

iGlobal Law Annual Alert 2023 : Lithuania

Legal Change	Effective Date	Action required
<p>Paternity Leave</p> <p>It will be possible to split 30 calendar days of paternity leave into not more than two parts.</p>	January 1st 2023	Review internal policies and / or procedures.
<p>New child care leave procedures</p> <p>New child care leave procedures: each of the child's parents (guardians, adoptive parents) has the right to use mandatory, non-transferable two-month child care leave, which can be divided in half until the child reaches the age of two.</p>	January 1st 2023	Review internal policies and / or procedures.
<p>Compensation for mobile working</p> <p>Excluded possibility to pay a compensation to the employees in relation to the work of mobile nature, or work performed under outdoor conditions, or work which involves trips or travelling.</p>	June 1 st 2023	Review the procedure of remuneration of possibly affected workers, amend employment contracts.
<p>Documentation and Language</p> <p>Documentation and information regarding working conditions must be provided to the employee in Lithuanian language and other language, understandable to that employee.</p>	August 1 st 2022	Make necessary changes in internal processes.
<p>Fixed Term contracts and Probation</p> <p>If parties conclude a fixed-term employment contract for a term shorter than 6 months, the probation period shall be proportional to the term of employment contract.</p>	August 1st 2022	Relevant for fixed-term employment contracts. Pay attention if such are concluded.
<p>Part-time Working</p> <p>The employer cannot reject a request for on part-time work, if particular category of employees require so (e.g. pregnant employee, employee who recently gave birth, who is breast feeding or raising a child under particular age, etc.).</p>	August 1st 2022	Review internal policies and / or procedures.
<p>Information for new Employees</p> <p>The list of working conditions which shall be provided to employee before start of work was expanded.</p>	August 1st 2022	Review employee's onboarding procedures.
<p>Continuation of Fix Term contracts</p> <p>New rule in changing the employment contract on the initiative of the employee: if the change was limited with term, after agreed term expires, employee returns to work under previous conditions;</p>	August 1st 2022	Have in mind if such circumstances occur.

Notice of Termination by Employee In case of termination of employment contract on the initiative of the employee the normal notice period (20 calendar days) may be shortened or not applied at all, if the employer agrees.	August 1st 2022	No special actions needed.
Extension of Notice Period Notice period extended to three months to the employees, who provide decision of serious illness, in case employment contract is terminated on the initiative of employer without fault of employee.	August 1st 2022	Have in mind if such circumstances occur.