

**Remuneration for road transport sector drivers (Freight transport)**

<p><b>Lithuania</b></p>	<p><a href="http://www.vdi.lt/Forms/Tema_Eile.aspx?Tema_ID=73">http://www.vdi.lt/Forms/Tema_Eile.aspx?Tema_ID=73</a></p> <p>There are no specific provisions on remuneration, including a minimum wage, only for drivers. The same rules apply to all employees. The minimum hourly wage is <b>EUR 4,47</b> and the minimum monthly wage is <b>EUR 730</b> (gross).</p> <p>The minimum wage may only be paid for unqualified work. Unqualified work is work that does not require any special qualifications or professional skills. <b>The driver's work is considered a skilled job and in all cases must be paid more than the minimum wage.</b></p> <p>Posted workers, including posted drivers, are subject to the “<b>remuneration</b>” requirement.</p> <p>The concept of “remuneration” and its constituent elements are set out in Article 139 Article (1) and (2) of the Labour Code.</p> <ol style="list-style-type: none"> <li>1. Remuneration is payment for work performed by an employee under an employment contract.</li> <li>2. An employee's remuneration consists of:             <ol style="list-style-type: none"> <li>1) basic (rate) remuneration (hourly rate or monthly wage, or the base amount of the basic salary);</li> <li>2) additional remuneration established by mutual agreement or paid according to labour law provisions or the remuneration system applicable at the workplace;</li> <li>3) bonuses for qualifications acquired;</li> <li>4) allowances for additional work or the execution of additional duties or tasks;</li> <li>5) bonus payments for work performed, established by mutual agreement or paid according to labour law provisions or the remuneration system applicable at the workplace;</li> <li>6) bonus payments allocated on the initiative of the employer to motivate an employee for work well done or for the activities or performance results of the employee or of the enterprise, department or group of employees.</li> </ol> </li> </ol> <p><i>Remuneration must be agreed in the employment contract (this is a mandatory clause of the employment contract).</i></p> <p>Remuneration and other employment-related benefits, daily allowances and reimbursement of mission expenses must be paid by transfer to the employee's designated payment account, except for seafarers covered by the procedure for payment of wages established by the Law on Merchant Shipping.</p> <p><b>Pay rise</b></p> <p>For work on <b>rest</b> days not included in the work (shift) schedule and for work on holidays, at least <b>double</b> the employee's regular rate of pay shall be paid.</p>
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For work during **night** shifts and for **overtime** work, at least **one and one-half** times the employee's regular rate of pay shall be paid.

For **overtime work on a rest day** not included in the work (shift) schedule or for **overtime during a night shift**, at least **double** the employee's regular rate of pay shall be paid, while for **overtime work on holidays**, at least **two and a-half** times the employee's regular rate of pay shall be paid.

At an employee's request, work time on rest days or holidays, or overtime multiplied by 1.5, 2.0 or 2.5, respectively, may be added to the time of annual leave.

For work when there are deviations from normal working conditions as well as when an employee's workload is increased, an augmented remuneration shall be paid compared to that under normal working conditions. The specific payment rates shall be established in collective agreements and employment contracts.

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**Disclaimer:**

The information in this table is provided solely for general guidance purposes about the different remuneration schemes applicable in the Member States on posting of transport sector drivers. This document is an ELA working document to support its stakeholders with the collection of relevant information in this area. It is shared with ELA stakeholders as a practical tool for their use.

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