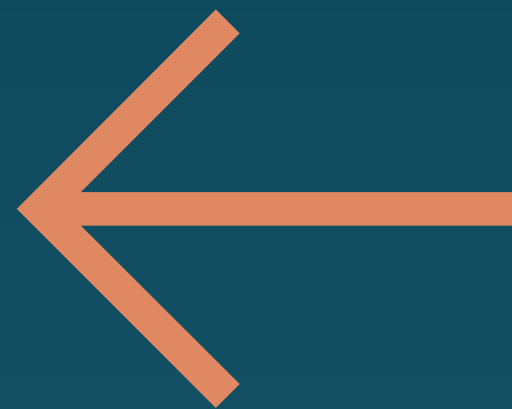





# New remuneration system is coming to Lithuania



What employers need to know and when to act.



# What changed?



On 21 May 2026, the Lithuanian Parliament adopted Labour Code amendments transposing the EU Pay Transparency Directive (2023/970) into Lithuanian law.

New obligations for employers kick in across several stages and the first deadline is just weeks away.



# From 7 June 2026

## Recruitment and pay confidentiality

- Employers may no longer ask candidates about their current or previous pay during recruitment.
- Employees may disclose pay information when enforcing their right to equal pay for the same work or work of equal value.
- Where a collective agreement is in force, candidates must receive the applicable provisions before signing the employment contract.





# From 7 June 2026

## Liability for equal pay breaches

Failure to ensure equal pay for the same work or work of equal value may trigger financial liability. For example:

- default interest during employment;
- statutory penalties upon termination;
- recovery of unpaid wages and in-kind payments;
- material and non-material damages;
- compensation for lost work-related opportunities.



# By 31 December 2026

## Remuneration system review and approval

Employers must adopt or update a remuneration system designed to prevent discrimination on the grounds of gender and other protected grounds.

The system must cover:

- job groupings
- pay forms and salary ranges
- bonuses and additional pay
- pay indexation criteria
- pay increase criteria\*

\*Employers with fewer than 50 employees are exempt from the pay increase criteria requirement.

# By 31 December 2026

## Objective job groupings

Positions must be grouped using objective and gender-neutral criteria:

- skills
- qualification
- effort (physical, mental and emotional)
- responsibility
- working conditions and other

Positions involving the same work or work of equal value must be placed in the same group.

Pay differences in average salary of  $\geq 5\%$  within the same group must be objectively justifiable based on objective gender-neutral criteria.



# From 1 January 2027

## Reporting and employee information rights

- Employers must submit monthly data to State Social Insurance Fund (Sodra) on remuneration, working time and job group.
- Employees will have the right to request information on their own pay and average pay data by gender within the same job group.
- Employers must inform employees annually about this right and the procedure for exercising it.



# From 1 January 2027


## Pay gap data and public visibility

- Sodra data will be shared with the State Labour Inspectorate and the Equal Opportunities Ombudsperson.
- Average hourly pay by gender will be published publicly for qualifying employers.
- At the request of the works council or trade union, employers with 20+ employees on average must provide anonymised pay data by job group and gender.



# Why act now?

This isn't just about ticking a compliance box. Employers who fail to implement a compliant remuneration system or breach the equal pay principle face financial liability, employee claims and reputational risk.



The deadline to review and update remuneration system is the end of 2026, but now is the time to start assessing whether your job groupings and pay differentials are grounded in objective criteria and to be ready for the first changes that take effect on 7 June.