

Pay transparency measures in Lithuania

Vita Baliukevičienė, 2023



Lietuvos Respublikos
socialinės apsaugos
ir darbo ministerija



Situation in Lithuania

Employment
rate 2023, 2nd
quarter



Male
75,1 %



Female
72,6 %

Average wage
2022



Male
1878 eur

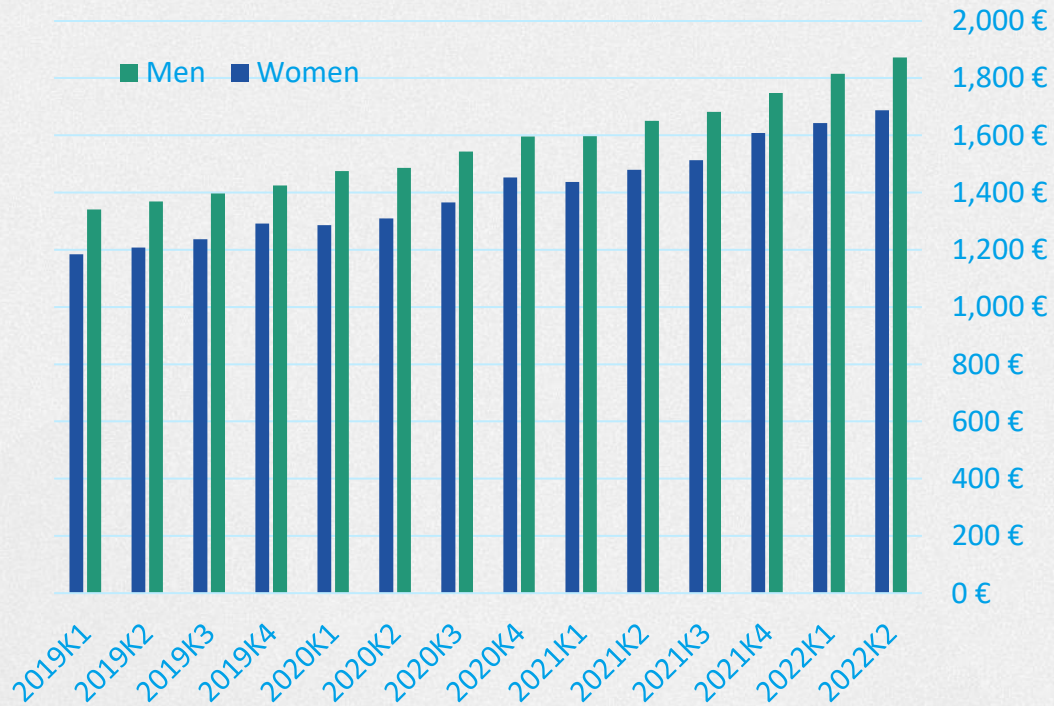
Pay gap
11,1 %



Female
1698 eur

Situation in Lithuania

Wages of men and women

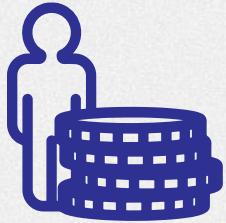


Year	Pay gap
2019	12,4
2020	12,1
2021	11,1
2022	11,1

TRANSPERANCY MEASURES



Job advertisements



Publicly announced information



Provision of information to representatives of employees



Remuneration systems



Publicly announced collective agreements

TRANSPERANCY MEASURES: JOB ADVERTISEMENTS



In the job advertisement, the employer must specify information about the **size and/or range of the proposed basic (tariff) salary** (hourly salary or monthly salary or fixed part of official salary).

State Labour Inspectorate monitors job advertisements and claims that employers comply with these provisions of the Labor Code in the best way.

www.cvonline.lt

Danske bank Lithuania
Business Analyst for Group
Accounts
Gross salary
€ 2000 - 3000

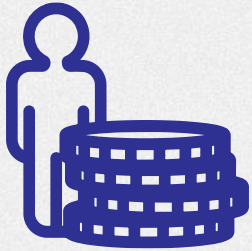
www.cvmarket.lt

CyberCare, UAB
People and Business Partner
Gross salary - starting at 2300 EUR/month.

Keep in mind that we are open to discussing a different salary based on your skills and competencies.

TRANSPERANCY MEASURES

Publicly announced information



The Board of the State Social Insurance Fund publicly publishes information on the average wages of men and women for each company, if the number of employees in the company is at least 8, and there are more than 3 women and more than 3 men among them.

Provision of information to representatives of employees



An employer who has more than 20 employees must, upon the request of the work council or in the absence thereof – the employer-level trade union, provide information that is updated at least once per year depersonalised data on the average remuneration of employees, with the exception of employees holding managerial positions, **by occupational group and gender**, provided that there are more than two employees in the occupational group;

	Vadovas	Eduardas Jasas, generalinis direktorius
	Adresas	Draugystės g. 8E, LT-51264 Kaunas
	Telefonas	+370 37 460066
	Mobilus telefonas	+370 800 00228
	Faksas	+370 37 460067
	El. pašto adresas	Susisiekti el. paštu
	Tinklapis	http://www.sdg.lt
	Facebook paskyra	https://www.facebook.com/SaugausDarboGarantas
	Bankas	AB SEB bankas
	Atsiskaitomoji sąskaita	LT177044060007709934
	Darbo laikas	I-IV 08.00-17.00; V 08.00-16.00
	Darbuotojai	267 darbuotojai (apdraustieji)
	Vidutinis atlyginimas	2 762,75 € (moterų 2 802,27 €; vyrų 2 643,51 €) (2023 m. liepa) ? Atlyginimų istorija >
	Atlyginimų mediana	2 671,25 € (2023 m. liepa) ? Plačiau >

mano.bank

Priminimas verslui: ESG - ne tik aplinkos rizika

Andrius Popovas
„Mano banko“ Rizikų valdymo
 tarnybos vadovas

- Kaip įvesti naują įmonę kataloge?
- Kaip atnaujinti įmonės informaciją?





Philip Morris Lietuva, UAB

+ Stebėti įmonę

- Įmonė
 - Vadovas
 - Darbuotojai
 - Skolos
 - Kreditingumas
 - Ataskaita
 - Straipsniai (116)
 - Atsiliepimai (166)
- Įmonės kontaktai
 - Juridinio asmens istorija
 - Finansai
 - Atlyginimas
 - Bylos (19)

Įmonės kodas	110506132
PVM mokėtojo kodas	LT105061314
Vadovas	Bruno Alexandre Rodrigues Romeu, generalinis direktorius
Adresas	Vilniaus pl. 16, LT-94104 Klaipėda
Telefonas	+370 5 2109555
Gamykla Klaipėdoje	+370 46 484444
Gamyklos faksas	+370 46 343922
Faksas	+370 5 2756901
El. pašto adresas	Susisiekti el. paštu »
Tinklalapis	http://www.pmi.com/marketpages/pages/market_lt_lt.aspx
Darbo laikas	I-V 08.00-17.00
Darbuotojai	557 darbuotojai (apdraustieji)
Vidutinis atlyginimas	3 054,79 € (moterų 3 584,89 €; vyrų 2 985,21 €) (2022 m. liepa) Atlyginimų istorija »
Atlyginimų mediana	2 738,77 € (2022 m. liepa) Plačiau »
Pardavimo pajamos	2021: 78 369 250 € Pajamų istorija »
Grynasis pelnas	2021: 10 666 267 € Plačiau »
Transportas	2022-08: 4 automobiliai (išperkami arba nuomojami)
Pranešimai	NTAKD, Radiacinės saugos centras, Statistikos departamentas, VDI, VMI Skaityti visus »

Prisijungti

Registracija Pamiršote slaptažodį?

- Kaip atnaujinti įmonės duomenis?
- Iškelkite įmonę sąrašuose
- Atsisiųskite Lietuvos įmonių duomenis

2022 TOP ĮMONĖ
Rekvizitai.lt REKOMENDUOJA

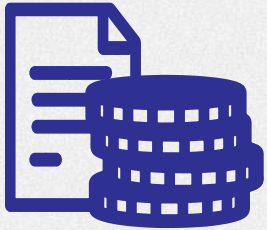
REZULTATAI NIEKADA NEMELUOJA!

TVARŲ VERSLĄ SVEIKINA

Lietuvos

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TRANSPERANCY MEASURES: REMUNERATION SYSTEMS



The remuneration system shall be established **in the collective agreement**. In the absence of a collective agreement, remuneration systems at workplaces with an average number of **employees of 20** or more must be approved **by the employer** and **be made available for all employees to become acquainted with**. Before approving or revising the remuneration system, information and consultation procedures must be performed.

The remuneration system specifies **the employee categories based on position and qualification as well as the salary range (minimum and maximum)** and forms of payment for each of them, the grounds and procedures for allocating additional payment (bonuses and allowances), and the procedure for wage indexation.



Valid collective agreements must be registered and publicly announced.

Ministry of Social Security and Labour registers and publicly announces collective agreements on the website:

<https://socmin.lrv.lt/lt/paslaugos/administracines-paslaugos/kolektyviniu-sutarciu-registras-ir-kolektyviniu-sutarciu-registravimo-tvarka>



The Labor Inspectorate publishes recommendations and organizes seminars both on the preparation of a fair wage system and on issues of ensuring equal opportunities at work.

TARGETED INSPECTIONS



For the 4th year in a row, the State Labour Inspectorate conducts targeted inspections in order to find out whether the wage gap between men and women in certain companies is not the result of violations of labour laws.

In 2020 and 2021, targeted inspections were carried out in financial and insurance companies (20 each year), since the wage gap between men and women is the largest in the financial and insurance sector.

In 2022, 30 companies were inspected, which, based on the data provided by the Social Insurance Fund Board, have the largest wage gap between men and women.

A special questionnaire was created for the inspections.

Enforcement

For the third year in a row, State Labor Inspectorate has been investigating the reasons for the wage gap between men and women using such a questionnaire



1. Is there an approved **remuneration system** in the company?
2. If the workplace has an approved remuneration system, is it structured in such a way that there is no discrimination on the basis of gender?
3. Are employees **paid equal wages** for work of the same or equal value, including all additional earnings paid to the employee in any way by the employer or the employer's representative for the work performed?
4. Has the employer, whose average number of employees is more than 50, adopted and published in the usual ways in the workplace the measures for the implementation of **the equal opportunities policy** and the implementation of the principles of enforcement supervision?
5. Has the employer taken **measures** to protect the employee, employee representative, employee who testifies or provides explanations **from hostile treatment, negative consequences and other harassment** when responding to a complaint or other legal proceeding regarding discrimination?
6. Has the employer created **equal conditions for employees to improve their qualifications, seek professional development**, retrain, gain practical work experience, and does it also provide equal benefits?
7. If the criteria for the selection/recruitment of employees are approved at the workplace, are they designed in such a way that there is no discrimination on the basis of gender?
8. If the criteria for evaluating the work of employees are approved at the workplace, are they made in such a way that there is no discrimination on the basis of gender?
9. Does the workplace comply with prohibitions on gender employment segregation (tendency to employ only men or only women)?
10. Does the employer apply uniform selection criteria and conditions when hiring or transferring to higher positions?
11. Does the employer **help employees balance work and family obligations**?
12. Does the employer consider and provide a reasoned written response to the requests submitted by employees in cases established by legal acts, related to the fulfillment of family obligations?

INVESTIGATION: CONCLUSIONS



No signs of direct discrimination were found due to the wage gap between men and women.

In the inspected Institutions there is a certain trend of distribution of men and women in separate departments of the Institutions: in the majority of inspected Institutions, **women dominate in the customer service sector, which usually has the lowest wages in the Institution**, while the number of male employees usually significantly exceeds the number of women in IT departments or management boards, which have some of the highest wages in the Institutions.



Wage differences are created in favour of both sexes and are created for objective reasons, such as the employee's qualifications, education, professional experience, professional qualities and behavior, quantity and quality of work, tasks and work tools, the performance of the institution and the contribution of employees to achieve these results.

A large gap between the minimum and maximum wages approved in certain remuneration systems for the same employee category or position may create grounds for discrimination based on gender and/or other grounds, since the decision on wage determination is made by the manager, which may represent a subjective assessment of a specific employee.



There were no employee representatives (work council) in one institution. Given that employee representatives (work councils or trade unions) represent the interests of employees and help and in some sense control the employer's actions or inactions in labour relations, **the absence of employee representatives or their only formal involvement can contribute to the wage gap between men and women.**

Examples of good practice



Equality matrix

Salary review takes into account which gender is dominant in terms of salary at a given job level. In this case, employees of the opposite sex are additionally given an increase in wages to reduce the wage gap between employees of the opposite sex (after considering all the necessary conditions).



Wage audits

Wage gap analysis is regularly carried out in Institutions, involving employee representatives in order to quickly assess the wage gap between men and women.



Monitoring

how many men and how many women took advantage of vertical career opportunities, participated in trainings, went on business trips.



Anonymous Surveys

The aim is to find out what is the opinion of the employees themselves, both on the wage gap between men and women, and on other issues of discrimination in the workplace.

National Responsible Business Awards



Organized by the Ministry of Social Security and Labor every year.



One of the nominations - Workplace of the Year. In the form filled out by employers, they must indicate



Does the company apply a policy of equal opportunities (equality) for women and men, a policy for the prevention of gender-based harassment and psychological harassment, the prevention of violence and the prevention of sexual harassment?



Does your company pay equal wages to men and women for the same work of equal value? How do you achieve this and how do you ensure it? Do you monitor equal pay in your company?

A large, light blue question mark is centered on a teal background. The question mark is composed of two overlapping shapes: a larger, semi-transparent light blue shape and a smaller, solid teal shape that fits into the upper curve of the larger one. The word "QUESTIONS" is written in a dark teal, sans-serif font across the middle of the question mark's stem.

QUESTIONS