

Vilnius, 1 March 2019

EIGE's statement regarding the recent court ruling on interim staffing services

In a judgment pronounced on 21 February 2019, the Vilnius City District Court ruled that five former interim workers employed by a local temporary staffing agency for purposes of providing services to EIGE have the right to the same remuneration as EIGE's statutory staff.

EIGE has taken all the necessary steps to ensure that the entire process regarding the provision of interim services has been legal and appropriate. The choice of the temporary staffing agency was made on the basis of an open public procurement procedure which was prepared with proper legal advice. While the terms of employment of the contracts between the interim staff and the staffing agency are subject to Lithuanian labour law, EIGE requested the contractor to provide the interim staff with additional benefits such as, for instance, compensation for EIGE holidays falling outside the Lithuanian national holidays and for which there is no legal obligation to remunerate. EIGE further obtained legal advice regarding subsequent changes to the national Lithuanian labour law so as to ensure continued full compliance by it with any applicable rules.

It is important to note that, according to the rules applicable to EIGE, interim staff do not fill permanent positions nor are they allowed to carry out tasks which should be assigned to EIGE's statutory staff. For instance, they cannot perform tasks related to budget implementation, even if they temporarily replace permanent staff (e.g. in case of a parental leave).

EIGE would like to reiterate its commitment to the fair and equal treatment of all colleagues working at the Institute, in full respect of the legal framework governing their employment conditions. Even if the Vilnius court's ruling does not require action on the part of EIGE, EIGE will consult with the temporary staffing agency to discuss the necessary follow-up to the judgment.