

Labor Code of Lithuania Changes as of 1 January 2025, and Remote Work Regulation

January 2025

As of 1 January 2025, significant amendments to the Labor Code of Lithuania (LC) have come into effect, bringing substantial changes to labor relations. These revisions impact both employers' and employees' rights and obligations, addressing practical issues in the workplace and introducing measures to improve the work environment and enhance labor rights protection.

Strengthening Violence and Harassment Prevention

One of the key updates is the regulation of violence and harassment in the workplace. According to Article 30(2) of the LC, violence and harassment are explicitly prohibited, including actions committed by the employer, whether an individual or a legal entity's manager. Additionally, a new **Description of Preventive Measures Against Violence and Harassment at Work** has come into effect, providing guidance on how employers and employees can better address and prevent such behaviors.

Amendments to the Administrative Offenses Code

Another important change is the amendment to the **Administrative Offenses Code (AOC)**. As of 1 January, company managers are now held administratively liable for failing to implement the necessary preventive measures against workplace violence and harassment. Fines ranging from **EUR 500 to EUR 3000** will be imposed for violations. This reinforces the obligation for employers not only to prohibit harassment and violence but also to actively support victims and take preventive actions.

Details of Agreements on Additional Work

Changes have also been made to the regulation of additional work. Starting 1 January, any agreement regarding additional work must include detailed provisions such as:

- When the additional work will be performed,
- The scope of additional working hours,
- Compensation or bonuses for extra work,
- Procedures for granting any additional rights or duties to the employee.

Easier Hiring of Managers

New amendments facilitate the hiring of managers. Employers are now allowed to notify **Sodra** (the social insurance authority) about a manager's employment at least one working hour before the scheduled start of work. This streamlining of the process enables managers to start their roles on the same day they are appointed.

Long-Term Employment Benefits

A major change regarding long-term employment benefits has been introduced. Employees who are laid off due to their employer's bankruptcy will now be eligible for compensation based on their tenure, provided they have worked at the company for at least 5 years.

Regulation of Temporary Employment Agencies

Regulations on temporary employment agencies have been updated. Now, if a temporary employment agency has been removed from the official list, it must wait **6 months** before reapplying for inclusion.

Overtime Work

Overtime work will now only be permissible if the employee gives **written consent**, except in cases explicitly defined by law. This change ensures that employees are not required to work overtime without their agreement.



Overtime Pay for Holidays and Night Shifts

It has also been clearly stipulated that employees working overtime on holidays or holiday nights must receive compensation of at least **2.5 times** their regular pay.

More Flexible Filing of Claims with the Labor Disputes Commission

Employees will now be able to file a claim with the **Labor Disputes Commission** via the general procedure, regardless of their workplace's location. This change makes the filing process more accessible for employees across Lithuania.

Remote Work Regulation According to the Latest Practice of the Lithuanian Supreme Court

An increasingly important aspect of labor relations, particularly in 2025, is the regulation of remote work. In its ruling on 8 October 2024, the **Lithuanian Supreme Court** emphasized the need for employers to establish clear, well-defined procedures for remote work. Such procedures are crucial for ensuring smooth operations and avoiding potential legal conflicts.

The Supreme Court's ruling stresses that remote work must be clearly defined in the following areas:

- **Organization of Job Functions:** Determining which tasks can be performed remotely.
- **Communication Methods:** Establishing how communication will be handled and how work progress will be monitored.
- **Work Time Accounting Rules:** Defining how working hours will be tracked and accounted for.
- **Requirements for the Work Environment:** Ensuring that employees have an appropriate workspace.
- **Use of Work Tools and Compensation for Remote Work-Related Expenses:** Defining how necessary tools will be provided and how related expenses will be reimbursed.

Employers are required to familiarize employees with these procedures and ensure compliance. The lack of a clear remote work system could lead to misunderstandings, conflicts regarding employment continuity, and limit the employer's ability to effectively monitor work processes.

It is essential that employers respect employees' privacy rights while monitoring the work process and adhering to legal obligations. Establishing clear remote work regulations not only improves work efficiency but also protects both parties from potential legal disputes.

Summary

The recent amendments to the Labor Code and remote work regulations, effective as of 1 January 2025, represent important changes for both employers and employees in Lithuania. These changes aim to create a safer, more transparent work environment, ensure better protection of employee rights, and clarify labor relations. Employers are encouraged to review their workplace policies and ensure that all employees are familiar with the new rules and procedures to foster a compliant and harmonious work environment.