

SUMMARY OF SYSTEM FOR RESOLUTION OF LABOUR DISPUTES IN LITHUANIA

By Judge Diana Labokaite

1) There is no Labour Court in Lithuania. Labour disputes whether between individual and employer, or trade union and enterprise are dealt with by the courts of general competence.

Disputes between employees in the civil service and the state or municipality are dealt with by the Administrative Courts.

2) There are four tiers in the general court system: first instance; regional courts of appeal against first instance judgments; the appeal court, which hears appeals from the Regional courts, and the Supreme Court.

In the Administrative Court there are two levels: Regional Administrative Courts and the Senior Administrative Court.

3) All employees before the general courts or the administrative court are exempted from the court fee. Legal aid is only available for those in receipt of social assistance.

An employee can be represented by an advocate or trade union official, if the employee is a member of a trade union.

4) There are special provisions in the civil procedure code for labour disputes. For example the Court is obliged to resolve labour cases within 60 days, which is impracticable due to the high numbers of cases in the first instance court.

The court has the right to admit evidence and summons witnesses of its own motion.

There is generally an oral hearing, except in simple claims for monies owed.

5) The court can award compensation for estimated loss of earnings for future unemployment and non-pecuniary damages as well.

There are no limits to the amount of compensation.