

IMMIGRATION & LABOUR LAW CHANGES IN LITHUANIA

EFFECTIVE FROM 1 AUGUST 2022

EU BLUE CARD		
	New regulation	Previous regulation
Lower salary requirements for Blue Card applicants	Employer must provide a commitment to: <ol style="list-style-type: none"> Employ a foreigner for at least 6 months under an employment contract, and Pay at least the following monthly salary in 2022: <ul style="list-style-type: none"> EUR 1,895.28 which is 1,2 times of national average monthly gross salary for the last published calendar year if foreigner's occupation is in the List of professions with high added value; or EUR 2,369.1 which is 1,5 times of national average monthly gross salary for the last published calendar year. 	Commitment: <ul style="list-style-type: none"> To employ for at least 12 months To pay at least EUR 2,578 per month.
All Blue Card applicants are exempted from labour market testing	Blue Card applicants are exempted in all cases to obtain a decision of the Employment Service regarding the compliance to the needs of the labour market.	Decision of the Employment Service was not required if: <ul style="list-style-type: none"> monthly salary was at least EUR 5,155; or profession was in the list of demand.
Alternative proofs of higher professional qualification	<ul style="list-style-type: none"> Diploma in higher education; or 5 years of relevant professional experience (specific recognition procedure applies); or IT sector: 3 years of relevant professional experience within the last 7 years (procedure, if any, to be clarified) 	<ul style="list-style-type: none"> Diploma, or 5 years of professional experience
Mobility of Blue Card holders within EU	A foreigner who holds EU Blue Card issued by another member state of the EU and valid for more than 1 year may enter Lithuania and start working, if he/she has resided in that member state for more than 6 months as a Blue Card holder. Application for TRP in Lithuania must be submitted within 1 month after arrival.	Only assignments to Lithuania were allowed
Possibilities to change employer	<ul style="list-style-type: none"> Change of primary employer within 12 months: if a foreigner wishes to change employer during the first year of work in Lithuania, he/she must apply to the Migration Department for permission to change the employer. Change of primary employer after 12 months: if 12 months have passed since the receipt of the first EU Blue Card, a foreigner can change employer without approval of the Migration Department. As a result, a Blue Card holder must notify the Migration Department about the change of employer no later than within 7 working days. 	Change of the employer within the first 2 years required advanced approval of the Migration department.
Possibilities to change job function at the same employer	No need to obtain a permission from Migration department regarding change of work functions at the same employer.	Approval of Migration department was required.
Work for few employers	EU Blue Card holder can work for more than one employer under employment contract for several employers (usually within the same group of companies). Foreigner must notify the Migration department about the employment to another employee (if the primary employer is not changed) within 7 working days after conclusion of the employment contract.	Lack of clear regulation
ORDINARY TRP FOR WORK PURPOSES		
Alternative requirements	Non-highly skilled employee is eligible for TRP for work purposes in Lithuania if either one of the below conditions is met: <ul style="list-style-type: none"> Respective qualification (diploma), or Minimum 1 year professional experience within the last 3 years in relevant sector of employment, or Employer commits to pay a monthly salary of at least average national monthly gross salary for the last calendar year (minimum for 2022 – EUR 1,580) 	Two requirements had to be met: <ul style="list-style-type: none"> Qualification; and Minimum 1 year of professional experience within the last 5 years.

		Exceptions were applicable for employers included into the list of approved companies.
Preferred regime for foreigners who graduated in Lithuania in recent 10 years	Foreigner who completed studies in Lithuania in the recent 10 years , is exempted from requirement to obtain a decision of the Employment Service when applying for ordinary TRP for work purposes.	Period of 2 years was applied (instead of 10 years).
WORK PERMIT		
Requirements for work permit	<p><u>Alternative requirements for employee:</u></p> <ul style="list-style-type: none"> - Employee has qualification in the relevant field (diploma), or - Employee has a minimum of 1 year of professional experience within the last 3 years; or - Employer commits to pay a monthly salary of at least national average monthly gross salary for the last published calendar year (salary for work permit in 2022 is EUR 1,580). <p><u>Requirements for employer:</u></p> <ul style="list-style-type: none"> - Employer provides a commitment to employ a foreigner for at least 6 months; and - there is no specialist in Lithuania who meets the employer's qualification or work experience requirements. <p>Work permit validity: issued for up to 1 year. Work permit is a legal basis to obtain national visa for work purposes.</p>	<ul style="list-style-type: none"> - Commitment to employ for at least 6 months; - Employee was required to have both qualification and experience. <p>Exceptions were applicable for BY nationals and employers included into the list of approved companies.</p>
OTHER CHANGES		
List of approved companies is removed	A list of approved companies is removed from regulation and is not relevant anymore.	
Students allowed to work full time	A foreigner studying in Lithuania is allowed to be employed full-time .	Max. 20 hours during study season, except for Master and PHD students.
Notification terms to the Migration department	A foreigner holding a residence permit must notify the Migration department within 7 working days on the below changes: <ul style="list-style-type: none"> - Changed personal identification documents. - Changed place of residence. - Changed marital status. 	Within 7 calendar days.
Temporary employment contracts are allowed	Temporary employment contracts are allowed in case a foreigner obtains an ordinary TRP for work purposes.	Employment of foreigners under the temporary employment contracts was not allowed.
SIGNIFICANT EMPLOYMENT LAW CHANGES		
4 additional day-offs a year for parents raising one kid	Employees, who raise one child up to 12 years old, are entitled to one additional day off within 3 months (thus, 4 additional days off a year).	
Protection of honour and dignity	The employer should announce information about measures aimed at preventing psychological abuse by sharing the information through the workspace-approved communication channels, and actively take necessary actions, if harassment or abuse situation appears in the workplace.	

CONTACTS FOR MORE INFORMATION



Gintare Stoniene
Attorney-at-Law | Associate Partner
Head of Employment & Immigration SL
gstoniene@deloittece.com
+370 698 81323

Deloitte Legal
Professional Partnership of Advocates
Jogailos st. 4, Vilnius 01116, Lithuania
www.deloittelegal.comcom



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