

BACK TO

2025 TAX AND LABOR LAW CHANGES SEMINAR

On March 13th French-Lithuanian Chamber of Commerce, together with our members CONSTAT Law Firm and their partner Tax Link have organized a seminar: 2025 Tax and Labor Law Changes: How They Will Affect Business Owners.



CHAMBRE DE COMMERCE FRANCE LITUANIE
Prancūzijos ir Lietuvos Prekybos Rūmai

+370 655 77984
bonjour@cci-fr.lt
www.cci-fl.org
Goštauto g. 8, Vilnius, Lithuania

LITHUANIAN LABOUR LAW 2025 : CHALLENGES AND OPPORTUNITIES FOR THE EMPLOYERS

FIRST PART

Presented by Sirius Ivoska PhD, attorney-at-law

A number of topics were discussed today :

1. Motivation of the employees : employers perception vs. employees perception.
2. Employee motivation : employer perception vs. employee perception.
3. Ensuring the work discipline : how to foresee the unexpected.
4. Ensuring work discipline: anticipating the unexpected.

CHALLENGES OF RECOGNIZING THE “POTENTIEL” EMPLOYEE

Before/after probationary period :

Information to remember : 99 percent of candidates check on reputation of the employer before accepting the job offer (« *Employee expectations 24* » survey by DID Moons agency).

The question needs to be : Do you check the employee ? What shall be prepared before/ after probationary periods start ?

AWARENESS FOR VIOLENCE AND HARASSMENT AT THE WORKPLACE

Any company (which is under 50 employees and does not have an obligation to adapt Violence and harassment prevention policy) shall not only adopt the Rules of engagement in prevention of violence and harassment at the workplace but also shall organize the courses for awareness of violence and harassment.

THE SCOPE OF LABOUR CONTRACT : THE PRIMARY WORK AND ADDITIONAL WORK

Under the new wording of Article 35(4) of the LC, the agreement on additional work must specify :

- The time when the additional work function will be performed.
- The amount of the additional work to be performed in hours and the wage or premium payable for additional work.
- The procedure of granting the additional rights or obligations.