



Industrial relations and social dialogue

**Lithuania: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

Author: Inga Blaziene (Lithuanian Centre for Social Sciences)

Research managers: Christine Aumayr-Pintar, Jakub Kostolný and Marco Seghesio

Eurofound reference number: WPEF24015

© European Foundation for the Improvement of Living and Working Conditions (Eurofound), 2024

Reproduction is authorised provided the source is acknowledged.

For any use or reproduction of photos or other material that is not under the Eurofound copyright, permission must be sought directly from the copyright holders.

Any queries on copyright must be addressed in writing to: copyright@eurofound.europa.eu

Research carried out prior to the UK's withdrawal from the European Union on 31 January 2020, and published subsequently, may include data relating to the 28 EU Member States. Following this date, research only takes into account the 27 EU Member States (EU28 minus the UK), unless specified otherwise.

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.

European Foundation for the Improvement of Living and Working Conditions

Telephone: (+353 1) 204 31 00

Email: information@eurofound.europa.eu

Web: www.eurofound.europa.eu

Contents

General information	1
1 - Agriculture	2
Background information.....	2
Sampling information	2
2 - Manufacture of food, leather, textiles, and clothes	3
Background information.....	3
Sampling information	3
Sector related agreements listed and coded in the database.....	4
Self-assessed proportion of included agreements	8
3 - Construction excl. civil engineering	9
Background information.....	9
Sampling information	9
Sector related agreements listed and coded in the database.....	10
Self-assessed proportion of included agreements	10
4 - Retail	11
Background information.....	11
Sampling information	11
Sector related agreements listed and coded in the database.....	12
Self-assessed proportion of included agreements	13
5 - Postal, courier, land transport and warehouses	14
Background information.....	14
Sampling information	14
Sector related agreements listed and coded in the database.....	15
Self-assessed proportion of included agreements	18
6 - Hospitality	19
Background information.....	19
Sampling information	19
7 - Business support services	20
Background information.....	20
Sampling information	20
Sector related agreements listed and coded in the database.....	21
Self-assessed proportion of included agreements	21
8 - Residential and social care	22
Background information.....	22
Sampling information	22
Sector related agreements listed and coded in the database.....	23
Self-assessed proportion of included agreements	24
9 - Arts, gambling and sports	25
Background information.....	25
Sampling information	25
Sector related agreements listed and coded in the database.....	26
Self-assessed proportion of included agreements	27
10 - Personal services	28

Background information.....	28
Sampling information	28
11 - Domestic personnel	29
Background information.....	29
Sampling information	29

This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

A database of collective agreements, managed by the Ministry of Social Security and Labour (MSSL) is publicly available in Lithuania at: <https://socmin.lrv.lt/lt/paslaugos/administracines-paslaugos/kolektyviniu-sutarciu-registras-ir-kolektyviniu-sutarciu-registravimo-tvarka?lang=lt>

This database contains all types of collective agreements - national, sectoral, regional and company-level. According to art. 195 of the Labour Code of the Republic of Lithuania, since mid 2017, all "valid collective agreements must be registered and publicly announced in accordance with the procedure established by the Minister of Social Security and Labour of the Republic of Lithuania. The collective agreement shall be submitted for registration within 20 days of the date of its signing by the trade union or trade union organisation that is a party to the collective agreement. If the trade union or trade union organisation fails to register the collective agreement within this period, the employer or employers' organisation that is the other party to the collective agreement shall acquire the right to submit the collective agreement for registration".

However, the omission of its publication, does not make the agreement invalid. Therefore, while it is safe to assume that all national, sectoral, and territorial level agreements are registered within the database, some company-level agreements might be missing. However, it can be estimated that at least 80-90% of valid company-level agreements are registered in the database.

The database provides a list of agreements, and their full texts (in pdf format) are provided. Neither NACE sectors, nor number of employees covered are provided in the database, but this information can often be received from other sources of information, including MSSL.

1 - Agriculture

Background information

There are several employers' organisations in the agriculture sector in Lithuania, and only one trade union - the Lithuanian Federation of Agricultural Employees' Trade Unions - with less than 400 members in the sector.

The main Employers' organisations are the following:

- Lithuanian Farmers' Union.
- Chamber of Agriculture of the Republic of Lithuania.
- Lithuanian Association of Agricultural Companies.
- Lithuanian Association of Agricultural Cooperatives.

Collective bargaining does not take place in the sector.

Sampling information

According to the publicly available national register of collective agreements, there are no agreements registered in NACE-2 sector of interest A-01 (crop and animal production, hunting and related service activities).

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,540	1,540	Statistics Lithuania
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

2 - Manufacture of food, leather, textiles, and clothes

Background information

There is one rather active sectoral trade union, operating in the manufacture of food products sub-sector - the Lithuanian Trade Union of Food Producers (affiliated to the Lithuanian Trade Union Confederation, LPSK). Mainly due to the activity of this trade union, the food manufacturing sub-sector is one with the highest collective bargaining density in the private sector. In the 'light' (mainly textile) industry sub-sector there are also a few sectoral active trade unions: among them, the Lithuanian Trade Union of Manufacturing Workers (affiliated to LPSK) and the trade union 'Solidarumas' of Lithuanian industrial companies (affiliated to the Lithuanian Trade Union 'Solidarumas') should be mentioned.

There are also several employers/business organisations active in the NACE-2 sectors of interest. However, despite the presence of sectoral trade unions and employers' organisations, sectoral collective bargaining does not take place in the NACE-2 sectors of interest (this applies in general to the whole NACE-1 manufacturing sector).

Only company-level collective agreements are signed. Currently there are approximately 50 agreements registered in the whole manufacturing sector, of which 13 (valid in 2020) relevant to the NACE-2 sectors of interest C-10, C-13, C-14, and C-15.

There is no official information on the collective bargaining coverage in the NACE-2 sectors of interest. However, according to our calculations, it might not be higher than 10%.

Sampling information

All 13 collective agreements (mentioned in the Background section) applicable to the NACE-2 sectors of interest C-10, C-13, C-14, and C-15, registered in the publicly available national register of collective agreements are included in the sample.

Therefore, they cover in total the 100% of all employees working in the NACE-2 sectors of interest who are covered by collective bargaining.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	57,696	57,696	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	4,360	4,805	Register of CAs
--	-------	-------	-----------------

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 11 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Krekenavos agrofirma

Eurofound identifier	CA-LT-1993
Title (native language)	Krekenavos agrofirma kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	950
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	950
Quality of the figure	Numbers are (relatively) precise and reliable

Rokiskio suris

Eurofound identifier	CA-LT-2273
Title (native language)	'Rokiškio sūris' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	750
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	750
Quality of the figure	Numbers are (relatively) precise and reliable

Utenos trikotazas

Eurofound identifier	CA-LT-2274
Title (native language)	'Utenos trikotažas' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	600
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	600
Quality of the figure	Numbers are (relatively) precise and reliable

Mondelez

Eurofound identifier	CA-LT-2275
Title (native language)	'Mondelez' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	350
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	350
Quality of the figure	Numbers are (relatively) precise and reliable

Siulas

Eurofound identifier	CA-LT-2276
Title (native language)	'Siūlas' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	300
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	300
Quality of the figure	Numbers are (relatively) precise and reliable

Rokiskio pieno gamyba

Eurofound identifier	CA-LT-2277
Title (native language)	'Rokiškio pieno gamyba' kolektyvinė sutarti
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	320
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	300
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Vernitas

Eurofound identifier	CA-LT-2278
Title (native language)	'Vernitas' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	200
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	200
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Nordic sugar

Eurofound identifier	CA-LT-2279
Title (native language)	'Nordic sugar' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	220
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	220
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

'Linias' companies

Eurofound identifier	CA-LT-2280
Title (native language)	'Linias' įmonių kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	200
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	200
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Audejas

Eurofound identifier	CA-LT-2281
Title (native language)	Audėjas kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	140
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	140
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Liteksas

Eurofound identifier	CA-LT-2282
Title (native language)	'Liteksas' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	110
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	110
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Nearly all (90% to 100%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

There is one large employer's organisation in the construction sector - the Lithuanian Construction Association - and several trade unions.

Two sectoral unions – the Lithuanian Federation of Industrial Trade Unions (affiliated to the Lithuanian Trade Union Confederation, LPSK) and the Builders' Trade Union 'Solidarumas' (affiliated to the Lithuanian Trade Union 'Solidarumas') – declare having approximately 260 union members in the construction sector in total.

Sectoral collective bargaining does not take place and only company-level agreements are signed. According to the information provided by the national register of collective agreements, there are currently only few agreements signed in the in the whole construction sector, and only one (valid in 2020) applies to the selected NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialised construction activities).

There is no official information on collective bargaining coverage in the NACE-2 sectors of interest F-41 and F-43; however, according to our calculations, it might be less than 1%.

Sampling information

Only one collective agreement (valid in 2020), belonging to the selected NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialised construction activities) is registered in the national register of collective agreements.

Information on the coverage figures of workers for each agreement might be obtained from two sources: first, from the information on the coverage of each collective agreement, registered at the national register, is presented in the Excel sheet available at the register and provided by the Ministry of Social Security and Labour; second, as the collective agreement is a company-level one, applicable to all employees of the company, information on company employees might be found in publicly available sources providing information about companies (e.g. www.rekvizitai.lt).

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	78,821	78,821	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).
B. Total number of employees in the	60	100	Register of CAs

sampled sectors of interest, estimated to be covered by collective bargaining			
--	--	--	--

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Birzu ranga

Eurofound identifier	CA-LT-2285
Title (native language)	'Biržų ranga' kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	60
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	60
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Nearly all (90% to 100%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

There are few sectoral trade unions unionizing a small number of retail employees: the Lithuanian Service Workers Trade Union and the Lithuanian Trade Union of Commerce and Cooperation Workers (both affiliated to the Lithuanian Trade Union Confederation, LPSK), and the League of Shopping Centres Employees (affiliated to Trade Union 'Solidarumas').

There is also one comparatively large employer organisation – the Association of Lithuanian Trade Enterprises (affiliated to the Lithuanian Business Confederation, LVK), unionizing all main retail companies operating in Lithuania.

However, collective bargaining does not take place at sectoral level and only few company-level collective agreements are signed.

According to the information provided in the national register of collective agreements, there are currently approximately ten collective agreements in the whole commerce sector, of which eight (valid in 2020) belong to the selected NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles).

There is no official information on the collective bargaining coverage in the NACE-2 sector of interest G-47; however, according to our calculations, it might be close to 10-15%, due to the collective agreement signed by the largest retail company in Lithuania – Maxima.

Sampling information

Out of the approximately ten agreements (mentioned in the Background tab) applicable to the NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles), the largest ones are included in the sample.

Information on the coverage figures of workers for each agreement might be obtained from two sources: first, from the information on the coverage of each collective agreement, registered at the national register, is presented in the Excel sheet available at the register and provided by the Ministry of Social Security and Labour; second, as the collective agreement is a company-level one, applicable to all employees of the company, information on company employees might be found in publicly available sources providing information about companies (e.g. www.rekvizitai.lt).

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	106,287	106,287	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State

			Social Insurance Fund Board (Sodra).
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	12,640	15,750	Register of collective agreements

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 4 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Maxima

Eurofound identifier	CA-LT-2286
Title (native language)	Maxima kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	12,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	12,000
Quality of the figure	Numbers are (relatively) precise and reliable

Five agreements of regional cooperatives

Eurofound identifier	CA-LT-2287
Title (native language)	5 rajonų vartotojų kooperatyvų KS
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	500

Quality of the figure	Numbers are (relatively) precise and reliable
------------------------------	---

Pasvalio zemtiekimas

Eurofound identifier	CA-LT-2288
Title (native language)	Pasvalio zemtiekimas kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	80
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	80
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Raseiniu prekyba

Eurofound identifier	CA-LT-2289
Title (native language)	Raseinių prekyba kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	60
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	60
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 4 - Retail (as defined in the project)
- Nearly all (90% to 100%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

The transport sector in Lithuania is comparatively well organised.

There are several rather active sectoral trade unions and employers' organisations:

- The Lithuanian Association of Railway Workers Trade Unions (affiliated to the Lithuanian Trade Union Confederation, LPSK).
- The Lithuanian Federation of Roads and Transport Workers Trade Unions (also affiliated to the Lithuanian Trade Union Confederation, LPSK).
- The Federation of Transport Employees (all three affiliated to the Lithuanian Trade Union 'Solidarumas').
- The Railway Workers Trade Union (affiliated to General Trade Union of the Republic of Lithuania).
- The Trade Union of Lithuanian Transport and Manufacturing Employees (also affiliated to General Trade Union of the Republic of Lithuania).

The main employers' organisation is the Linava – association of almost 700 companies operating in the transport sector with approximately 54,000 employees in total.

Apart from the Lithuanian Railways sectoral collective agreement, only company-level agreements are signed in the transport sector in Lithuania. There are currently approximately 30 agreements registered in the national register of collective agreements in the whole NACE-1 transport sector, of which approximately 25 were valid in 2020.

There is no national information on the collective bargaining coverage in the NACE-2 sectors of interest H-49 (land transport and transport via pipelines), H-52 (warehousing and support activities for transportation), and H-53 (postal and courier activities); however, according to our calculations, it might be around to 15-20%. Approximately half of all sectoral employees covered by collective bargaining are employees of Lithuanian Railways and Lithuanian Post.

Sampling information

The eight largest collective agreements are listed, out of approximately 25 (valid in 2020), registered at the national register and applicable to the NACE-2 sectors of interest H-49 (land transport and transport via pipelines), H-52 (warehousing and support activities for transportation), and H-53 (postal and courier activities) providing a coverage of over 80% of workers covered by collective bargaining employed in these three NACE-2 sectors of interest.

Information on the coverage figures of workers for each agreement might be obtained from two sources: first, from the information on the coverage of each collective agreement, registered at the national register, is presented in the Excel sheet available at the register and provided by the Ministry of Social Security and Labour; second, as the collective agreement is a company-level one, applicable to all employees of the company, information on company employees might be found in publicly available sources providing information about companies (e.g. www.rekvizitai.lt).

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	145,927	145,927	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	25,400	29,600	Register of CAs

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 8 collective agreements were listed, and out of these 7 were approved for coding and fully included in the database.

Lietuvos pastas - Lithuanian Post

Eurofound identifier	CA-LT-2290
Title (native language)	Lietuvos paštas kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	3,100
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	3,100
Quality of the figure	Numbers are (relatively) precise and reliable

Railway sector

Eurofound identifier	CA-LT-2291
----------------------	------------

Title (native language)	Geležinkelių šakos kolektyvinė sutartis
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	9,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	9,000
Quality of the figure	Numbers are (relatively) precise and reliable

ME transportas

Eurofound identifier	CA-LT-2293
Title (native language)	ME transportas kolektyvine sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,400
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,400
Quality of the figure	Numbers are (relatively) precise and reliable

Girmeta

Eurofound identifier	CA-LT-2294
Title (native language)	Girmeta kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,900
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,900
Quality of the figure	Numbers are (relatively) precise and reliable

Trasis

Eurofound identifier	CA-LT-2295
Title (native language)	Trasis kolektyvinė sutartis

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,700
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,700
Quality of the figure	Numbers are (relatively) precise and reliable

Termolita

Eurofound identifier	CA-LT-2296
Title (native language)	Termolita kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,400
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,400
Quality of the figure	Numbers are (relatively) precise and reliable

Kauno autobusai

Eurofound identifier	CA-LT-2297
Title (native language)	Kauno autobusai kolektyvinė sutarti
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,100
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,100
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

KLP transport

Eurofound identifier	CA-LT-2298
-----------------------------	-------------------

Title (native language)	KLP transport kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,100
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,100
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- Most (more than 50% to 89%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

There is one representative employers' organisation in the sector – the Association of Hotels and Restaurants; however, there is no sectoral trade union.

According to the information provided in the national register of collective agreements, there is only one company-level collective agreement in NACE-2 sector of interest I-56 (food and beverage service activities), but it was signed only in 2021 and it covers only 45 employees.

No other agreements were identified for the period 2015-2022.

Sampling information

As already explained in the Background section, no collective agreements were identified in NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities) in the period 2015-2022, apart from the agreement (also mentioned in the Background section) signed only in 2021 and covering only 45 employees (and therefore not listed in the sample).

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	39,285	39,285	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

7 - Business support services

Background information

Industrial relations are poorly developed in the NACE-1 sector of administrative and support service activities in Lithuania.

In NACE-2 sector of interest N-78 (employment activities) the most active employers' organisation is the Association of Lithuanian Employment Agencies, uniting private (temporary) work agencies, but no trade union were identified.

In the NACE-2 sector of interest N-80 (security and investigation activities) there is one business association - the Security Business Group.

There are also two sectoral trade unions, operating in the NACE-2 sectors of interest N-80, N-81 and N-82 – the Lithuanian Service Employees Trade Union and United Trade Union of Communal Economy Employees, but they have no more than 100 sectoral employees together.

Sectoral collective bargaining does not take place, and only one company-level collective agreement has been identified.

There is no official information on the collective bargaining coverage in the NACE-2 sectors of interest N-78, N-80, N-81, and N-82; however, according to our calculations, it might be close to 1-2% only.

Sampling information

There is only one collective agreement registered at the national register, as mentioned in the Background section.

Information on the coverage figures of workers for each agreement might be obtained from two sources: first, from the information on the coverage of each collective agreement, registered at the national register, is presented in the Excel sheet available at the register and provided by the Ministry of Social Security and Labour; second, as the collective agreement is a company-level one, applicable to all employees of the company, information on company employees might be found in publicly available sources providing information about companies (e.g. www.rekvizitai.lt).

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	52,960	52,960	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	500	900	Register of CAs
--	-----	-----	-----------------

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Dussmann service

Eurofound identifier	CA-LT-2299
Title (native language)	Dussmann service kolektyvinė sutarti
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	800
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	500
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 7 - Business support services (as defined in the project)
- Nearly all (90% to 100%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

The social work/social care sector is rather well organised in Lithuania on the side of trade unions. Sectoral trade unions, representing social (care) workers exist in all three national trade union confederations.

A sectoral collective agreement has been signed since 2018. As there are no employer organisations representing companies in this private sector, the sectoral collective agreement is signed by the Ministry of Social Security and Labour, which assumes the role of main sectoral employer.

Apart from the mentioned sectoral collective agreement, up to 20 company-level collective agreements are registered in the national register in the social services sector; approximately 15 of them were valid in 2020.

There is no national information on the collective bargaining coverage in the NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation). However, according to our calculations, it might be close to 15-20%.

Sampling information

The sectoral agreement mentioned in the Background section and the two largest company-level agreements are listed.

There exist, apart from the listed ones, 12-14 further company-level collective agreements valid in 2020, covering approximately 1,400 employees in total. All of the above-mentioned collective agreements are signed in social care homes or social assistance centres.

Collective agreements signed in the social care sector are generally applicable to employees members of signatory trade unions only. Information on the coverage figures of workers for each agreement might be obtained from the Excel sheet available at the register and provided by the Ministry of Social Security and Labour.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	22,470	22,470	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).
B. Total number of employees in the sampled sectors of	3,900	4,000	Register of CAs

interest, estimated to be covered by collective bargaining			
--	--	--	--

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Social services sector

Eurofound identifier	CA-LT-2292
Title (native language)	Socialinių paslaugų šakos KS
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,900
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,900
Quality of the figure	Numbers are (relatively) precise and reliable

Vilnius city social assistance centre

Eurofound identifier	CA-LT-2316
Title (native language)	Vilniaus socialinės paramos centro KS
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	416
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	416
Quality of the figure	Numbers are (relatively) precise and reliable

Skemai social care home

Eurofound identifier	CA-LT-2317
Title (native language)	Skemu socialines globos namu KS

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	200
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	200
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

There are several trade unions in the NACE-1 sector of arts, entertainment, and recreation sector in Lithuania:

- The Lithuanian Federation of Culture Sector Trade Unions (affiliated to the Lithuanian Trade Union Confederation, LPSK).
- The Lithuanian Federation of Theatres and Concert institutions Trade Unions (also affiliated to the Lithuanian Trade Union Confederation, LPSK).
- The Trade Union of Lithuanian Cultural Employees (affiliated to General Trade Union of the Republic of Lithuania, RJPS).

As there are no employers' organisations in the sector, the Ministry of Culture assumes the role of main sectoral employer.

The sectoral collective agreement signed by the RJPS and the Ministry covers the "cultural sector", but there is no publicly available information on the sub-sectors covered by this agreement.

There is also one company-level collective agreement registered in the national register of collective agreements, relevant for the NACE-2 sector of interest R-90 (creative, arts and entertainment activities): the collective agreement of National Opera and Ballet Theatre.

There is no official information on the collective bargaining coverage in the NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities), and R-93 (sports activities and amusement and recreation activities); however, according to our calculations, it might be close to 15-20%.

Sampling information

Both agreements mentioned in the Background section are listed, covering 100% workers employed in the NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities), and R-93 (sports activities and amusement and recreation activities) who are covered by collective bargaining (since they are the only two existing collective agreements in these NACE-2 sectors, according to the national register of collective agreements).

Information on the coverage figures of workers for each agreement might be obtained from two sources: first, from the information on the coverage of each collective agreement, registered at the national register, is presented in the Excel sheet available at the register and provided by the Ministry of Social Security and Labour; second, as the collective agreement is a company-level one, applicable to all employees of the company, information on company employees might be found in publicly available sources providing information about companies (e.g. www.rekvizitai.lt).

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of	17,783	17,783	Statistics Lithuania based on Annual Wage Statistics from

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

interest, which are not excluded from collective bargaining			calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	600	1,650	Register of CAs

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Cultural sector

Eurofound identifier	CA-LT-2340
Title (native language)	Lietuvos kultūros šakos KS
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	0
Quality of the figure	Numbers are rough estimates, may be unreliable

National Opera and Ballet Theatre

Eurofound identifier	CA-LT-2341
Title (native language)	Nacionalinio operos ir baleto teatro kolektyvinė sutartis
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	600
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	600
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Nearly all (90% to 100%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

Neither social partners nor collective agreements applicable to the NACE-2 sector of interest S-96 (other personal service activities) were identified.

Sampling information

There are no collective agreements applicable to the NACE-2 sector of interest S-96 (other personal service activities), as already mentioned in the Background section.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	5,533	5,533	Statistics Lithuania based on Annual Wage Statistics from calculated on the basis of the selective quarterly wage statistical survey and the data of the State Social Insurance Fund Board (Sodra).
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

11 - Domestic personnel

Background information

Neither social partners nor collective agreements applicable to the NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel) were identified.

Sampling information

There are no collective agreements applicable to the NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel), as already mentioned in the Background section.

WPEF24017

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.