more employees.
- An employer must notify a local labour exchange office in writing of any projected redundancies in accordance with the procedure established by the Government, after consultations with employees' representatives and no later than prior to giving notification of the termination of the employment contract to concerned workers.
- Consultations with employees' representatives must be held before informing the local exchange office and serving notice to the concerned employees.
- No additional requirements.

Source: Employment protection legislation OECD database - Regulations in force on 1st January 2015