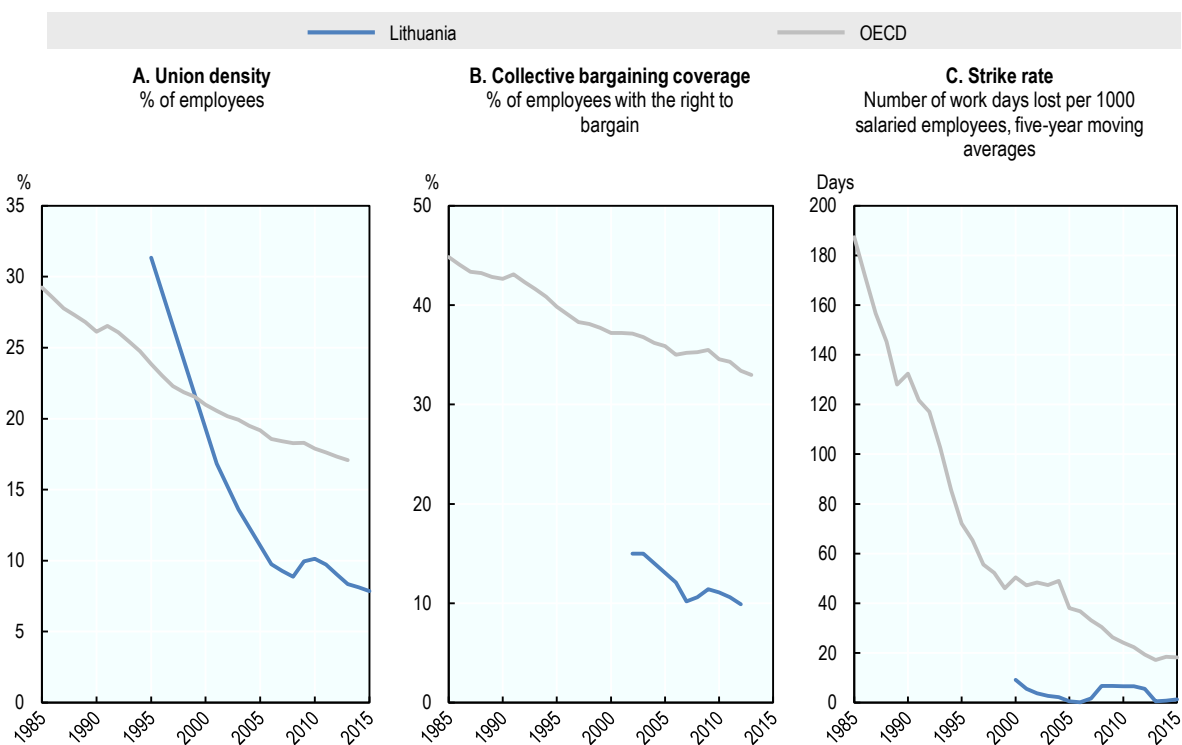


Lithuania

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	5-10%
Employer's organisation density	10-20%
Collective bargaining coverage rate	5-10%
Quality of labour relations	Medium

TRENDS IN INDUSTRIAL RELATIONS IN LITHUANIA, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions Only to members of signing organisations but in practice to all workers of signing firms.

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Yes, but uncommon.

Procedure The Government issues the extension upon request of one of the parties.

Representativeness criteria No

Public interest criteria No

Exemptions or possibility of appeal No

Duration of collective agreements

Average duration 12 months

Maximum duration of collective agreements No

Can contracting parties terminate an agreement before its expiry date? It may be terminated in the cases and in accordance with the procedure established in the agreement.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? No rule.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? No legal obligation, but parties may agree on that.

Does retroactivity apply only to members of signatory parties or does it cover all parties? Not relevant

Use of the favourability principle Not relevant

Use and scope of derogations and opt-out

Derogations from the law No

Derogations from collective agreements

Scope Derogations including general opening clauses and opt-out are granted by law.

Topics Not relevant

Rationale Not relevant

Criteria No criteria and no agreement at firm-level required.

Other Not relevant

Forms of co-ordination

Mode of co-ordination Not relevant

Degree of co-ordination Not relevant

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Yes	No
Do agreements typically include a mediation/arbitration procedure?	No	No
Is it compulsory?	No	No

Worker representation at the workplace Work council and union or union representatives but union predominant.

Board-level employee representation

Public sector Not relevant

Private sector Not relevant

Scope Not relevant

Proportion/number of workers' representatives Not relevant

Nomination of candidates Not relevant

Appointment mechanism Not relevant

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT
PARIS, SEPTEMBER 2017