

iGlobal Law : 2022 Annual Update : Lithuania

Legal Change	Effective Date	Action required
<p>Change of Subcontractors liability</p> <p>If the employer is a subcontractor, the contractor shall be subsidiary liable for the payment of wages to an employee performing work specified in the Construction Law of the Republic of Lithuania.</p> <p>However, contractor liability is limited to only these employee's rights: (i) remuneration; (ii) payment for overtime, night work, work on holidays and public holidays. Also, it shall be acquired in the period of the performance of the contract between the contractor and the subcontractor.</p>	November 1 st 2021	<p>In accordance with the Lithuanian Labor Code – in situations where a subcontractor is employer, the contractor has subsidiary liability to pay remuneration and other employment related expenses to employees.</p> <p>Therefore, it is recommended to review the contracts between contractor and subcontractor and make amendments regarding possible liabilities.</p>
<p>Strengthened Employers' liability for administrative offences</p> <p>Employers' liability is strengthened for: (i) violations of occupational safety and health regulations; (ii) violations of remuneration calculation procedure and salary payment; (iii) violations of working hours accounting; and (iv) omission of providing information to the local State Labour Inspectorate.</p>	November 1 st 2021	It is recommended to review the occupational safety and health at work documents, remuneration systems (and draft them if there are remuneration systems at the company where the average number of employees is more than 20), review the internal rules of procedures, work schedules, etc.
<p>Imperative change of remuneration procedure</p> <p>Salaries and other employment-related benefits, as well as daily allowances and reimbursement of secondment expenses, must be paid by transfer to the employee's bank account specified by the employee.</p>	January 1 st 2022	In accordance with the Labor Code - Wages must be paid in money, specifically via bank transfer. Therefore, the employer shall get employees' written request for salary transfers and employees' bank account number.
<p>The minimum monthly wage raises by 88 euros to 730 euros</p>	January 1 st 2022	It is recommended to make amendments on employment contract by changing salary with employee's written acceptance.

<p>Extension of the competence limits of the State Labor Inspectorate of Lithuania</p> <p>Self-employed persons, if they are subject to the requirements of occupational safety and health legislation, will be under the maintenance of the State Labor Inspectorate.</p> <p>The competence of the State Labor Inspectorate includes:</p> <ul style="list-style-type: none"> - prevention of accidents at work; - occupational diseases; - safety and health of employees; and - violations of normative labor legislation; - control of compliance with the Labor Code of the Republic of Lithuania, laws and other normative legal acts regulating occupational safety and health. 	<p>May 1st 2022</p>	<p>Self-employed person must act in accordance with the procedures prescribed by the State Labor Inspectorate. Companies should review the service agreements with self-employed persons.</p>
--	------------------------------------	---