



# Lithuania



## Country Overview:

*Location: Eastern Europe, bordering the Baltic Sea, between Latvia and Russia*

*Size: 65,300 sq km*

*Population: 3,515,858 (July 2013 est.)*

*Capital: Vilnius*

*Export-commodities: mineral products, machinery and equipment, chemicals, textiles, foodstuffs, plastics*

*Import-commodities: mineral products, machinery and equipment, transport equipment, chemicals, textiles and clothing, metals*

*Currency: Lithuanian Litas (LTL)*

*Ethnic groups: Lithuanian 84%, Polish 6.1%, Russian 4.9%, Belarusian 1.1%, other 3.9%*

*Religion: Roman Catholic 79%, Russian Orthodox 4.1%, Protestant 1.9%, other 5.5%, none 9.5%*

*Government type: Parliamentary Democracy*

*Chief of State: President Dalia GRYBAUSKAITE (since 12 July 2009)*

*Head of Government: Prime Minister Algirdas BUTKEVICIUS (since 22 November 2012)*

*Language: Lithuanian (official) 82%, Russian 8%, Polish 5.6%, other 4.4%*



## Republic of Lithuania/Lietuvos Respublika

### Meetings and Negotiations

- Common greeting consists of a handshake, with **direct** eye contact, and a smile.
- Once a relationship is established, greetings may become more informal and include hugs.
- Address people by their honorific title; "Ponas" (Mr.), "Panele" (Ms.) or "Ponia" (Mrs.) followed by their surname. **Do not** use first names until invited to do so.
- Meetings are **formal** and **punctuality** is highly valued, so be sure to be on time.
- Lithuanians prefer face-to-face meetings, as they need to **build relationships** of mutual understanding.
- Many Lithuanian companies adhere to a **hierarchical structure** so be sure to practice

- conservative etiquette and protocol.
- Business moves slowly due to the bureaucratic nature of society.
- Lithuanians often use **time as a tactic**, especially if they know that you have a deadline.

### Business Attire

- **Men** usually wear conservative, dark or medium colored suits with shirts and conservative ties.
- **Women** usually wear stylish yet classic business suits or dresses/ pants and blouses. Accessories are also worn.
- It is important to appear clean and **well-groomed**.

### Behavior

- **Avoid** pointing using a single finger; instead use the **whole hand** with the palm facing up.
- **Conversation** is **looked down upon**.
- Lithuanians **do not touch** others while speaking and can appear standoffish and reserved on the initial meeting.
- **Avoid** hard selling tactics and any sort of conflict or confrontation.

- During meal times, you can expect **frequent toasts**. Toasts are usually made by the host with hard liquor and should be reciprocated by the guest.

### Gift Giving

- Gifts are not usually exchanged at a first meeting.
- If invited to a Lithuanian's home, bring wine, flowers, or sweets to the hostess.
- Gifts are generally opened when received.

### Appropriate Gifts:

- Fine wines, flowers

### Gifts to Avoid:

- An even number of flowers, including chrysanthemums (they are used in funerals) or white flowers (used for weddings)

## Business Tips continued

### Conversation

- Lithuanians are often **reserved and sincere** and speak softly.
- Maintain **good eye contact** while speaking, as it is extremely important in business and social settings.
- Standing with your hands in your pockets during conversa-

- **Accept** offers of hospitality and reciprocate, as this is a sign of a true friend

**Topics to Discuss:** Lithuanian history and culture

**Topics to Avoid:** Soviet occupation of Lithuania

