

Initiating activities to implement the European Social Partners

Framework Agreement on Digitalisation (EFAD)

co-funded by the European Union

SUMMARY of 6 CASE STUDY in Lithuania

During the period from 2022 to 2023 15th of February were questionaired 10 representatives from 6 companys. Case study concerned practices/measures implemented at the different level of: workplace (establishment), groups of workplaces (establishments), sector/industry, the geographic area (regional), the entire country (national).

Table nr. 1 „The case studies in economy and the labour relations”.

	Name of company	the workplace (company)	the sector (industry)	the geographical area (at the regional level)	changes in the work process that are directly related to the technological change	remote work practices/measures	improving ergonomics (physical space) of workplaces due to process of digitalisation and/or automation
1.	Municipal Enterprise SĮ ‘Vilniaus miesto būstas’ (Vilnius City Housing)	x				x	
2.	AB „VILKMA”, Ukmergė	x	x		x		x
3.	Vilnius Republican University Hospital	x			x		x
4.	Public Limited Liability Company AB ‘Ignitis gamyba’	x	x	x	x		x
5.	Vilniaus Žirmūnų Gymnasium	x				x	x
6.	National Cancer Institute	x			x		x

There are specific reasons for introducing the new digital measures: green economy, saving energy resources, labour shortage in the light industry – namely, in the clothing, textiles, footwear and energy sector. This sectors has been exposed to labour shortages for several years in a row. Lithuania is trying to address the shortage of workers by importing workers from third countries and recruiting migrant workers.

In some cases of remote work the problem was that the employees did not have the necessary equipment at home. However, this problem was solved very quickly. The employees were allowed to move their work tools and equipment to their homes, take their computers with them, and buy ergonomic work furniture. The key success factor was allowing employees to make their own choices and creating the proper working conditions, as well as promoting good social dialogue

The need for teleworking emerged during the pandemic and post-pandemic periods. The amendments were made to Article 52 on Teleworking of the Labour Code. It entered into force on September 1, 2022. Telework is a form of work organization or a method of work performance where the employee regularly performs all or part of the assigned work functions, or a part thereof, in full or in part of the working time via teleworking in a manner agreed upon with the employer, i.e. at a location acceptable to the parties to the contract of employment, other than the workplace, including through information and electronic communication technologies (telework). The same amendment to the Code applies from August 1, 2022: "Teleworking shall be assigned at the request of the employee or by agreement between the parties. The employee's refusal to telework shall not constitute a legitimate reason for terminating the contract or changing the terms and conditions of employment. Unless the employer proves that it would entail excessive costs due to industrial necessity or the particularities of the organization of work, the employer shall be obliged to comply with the employee's request for teleworking when it is requested by a pregnant employee, an employee who has recently given birth or is breastfeeding, or an employee who has a child under eight years of age, and an employee raising a child under the age of 14 or a disabled child under the age of 18 alone or an employee who, based on a report from a health care institution, has submitted a request based on a medical condition, disability or the need to care for a family member or a person living with the worker.

Consequenses:

1. Use of the digital programmes is increasing.

During the pandemic period, teachers worked remotely and had the opportunity to connect with students using digital tools such as the program Teams. After the pandemic, both teachers and students returned to the gymnasium, but continue to use the program Teams.

2. Not back from remote work. 10-15% of the workforce has only been working remotely so far. Both employees and management are happy with this mode of work.

3. In all cases Employee representatives were involved in digitalisation implementation process and informed of the changes.