



Migration & Labour law changes in Lithuania

14 January 2025

MIGRATION LAW NEWS

NEW REGULATION		EFFECTIVE FROM
The list of shortage occupations is cancelled Labor market testing is no longer applicable for non-highly skilled workers	<ul style="list-style-type: none">Foreigners of all occupations will no longer need for labour market testing.The Employment Service of Lithuania will only issue work permits for seasonal workers and seconded foreigners from third countries.Non-highly skilled employees willing to work in Lithuania will have to obtain temporary residence permits on the basis of work (however, quota is established, see below).	1 January 2025
One strict quota for non-highly skilled workers	<ul style="list-style-type: none">One quota is applicable in Lithuania for non-highly skilled workers, irrespectively of the economic sector.Quota is relevant only for new arrivals.A quota of <u>24,830</u> new residence permits for 2025 is announced.After quota is exhausted, non-highly skilled employees will be issued with TRPs only if monthly salary is not less than ~ 2417 Eur (or ~2014 Eur, if profession is included into the <u>list of professions with high added value</u>).	1 January 2025
Lithuanian language requirements	Foreigners working in positions that require direct contact with customers will need to speak Lithuanian at a specific proficiency level. For instance, A2 (beginner) language proficiency level is required for service providers who interact directly with customers (e.g., drivers, waiters, salespeople). The B1 language proficiency level is required for employees in education, culture, healthcare, and social protection sectors.	1 January 2026

LABOUR LAW CHANGES

All employers have to introduce measures to prevent violence and harassment at work	<p>On 17 December 2024 the Chief State Labour Inspector approved Regulation of Measures to Prevent Violence and Harassment at Work. <u>This Regulation</u> is binding for all employers, regardless of the number of employees and the economic activity they carry out.</p> <p>Mandatory measures for each employer in Lithuania:</p> <ul style="list-style-type: none">Trainings to employees in the field of violence and harassment:<ul style="list-style-type: none">should take place at least once every 3 years;training is mandatory for all employees, including remote and hybrid workers;newly employed staff must be given access to the training material no later than 1 month after start of employment.Local regulation on prohibition of violence and harassment, as well as liability for employees should be adopted.Rules of good conduct/ethics defining exactly what behavior is considered acceptable and appropriate in the workplace.Responsible Person should be appointed to whom an employee may contact if he/she encounters possible violence and harassment at work.Procedure for reporting and handling reports of violence and harassment should be established. <p>Sanctions for failure to implement violence and harassment at work prevention rules for company's managers and authorized persons are increased up to EUR 1,400 (for repeated offences – up to EUR 3,000).</p>	1 January 2025
Minimum wage in Lithuania increased	1038 EUR gross (~ EUR 777 net). Minimum hourly rate – EUR 6,35 gross.	1 January 2025
Written consent for overtime is required	An employer may instruct an employee to work overtime only with the employee's written consent , except for certain cases (when it is necessary to prevent accidents, dangers, emergencies; it is stipulated in the collective agreement, etc.).	1 January 2025

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