



E-Handbook on Cross-border Enforcement

OSH for Mobile Workers

LITHUANIA

Republic of Lithuania

Committee of Senior Labour Inspectors (SLIC)

Last version adopted at the 83rd SLIC Plenary in Stockholm, 10 May 2023

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FOREWORD

The first version of the E-Handbook on Cross-border Enforcement was published in 2016 and updated in 2019. The last version was published in 2021 in the [Library of the SLIC public site](#) on the EU collaborative platform CIRCABC.

This last version had a format that enhances a better public disclosure of the organisation of the bodies and entities dealing with the inspection of occupational safety and health in EU Member States, as well as in Norway and Switzerland. The purpose of that E-Handbook was to provide labour inspectorates with informative tools to facilitate cooperation and mutual assistance with competent bodies from other countries.

The new working group on Mobile Workers on OSH matters, which replaced the previous working group dedicated to cross-border enforcement, was mandated to update the content of the E-Handbook for several reasons.

First, it was necessary to add new regulations such as the new Directive (EU) 2020/1057 laying down specific rules for posting of drivers in the road transport, a sector which moreover includes aspects related to the enforcement of working time under Directive 2006/22/EC, a matter that is considered a part of OSH legislation in many Member States.

Secondly, it was necessary to enlarge the content of that handbook following the new scope of the working group dedicated to mobile workers. A mobile worker is someone who works in more than one Member State or travels to other Member States as part of his job (posted workers, cross-border workers, seasonal workers, temporary workers, migrant workers...).

Therefore, the handbook should include information on the competence of SLIC Members on legislation about Third Country National workers. This includes Directive 2014/36 on seasonal workers in aspects related to the health and safety conditions such as workers' accommodation and Directive 2009/52 on sanctions. These directives have been explicitly mentioned in the current EU strategic framework on health and safety at work 2021-2027 in a changing world of work.

Moreover, it was necessary to complement some aspects related to the practice of concerted and joint inspections on OSH matters regarding the legal possibility to carry them out in each Member State.

Lastly, the SLIC working group considered that the easiest way to update the existing E-Handbook was to maintain its structure, with the updated information provided by Member States, and to complete it with new items gathered in a specific annex.

Finally, the handbook needed a new title reflecting its purpose and also support to gain more visibility among labour inspectors on the field.

We hope that this document will be a useful tool for national labour inspectorates and beyond, for all organisations involved in OSH matters for mobile workers.

This new updated version was announced to SLIC members at the 82nd Plenary session of 12 October 2022, held under the Czech Presidency.

DIRECTORY

Austria	<p>ARBEITSINSPEKTION</p> <p>Favoritenstraße 7 A-1040 Wien</p> <p>https://www.arbeitsinspektion.gv.at/inspektorat</p>
Belgium	<p>SURVEILLANCE ON WELL-BEING AT WORK and SURVEILLANCE ON SOCIAL LAW</p> <p>Blerotstraat/rue Blerot 1 B-1070 Brussels</p> <p>http://www.employment.belgium.be In Dutch: www.werk.belgie.be In French: www.emploi.belgique.be</p>
Bulgaria	<p>GLI EA (General Labour Inspectorate Executive Agency)</p> <p>http://www.gli.government.bg/en</p>
Croatia	<p>STATE INSPECTORATE</p> <p>Šubićeva 29, 10 000 Zagreb</p> <p>https://dirh.gov.hr/</p>
Cyprus	<p>DEPARTMENT OF LABOUR INSPECTION (DLI) http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/index_en/index_en?OpenDocument</p> <p>DEPARTMENT OF LABOUR (DL) https://www.mlsi.gov.cy/mlsi/dl/dl.nsf/index_en/index_en?OpenDocument</p> <p>DEPARTMENT OF LABOUR RELATIONS (DLR) https://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/home_en/home_en?openform</p>
Czech Republic	<p>STATE LABOUR INSPECTION OFFICE OF THE CZECH REPUBLIC</p> <p>Kolářská 13 746 01 Opava</p> <p>Email: opava@suip.cz https://www.suip.cz/web/en</p>
Denmark	<p>ARBEJDSTILSYNET</p> <p>Landskronagade 33 2100 København Ø</p> <p>Email: at@at.dk http://engelsk.arbejdstilsynet.dk/en/</p>
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Germany	<p>LASI Länderausschuss für Arbeitsschutz und Sicherheitstechnik (Gremium der Länder) LASI Vorsitz (bis 2024): Ministerium für Wirtschaft, Arbeit und Tourismus Baden-Württemberg;</p> <p>Theodor-Heuss-Straße 4, 70174 Stuttgart</p> <p>https://lasi-info.com</p>
Greece	<p>LABOUR INSPECTORATE</p> <p>8, Dragatsaniou str, 10110 Athens,</p> <p>Email: dpseaye@hli.gov.gr https://www.hli.gov.gr/</p>
Hungary	<p>MINISTRY OF ECONOMIC DEVELOPMENT, STATE SECRETARY OF EMPLOYMENT POLICY</p> <p>Kálmán Imre utca 2. Budapest, 1054-Hungary</p> <p>Email: munkavedelmi-foo@gfm.gov.hu http://www.mvff.munka.hu</p>
Ireland	<p>HEALTH AND SAFETY AUTHORITY</p> <p>The Metropolitan Building James Joyce Street Dublin 1</p> <p>Email: contactus@hsa.ie https://www.hsa.ie/eng</p>
Italy	<p>ISPETTORATO NAZIONALE DEL LAVORO</p> <p>Piazza della Repubblica, 59 00185 Roma</p> <p>https://www.ispettorato.gov.it</p>

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Lithuania	<p>STATE LABOUR INSPECTORATE OF THE REPUBLIC OF LITHUANIA (SLI)</p> <p>19 Algirdo str. LT-03607 Vilnius Lithuania</p> <p>Email: info@vdi.lt https://www.vdi.lt</p>
Luxembourg	<p>INSPECTION DU TRAVAIL ET DES MINES</p> <p>3 Rue des Primeurs, 2361 Strassen, Luxembourg</p> <p>www.itm.public.lu</p>
Malta	<p>OCCUPATIONAL HEALTH AND SAFETY AUTHORITY</p> <p>17, Triq Edgar Ferro, Pietà PTA 1533 Malta</p> <p>Email: ohsa@ohsa.mt http://www.ohsa.mt/</p>
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<p>Spain</p>	<p>ORGANISMO ESTATAL INSPECCION DE TRABAJO Y SEGURIDAD SOCIAL (OEITSS) Paseo de la Castellana 63 28046 Madrid https://www.mites.gob.es/itss/web/index.html</p>
<p>Sweden</p>	<p>THE SWEDISH WORK ENVIRONMENT AUTHORITY Svetsarvägen 12 SE 171 41 Solna Email: arbetsmiljoverket@av.se https://www.av.se/en/</p>
<p>Switzerland</p>	<p>STATE SECRETARIAT FOR ECONOMIC AFFAIRS (SECO) WORKING CONDITIONS – FEDERAL LABOUR INSPECTION Holzikofenweg 36 CH-3003 Bern Email: abea@seco.admin.ch www.seco.admin.ch/seco/de/home/Arbeit/Arbeitsbedingungen/Arbeitnehmerschutz.html</p>
<p>The Netherlands</p>	<p>NETHERLANDS LABOUR AUTHORITY PO Box 90801 2509 LV Den Haag https://www.nllabourauthority.nl/</p>

NATIONAL REPORT: LITHUANIA

LABOUR INSPECTORATE	STATE LABOUR INSPECTORATE OF THE REPUBLIC OF LITHUANIA (SLI)
OTHER COMPETENT AUTHORITIES	<ul style="list-style-type: none"> • Lithuanian Transport safety administration • State Non Food products inspectorate • Radiation Protection Centre • Ministry of Health • Fire and Rescue Department • State Food and Veterinary Service • State Territorial Planning And Construction Inspectorate under the Ministry of Environment

1. THE LABOUR INSPECTORATE

1.1. ORGANISATION OF THE LABOUR INSPECTORATE

The State Labour Inspectorate of the Republic of Lithuania is a public body acting under the Ministry of Social Security and Labour.

Currently State Labour Inspectorate consists of the administration and 5 territorial divisions. State Labour Inspectorate has ~150 labour inspectors in total: of them 60 lawyers, 84 engineers and 9 specialists of hygiene at work. State Labour Inspectorate has ~300 employees (labour inspectors and administrative personnel).

Labour inspectors perform prevention of violations of standard acts regulating occupational safety and health, labour relations as well as the prevention of accidents at work and occupational diseases in enterprises, by controlling the compliance with these standard acts (6-7 per cent of registered enterprises in the country are inspected yearly) and by providing consultations to employees, their representatives, trade unions, employers, occupational safety and health services and committees in enterprises, as well as carrying out their educational mission of the public within the framework of their competence.

Labour inspectors may impose fines stated in the Code of Administrative Offences (breaches of occupational safety and health requirements, labour laws - infringements of working time regime, remuneration, execution of employment contracts, etc.). Labour inspectors may also impose economic sanctions to enterprises in cases of undeclared and illegal work.

1.2. NATIONAL LEGISLATION AND ILO CONVENTIONS RATIFIED ON LABOUR INSPECTION

The main law governing State Labour Inspectorate is the Law on the State Labour Inspectorate of the Republic of Lithuania adopted on 14/10/2003.

Another legislation determining functions of labour inspectors:

- Labour Code of the Republic of Lithuania adopted on 14/09/2016
- Law on Occupational Safety and Health adopted on 1/7/2003
- Code of Administrative Offences adopted on 25/06/2015
- Law on Employment adopted on 21/06/2016

Figure N° 1: International Conventions on Labour Inspection ratified

CONVENTION	RATIFIED	NOT RATIFIED
ILO Convention 81 on Labour Inspection in Industry and Commerce	X	
ILO Convention 129 on Labour Inspection in Agriculture		X
Maritime Labour Convention 2006	X	
ILO Convention 187 on Promotional Framework for Occupational Safety and Health		X

1.3. COMPETENCES OF LABOUR INSPECTORS

1.3.1. Occupational Safety and Health (OSH)

The State Labour Inspectorate is the competent body on occupational safety and health with the exceptions listed below:

Figure N° 2: Map of competence on Occupational Safety and Health

MATTERS	COMPETENCE OF THE LABOUR INSPECTORATE	OTHER PUBLIC BODIES WITH COMPETENCE
OSH, in general terms	Yes	
Occupational Safety, in general terms	Yes	
Occupational Health, in general terms	Yes	Ministry of Health

Work-related accidents	Yes	Lithuanian Transport safety administration
Trade of Machines and Equipments	Yes	State Non-Food Products Inspectorate
Radiations	Yes, only general OSH requirements, not radiation	Radiation Protection Centre
Explosives	Yes	Fire and Rescue Department
Mines	Yes	
Vessels	Yes	Lithuanian Transport Safety Administration
Retail sector	Yes	
Horecca	Yes	State Food and Veterinary Service
Agriculture	Yes	
Construction industry	Yes	State Territorial Planning And Construction Inspectorate under the Ministry of Environment
Aviation	Yes	Civil Aviation Administration
Railway	Yes	Lithuanian Transport Safety Administration
Road Transport	Yes	Lithuanian transport safety administration
REACH	Yes	The Environmental Protection Agency
Self Employed	Yes	
Police	Yes	
Civil Servants	Yes	
Military personnel and premises	No	
Penitentiaries	Yes	
Customs	Yes	

1.3.2. OSH or Labour Law Matters

Figure N° 3: Map of competences in matters which could be considered within OSH or Labour Law

MATTERS	Yes	No
Working hours	X	
Bullying and harassment	X	
Third Party Violence		X

1.3.3. Labour Law

Figure N° 4: Map of competences on Labour Law matters

MATTERS	Yes	No	COMMENTS
Salaries	X		SLI controls paying salaries in time, paying for overtime work, issuing of payslips
Equal Treatment	X		Main competent public body is 'Equal Opportunities Ombudsperson's Office
Labour rights	X		
Foreign workers	X		
Others			SLI controls undeclared work together with State Tax Inspectorate, Police and Financial Crime Investigation Service

1.3.4. Social Security

Figure N° 5 Map of competences on Social Security Matters

MATTERS	Yes	No	COMMENTS
Affiliation of workers (REGISTER)		X	
Contributions to Social Security System		X	
Social Security benefits		X	Partly yes – only for ensuring rights of disabled workers
Private pension funds		X	
Others			

1.4. INSPECTORS' POWERS

Figure N° 6: Map of Inspectors' powers

POWERS	Yes	No	COMMENTS
Visit workplaces	X		
Request for documents	X		
Summon employers to the Inspection Office	X		
Recommendations / Assistance	X		
Injunction / Improvement notice	X		
Initiate an administrative punishment procedure	X		
Initiate a judicial punishment procedures		X	
Imposing fines	X		
Stoppage / Prohibition Notice	X		
Notify offences to the Public Prosecutor or the Judge		X	
Others			

1.5. MECHANISMS OF COOPERATION AND EXCHANGE OF INFORMATION WITH OTHER NATIONAL PUBLIC BODIES

Figure N° 7: Cooperation mechanisms with other national public bodies

BODIES	Yes	No	COMMENTS
Tax Authorities	X		Exchange of information based on bilateral agreement
Social Security bodies	X		Exchange of information based on bilateral agreement
Police	X		Exchange of information based on bilateral agreement
Public Prosecutor	X		Exchange of information related to

			human trafficking based on bilateral agreement
Others	SLI has cooperation agreements with other public bodies		

2. POSTING OF WORKERS

2.1. NATIONAL LEGISLATION

The legal disposition, which transposes Directive 96/71/EC, of the European Parliament and of the Council, of 16 December 1996, concerning the posting of workers in the framework of the provision of services, is the Labour Code of the Republic of Lithuania.

Detailed procedure of posting employees to Lithuania is set in the Order of Minister of Social Security and Labour of the Republic of Lithuania concerning approval of the procedure for the provision of information about posted workers (16 June 2005 No. A1-169).

Figure N° 8: EU Directives on posting of workers implemented

DIRECTIVE	Yes	No	DATE
Directive 96/71	X		
Directive 2014/67	X		2016
Directive 2018/957	X		01/08/2020

2.2. ADMINISTRATIVE REQUIREMENTS AND CONTROL MEASURES

An employer posting a worker from the EU Member State or from another state to temporarily perform work in the territory of the Republic of Lithuania for longer than 30 days or to perform construction works, shall submit to the State Labour Inspectorate a report about posting. Where the worker is being posted to temporarily perform work functions at more than one enterprise owned by natural or legal persons, the report shall state each natural/legal person accepting the posted worker. Reports declaring posting of workers are submitted via website of State Labour Inspectorate.

2.2.1. Deadline to submit the declaration

The report shall be submitted via website not later than 1 day prior to commencement of work by the posted worker in the territory of the Republic of Lithuania. In case of change, after the submission of the report, of the length of posting period or other conditions of posting, the employer shall within 1 working day submit an adjustment report in accordance with this Procedure (via website).

2.2.2. Content of the declaration of posting

Figure N° 9: Content of the posting declaration

COMPANY DATA		
	YES	NO
Identity of Service Provider	X	

Representative of the company in your country	X	
A person designated for acting as a representative into collective bargaining within the host Member State	X	
Activity	X	
Authorization in the sending MS		X
If it is a Temporary Work Agency or not		X
Identity Tax Number		X

WORKERS DATA		
	YES	NO
Number of workers	X	
Name of workers	X	
Nationality	X	
Age	X	
Role		X

POSTING DATA		
	YES	NO
Envisaged beginning	X	
End date of the posting	X	
Anticipated Duration	X	
Address(es) of the workplace	X	
Nature of the services justifying the posting		X
Contractor	X	

LABOUR CONDITIONS		
	YES	NO
Working hours		X
Salaries		X
Collective accommodation		X
Use of dangerous agents		X
Prevention services		X

2.3. SOCIAL SECURITY PROCEDURES

Competent Institution delivering A1 forms is Foreign Benefits Office of the State Social Insurance Fund Board.

The State Labour Inspectorate has access to the register of the State Social Insurance Fund where information of issued A1 certificates is applicable.

Figure N° 10: Position of the Labour Inspectorate with regard to A1 forms

	Yes	No
Access to A1 forms delivered by national authorities	X	
The Labour Inspectorate is consulted about the approval of A1 forms by competent institutions		X
Access to A1 forms delivered by other Member States		X

2.4. WORK RELATED ACCIDENTS / OCCUPATIONAL DISEASES OF POSTED WORKERS

The State Labour Inspectorate receives notifications of work related accidents suffered by posted workers. In such cases accidents at work are investigated according to the provisions of the Lithuanian legislation, but due to the fact that posted workers are not insured in Lithuania, results of investigations are not submitted to the State Social Insurance Fund.

2.5. NATIONAL AUTHORITIES INVOLVED IN POSTING OF WORKERS

Figure N° 11: Authorities involved in posting of workers

	Yes	No
Labour authorities	X	
OSH authorities	X	
Customs authorities		X
Tax authorities		X
Social Security Institutions	X	
Others		

3. COOPERATION AND MUTUAL ASSISTANCE

3.1. LEGISLATION ON MUTUAL ASSISTANCE

Figure N° 12: Legislation and International Conventions signed and ratified

	RATIFIED / IMPLEMENTED	APPLICABLE TO L.I.	COMMENTS
Legislation on Mutual Assistance implementing Dir. 96/71 and Dir. 2014/67	Yes	Yes	According to the Article 109 (3), (4) of the Labour Code The State Labour Inspectorate shall provide information immediately and free of charge to, or otherwise cooperate with, competent authorities of other European Union Member States regarding the application of the conditions set out in this Code to posted workers as well as violations of posted worker guarantees. The State Labour Inspectorate shall ensure that information on the provisions of the regulatory acts of the Republic of Lithuania, including expanded collective sectoral and territorial agreements, concerning the conditions applicable to a posted worker, is available to European Union Member State employers free of charge, in a clear, transparent and comprehensive manner, remotely and electronically, in internet access format and standards, while ensuring accessibility to people with disabilities.

European Convention in Criminal Matters	Yes	No	
Convention 094 Council of Europe	No		
Others			

3.2. BILATERAL AND MULTILATERAL AGREEMENTS ON LABOUR INSPECTION

Lithuania has bilateral agreements on mutual cooperation with Poland, Ukraine and Norway and multilateral agreement with Latvia and Estonia.

Figure N° 13: Bilateral Agreements signed

COUNTRIES	DATE
Norway	2017
Ukraine	2016
Poland	2005

3.3. REQUEST AND RECEPTION OF INFORMATION FROM OTHER INSPECTORATES

Figure N° 14: Exchange of information from other Labour Inspectorates

MATTERS	YES	YES But subjected to previous Protection Data Authorities supervision or approval	NO
Does current regulation in your country allow providing information directly to other Labour Inspectorates?	X		
Does current regulation in your country allow receiving information directly from other Labour Inspectorates?	X		

3.4. TOOLS FOR EXCHANGING INFORMATION

3.4.1. IMI (Internal Market Information System) for Posting of workers

Figure N° 15: Liaison office of the Labour Inspectorate in IMI

	Yes	No
Use of IMI by the Labour Inspectorate	X	
In affirmative case, specify the liaison offices	Headquarters of State Labour Inspectorate Contacts: - Mr. Edgar Lisica, Advisor of Illegal Activities Monitoring Division, e-mail: edgar.lisica@vdi.lt ; - Mr. Aras Petrevičius, Advisor of Illegal Activities Monitoring Division, e-mail: aras.petrevicius@vdi.lt ; - Mr. Gediminas Noreika, Advisor of Illegal Activities Monitoring Division, e-mail: gediminas.noreika@vdi.lt	

3.4.2. KSS (Knowledge Sharing System)

The Lithuanian State Labour Inspectorate is a user of KSS System to exchange information with other SLIC Inspectorates.
 Contact e-mail: kss.coordinator@vdi.lt

3.5. FINES AND EXECUTION OF FINES PROPOSED OR IMPOSED BY THE LABOUR INSPECTORATE

Figure N° 16: Nature of fines

	Yes	No
Penal or criminal fines		X
Administrative fines	X	
Others		

Figure N° 17: Execution time of fines

	Yes	No
After the first judgement of the courts		X
After the final judgement of the courts	X	
After the first administrative decision	X	
After the binding administrative decision		X

Others	
---------------	--

Fines imposed by courts are executed after the final judgement of courts.

Figure N° 18: Nature of Courts where fines can be appealed

	Yes	No
Penal/Criminal courts		X
Labour/Civil courts	X	
Courts for administrative affairs	X	
Others		

Figure N° 19: Authorities with competence to collect fines

	Yes	No
Labour Inspection Authorities		X
Labour/ Government Authorities		X
Tax/Customs Authorities	X	
Courts		X
Others		

Figure N° 20: Legal framework to collect fines imposed by authorities from other Member States

	YES	IF YES, is it applicable to Labour Inspectorate proceedings?	NO Authorities supervision or approval	COMMENTS
Framework Decision 2005/214	X	No		Entry into force of legislation: 1 March 2008 and 5 March 2008
Directive 2014/67 on administrative fines	X	Yes		
International or Bilateral Conventions			X	
Other National Rules				

ANNEX E-HANDBOOK (UPDATING 2023)

SLIC MEMBER: Mr Jonas GRICIUS / alternate: Ms Dalia LEGIENE
 MEMBER STATE: LITHUANIA

1. About the Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012

1.1. Transposition to National Legislation

Transposition	National Law or Regulations	Date
Yes	Yes, Article 10 ¹ of Road Transport Code: (Actual link to the currently valid version: https://www.e-tar.lt/portal/lt/legalAct/TAR.65AD818F5F9C/KJKuGhyYkA)	1 st of August, 2022.

1.2. Competences of the SLIC Member on road transport

LEGISLATION	COMPETENCE	COMMENTS
Regulations 1071/09, 1072/09 and 1073/09 on road transport activity	No	
Regulation 561/06 on driving time	No	
Directive 2006/22 on social legislation in road transport	No	
Article 1 of Directive 2020/1057 on posting of workers on road transport	Yes	State Labour Inspectorate is liaison office in providing information on national legislation for posted workers in Lithuania

2. About Article 20.2.c) of Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers regarding health and safety conditions of workers' accommodation

2.1. Transposition to National Legislation

Transposition	National Law, Regulations or Collective Agreements	Date
Yes	Law on Employment of the Republic of Lithuania https://www.e-tar.lt/portal/lt/legalAct/422c8b5042b811e6a8ae9e1795984391/asr	2016-06-21 (entered into force on 2017-07-01)

2.2. Competences of the SLIC Member on health and safety conditions on workers' accommodation

COMPETENCE	COMMENTS
Yes	State Labour Inspectorate has an obligation to monitor and inspect accommodation of seasonal worker (third country nationals)

3. About Directive 2009/52/EC of the European Parliament and of the Council of 18 June 2009 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals

3.1. Transposition in National Legislation

Transposition	National Law or Regulations	Date
Yes	Law on Employment of the Republic of Lithuania https://www.e-tar.lt/portal/lt/legalAct/422c8b5042b811e6a8ae9e1795984391/asr	2016-06-21 (entered into force on 2017-07-01)

3.2. Competences of the SLIC Member on sanctions and measures provided in this Directive

COMPETENCE	COMMENTS
Yes	Labour inspectors of SLI have obligation to investigate cases of illegal employment of third country nationals and impose

fines for employers (legal and natural persons).

4. JOINT AND CONCERTED INSPECTIONS ON OSH MATTERS

4.4. Is it allowed to organise concerted and joint inspections on OSH matters with other inspectorates?

Yes, by legal rules	Yes, Law on the State Labour Inspectorate was amended in 2021-09-30. According to these amendments, inspectors from another Member States as well as other organisations (ELA) have right to participate in inspections in the territory of Lithuania
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5. NATIONAL INFORMATION AND INITIATIVES FOR MOBILE WORKERS

<https://www.vdi.lt/Forms/EN.aspx>

6. COOPERATION WITH ELA

6.1. Do you regularly collaborate with the national liaison officer?

Yes, we communicate regularly. National liaison officer in ELA- Airinė Dobužinskienė
airine.dobuzinskiene@ela.europa.eu

6.2. Could you provide any useful information regarding your participation in working groups, campaigns, training, etc. ?