

Maximum Work Periods

Normal working time is 40 hours per week.

Average working time including overtime is 48 hours per week; **maximum** working time including overtime and additional work is 12 hours per day and 60 hours per week.

Maximum overtime – eight hours per week or 12 hours per week if the employee agrees; maximum annual overtime – 180 hours.

Minimum Rest Periods

Employees shall be granted a break of maximum two hours and minimum half an hour to rest and to eat. This break shall be provided, not later than after five working hours.

The duration of uninterrupted rest between working days/shifts may not be shorter than 11 consecutive hours.

An uninterrupted weekly rest period shall not be shorter than 35 hours

Minimum Paid Annual Holidays

Annual leave will be calculated in terms of working days.

Annual leave – 20 working days (for those who work five days per week), or 24 working days (for those who work six days per week).

Employees under the age of 18, employees who are single parents raising a child under the age of 14 or a disabled child under the age of 18, and disabled employees entitled to 25 working days (for those who work five days per week), or 30 working days (for those who work six days per week) of annual leave.

The Minimum Rates of Pay, Including Overtime Rates

Article 141 of the Labour Code of the Republic of Lithuania provides that an employee's monthly remuneration may not be less than the minimum wage set according to the procedure established in this Article. Minimum wage (the minimum hourly rate or the minimum monthly wage) is the lowest permissible amount that can be paid to an employee for unqualified work for one hour or for the full standard working hours of a calendar month, respectively. Unqualified work is considered to be work that does not require any special qualification skills or professional expertise. The minimum hourly rate and the minimum monthly wage shall be approved by the Government of the Republic of Lithuania upon recommendation of the Tripartite Council of the Republic of Lithuania and taking the indicators and trends of development of the national economy into account. The Tripartite Council of the Republic of Lithuania shall present its conclusion to the Government of the Republic of Lithuania on an annual basis, by the 15th of June or other date as requested by the Government of the Republic of Lithuania. Collective agreements may establish minimum hourly rates and minimum monthly wages that are higher than those established in paragraph 3 of this Article.

Under Government resolution No 1025 of 16 October 2018, the minimum hourly wage is € 3,39 and the minimum monthly wage €555

Protective measures with regard to the terms and conditions of employment of young people, pregnant women, women who have recently given birth and are breast feeding

Additional breaks:

Employees under 18 years of age, who work for more than four hours, must be granted an additional break of at least 30 minutes to rest during their working time. This break shall be included in their working time;

In addition to the general break to rest and to eat, a breast-feeding woman shall be at least every three hours given at least 30-minute breaks to breast-feed. At the mother's request the breaks for breast-feeding may be joined or added to the break to rest and eat or given at the end of the working day, shortening the working day accordingly. Payment for these breaks to breast-feed shall be calculated according to the average daily pay of the employer.

Additional guarantees of working time:

Pregnant women, women who have recently given birth, women who breastfeed, may be assigned to do overtime work only with their consent. Working at night shall be prohibited for persons under 18 years of age. Pregnant women, women who have recently given birth, women who breastfeed, may be assigned to work at night only with their consent.

Additional guarantees of safety and health at work:

Pregnant women or women who have recently given birth or breast-feeding women may not be assigned to perform work in the conditions that may be hazardous and affect the health of the woman or the child. In compliance with the list of hazardous conditions of work and working environment risk assessment results, the employer must establish the nature and duration of potential effect to safety and health of woman who has recently given birth and breast-feeding woman. Upon assessment of the potential effect, the employer must take necessary measures to ensure that the above risk is eliminated.

Employment of persons who are under 18 years of age shall be prohibited for:

- 1) work which is beyond their physical and psychological capacity;
- 2) work involving exposure to agents which are toxic, carcinogenic, cause genetic mutation or are harmful to health;
- 3) work involving possible exposure to ionising radiation or other hazardous and (or) harmful agents;
- 4) work involving a higher risk of accidents or occupational diseases and work which young person might not be able to perform safely due to lack of experience or attention to safety.

Prohibition of discrimination at work

It is prohibited discriminate employees irrespective of their gender, sexual orientation, race, national origin, language, origin, citizenship and social status, religion, marital and family status, age, opinions or views, political party or public organisation membership, factors unrelated to the employee's professional qualities.

Health, safety and hygiene at work

[Law on Safety and Health at Work. \(LT\)](#)

[Law on Safety and Health at Work. \(ENG\)](#)

Procedure for the provision of information about posted workers

Article 109 of the Labour Code of the Republic of Lithuania provides that an employer under the jurisdiction of a foreign country who posts a worker to work temporarily in the territory of the Republic of Lithuania for a period of more than 30 days or to perform construction work established in the Republic of Lithuania Law on Construction shall, in accordance with the procedure established by the Minister of Social Security and Labour of the Republic of Lithuania, give advance notice to the territorial office of the State Labour Inspectorate where the job function of the posted worker will be performed about the conditions established in points 1–7 of Article 108(2) of this Code that will apply to this worker. Employers must have the documents related to the posted worker at the place where the job function of the posted worker is being performed during the entire period of the posting and must provide them without delay to competent authorities at the request thereof.

Procedure for the provision of information about posted workers, approved by order of the Minister of Social Security and Labour of the Republic of Lithuania No. A1-169 of 16 June 2005 (hereinafter – Procedure), establishes the procedure for the provision of information about posted workers and guarantees for such workers to territorial offices of the Lithuanian State Labour Inspectorate under the Ministry of Social Security and Labour (hereinafter “LSLI territorial offices”). Point 3 of the Procedure provides that an employer under the jurisdiction of a foreign country who posts a worker to work temporarily in the territory of the Republic of Lithuania for a period of more than 30 days or to perform construction work established in the Republic of Lithuania Law on Construction, shall submit to the LSLI territorial office of the place of performance of the work functions a report in the set form in the Lithuanian language (Annex) about posted worker (hereinafter “Report”).

Point 5 of the Procedure provides that the Report shall be submitted by e-mail, post, fax or using the system of electronic services for employers of the Republic of Lithuania State Labor Inspectorate under the Ministry of Social Security and Labour not later than one working day prior to commencement of work by the posted worker in the territory of the Republic of Lithuania.

Form of the Report contains information on: employer posting the worker; posted worker; legal/natural person accepting the posted worker; posting (start of posting, anticipated posting period, place of posting, etc.); guarantees provided for the posted worker.

National acts concerning prior declaration about posting of workers

[Labour Code of the Republic of Lithuania](#)

[Procedure for the Provision of Information about Posted Workers \(LT\)](#)

[Report on a Worker Posted to Perform Work in the Republic of Lithuania \(EN\)](#)

[Report on a Worker Posted to Perform Work in the Republic of Lithuania \(LT\)](#)

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