



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as (gender+) equality legislation. If important legislation seems to have been omitted by the authority, please comment on this.

<u>Legislation</u>	<u>Year</u>	<u>Main provision(s)</u>
Constitution of Lithuania	Adopted in 1992	Article 29 points to equality of persons regardless of gender, race, ethnicity, language, social status, religion and beliefs.
Law on Equal Opportunities for Women and Men	1998	Defines direct and indirect discrimination against women and men, sexual harassment and harassment. Covers labour market, goods and services, education and public administration. Private sphere excluded.
Law on social Insurance of Sickness and Maternity	2000	Introduces conditions for maternity leave. After amendments in 2005 paternity leave of one month after child's birth was introduced. In 2007 the final amendments of the law established two years paid parental leave.
Law on Regulation of the Office of Ombudsperson	Adopted in 1999, amended in 2003 enforced since 2005	Regulation of work of the office of Ombudsperson covering all grounds of discrimination. Adopted in 1999, the regulations covered only gender in 2003, after adoption of the law on Equal Opportunities, the regulations were changed to cover other grounds of discrimination and enforced in 2005 when the law was adopted.
Penal Code	Adopted in 2001	Gender-neutral. Covers violence according to damages of health or life (murder).
Code of Administrative Violation of Law	Adopted in 2002	Covers issues related to the regulation of Office of Ombudsperson
Law on Equal Opportunities	2003 Enforced since 2005	Defines direct and indirect discrimination on grounds of age, religion belief, ethnicity/race and disability. The same grounds are applicable for sexual harassment and harassment. Covers only public sphere: labour market, education, public administration, goods and services. Private sphere excluded.
Labour Code	Adopted in 2003	Gender-neutral. Covers labour relationships
National program on equal opportunities for women and men	Adopted 2003	This is the Decision of the Government of the Republic of Lithuania to define measures and allocate finances to solve gender inequality issues in all spheres of public life. The period of the program covers two years, 2003-2004
National program on equal opportunities for women and men	Adopted 2005	This is the Decision of the Government of the Republic of Lithuania to continue measures and allocation of finances to solve gender inequality issues in all spheres of public life. The period of the program covers four years, 2005-2009

National antidiscrimination program	Adopted 2006	This is the Decision of the Government of the Republic of Lithuania to identify the measures and budget for awareness raising and other activities for society in general on the issues of discrimination on grounds of ethnicity, age, disability and sexual orientation.
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Table composed following the webpage of the Office of Ombudsperson for Equal Opportunities www.lygybe.lt

International documents:

Universal Declaration of Human Rights, 1948	Adopted 1991	Parliament committed to follow the principles of the declaration
Convention on the elimination of all forms of discrimination against women, 1979	Ratified 1994	
European Human Rights and Fundamental	Ratified 1995	
UN Convention on the elimination of all forms of discrimination	Ratified 1998	
Vienna Declaration and Action plan	1993	Link to the UN webpage
Durban Declaration Against Racism, Racial Discrimination, Xenophobia and Related Intolerance	2001	Link to the UN Webpage
Framework Convention on protection of ethnic minority rights	Ratified 2000	Covers rights of ethnic minorities. Gender-neutral

Table composed following the webpage of the Office of Ombudsperson for Equal Opportunities www.lygybe.lt

COMMENT: In Lithuania the Office of Ombudsperson for Equal Opportunities is an independent body accountable to the parliament, which supervises implementation of Law on Equal Opportunities for Women and Men and Law on Equal Opportunities. The list of laws on gender + equality is collected from the website of the Office of Equal Opportunities.

1.2 EU Policy and Member State Law: Comparisons and Struggles ¹

Have there been disputes in your country over significant parts of EU Directives on gender?

Are there significant parts of EU Directives on gender equality that have not been implemented into national law? If some aspects are not transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome?

All these questions are very difficult to answer exactly, because the transposition process is so complex. EU Directives are transposed into member state legislation in very different ways using different procedures and different terminology and legal frames too. The aim is to collect all the information that is available already for your country in the table below, using secondary literature.

Please fill in one table for each significant issue,

Please consider the following examples: include if relevant; omit if not; add any others that are relevant in your country. Examples: equal pay & equal treatment; sexual harassment & discrimination; equality bodies; civil society involvement; parental leave and the organisation of working time (example provided).²

¹ Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html. ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

² Other gender+ equality related directives you might want to consider include: Directive 75/117/EEC on the principle of equal pay for men and women; Directive 79/7/EEC on the principle of equal treatment for men and

Issue	Equal pay & equal treatment Directive 75/117/EEC
Has law been passed or changed prior to the Directive	No
Legislation transposing Directive	Law on labour contract Law on labour pay Law on collective agreements and contracts In 2003 these laws were united under one Labour Code Law on equal opportunities for women and men
Does the country claim to have transposed the Directive?	Yes
Significant provisions that are mentioned by experts or political actors as not being transposed	
Important differences between law and Directive now?	Experts mentioned that the definition of “equal pay for work of the same value” is translated to Lithuanian as “equal pay for the same job” which differs from “work of the same value” (Monitoring EU Accession. Equal Opportunities for Women and Men. Report on Lithuania)
What is claimed to be better in law and since when?	-
Content of dispute(s) + date	-
Has any other inequality been part of the transposition disputes? Which inequality axis?	No
Parties to the dispute	-
Location or arena	-
Outcome of the dispute	-
Civil society engagement	Women’s NGOs submitted the independent report to the 32 Session of the Committee on Economic, Social and Cultural Rights, April 26- May 14, 2004 where highlighted the existing problem of pay gap due to vertical and horizontal segregation.
Other notes	Both National programs of Equal Opportunities for Women and Men 2003-2004 and 2005-2009 address the problem of unequal pay in the labour market due to the vertical and horizontal segregation of labour market. However, no debates on reduction of these problems occurred on the governmental and parliamentary levels, even though experts warned about the high gender gap in Lithuania

women in social security; Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes; Directive 86/613/EEC on equal treatment between self employed men and women; Directive 92/85/EEC on the safety and health at work of pregnant workers and workers; Directive 97/80/EC on the burden of proof in cases of discrimination based on sex; Directive 2000/78 on equal treatment in employment and occupation.

Issue	Directive 92/85/EEC on the safety and health at work of pregnant workers and workers;
Has law been passed or changed prior to the Directive	No
Legislation transposing Directive	Law on safety and health of employees (before 2003) Labour Code (after 2003)
Does the country claim to have transposed the Directive?	yes
Significant provisions that are mentioned by experts or political actors as not being transposed	-
Important differences between law and Directive now?	-
What is claimed to be better in law and since when?	-
Content of dispute(s) + date	-
Has any other inequality been part of the transposition disputes? Which inequality axis?	-
Parties to the dispute	-
Location or arena	-
Outcome of the dispute	-
Civil society engagement	-
Other notes	No legal practice on violation of security and health provisions for the pregnant women exists

Issue	Parental Leave
Has law been passed or changed prior to the Directive	
Legislation transposing Directive	Labour Code
Does the country claim to have transposed the Directive?	Yes
Significant provisions that are mentioned by experts or political actors as not being transposed	-
Important differences between law and Directive now?	-
What is claimed to be better in law and since when?	-
Content of dispute(s) + date	
Has any other inequality been part of the transposition disputes? Which inequality axis?	
Parties to the dispute	
Location or arena	
Outcome of the dispute	
Civil society engagement	
Other notes	There were no debates on transposition of the Directive. Lithuania, after regaining independence in 1990, had to make changes in the legal system based on the requirements to join the EU, thus the laws before 2004 were adopted without great disputes or contradictions.

Issue	Directive 2000/78 on equal treatment in employment and occupation.
Has law been passed or changed prior to the Directive	
Legislation transposing Directive	Law on Equal Opportunities for Women and Men

Does the country claim to have transposed the Directive?	No
Significant provisions that are mentioned by experts or political actors as not being transposed	Burden of proof
Important differences between law and Directive now?	
What is claimed to be better in law and since when?	There is no provision on burden of proof; this means that victims should prove the case. Some parliamentarians say that the provision on burden of proof will violate the legal condition of innocence.
Content of dispute(s) + date	On the needs to follow EU regulations about sexual harassment without paying attention to the unique Lithuanian culture (28 (349) parliamentary meeting November 13, 2007 http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=308702)
Has any other inequality been part of the transposition disputes? Which inequality axis?	NO
Parties to the dispute	Conservative Party Social Democrats
Location or arena	Parliamentary debates
Outcome of the dispute	Fully transposed
Civil society engagement	NO
Other notes	In the cases of discrimination on the ground of gender, the person or institution under suspicion will have a duty to prove his/her/its innocence. However, the same rights have not yet been granted in regard to discrimination on other grounds (and not on the ground of sex, which is not covered by Directives). The shift of the burden of proof outlined in the Directives has not yet been fully transposed into Lithuania's national legislation. The person or institution under suspicion does not have a duty to prove his/its innocence in cases of discrimination on the grounds of age, sexual orientation, disability, racial or ethnic origin, religion or beliefs

Comment: There was not much discussion on transposition of the Directives in Lithuania. There were no controversies on harmonisation of the Directives during the during the accession period, 2000-2004. The most important issue for the politicians was to be ready in time to join the EU in 2004. The European Commission valued the accession progress of Lithuania in its reports highly. No much development took place after 2004. Basically starting in 2007 and particularly in 2008 we see that transposition on gender equality and equal opportunities directives was only formality.

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Lithuania		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	126 days	2000	100% paid
Paternity	Optional	1995		1 month (from birth of child till child reaches 1 month)	2006	100% paid
Parental	3 months	1996	Unpaid	Paid from end of maternal (paternal) leave until child's two years, unpaid till child's three years.	Adopted in September 2007, enforced since 2008	100% compensated income for paid parental from 1 to 12 months and 85% from 13-24 months Unpaid from 24 till 36 months
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	NO		
Equalities body (employment)	Yes	2002		Office of Ombudsperson on Equal Opportunities	Established in 1999	Monitor the implementation of Law on Equal opportunities for women and men and Law on equal opportunities
Equalities body (goods & services)	Yes	2004		Office of Ombudsperson on Equal Opportunities	Established in 1999	Monitor the implementation of Law on Equal opportunities for women and men and Law on equal opportunities
Equalities body for promotion	Yes	2006				
Gender pay audits	Not specified			NO		

Gender Equality plan (employment)	Yes	2002/2006		Section on Employment in the national program on Equal Opportunities for women and men	2003-2004 2005-2009	Measures on facilitating employment for women, including professional education, broadening scope of services etc.
Requires NGO dialogue to be encouraged	Yes/no	2002	Dialogue	Dialogue	2005	Involve NGO to Inter-ministerial Commission on equal opportunities for women and men
Positive action measures	Yes/no	1975	Allowed, not required	NO		
Public bodies to promote racial equality				Office of Ombudsperson for equal opportunities	Enforced since 2005	Monitors the law on equal opportunities and investigates complaints on ethnic/racial discrimination
If there are no sanctions for violating the law, please state this				Administrative measures: Fine, Warning, Suggestion to stop discriminatory acts	1998	Office of Ombudsperson for equal opportunities
Other:						
1.						
2.						
3.						
...						

1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of ethnicity/'race' illegal YES
 - When was this law introduced?
Law on Equal Opportunities 2003 (enforced since 2005)³
 - Is this restricted to employment related issues? Not only employment, but also covers Goods & Services, Education.
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during its introduction? No

³ Lygiu galimybiu istatymas (Law on equal opportunities) <http://www.lygybe.lt/static.php?strid=1555>

- Is discrimination on the grounds of religion illegal YES
 - when was this law introduced?
Law on equal Opportunities
2003 (enforced since 2005)
 - Is this restricted to employment related issues? NO, also in Goods & Services, education
 - Does it include the sale and supply of services? YES,
 - What disputes if any took place present during its introduction? NO

- Is discrimination on the grounds of sexual orientation illegal? YES
 - when was this law introduced?
Law on equal Opportunities
2003 (enforced since 2005)
 - Is this restricted to employment related issues? NO, also in Goods & Services
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during introduction of these laws?
No disputes because Lithuania was following EU requirements to join EU in 2004. Debates about sexual minorities' rights have risen since 2005

- Is discrimination on the grounds of disability illegal YES
 - when was this law introduced?
Law on equal Opportunities
2003 (enforced since 2005)
 - Is this restricted to employment related issues? NO, also in Good & Services
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during introduction of these laws?

- Is discrimination on the grounds of age illegal YES
 - when was this law introduced?
Law on equal Opportunities
2003 (enforced in 2005)
 - Is this restricted to employment related issues? NO, also in Goods & Services
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during introduction of these laws? -

- Is discrimination on the grounds of marital status illegal? The Constitution defines the provisions of equality of all persons and prohibition to restrict a person's rights due to marital status or other grounds of discrimination. No anti-discriminatory laws are regulating family affairs, thus marital status is not included in the scope of regulation. However some discriminatory provisions were enshrined in 2005 under the Law on Social Insurance and Sickness that introduced the paternity leave for those fathers who were married to the child's mother. These formulations of provisions were changed in the end of 2007, excluding the necessity of marriage between spouses. Currently (since 2008) the Parliament adopted the Law on State Family Concept that defined family only in wedlock as a subject of state.
 - when was this law introduced? In 2005 the amendment to the law on Social Security of Sickness and Maternity Leave introduced paternity leave for fathers married to the child's mother only.
 - Is this restricted to employment related issues? YES
 - Does it include the sale and supply of services? No
 - What disputes if any took place during introduction of these laws?

Women's NGOs wrote letters to the parliament pointing to the discrimination of children born out of wedlock, violation of Constitution and international obligations undertaken by the Lithuanian state. Social democrats were opposing this provision as discriminatory, but the conservative and populist forces (Conservative Party, Labour Party, some others) managed to collect a majority of

votes and pass the discriminatory amendments referring to the logic that only married couples constitute a real family.⁴

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan?

Yes

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).

In 1996 the Government of Lithuania, following the Beijing Conference, adopted the Women's Progress Program (Decision of the Government of Lithuania No 1299, November 8, 1996)⁵ and later the Action plan for implementation of Women Progress program 1998-2000 was adopted (Decision No. 77, January 21, 1998).⁶

Within the National Program of Increasing Employment, the Ministry of Social Security and Labour coordinated the drafting of **2003-2004 National Program for Equal Opportunities for Women and Men**, which was approved by the Government. The implementation of measures in the following activity areas – employment, education, politics and decision-making, human rights, violence against and trafficking in women, health, environmental protection – as well as the improvement to institutional capacity and the consolidation of the implementation methods is financed from general allocations from the state budget approved for the ministries and other institutions according to area of responsibility.

The National Program for Equal Opportunities for Women and Men for 2005-2009 was prepared under the framework of the Government action plan for 2004-2008 and continues the activities started under the Program on Equal Opportunities for Women and Men for 2003-2004. The program's main objectives are to implement gender mainstreaming in spheres of public and private life, which includes changing gender role stereotypes, reconciling family and professional life, improving employment conditions for women (especially long-term unemployed women) and developing a social dialogue and gender equality in the labour market. The program also aims to facilitate gender mainstreaming in education, health system, environment, statistics and to enable women's access to top positions in the political and business leadership.

- Is the focus restricted to non-discrimination?

The focus goes beyond non-discrimination.

- Is there reference to gender mainstreaming?

Gender mainstreaming is referred to in the plan on 2005-2009

- Are there named policy instruments and/ institutions, if so what?

Attention is given to employment, education and health policies, institutions such as education, workplace and naming of various bodies having responsibility- from government departments and agencies to the municipalities and social partners.

Gender mainstreaming is named as the principal instrument for achieving gender equality.

The implementation of the plan is coordinated by the Ministry of Social Security and Labour and annual reports are provided on progress and measures implemented each year.

- Are there indicators and statistics to evaluate the policies?

The strategy specifies numerous objectives and tasks together with 'indicators', 'targets', existing problems, named bodies having 'responsibility', measures and budgets. However, no correlation on

⁴ Pilinkaite-Sotirovic, Vilana. Deliverable No. 19. Series of timelines of policy debates in selected topics. Lithuania. P.37-52.

⁵ <http://www.lygus.lt/gm/article.php?id=3> . More about the program in Issue history on Lithuania P.4

⁶ <http://www.lygus.lt/gm/article.php?id=12>

how the proposed measures will contribute to the solving of existing problems. The list of expected results is provided.

Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)

None of the National programs on equal opportunities for women and men refer specifically to the European Employment strategy targets. However, in the report on implementation of the program for 2006, the Ministry of Social Security and Labour indicated achievements of the implementation of the program, pointing to the high women's employment rate (61%) that exceeded the Lisbon (2000) requirements.⁷

2.1.2 Is gender equality integrated with other equalities in a national plan?

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

The Government of Lithuania adopted the National anti-discrimination program 2006-2008 (Decision of the Government of the Republic of Lithuania No. 907, September 19, 2006) which covers other grounds of discrimination such as ethnicity/race, sexual orientation, age, disability and religion. There is no gender in it.

2002 National Action Plan for Social Inclusion 2002-2004, prepared under coordination of the Ministry of Social Affairs and Labour. The National Action Plan for Social Inclusion highlights the needs to support the re-integration to labour market and solve the social inclusion problems of vulnerable groups such as women aged 16-25, single mothers with children under 18, women after maternity leave. Also, the Plan discusses the issues of application of flexible forms for employment to men and women with children and particularly emphasises the needs of victims of trafficking in people and prostitution to encourage their reintegration into the labour market⁸

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence

YES. As a special task under the National Program of Equal Opportunities for Women and Men the Ministry of Social Security and Labour is responsible for the development of National Strategy for Reduction of Violence against Women for 2006-2009. The strategy development was late and approved only for 2007-2009

If yes please name the plan. Does it cover:

- o Domestic violence and violence in partnerships

YES

- o Sexual assault/violence and rape

Yes

- o Sexual harassment and stalking

NO

- o Trafficking and prostitution

There is another program on Control and Prevention of Trafficking and Prostitution for 2002-2004 and 2005-2008. This is a separate program and not covered under Gender Equality Plan and coordinated by the Ministry of Interior. The measures concerning social services for victims of trafficking are under the responsibility of Ministry of Social Security and Labour.⁹

⁷ Valstybinės moterų ir vyrų lygių galimybių 2005–2009 metų programos priemonių įgyvendinimo 2006 metais ataskaita, 2007 m. Kovo 21 d. Protokolas Nr. 17 (<http://www.socmin.lt/index.php?-1191824460>)

⁸ National Action Plan for Social Inclusion 2002-2004 www.socmin.lt

⁹ Prekybos žmonėmis ir prostitucijos kontrolės bei prevencijos 2002-2004 metų programa, (National Program of Control and Prevention of Trafficking in Human Beings and Prostitution for the years 2002-2004).

http://sos.vrm.lt/mod_richtext.php?pid=13

- o Forced marriage, honour crimes and FGM
NO

Does the plan include:

- o named policy instruments and/or institutions, if so what;

Institutions are named to provide research on existing legal acts and institutions to improve legal support in the cases of domestic violence, research and analysis on violence against women, complex services for victims, analysis and services for perpetrators, and awareness raising in society.

- o indicators and statistics to evaluate the policies, if so which?

Yes. Limited statistics on women victims of violence according to the penal Code and provided by the Department of Information and Communication under the Ministry of Interior. Research on population survey provides statistics on population attitudes.

2.2 EU required National Reform Programme (National Action Plan) for Employment

- o Does the EU require National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) includes a significant set of actions concerning gender equality? If so, what are these?

Member state reports 2006: http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm

2005 National Program on Implementation of Lisbon Strategy for 2005-2008

Prepared under coordination of the Ministry of Economy the Program includes the needs for implementation of measures to achieve the goals of the Lisbon strategy. The measures are provided in a very declarative way. Much is discussed on implementation of measures to reconcile family and work by providing possibilities to expand pre-school services for children, but no concrete measures provided. This issue is coordinated by the Ministry of Social Security and Labour.

- o Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

EGGSIE 2005 report see:

http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

Yes. The expert for Lithuania Prof. Vida Kanopiene

The report provides main critical comments:

- 1) Lithuania provides examples of member states where explicit attention to a target female employment rate in fact reveals the lack of commitment to gender equality as in both cases the female target is much less ambitious than the overall employment rate target.
- 2) A target for overall employment is set at 68.8% by 2010, still below the Lisbon target but some 6.3 percentage points above the current level; in contrast, the national target for female employment is 61%, 2.6 percentage points above the current level (same target as last year). The only focus on women relates to the integration of mothers who have left the labour market. There are targets in relation to the employment rate of older workers – at 50% the same as for Lisbon – and for reducing youth unemployment but no gender dimension is included.
- 3) No gender dimension to achieve objectives of integrating the unemployed and inactive. Similarly, there is no gender dimension to the policy of establishing a network of professional guidance centres, although in principle this should be helpful
- 4) Gender mainstreaming is not consistently integrated into the NRP for **Lithuania**. Only a few gender disaggregated statistical indicators are presented, the analysis of the existing problems remains gender neutral and the targets (with one exception) are not differentiated by gender. A number of urgent problems are not clearly identified, even in comparison with the NAPinc. The interrelation with the National Programme on Equal Opportunities for Women and Men 2005-2009 is insufficient. The preliminary budget for this Programme (1434.6

thousand LTL for the whole period of five years) compared to the budget allocated for the implementation of the employment policy measures in the NRP can be considered little more than meagre.

- 5) The female employment rate is treated as satisfactory and the only mention is to the need to reintegrate mothers who have lost their jobs. The national target set for women's employment implies an increase of only 2.6 percentage points compared to 6.3 percentage points for overall employment.
- 6) The persistence of traditional gender stereotypes and strict patterns of role division between men and women in Lithuania and the reduction in the (2005- 2009) budget for the National Programme on Equal Opportunities for Women and Men in the NRP for Lithuania.
- 7) The lack of policy action to improve parental schemes in Lithuania despite the very high level of inactivity among mothers.

- o Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

EC response: http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm

The NRP set out a range of measures to improve labour supply. Implementing plans, not yet confirmed, to increase the pension age to 65 (see (7) above) would contribute to this. New active labour market measures, such as job rotation (temporary substitution of an employee with a job seeker, for up to 12 months, for example in periods of leave, training, etc.), have been introduced and their coverage expanded to include more vulnerable groups as well as the inactive parts of the population. These measures, together with those in the National Social Inclusion Strategy, should help to increase the employability of vulnerable groups, especially if steps are taken to make employment more attractive for such groups. Given the increasing expenditure on active labour market policies, it is important to ensure effective monitoring and quality control. Steady progress can be observed on improving health care, social partnership and labour market institutions, but progress on measures to better prepare young people for employment is slow. In particular, the adoption of the Youth Entrepreneurship Programme and the new law on vocational training should be speeded up. The report describes measures to tackle the tendency for women's employment to be concentrated in certain sectors (segregation) and to encourage female entrepreneurs, but the gender pay gap and equal pay for equal work are not mentioned. Similarly, efforts to ensure a better work-life balance should be stepped up. To reach the ambitious NRP targets, effective action will need to be taken to increase the availability of high quality childcare in all regions.

Given regional differences and labour shortages, cooperation with social partners is necessary to draw up effective measures to increase labour mobility, on which there has been little progress so far. Though the NRP did not cover occupational health and safety, the negative trends in this area call for a review of the existing measures.

In sum, Lithuania should focus on: achieving macro-economic stability and containing inflation; increasing foreign direct investment; facilitating business start-ups; environmental protection; improving youth employability; expanding entrepreneurship education; increasing the availability of childcare; and strengthening occupational health and safety

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- o Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Member state reports: http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm

In the strategic approach of a National report on Strategies for Social inclusion it is indicated one item to address gender equality issues in all spheres of life on a continuous basis and in a systematic way, seeking to ensure both quantitative and qualitative changes of the situation of men and women in the society. No specific actions further are mentioned.

Report contains several general visions that should be implemented/reached but without specifying the concrete measures:

- To establish a labour market accessible for all, to ensure equal opportunities for the employment of women and men, to encourage the creation of jobs for disabled people, ex-convicts and other population groups that are the most vulnerable on the labour market.
- To develop the entrepreneurship of the most vulnerable persons on the labour market (disabled, women, youth, etc.), to offer them better possibilities to launch businesses and encourage them to do that.
- To develop the capacity to work for people that encounter particular hardships on the labour market, to boost the possibilities of those people to find a job, fight against all and any forms of discrimination against them, and, accordingly, to encourage the integration of those people into the labour market, to enhance the diversity of various sources, inconsecutive studies, to improve the network of professional guidance, consulting and training institutions, to create the conditions for professional training for low educated, unskilled and low-skilled youth and adults, long-term unemployed, socially vulnerable unemployed women, prisoners and ex-convicts, elderly people, disabled, victims of violence and human trafficking and ethnic minorities.
- The report addresses policy measures for the assistance of the most socially vulnerable groups, including women victims of domestic violence and trafficking. These mainly cover the improvement of the legal system and social services. The other vulnerable groups such as Roma, immigrants/ refugees and drug addicts are gender neutral. In terms of poverty, the most socially vulnerable group is identified as children of risk families.
- In the field of reconciliation of family and work, the policies cover the promotion to take paternal leave for fathers and implementation of special programs for women after long-term maternity leave.
- The report highlights the necessity to improve gender equality, therefore local authorities, training institutions, media and employers should develop abilities to deal with the problems of discrimination against gender and improve skills to eliminate these problems.
- [Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report \(including gender-based violence\)? If so, what are these?](#)

EGGSIE Synthesis report (2006)

http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

The EU expert on Lithuania has critical comments on the gender equality dimension of the report and highlights the following:

- Data on gender gap in age-related risk of poverty and social exclusion shows that in Lithuania among young people, the at-risk-of-poverty rate is higher for women; the employment rate for young women is notably lower than that for young men; the unemployment rate is at least two percentage points higher for young men; Economic inactivity connected with motherhood is also a factor for some young women, and inactivity due to family responsibilities can also mask some hidden unemployment; the at-risk-of-poverty rate in old age is much higher for women (P.9)
- Gender mainstreaming is absent in the NAP on Social Inclusion
- Lower employment rate for women is a key factor contributing to women's greater exposure to poverty and social exclusion, making them reliant on whatever individual benefit entitlements they have plus intra-household transfers (e.g. the earnings of a spouse or parent) (p. 73)
- In Lithuania, lone mothers have been allocated additional social benefits by the state for heating and water since 2003, but only if the father of the child is identified and he is not able to provide financial support. However, if the father is not identified, the lone mother can be worse off than before the 2003 law, with lone-mother households in Vilnius in this situation having their social benefits reduced by one third. The aim of this policy is not so much to improve the living standards of lone-mother households but to change behaviour – encouraging both parents to be responsible for a child and discouraging births out of wedlock. (P. 93).
- Poverty and debt are major causes of prostitution. Women are more at risk of entering prostitution if they come from poor economic backgrounds, experienced abuse as children, were raised in institutional care, have a drug dependency to finance or are in financial debt with no access to credit. In Lithuania, women who are trafficked have a lower education level than the national average for women; for example 36% had less than secondary-level education. More than 70% of the victims of trafficking were in a very bad economic situation

prior to departure, half of them were unemployed, and only 14% had temporary work; the rest had short-term contracts or were enrolled in education. A majority of these women (four out of five) came from one-parent families or were brought up by grandparents, other relatives or in public childcare institutions. The young women are lured by deceptive offers of jobs such as household helpers, bar dancers, or waitresses. In many cases, close relatives or friends made such offers.

- In Lithuania the legal system does not provide an effective deterrent, few of the people involved in trafficking (sellers/intermediaries/buyers) are caught and prosecuted, and those who buy sex services are not punished either. Many Lithuanian women have a very poor knowledge of their legal rights, and patriarchal traditions mean they are widely treated as being inferior to men, as second-class citizens. Fear and shame mean many do not dare apply for help from the authorities even if they are able to.
- Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)? If so, what were these?

EC report: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm

Though EU Commission provided response on the National Report on Strategies for Social Protection and Social Inclusion, the recommendations do not include gender equality or gender based violence. Main remarks concern the inadequate budget and lack of institutional responsibility to implement the means indicated in the plan.

2.4 EU funding

Does the EU provide funding in your country that has / has had a significant gender impact?¹⁰ Structural funds to consider include the European Social Fund¹¹ and the European Regional Development Funds¹²,

- If yes, how much and over what period of time?

Lithuania's Single Programming Document for 2004-2006 was approved in order to improve the economic conditions of women and help them overcome the hardships of unemployment. The Document was initiated and coordinated by the Ministry of Social Security and Labour. Reconciliation of family and work, reduction of poverty and social inclusions were one of the clearly pronounced priorities.¹³

Overall assistance to be granted to Lithuania from the European Social Fund for the development of human resources in 2004-2006 will reach approximately 163 million euros, i.e. 562.8 million litas. Assistance from the EU structural funds may comprise up to 75-80 percent. However, the authorities shall ensure national co-financing. In 2004-2006 the national co-financing envisioned for the implementation of three measures of Human Resources Priority of the Single Programming Document (SPD) eligible for financing from the European Social Funds and to be implemented by the Ministry of Social Security and Labour will reach approximately 100 million litas (28,248,587 (euros)).¹⁴

In 2004 the Government of Lithuania adopted the EQUAL Programming document 2004-2006, approved by European Commission. The document targeted the issues of antidiscrimination in labour market and addressed 11 target groups that should be covered by the project implementers in improving their situation. These were: long-term unemployed, women, pre-pension age persons, disabled, young people, former prisoners, addicted to drugs, ethnic minorities, asylum seekers, sexual orientation.¹⁵

¹⁰ The following link may serve as a useful starting point (see drop-down menus along the top of the page and links on the left hand side): http://ec.europa.eu/regional_policy/policy/history/index_en.htm

¹¹ http://ec.europa.eu/regional_policy/funds/fse/index_en.htm

¹² http://ec.europa.eu/regional_policy/funds/feder/index_en.htm

¹³ Resolution No 935 of the Government of the Republic of Lithuania of 2 August 2004 http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=281241&p_query=&p_tr2=

¹⁴ http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm pp. 52-53

¹⁵ Press releases by the Ministry of social security and labour <http://www.lygus.lt/mp/article.php?id2=311>

Structural funds for 2007-2013 for the increase in employment, quality of human resources, reconciliation of family and life, social inclusion and reduction of poverty will cover 1,2 billions of litas (347,826,087 euros)

If yes, comment upon the extent to which gender was mainstreamed in associated plans and programmes (e.g. the National Development Plans for 2000-2006)?

As gender experts argue gender mainstreaming of the national programs is fragmented, without clear strategy, limited inter-institutional cooperation and lack of professional competences of the staff that supervise the programs. Other obstacles for limited gender mainstreaming are gender role stereotypes, absence of solidarity of women's movement, lack of continuity due to frequent governmental changes and patriarchal attitudes of responsible officials.¹⁶

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

Summary history:

In Lithuania the state gender machinery started under the Law on Equal opportunities for Women and Men when the Office of Ombudsperson for Equal Opportunities for Women and Men was established in 1999. In 2003 it was transformed to the Office of Equal Opportunities to cover other grounds of discrimination such as age, disability, ethnicity/race, sexual orientation, religion and belief. The office of ombudsperson for equal opportunities is an independent state body accountable to the Parliament.

On the governmental level there is the Ministry of Social Security and Labour. In 2001 the Minister of Social Security and Labour was commissioned to coordinate gender mainstreaming in all spheres implying that this person is in fact acting as the Minister of Gender Equality. The Ministry of Social Security and Labour established the department of Labour and Equal Opportunities which in 2006 was reorganised to the department of Equal Opportunities and is directly responsible for coordination of implementation of gender equality policies.

In 2000, under the Decree of the Government of Lithuania, the Inter-Ministerial Commission on Equal Opportunities for Women and Men was established, consisting of representatives of all ministries and the Department of Statistics.¹⁷ The Commission is the main body responsible for gender mainstreaming policies. The Minister of Social Security and Labour is the coordinating person of this commission. The Minister coordinates the implementation of the National Program on Equal Opportunities for Women and Men as well as other gender-related measures on the ministerial level. Before 2007 the Commission involved a few women's NGOs representatives as advisory voices. In 2007 the Minister of Social Security and Labour issued an order on composing the personal list of members of the commission. Two representatives of women's NGOs got the full rights of membership with the voting power.¹⁸

Do any or all of these forms of gender machinery exist in the country, and if so what are they called (fill in their name in original language and translated to English)?

- o governmental (civil servants and ministers in central government);

Yes, the department of Equal Opportunities and Social Integration which has three divisions: Equal Opportunities, Social Work and Social Services and Gender Equality at the Ministry of Social Security and Labour (Lygių galimybių ir socialinės integracijos departamentas: Lygių galimybių skyrius, Socialinio darbo ir socialinių paslaugų skyrius, Lyčių lygybės skyrius)¹⁹

¹⁶ Reingarde Jolanta and Arturas Tereskinas. *Reconciliation of work and family life in Lithuania: challenges and opportunities for gender equality* in J. Reingarde (ed) *Between paid and unpaid work: family friendly policies and gender equality in Europe* (Vilnius: 2006) p. 34-35.

¹⁷ Lietuvos Respublikos Vyriausybės 2000 m. kovo 7 d. nutarimo Nr. 266 "Dėl moterų ir vyrų lygių galimybių komisijos sudarymo ir jos nuostatų patvirtinimo" (Žin., 2000, Nr. 22-564).

¹⁸ LR Socialinės apsaugos ir darbo ministres isakymas Nr: A1-131, 2007-05-24, "Dėl personalines lygiu galimybiu komisijos sudarymo", www.socmin.lt

¹⁹ Structure of the Ministry of Social Security and Labour. www.socmin.lt

- o enforcement and monitoring agency (e.g. equality authority, ombudsperson);

Yes, the Office of Ombudsperson for Equal Opportunities which was established under the Law on Equal Opportunities for women and Men (1998) and Law on Equal Opportunities (2003) Its mandate covers investigation of complaints of discrimination on all grounds, monitoring the legal acts proposed by governmental and municipal authorities, and public campaigns on promoting equality. (Lygių galimybių kontrolieriaus tarnyba)²⁰

- o special legal apparatus (e.g. special courts for employment or domestic violence);

NO

- o body for consultation / dialogue with women's NGOs

Before 2007 the Inter-Ministerial Commission on Equal Opportunities for Women and Men involved a few women's NGOs representatives as advisory voices. In 2007 the Minister of Social Security and Labour issued an order on composing the personal list of members of the commission. Two representatives of women's NGOs have the full rights of membership with the voting power.²¹ (Moterų ir vyrų lygių galimybių komisija)

- o Other, for example, Parliamentary Committees

Parliamentary Human Rights Committee has been officially appointed to work on gender equality legislation in the process of its initiation and consideration. In 2002 it registered amendments to the Law on Equal Opportunities as well as other legal acts which were successfully passed by the Parliament. Since 2006 the Human Rights Committee initiated talks on protection of women against domestic violence. (Žmogaus teisių komitetas)²²

Since 1996 the Parliamentary Commission for Family and Child Affairs participates in the decision-making procedure on the rights of women and child, family policy and others in that way contributing to gender equality initiatives within the Parliament (Šeimos ir vaiko reikalų komisija)

Since 1997 the Department of Statistics of the Government has been responsible for the collection and publication of gender statistics in the volume *Women and Men in Lithuania*. In 2004, the Department started to prepare a list of statistical indexes that would explicitly reflect the problematic gender areas in Lithuania (Lietuvos statistikos departamentas)

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?

Yes. The Office of Ombudsperson for Equal Opportunities organises its work according to the requirements of EU Directives.²³

- o A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex:

The Office of the Ombudsperson primarily investigates the complaints on discrimination against gender, age, disability, ethnicity/race, sexual orientation and religious belief. However, the Office, together with the social partners, implements various projects on promoting gender equality and equal treatment and through these projects promoted non-discrimination and support of equal treatment. Additionally, it monitors media advertisements on advertising goods, supplies and job advertisements.²⁴

- o providing independent assistance to victims of discrimination in pursuing their complaints about discrimination; Yes

The Office of the Ombudsperson on Equal Opportunities supervises the implementation of equal opportunities, and has authority to investigate complaints.²⁵

²⁰ <http://www.lygybe.lt/static.php?strid=1029>

²¹ LR Socialines apsaugos ir darbo ministres isakymas Nr: A1-131, 2007-05-24, "Del personalines lygiu galimybiu komisijos sudarymo". www.socmin.lt

²² A. Lydeka: smurtas seimoje – nusikaltimas visuomenei. Seimo Liberalu ir centro sajungos frakcijos sekretoriatas. http://www3.lrs.lt/pls/inter/w5_show?p_r=3347&p_d=61469%&p_k=1

²³ Interview with the adviser of the Office of Ombudsperson for Equal Opportunities, Laima Vengale, June 9 2008.

²⁴ Office of Equal Opportunities Ombudsperson. <http://www.lygybe.lt/en/news.php?strid=2244>

²⁵ Office of Equal Opportunities Ombudsperson. <http://www.lygybe.lt/en/news.php?strid=2244>

- [conducting independent surveys concerning discrimination](#); No. Independent research are completed under implementation of the projects when independent researchers or experts are contracted for such surveys. These surveys are not regular or annual. For example, in 2007 within the Year of Equal Opportunities for All the Office of the Ombudsperson initiated research by independent researchers on all grounds of discrimination (gender, ethnicity/race, disability, age, sexual orientation and religious belief).²⁶
- [publishing independent reports and](#)
The Office of Ombudsperson for Equal Opportunities publishes annual reports of its activities and work, providing analysis of the situation in Lithuania²⁷. They can hardly be identified as independent reports.
- [making recommendations on any issue relating to such discrimination](#).
Yes. The Office usually proposes amendments to the Law on Equal opportunities for Women and Men or Law on Equal Opportunities on expanding the responsibilities in the case of discrimination against gender or other inequalities. Also, amendments to Civil and Administrative Codes on burden of proof in the case of sexual harassment and discrimination were suggested.²⁸
- [Is there gender machinery that meets the 'Paris Principles'?](#)
 - [independence guaranteed by a constitutional or legislative framework, autonomy from government,](#)

No, it is autonomous from the government, but accountable to the Parliament. In addition, the procedure of elections of Ombudsperson is different than the Paris principles. The ombudsperson is nominated by the parliament of Lithuania. Society does not participate in the process.

- [pluralism including pluralism of composition,](#)

NO. Staff are lawyers and all of them civil servants. Cooperation with NGOs and academia is only ad hoc by implementing joint projects.

- [a broad mandate,](#)

Not a broad mandate. The competence of the Office of Equal Ombudsperson Office covers the implementation of law on Equal Opportunities for Women and Men and Law on Equal Opportunities and cover only labour market. The other existing office of the Parliamentary Ombudsperson investigates only violation of the civil servants towards their customers.

- [adequate powers of investigation,](#)

Yes, but in practice never used. For example, the Ombudsperson can refer the case to the Court but has never done so.

- [sufficient resources](#)

The office is funded, as any state body, by the state budget to complete its functions.

- [Is there gender machinery that meets the further requirements of the UN Platform for Action?](#)
 - [responsibility vested at the level of a Cabinet minister.](#)

The Minister of Social Security and Labour is responsible for issues of Gender equality and Equal Opportunities.

- [Develop indicators and statistics to monitor policy](#)

The office of ombudspersons provides data on the number of complaints the office receives annually and what percentages of the complaints that cover gender discrimination, ethnic//race discrimination, age discrimination, disability discrimination and sexual orientation discrimination.²⁹

Department of Statistics provides annual gendered statistics since 2005 and shows statistics on the population, employment, education, crimes and other.³⁰

- [How close to the Prime Minister is the governmental machinery located?](#)
 - [PM's office](#)

In 2002, **an Advisor to the Prime Minister** was appointed to deal with the issues of Gender equality and non-governmental organisations. However, the vacancy was cancelled in 2004 and till present was not renewed

²⁶ Office of Equal Opportunities Ombudsperson <http://www.lygybe.lt/?strid=3776>

²⁷ <http://www.lygybe.lt/static.php?strid=1499>

²⁸ Annual report of the Office of Equal Opportunities Ombudsperson <http://www.lygybe.lt/static.php?strid=1499>

²⁹ Annual reports of the Office of Ombudsperson <http://www.lygybe.lt/static.php?strid=1499>

³⁰ <http://www.stat.gov.lt/lt/pages/view/?id=1572>

- Other powerful department.
- N/A
- Other department
- Would any of the bodies be described as following a feminist agenda?
 - Briefly explain the reasoning behind your answer.
 - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)

NO. Gender policy experts in Lithuania notice that there is no a consistent strategy for gender equality, stable financing and limited professional capacities of the responsible officials and their sensitivity to gender problems and social-structural reasons of gender inequality. The major obstacle for institutionalising gender sensitive policies is the lack of continuity since often changing political fortunes influence such policies. When governments change after Parliamentary elections, political processes in the gender equality and equal opportunities policy fields frequently stop.³¹ These experts' conclusions suggest that a feminist agenda is not a priority in the state policies and responsible bodies.

- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

Yes, as follows:

The Bureau for Investigation Trafficking in Persons at Police department deals with trafficking and investigates the criminal cases of trafficking. It was established in 2006. The Bureau cooperates with NGOs to provide necessary counselling and shelter for trafficking victims (particularly victims who are third country nationals) helping them to overcome traumatic periods and prepare for cooperation with law-enforcement institutions.³²

- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?

NO

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights? If yes,
 - When did this happen?

Office of Ombudsperson on Equal Opportunities. Established in 2003 enforced to deal with other inequality since 2005.

- Was the change controversial (who fought whom, allied to whom)?

From the evidence available (parliamentary debates), there were concerns about gender becoming overshadowed because of other inequalities.³³

- Is the division of responsibilities by function or by strand?

By function. No coverage of several inequalities (for example, the advisors of the ombudsperson of equal opportunities each has separate grounds for inequalities. Similarly the Department of Equal Opportunities and Social Integration at the Ministry of Social Security and Labour).

³¹ Reingarde Jolanta and A. Tereskinas. P. 34.

³² Interview with Head of the Bureau, Reda Sirgediene, May 14, 2008.

³³ More about this see Pilinkaite-Sotirovic, Vilana. Deliverable No. 19. Series of timelines of policy debates in selected topics. Lithuania P. 5-6

- Is there a separate mechanism for consulting civil society by strand, including women?

There is no organisation which would be set up with the purpose to mediate women's NGOs views to the government. However, the governmental bodies and parliamentary committee are welcoming the opinions of NGOs on any questions in the field of human rights and equal opportunities. It does not mean that NGO's opinion would be taken into consideration, but at least the floor for NGOs will be given.

- Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.

NO

- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

NO

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery?
 - If so, are they routinised or occasional?

Procedures for consultation are routinised. It is obligatory to publish draft laws and programs and invite citizens and civil society in general to comment. Usually in the process of drafting the policy documents the representatives of NGOs are invited. Also in the process of debating the draft documents the NGOs are invited for comments and proposals. Personally, I participated in the debates on draft National program on reduction of domestic violence against women in 2006. The program was adopted in 2007. Similarly the women's NGOs participated in the debates on amendment to the law on restricting abortion till 8 weeks in 2007. The amendments were not passed.

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Individualised

Is the benefit system household based or individualised?

Individualised

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops).

There is no distinction between a single parent and a parent in a couple. The benefit system is the same. An only single parent (which includes a divorced person) have extra benefits for holidays and free days during the working week.

Parental leave before the child has reached the age of three shall be granted, at the choice of the family, to the mother/adoptive mother, the father/adoptive father, the grandmother, the grandfather or any other relatives who are actually raising the child and also to the employee who has been recognised the guardian of the child. The leave may be taken as a single period or be distributed in portions. The employees entitled to this leave may take it in turn. **During the period of this leave the employee shall retain his job/position**, with the exception of cases when the enterprise is dissolved. Women receive maternity benefit during the period of pregnancy and childbirth – 70 calendar days before childbirth and 56 calendar days after it (in the event of complicated confinement or birth of more than one child – 70 calendar days). This benefit amounts to 100 percent of the compensated wage of

the benefit recipient.³⁴ The paid scheme for parental leave has changed the paid parental leave until the child reaches one year was covered from 60% of the salary from 2000. It later increased to 70% and to 85% since January 1, 2007. From July 1, 2007 the Government of Lithuania approved the paid maternity (paternity) leave of one and a half year: It was established that 100% of the salary should be paid until the child reaches half a year and 85% - the rest of the period (to 1 year). Since 2008 100% of paid salary is paid until the child reaches 1 year and 85% from one to two years.³⁵

Unpaid leave shall be provided at the employer's request to: employees raising a child under 14 years of age - for up to 14 calendar days; to employees raising a disabled child before she/he has reached 18 years - for up to 30 calendar days; during maternity leave and parental leave before the child has reached the age of three years to the father at his request (to the mother - during parental leave before the child has reached the age of three years); the aggregate duration of the above leaves may not be longer than three months.

Employees raising a disabled child under the age of eighteen or two children under the age of twelve are entitled to one more day off a month (or a working week is shortened by two hours), and employees raising three or more children under the age of twelve are entitled to two days off a month (or a working week is shortened by four hours), paying the employee their average wage. The minimum annual 35-calendar-day leave shall be granted to the employees who, as single parents, are raising a child before he has reached the age of fourteen or a disabled child before he has reached the age of eighteen.³⁶

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

There are national programs such as the National program for the reduction of poverty and social exclusion 2004-2006, National Program for Equal Opportunities for Women and Men 2003-2004 and 2005-2009 provides measures to help women (young women, women after long child care, women after long unemployment, pre-pension age women) integrate to paid employment. Trainings are planned for those purposes but 'lone parent' as a separate target group is not identified. This category falls under a general scheme of women mentioned above.³⁷

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

- **Childcare: care (under 3 years)**

Though during the Soviet period Lithuania had a well-developed childcare system, in the beginning of 1990s it was almost ruined due to the transition pressures, lack of state resources to maintain childcare institutions and policies encouraging women to stay at home and undertake full time care work. As a result, women's unpaid care work has increased. Many child-care services were closed, in particular those for children up to three years old. However, childcare institutions still exist, although in very limited numbers and only in the bigger towns. These public institutions are financed under a municipal budget. It is allowed by law to establish private childcare institutions. They also exist in big towns and not in huge numbers due to high expenses.

³⁴ Law on Sickness and Maternity Social Insurance 21 December 2000 No IX-110), Report of the Committee of Social Security and Labor at the Parliament, March, 2001
http://www3.lrs.lt/pls/inter/w5_show?p_r=4254&p_d=8404&p_k=1

³⁵ Law on Sickness and Maternity Social Insurance
http://www3.lrs.lt/pls/inter2/dokpaieska.showdoc_l?p_id=303601

³⁶ The articles of Labour Code summarized by Dovile Rukaite, project manager of the Women's information Center under implementation of the EQUAL project „The Way For You“
<http://www.lygus.lt/gm/admin/files/15%20pg%20LT.doc>

³⁷ All these programs are placed on the website of the ministry of Social Security and Labour
<http://www.socmin.lt/index.php?543753386>

- **Childcare: pre-primary education (3 yrs- school age)**

There are public childcare institutions, where all needs are covered by municipalities and parents pay only food expenses. There are also private pre-primary education care institutions that are not very numerous and exist only in the big towns.

What is the predominant form of childcare provision? i.e. public, private or mixed.

Predominantly public provision. There are private childcare provisions, but they are not numerous due to high expenses.

How is childcare financed (e.g. by public funds, privately or mixed)?

Public funds arrive from municipalities for public child-care institutions. Parents should pay only food expenses. Private childcare institutions are expensive because parents have to cover all expenses.

Is the pension age the same for women and men? If so, since when?

NO, it is different³⁸. For Women – 60 years, for men – 62 and 6 months.³⁹

4.2 Intimate citizenship

Is abortion legal?

Yes. It is legal from the Soviet period (1957) and renewed after the 1994 (when Lithuania became independent and changed Soviet laws).

If so, in what year did this happen?

It is legal by the Decree of the Minister of Health of 1994, which recovered the Soviet system allowing abortion up until 12 weeks. However, currently (since 2005) the conservative forces in the Parliament try to initiate legislation on prohibition of abortion.⁴⁰

Up to which week of pregnancy is abortion legal?

Up to 12 weeks

Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country?)

According to the statistics of the Information Centre on Health number of abortions decreased from 22.680 in 1997 to 9.536 in 2006.⁴¹

Is a marriage a state based contract, religious contract or both?

According to the legal system in Lithuania civil and church marriages are legally equal. Civil marriages predominate in Lithuania. Couples very often chose both civil and church marriages.⁴²

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Yes, divorce is legal and regulated by the Civil Code (Art. 3.51). Divorce by mutual agreement is necessary, but the following conditions should be completed: marriage should have lasted for more than one year, both spouses have made an agreement regarding property division, childcare and similar, and both spouses have to be capable (psychic capability).⁴³

³⁸ Law on equal Opportunities for Women and Men, www.lygybe.lt

³⁹ <http://forums.infolex.lt/forums/198245/ShowPost.aspx>

⁴⁰ Law on Protection of Embryo in Prenatal Phase. See more in Pilinkaite-Sotirovic, Vilana. Deliverable No. 19. Series of timelines of policy debates in selected topics. Lithuania. P. 47-48

⁴¹ Statistical data on abortions in 1997-2006 were provided during the Conference "Abortion in Lithuania" in Lithuanian parliament on June 11, 2008. Also these data could be found on internet page of the Information Centre on Health <http://www.lsic.lt>

⁴² Art 3.24 and 3.25 of Civil Code http://www.tm.lt/?item=taktai_list&aktoid=50802&strnr=3.25

⁴³ Art. 3.51 Civil Code. http://www.tm.lt/?item=taktai_list&aktoid=50802&strnr=3.51

Are there any restrictions to marriage other than the gender of the partners (e.g. nationality, country of origin)?

The Civil Code states that marriage is the voluntary agreement of women and men to create family relationships.⁴⁴ Art 3.12 of Civil Code prohibits marriage between people of the same sex.⁴⁵ Violations of the principle of monogamy and marriages between close relatives (consanguineous relations) are prohibited.⁴⁶

Are civil partnerships/civil unions/gay marriage legal?

No, but heterosexual civil partnership exists.

According to the Civil Code only women and men can marry or compose civil partnership. Thus homosexual partnership is not legal. The law on civil partnership is not yet adopted, therefore no registration of civil partnership exists.⁴⁷

If so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/no+year when introduced):

Does it extend to:

- survivors' benefits in pensions? NO. According to the Civil Code only married spouse can receive survivor's benefits.⁴⁸
- adoption rights? The Civil Code regulates adoption only of married couples. No regulations on adoption rights for those living in partnerships. However, there are exceptional cases where adoption is possible for unmarried persons.⁴⁹
- parental leave? Parental leave has been always available for a mother regardless of her marriage status. Homosexual partnership is legally impossible, therefore there is no possibility for the other partner to take parental leave. A man in a heterosexual cohabiting partnership who officially recognises the fatherhood is entitled to paternity and parental leave since 2007. Prior to 2007 only fathers married to the mother of his child were entitled to parental leave, cohabitation was not enough. However, in practice, mainly mothers take (maternal and) parental leave.⁵⁰
- assisted reproduction ? No law adopted yet.
- Family reunification – have partners the right to settle and be employed in the country where their partners live? Yes, since 2004 Law on Foreigners' Legal Conditions (Art. 40).⁵¹
- Number of registered civil partnerships, annually and in total? No Law adopted on Civil Partnership thus there are no regulations on registering civil partnership.⁵²

4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out?

There is no conducted national survey on Gender based violence. In 2004, the Ministry of Social Security and Labour presented scientific research on Domestic Violence against Women: Concepts, Problems and Action Plan.⁵³ The research recognised that no national survey has ever been completed in Lithuania. Statistics on criminal acts according to the Penal Code has been collected since 2003, including data on the gender of victims and perpetrators and their family or kin

⁴⁴ Art.3.7 Civil Code http://www.tm.lt/?item=taktai_list&aktoid=50802&strnr=3.7

⁴⁵ http://www.tm.lt/?item=taktai_list&aktoid=50802&strnr=3.12

⁴⁶ Art 3.16 and 3.17 of Civil Code http://www.tm.lt/?item=taktai_list&aktoid=50802

⁴⁷ More in issue history on Lithuania. Chapter of intimate citizenship.

⁴⁸ G. Vanagiene. Situoktinių ir sugyventinių (partnerių) teisinės padėties Lietuvoje lyginamoji analizė <http://www.gay.lv/family/vanagiene.php>

⁴⁹ G. Vanagiene. Situoktinių ir sugyventinių (partnerių) teisinės padėties Lietuvoje lyginamoji analizė <http://www.gay.lv/family/vanagiene.php>

⁵⁰ Art. 18 (1) Law on Sickness and Maternity Leave, December 4, 2007.

http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=308332

⁵¹ http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=295882

⁵² *Laikas*, February 6-8, 2007 p. 12.

⁵³ Violence against women: Concepts, Problems and Guidelines for Actions <http://www.socmin.lt/index.php?-1212556551>

relationships, but no analysis has been made.⁵⁴ Research only provides statistical data of sociological research completed in the late 1990s.

Does it include:

- Domestic violence and violence in partnerships?
- Since 2005 the Department of Statistics collects gender segregated data and includes statistics on victims of domestic violence.⁵⁵

- **Persons as victims of family members and close relatives**

	2005		2006	
	Women	Men	Women	Men
Spouse	305	62	283	36
urban areas	162	26	149	25
rural areas	143	36	134	11
Cohabitant	159	35	142	47
urban areas	99	15	75	30
rural areas	60	20	67	17
Parents or adoptive parents	308	325	451	413
urban areas	154	172	242	215
rural areas	154	153	209	198
Children or adopted children	113	64	103	65
urban areas	67	27	53	33
rural areas	46	37	50	32
Brother or sister	62	56	50	56
urban areas	35	19	26	17
rural areas	27	37	24	39

Data are provided by IT and Communications Department under the Ministry of Interior.⁵⁶

- Sexual assault/violence and rape? Statistics exist

- **Persons suspected (charged) with criminal offences**

	2005		2006	
	women	men	women	men
Total	2786	23262	2648	22136
Crimes	2329	20975	2174	19962
Murders ¹	33	359	28	317
Serious bodily injury	57	325	46	303
Rape and attempts	-	167	-	147
Crimes concerning the child and family	17	402	16	484

Data are provided by IT and Communications Department under the Ministry of Interior.⁵⁷

- Sexual harassment and stalking? NO
- Trafficking and prostitution?

Situation on trafficking is described in the analysis of National program on Control and Prevention of Trafficking in Persons 2005-2008. Data about Court cases are included there.⁵⁸

⁵⁴ Violence against women; Concepts, Problems and Guidelines for Actions. <http://www.socmin.lt/index.php?-1212556551> P.4.

⁵⁵ Department of Statistics under the Government of Lithuania. <http://www.stat.gov.lt/lt/pages/view/?id=2218>

⁵⁶ Department of Statistics under the Government of Lithuania. <http://www.stat.gov.lt/en/pages/view/?id=2220>

⁵⁷ Department of Statistics under the Government of Lithuania. <http://www.stat.gov.lt/en/pages/view/?id=2219>

- Forced marriage, honour crimes and FGM? NO

4.3.1 Domestic violence

What legal devices are available to prevent domestic violence? Do they target perpetrators and/or victims? (Yes/no+year when introduced). Devices could for instance include:

- **restraining orders**

Under the Penal Procedure Code (2004) the judge can order the measures of a restraining order under the request of the prosecutor during the pre-trial investigation time.⁵⁹

The Civil Code of the Republic of Lithuania, Article 3.65. (2000) Provisional protection measures

1. The court, taking into consideration interests of the children of both spouses, as well as those of one spouse, may apply provisional measures for their protection until a court decision is passed.

2. The court may apply the following provisional protection measures:

1) to oblige, if possible, one spouse to live in separation⁶⁰. In June 2008 the wording "if possible" was removed.

- **non-molestation orders**

Difficult to say. Arrest is possible under the Penal Code.

- **occupation orders**

Difficult to say. The Penal code includes the special measures under article 45 stating that the Court might introduce occupational restrictions due to sexual, physical or psychological violence against children.

- **state funded perpetrator programs** NO. The Strategy on Reduction of Domestic Violence against Women 2007-2009 include the funding for the Men Crises Centre to create rehabilitation programs for perpetrators. There are programs in the prison for perpetrators of violent crimes but the perpetrator's voluntary consent is needed to attend these programs.⁶¹
- **other devices? Not known.**

What is the prevalence of domestic violence against women, in one year? (from the survey)

According to the statistical table on Persons Victims of Family Members or Close Relatives (as indicated above) women victims of domestic violence reached 464 in 2005 and 425 in 2006.

What is the life time prevalence of domestic violence against women? (from the survey)

According to the sociological research of 1997-1998, 42.4% of women, married or living in partnerships, suffered from physical or sexual violence or experienced threat.⁶²

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so)

No data

What is the number of domestic violence convictions in the courts? (If not available say so)

No data

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)

No data

4.3.2 Rape & Sexual assault

When was marital rape criminalized? NO such definition

What is the number of annually reported incidents to the police?

⁵⁸ PREKYBOS ŽMONĖMIS PREVENCIJOS BEI KONTROLĖS 2005–2008 METŲ PROGRAMA (Program of Prevention and Control of Trafficking in Persons and Prostitution for 2005-2008), p. 4-6;

<http://www.vrm.lt/index.php?id=567&lang=2>

⁵⁹ Art 132 (1) of Penal Procedure Code <http://www.tm.lt/?item=kodeks&aktoid=53756&strnr=132-1>

⁶⁰ Civil Code http://www.tm.lt/?item=taktai_list&aktoid=50802&strnr=3.65

⁶¹ National Program on Reduction of Violence Against Women,

⁶² Smurtas prieš moteris Lietuvoje /G. Purvaneckienė /Moterų informacijos centras. Vilnius: Danielius, 1999. - P. 90

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

No data

What is required for an act to be considered to be rape, e.g.:

- lack of consent (since when) Penal Code 2004
- physical resistance? (since when) Penal Code 2004
- Other? Threat to use physical power, using the vulnerability of the victim. Penal Code, 2004 (art. 149, 150) 2004.⁶³

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

The government signed and ratified the UN Convention on International Organized Crime and Protocol on Trafficking in Human Beings, particularly Women and Children in 2002

On February 2008 Lithuania signed the Council of Europe Convention on Combating Human Trafficking (May 16, 2005) but the Convention has not been ratified yet.

Is trafficking primarily seen as a problem of the sending or the receiving country? SENDING

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

Yes, since 2004 The Law on the Legal Status of Foreign Nationals of the Republic of Lithuania, Article 40. Grounds for Issue and Renewal of a Temporary Residence Permit.

S/he shall be allowed to remain in the Republic of Lithuania as he is or has been a victim of human trafficking and cooperates with the pre-trial investigation body or with the court in the fight against trafficking in human beings or in combating the offences of trafficking in human beings. The provision shall be applied only to adult aliens.

Temporal resident permit can be issued if the victim agrees to cooperate with the law enforcement. The reflection period is 6 months.⁶⁴

4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by:

- Police
- NGOs
- Local Authorities / government
- Other

No data

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates)

How many are there?

When was the first set up?

Are they state funded, to what extent?

The Refugee Centre is funded and supported by the state since 2002 (Ministry of Social Security and Labour is responsible for this).

Assault centres fall under general category of crises centres or shelters.

Resolution No 1042 of the Government of the Republic of Lithuania of 26 September 2005, "On approval of the State Programme of Equal Opportunities for Women and Men for 2005-09",⁶⁵ provides that assistance (psychological, legal and consulting) and shelters to victims of violence are provided by over 25 non-governmental organisations, particularly women's crisis centres. However, it must be noted that these operating organisations certainly do not manage to ensure fully the necessary assistance to VAW victims, because they are not capable of servicing areas of neighbouring districts, i.e. it can be noted that not all districts have centres providing social services. All the mentioned organisations, taking into account the nature of the services they provide, specialise mainly in provision of services of accommodation, psychological and legal consultations, etc. Practically all

⁶³ http://www.tm.lt/?item=taktai_list&aktoid=42972&strnr=150

⁶⁴ Law on the Legal Status of Foreign Nationals of the Republic of Lithuania

⁶⁵ *Official Gazette*, 2005 09 29, No 116-4202.

organisations cover their costs using funding obtained from international foundations. Only a few organisations are in receipt of funding from municipal budgets, e.g. Vilnius City Mother and Child's Boarding-House, which is fully financed by the budget of Vilnius City Municipality. Organisations operating in smaller Lithuanian towns mainly have to do with only one-off or short financing campaigns from budgets of their town or district municipalities, e.g. funds allocated for covering telecommunications services or rent of premises.⁶⁶

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 Is the state unitary or federal?

If federal, are key gender+ equality decisions made at national or provincial/local level?

Unitary

5.3 In which policy environment (ministry) is a decision on the issue predominantly made (for each area: general gender equality policies; non-employment; intimate citizenship; gender-based violence)?

General gender equality: Ministry of Social Security and Labour

Non-employment: Ministry of Social Security and Labour

Intimate citizenship: Ministry of Social Ministry and Labour, Ministry of Justice, Ministry of Health

Bender based violence: Ministry of Social Security and Labour, Ministry of Justice, Ministry of Interior

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

No

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

Lithuanians are the majority in Lithuania. Some salient political cleavages occur on regional levels. South eastern Lithuania is numerously populated by a Polish minority, they occupy places in municipality, schools where instructions are in Polish language predominate in that region (this is legal according to the Law on education). Problems in these areas occurred on the ethnicity grounds when local municipalities decided to provide official street names in the Polish language along with the Lithuanian language and to transform Lithuanian schools into Polish schools.⁶⁷

5.5 International obligations and links

When, if at all, was CEDAW signed?⁶⁸

Lithuania signed CEDAW on 18 January 1994 and ratified it on September 10, 1995.

When did the country join the EU?

2004

⁶⁶ Research on violence against women completed in 2006 under the OSI Women's Network program. http://www.stopvaw.org/Monitoring_VAW17.html

⁶⁷ Interview with Tada Leonckas, researcher at Ethnic studies center, March 18, 2008.

⁶⁸ See <http://www.un.org/womenwatch/daw/cedaw/states.htm>

6. Political Representation

6.1 The development of women's political representation, including:

- Date of female suffrage⁶⁹.
- Date of male suffrage

Equal suffrage for women and men since 1918, after the liberation from Tsarist Russia. During the Soviet period (1945-1990) and since 1990, universal suffrage has been legally enforced.

- Use of quotas⁷⁰ no.
 - When introduced N/A
 - What form e.g. party, electoral, constitutional N/A

There are no quotas for parliament and political parties in Lithuania.

- What is the numerical representation of women in parliament? (over QUING period)
1996-2000 – 18% women in the parliament
2000-2004 – 11% women in the parliament⁷¹
2004-2008 – 23% women in the parliament⁷²

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas, 1989.
- Other important developments

During the soviet period (1945-1990) there was a one party system in which representatives to the Parliament were chosen along the peculiar principles of the system. In order to meet formal gender equality there was an implicit quota to elect women. The proportion of women in the Supreme Council was approximately 30%.⁷³

After regaining independence in 1990 the number of women decreased. In 1990 only 10% women were elected to the Supreme Council in the independent Lithuania, in the 1992 Parliamentary elections, even less women were elected (7.1 %).⁷⁴

6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)

Property qualifications have never existed in Lithuania for the election to Parliament. There has been an age census since 1918. However, in the 1929-1931 period, requirements of property census for voters in the municipal elections were introduced (there was no Parliament due to president A. Smetona's regime). After 1945, Lithuania was occupied by the Soviet Union and universal suffrage introduced.⁷⁵

- ethnicity/religion (what exclusions and when; numerical representation in parliament)

Since 1990, after regaining independence of Lithuania, there were several parties based on ethnic grounds, including Russians and Poles. Some ethnic minority representatives participate in other parties. Usually they gain 2-5 voices. Currently (2004-2008) there are 7 representatives of ethnic minorities in the Lithuanian Parliament: 3 Russians, 2 Byelorussians, 1 Pole and 1 Jew. Some of them belong to the traditional political parties, some to the ethnic minority parties (for example the Polish Electoral Party).⁷⁶

- Other important intersecting inequalities, any quotas No

⁶⁹ See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

⁷⁰ See IDEA: <http://www.idea.int/gender/index.cfm>

⁷¹ Seidukiene J. Moterys politikoje. <http://www.lygus.lt/ITC/politika.php?id=60>

⁷² Valdzios aritmetika. <http://www.gap.lt>

⁷³ J. Seduikiene. Motery Politikoje. Skaiciai ir Faktai, p. 1. <http://www.lygus.lt/ITC/politika.php?id=61>

⁷⁴ J. Seduikiene. Motery Politikoje. Skaiciai ir Faktai, p. 1. <http://www.lygus.lt/ITC/politika.php?id=61>

⁷⁵ Interview with prof. V. Jureniene, June 11, 2008

⁷⁶ Department of National Minorities and Lithuanians Living Abroad. <http://www.tmid.lt/tautines-bendrijos-lietuvoje/bendruomenes/dalyvavimas-viesajame-gyvenime/>

6.3 Political parties and gender

Does women's political representation vary by Party; if so, do these Parties tend to represent different class, ethnic, religious or other interests?

- Does women's political representation vary by Party;
 - if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Not really. Even though the Social democratic party involves more women in their electoral list they never occupy the top 5 positions. The women usually appear in the second half of the lists. In the 1996 elections, for example, only 13% women were included in the first half of the parties' lists.⁷⁷ Although there were attempts, under initiatives of the Social democratic party women MPs, to insert quotas in the party lists, still no real political will was shown by any party. Even though that the parliament of 2004-2008 contains the highest number of women (23%), it is the most conservative parliament and it's lacking sensitivity to women's issues and other inequality grounds such as sexual orientation, class and ethnicity.⁷⁸

Main European Political Parties

- European Peoples Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.⁷⁹
- Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.⁸⁰
- European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrists the ELDR is the third-largest political party represented.⁸¹
- European Free Alliance (EFA): Pro devolutionists, independents⁸²
- European Green Party: Greens, ecologists, environmentalists⁸³

Party headquarters, over the objections of some MEPs

What is the current Party / Parties in Government:

With which European Parliament political group is this Party / Parties affiliated?⁸⁴

No political party gained majority in the 2004 elections, there is a mixed political block consisting of the Populists Labour Party, the New Union Social Liberals, the Peasant's Populists and the Social democratic party. There was a change in the government in 2006 and the government of the Social democratic party, the Peasant populists and New union remained in power.

Social democrats are affiliated with the Socialist group in EP
Labour Party - Alliance of Liberals and Democrats for Europe
Peasant's populist party – union for Europe of the Nations Group

What political party / parties have held office during 1995-2007?

1996-2000 Conservative party

2000-2004 Social-democrats

2004-2008 Mixed political block of the Populists Labour Party, the New Union Social Liberals, the Peasant's Populists and the Social democratic party. There was a change in the government in 2006 and the government of the Social democratic party, the Peasant populists and the New union remained.

⁷⁷ More about <http://www.lygus.lt/ITC/politika.php?id=61>

⁷⁸ More in the Issue history on Lithuania. P.3- 4

⁷⁹ www.epp.org

⁸⁰ www.pes.org

⁸¹ <http://www.eldr.org/>

⁸² <http://www.e-f-a.org/>

⁸³ www.europeangreens.org

⁸⁴ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

6.4 Representation in government

- What percentage of government Ministers are female?⁸⁵
3 female Ministers and 10 male ministers (2004-2008)⁸⁶
- To which Ministries do female ministers belong?
Current 2004-2008:
Minister of Education (2004-2008) – changed after resigning in the end of May 2008 by Algirdas Monkevicius (male representative of the New union party)
Minister of Social Security and Labour (2004-2008) (This position was occupied by a woman since 1996)
Minister of Agriculture (2004-2008)

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations.

There is not such organisation.

There are a number of leading women's NGOs.

Since 1999, the Women's Information Centre that provide information exchange channels for all women's organisation, but is not a coordinating body. It is an association with member organisations.

If so,

- is this the same as the body which is affiliated to the European Women's Lobby?
The Women's Information Centre has been affiliated since 2004,
- when was it established?
The Women's information Centre was established 1996
- how many organisations are affiliated to the national body?
No data.
- how many women are so coordinated?
No data.
- How many staff work for the organisation (how many paid, how many unpaid)?
6 staff and 3 volunteers.⁸⁷
- What is its budget?
There is no fixed budget. Concerning the participation in the European Women's Lobby the funds are granted by the Ministry of Social Security and Labour. The annual budget depends on the projects funded by national and international funds.
- What is its range of activities (are these in an annual report)?
Yes. The range of activities below is from the latest annual report from 2006, but these are on the activities of the Women's Information Centre. The Women's Information Centre cooperates with other national NGOs in some activities, and in other activities, the Centre acts alone. :
 - National and international conferences in the field of violence against women
 - Seminars
 - Counselling on legal issues in the case of domestic violence
 - Prevention of Trafficking (European Network against trafficking)
 - Program on Reconciliation of Family and Work
 - Women's Empowerment
- Does the national body engage with all or only some of our 3 issues
All, except for intimate citizenship.

⁸⁵ See IPU: <http://www.ipu.org/wmn-e/world.htm>

⁸⁶ Valdžios aritmetika. www.gap.lt

⁸⁷ <http://www.lygus.lt/apie.php>

- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)?

NO. In general, the women's movement is very weak in Lithuania. Organisations work on separate issues and rarely cooperate.

List the key women's / feminist civil society organisations and their main methods / activities

Centre for Equality Advancement

- [Building autonomous institutions](#)

After the closing of the Soros foundation Women's program in 2002 the Centre for Equality Advancement, a new non-profit public institution, was established that continued the Soros foundation's work and expanded the areas covered by including other grounds of inequality (sexual orientation, ethnic minorities)

- [Public protest e.g. demonstrations](#)
During the period from 1990 there were no public protests on women's issues. In 2008 there was a meeting against adoption of state family policy.
- [Campaigning](#)
Within implementation of projects, the Centre organised several campaigns on changing gender roles and stereotypes, combating discrimination on all grounds and enhancing tolerance.
- [lobbying state](#)
Not much tradition on lobbying. The Centre mainly initiates various petitions on certain issues that address women's rights, gender equality and anti-discrimination on other grounds.
- [service provision](#)
No services.
- [research](#)
Yes. Research on equal opportunities for women and men, gender roles in family and employment and gender-based violence. For more information : www.gap.lt.

Women's Information Centre

- [Building autonomous institutions](#)
Yes. Established in 1996 with UNDP funds.
- [Public protest e.g. demonstrations](#)
During the period from 1990 there were no public protests on women's issues. . In 2008 there was a meeting against adoption of state family policy.
- [Campaigning](#)
Within implementation of projects the Women's Information Centre organised several campaigns on gender based violence, women's rights issues.
- [lobbying state](#)
Not much tradition on lobbying. WIC writes petitions on women's rights issues.
- [service provision](#)
legal counselling for victims of domestic violence
- [research](#)
Yes. Research on equal opportunities for women and men in employment and on gender-based violence. For more information: www.lygus.lt

Social Innovation Fund

- [Building autonomous institutions](#)
Established in 1994 by the support of the Government of the Netherlands, developed to independent institution
- [Public protest e.g. demonstrations](#)
During the period from 1990 there were no public protests on women's issues. . In 2008 there was a meeting against adoption of state family policy.

- [Campaigning](#)
During the period 2000-2004 the Fund initiated a network of non-governmental women's organisations on promoting women's rights, covering the whole of Lithuania. The Fund prepared several declarations and petitions. For more information, see: <http://www.moterukoalicija.webinfo.lt/veikla.htm>
- [lobbying state](#)
Not much tradition on lobbying. Under the Fund's initiation a Coalition of the Women's Non-governmental organisations was created with the aim to write shadow reports to UN CEDAW (2000, 2008).
- [service provision](#)
Practical professional trainings, language and IT trainings for unemployed women
- [research](#)
Several pieces of research on women's rights. See <http://www.lpf.lt/index.html>
<http://www.moterukoalicija.webinfo.lt/index.htm>

Association of Family Planning and Reproductive Health

- [Building autonomous institutions](#)
Yes, established in 1995
- [Public protest e.g. demonstrations](#)
During the period from 1990 there were no public protests on women's issues to 2008. In May of 2008 there was a public protest near the parliament against adoption of the law on state family policy which enshrined the family of conjugal couple as a subject of state family policy.
- [Campaigning](#)
Yes, on reproduction rights and health
- [lobbying state](#)
Not much tradition on lobbying. The association writes petitions, and organises conferences on women's reproduction rights, it unites medical doctors and provides medical arguments in its activities on reproductive health
- [service provision](#)
No service
- [research](#)
On reproductive rights. More: http://www.spa.lt/apie_asociacija.phtml

New generation women's initiatives (NGWI)

- [Building autonomous institutions](#)
Yes, established in 2006 (stopped its functioning in 2010)
- [Public protest e.g. demonstrations](#)
During the period from 1990 to 2008 there were no public protests on women's issues. Only in 2008 the women tried to organise public protests against the State Family Concept Law that defined only a married couple with children as 'family' and state subject. The protests were not numerous but caught the attention of the media. The NGWI were the main organisers of the protest. No results were achieved and the outdated Family Concept Law was adopted on June 3, 2008.
- [Campaigning](#)
Campaigns on March 8
- [lobbying state](#)
No
- [service provision](#)
NO
- [research](#)
No

Shelter for Battered Mother's with Children; Missing Persons' Families Support Centre; Vilnius Women's house; Kaunas Region Crises centre; Klaipeda Region Crises Centre and Shelter

- [Building autonomous institutions](#)
No, established in the mid-1990s
- [Public protest e.g. demonstrations](#)
No.

- **Campaigning**
Scattered campaigns on gender based violence during the 16 days activism
- **lobbying state**
No
- **service provision**
Only services (psychological, medical, legal and social) for victims of domestic violence
- **research**
NO

- **Are they important or marginal to national politics?**

Civil society in Lithuania is rather weak. Thus, the women's movement and organisations are not very strong. There is lack of solidarity and understanding of common objectives. For example, in 2007 during the final conference of the Year of Equal Opportunities for All some conservative forces of the women's movement opposed to discuss issues of homosexuality as equally important as women's problems.

Assessing the importance of the groups to national politics is difficult. In general, they are of marginal importance. They sometimes become important when political forces try to refer to the voice of civil society to show the variety of attitudes in society, or to show international bodies that there is cooperation with civil society. Many women's NGOs depend on governmental grants and therefore they are avoiding openly critical attitudes to the government.

- **Are they centralised or dispersed?**

In general, they are dispersed.

List the key anti-feminist organisations and their main methods/ activities?

- **Building autonomous institutions**

Yes. National families and parents' association, Caritas, Pro-life organisations *ProVita*

- **Public protest e.g. demonstrations**

NO

- **Campaigning**

Catholic Bishopric Conference (antifeminist, anti-sexual minorities, anti-cohabitation, anti-abortion)
Pro-life organisations *ProVita* Caritas,

- **lobbying state**

The Catholic Church has a great influence on the state. Its representatives participate in various commissions, provide opinions and make public statements. Its powers over the population are more influential than civil society's. It has its own radio station, newspapers, electronic WebPages, for example www.bernardinai.lt, where right wing intellectuals and other pro-Catholic activists publish their opinions. The Catholic Church has its own representatives in the Council of National TV and Radio and in the Commission of Journalists' Ethics. Some years ago there were proposals to rotate the representatives to include those of other confessions, however, the Catholic Church, which argued that the majority of the Lithuanian population is Catholic, did not accept the proposal.

During the Soviet period, the Catholic Church's position was extremely marginalised. After regaining independence in 1990, the Catholic Church has occupied the highest position as non-corrupt and reliable organisation.

- **service provision**

Caritas – under the Catholic Church – provides services for victims of trafficking.

- **research**

NO

- **Are they important or marginal to national politics?**

Important to national politics and has an influence on the voters. Their arguments are always based on the morals of society and the need to educate the youth from a moral perspective.

- o Are they centralised or dispersed?

Centralised

- o What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.?
- Women human rights (feminists) versus not involving women's rights
- Women's NGOs actively engaged in advocacy (besides other activities) or women's NGOs that mostly provide continuous or ad-hoc social service-type counselling and/or support
- Having or lacking (or being silent about) a critical gender-analysis of the issues
- Questioning and changing gender roles and stereotypes or promoting and/or accepting traditional gender roles

- o Do women's organisations actively engage with other intersecting inequalities (in each area?)

NO, except for a very few. For example, the Centre for Equality Advancement that works in the field of gender equality was involved in promoting tolerance and anti-discrimination against disability, sexual orientation, and ethnicity/race.

In December 2007, during the National Conference on the Year of equal Opportunities for All, many women's NGO expressed the opinion that women's issues are not solved in Lithuania, therefore other grounds of discrimination are of less importance.⁸⁸ Ethnic minority organisations, for example, argued that they are traditional and therefore do not think to consider issues of discrimination against sexual orientation.

- o Do they have good alliances with those representing other inequalities or not? (in each area)

NO. But there are some alliances between some human rights organisations and women's rights organisations. In 2006 the Centre for Equality Advancement tried to create an informal network of leading human rights, ethnic minority rights and women rights organisations to address issues of multiple discrimination and provide a united front for campaigning and lobbying. The initiative failed.

- o Are there alliances between women's / feminist organisations and men's groups (if these exist in your country)?

No formal alliances and not very much elaborated on. Everything is based on personalities and personal relationships between leading women's NGOs and men's groups.

- o Are there many organisations of minoritised women? (in each area)

NO. Existing minority rights organisations lead by women are not feminist organisations.

- o What links are there with international / bilateral / EU level bodies? (in each area)

Women's NGOs mostly have links with women's umbrella organisations (such as the ASTRA Network, KARAT, REGINA, the WAVE, IGPN Network), other anti-discrimination networks such as ENAR, Minnesota Human Rights Advocacy Group.

General gender equality policy

- o European Women's Lobby
- o IGPN (International Gender Policy Network)

Intimate Citizenship

- o Center for Reproductive Rights
- o ASTRA Network
- o KARAT
- o REGINA

Gender-based violence

- o WAVE
- o Minnesota Human Rights Advocacy Group

⁸⁸ Personal attendance in the work group on empowering civil society.

- Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example,
- is it invited to report to consultations; Yes
- does it take money from the state; Yes, when NGOs participate in the call organised by state institution and win these calls
- is it commissioned by the state to undertake specific tasks? Yes in the field of general gender equality, non-employment (reconciliation of family and work, training for unemployed women) and gender-based violence (services for victims)
- Does this vary between issue areas?
Gender based violence and women's employment occupies major fields.
- Has this changed over time?
Since 2005 gender based violence and especially victims of domestic violence became very important issues. In the beginning of 2000s only trafficking was regarded as important.
- When engaging with the state is a coalition form of organising common or not? No, it is individuals or individual organisations
- Does it make sense to talk of a 'women's movement' or not?
No, the women's movement is weak in Lithuania.
- Briefly explain your answer.

There is no organised feminism in Lithuania. Women's NGOs were independent before joining the EU in 2004. They received support from international donors and could provide criticism to the state. The state followed the requirements of the EU and should listen to the criticism. After joining EU in 2004, the funding sources changed. The EU and national state bodies became the main sources for NGOs and therefore, the rhetoric was changed. The criticism became mild for the sake of securing constant funding possibilities. National governmental funds are needed for co-matching EU funds.

For example, and based on my own experience, when on May 15, 2008 some women's NGOs called for protest against the State Family Concept Law and were invited to come near the Parliament to protest. It was a legally sanctioned action. No women's organisation that deals with gender based violence participated, no human rights organisation participated, and very few women's NGOs participated.

A year earlier, in 2007, there was the 100 year anniversary of the first Women's Congress in Lithuania. It was organised by the Women's Forum (Women's organisations active in the 1990s and promoted legislation on gender equality). The ceremony started with the mess of the Catholic Bishop and the blessing by the Church. It is impossible to expect a critical analysis of such women's organisations.

- Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

Many women's organisations that started their activities in the 1990s support equal valuation of difference. Transformation is still very difficult due to the deep gender roles and stereotypes.

- Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

Public provision of childcare exists in Lithuania, but many women are not satisfied with the quality of the services. A large number of Lithuanian women are in favour of the present system of extremely long stay-at-home provisions (3 years altogether, where currently 2 years are paid up to 85% of the salary). Academic research and gender experts criticise these provisions for being damaging to women's economic independence, professional growth and for risking women's poverty when retired, the criticism is ignored by politicians, society and women.

- How closely aligned is feminism with social democracy?

Difficult to measure. It is rather no connection. Feminism and women's rights are not a priority for social democracy. Some women's organisations are ideologically closer to social democracy than to conservatism, and vice versa.

- Notes on the history of the development of gendered or feminist civil society organisations:

It is difficult to provide narration on the history of the development of gendered or feminist civil society organization. Civil society in Lithuania started developing after regaining independence in 1990. First

women's NGOs were established in 1992 and expanded in 1995 after Beijing. More details about the development of women's NGOs see Deliverable 19. Timelines of Issue History. Lithuania.⁸⁹

- Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate?
- During the Soviet period (1945-1990) there was a one party-system and the only existing party was the Communist party, women were involved in it. In the 1990s autonomous women's organisations started to be founded. In general, they either remained autonomous from the state and sponsored by international donors (Soros foundation, Scandinavian states' governments, US government, Netherlands' government and other. Many women's organisations were formed in a grassroots fashion. Some of these organisations are closer to conservative views, and therefore preferred by conservative parties, and those that are closer to the view of social democracy are preferred by women representatives of social democrats. Basically, parties are distancing themselves from the women's movement and channels are maintained through individuals – women MPs and women organisations.
- - Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?Difficult to measure. Some women's NGO work in the gender-based violence field and provide services and they do not identify themselves as feminists. Some women's NGOs argue that their agenda cover gender equality and women's rights, but would remain salient on the issues of homosexuality or reproduction rights.
- Is there a history of divisions as to: socialist, radical, liberal?
 - Does this vary by 4 areas?

Limited historical research on divisions covering the period from 1918 to 1940 is currently being published.⁹⁰ The period 1990-2006 is hardly analysed in the manner of these division. Politicians and society view the women's movement in Lithuania as homogenous. Negative attitudes towards feminism still exist.

- Is there a history of changing engagement with class, ethnic and religious forces?
 - Does this vary by 4 areas?NO
- Is feminist research organised in Universities and research institutes?

Yes. Social research institute – not directly involved in feminist research, but applies feminist theories and methodologies in the social research on family, demography and social policies.

Vilnius University. – Gender Studies Centre
Kaunas Vytautas Magnus University – Centre for Social Research
Siauliai University – Gender equality Institute
- Are there named centres?
 - If yes, are they important?

Some of them are very important, as they provide gendered research and recommendations for social policy to enhance gender equality (the Social Research Institute, for example). However, the politicians are not very interested in transposing the recommendations of the academic research into policy.

Vilnius University has no strong engagement in gender studies issues. All courses are optional. Kaunas University Centre for Social Research is actively involved in research on gender and sexual orientation as grounds of discrimination. The Centre actively participates in international research and projects.

The biggest problem is that gender is not mainstreamed in the curriculum of academia. It is still a non-important field. For example, The Departments of Sociology and Political Sciences at Vilnius University do not have any mandatory courses on gender. The other problem is that academia is hardly engaged in activism.

⁸⁹ Pilinkaite-Sotirovic, Vilana. Deliverable No. 19. Series of timelines of policy debates in selected topics. Lithuania

⁹⁰ Virginia Jureniene. Lietuvos moteru judeijimas XIX a pabaigoj – XX a, pradžioj. VU, 2006

- If not, is important feminist research primarily dispersed or mainstreamed?

Feminist research is dispersed. Institutions carry out research according to the offers of the government or within the implementation of projects.

- Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

NO.

There was an annual academic journal called *Women, Society, Culture* in 1999-2002 but the change of leadership of the Gender Studies Centre at Vilnius University led to a reduction in funds for staff and publishing activities. Therefore, the publication stopped and has never been resumed.

- Is there a national association for women's studies/gender studies?

There used to be a national association of women academics, but not much activities and information about their initiatives and work is available.

- Are there feminist lawyers' organisations?

NO

- Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?

NO

7.2 Class

- A short history of the development of organisations representing class interests.

Not much research is done on the movement of trade-unions in the period 1918-1940. After 1945 when Lithuania became occupied by Soviet Union, trade-unions were mandatory organisations in each employment institutions and all employees were members of trade-unions. Members had to pay symbolic fees, participate in the meetings etc. This was imposed from above. After regaining independence in 1990 trade-unions, seen as having negative Soviet heritage, were inactive. Poverty as a subject is under the charity organisations that collect goods in kind for some special occasions. Only in recent years (approximately since 2005) trade-unions have recovered. This happen due to high exploitation in the labour market (for example, workers of supermarket started to complain about long working hours and minimum payment. Employees are currently organising around trade-unions). Trade-unions of professions also became more active in negotiations with the government (for example, medical doctors and school teachers required increased salaries). In general, the prestige and activities of trade-unions are recovering.

- How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)
- density (proportion of workers that are organised),

Unknown.

A number of key points should be emphasised about the Lithuanian trade union movement. First, unions do not appear to have managed to get rid of the image inherited from the Soviet-era and trade unions are failing to achieve the necessary confidence in the wider public. Unions do not have adequate powers, and often not adequate resources, in order to attain their goals. Moreover, trade unions are quite weak (with the exception of a number of relatively strong branch organisations) and divided; some unions often hold different positions and compete with each other. Furthermore, trade union organisations and their actual activities at national level remain in most cases largely 'terra incognita'. As regulations do not provide for obligatory registration of union membership or collective agreements, the exact number of union members and of collective agreements - and their coverage - is unknown.⁹¹

- coverage (what proportion of workers are covered by collective bargaining agreements),

As Lithuanian legislation does not provide for the obligatory registration of trade union membership, the exact number of employees represented by the three centres is not known. According to the data

⁹¹ Inga Blaziene, Institute of Labour and Social Research
<http://www.eurofound.europa.eu/eiro/2004/12/feature/ft0412102f.htm>

provided by the unions themselves, their combined membership is around 200,000, making up 14% of all those in employment.⁹²

- centralisation of collective bargaining,
 - is there are national body of trade unions;

There are currently three national trade union centres in Lithuania - the Lithuanian Trade Union Confederation (Lietuvos profesiniu sajungu konfederacija, [LPSK](#)), the Lithuanian Trade Union 'Solidarumas' (Lietuvos profesine sajunga Solidarumas, Solidarumas) and the Lithuanian Labour Federation (Lietuvos darbo federacija, [LDF](#)). In addition to these centres (i.e. confederations/federations), there are several independent trade unions.⁹³

- what proportion of TU members and unions are affiliated?
Not known.

- coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions

The largest national union is Lithuania Trade Union Confederation claiming about 120,000 members. It has two representatives on the country's top-level tripartite body - the Tripartite Council of the Republic of Lithuania. Its activities cover:

- unite, support and coordinate the actions of its members at branch and regional level, defend the rights and legitimate interests of its members and member organisations, and of employees and trade unions, and seek to influence national policy and employers' activities in the field of labour, economic and social issues;
- represent members and affiliated trade unions in tackling social, economic and labour-related problems with state authorities, employers and their organisations; and
- encourage unity in the establishment of joint trade union policy in Lithuania and the development of international solidarity.⁹⁴

- Can it coerce or discipline member unions to enforce agreement?

No such cases are identified. The membership is based on voluntary participation. Due to the negative image of trade unions from the Soviet time, it is hard to imagine that discipline could be enforced on the members due to the fear to lose its members.

- Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?

No such data.

- How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?

Under the structure of Lithuanian trade Union Confederation there is a women's centre, which seeks to unite female union members and involve more women in trade union activities. The centre promotes women's rights in the pursuit of equal opportunities in work, society, policy and the family, and fights against discrimination, exploitation and sexual harassment

- What proportion of women are in the executive of (major) trade unions?

There is a Women's Centre under the Confederation of Trade-union that coordinate women's organisations under the branches of Confederation.

Lithuanian Trade Union 'Solidarumas': Chair is a woman, and there are four female board members out of ten members in total⁹⁵

Lithuanian Labour Federation also has the Women's Committee. This is Christian democratic trade union. There are six board members out of which three are women and three are men, the chair is male.

- Is gender equality high or low on the bargaining agenda?
Low

⁹² Trade Unions in Focus. <http://www.eurofound.europa.eu/eiro/2004/12/feature/lt0412102f.htm>

⁹³ Trade Unions in Focus. <http://www.eurofound.europa.eu/eiro/2004/12/feature/lt0412102f.htm>

⁹⁴ <http://www.eurofound.europa.eu/eiro/2004/12/feature/lt0412102f.htm>

⁹⁵ <http://www.lps.lt/index.php?m=tabl&table=1>

- [Is it seen as an issue for women, or for all trade unionists?](#)
Gender equality is still women's issue in many spheres of public life, including trade-unions.
- [How well organised are employers?](#)
There are two strong organisations: Confederation of Industrialists (large business) and Lithuanian Business Employers' Confederation (small and medium enterprises)

- [Do they have a single \(or more\) national organisation?](#)
 - [Is it powerful or not? E.g. can it control its members?](#)

On 21 September 2004, two main employers organisations - the Lithuanian Confederation of Industrialists (Lietuvos Pramonininkų konfederacija, [LPK](#)), which traditionally represents larger businesses, and the Lithuanian Business Employers' Confederation (Lietuvos verslo darbdavių konfederacija, [LVDK](#)), which covers SMEs, signed a memorandum and agreement to foster greater cooperation. The memorandum sets out the aspiration of the LPK and the LVDK to consolidate the Lithuanian business community, improve mutual understanding and cooperation, exchange opinions and deliberate their position on the most urgent issues. The LPK and LVDK agreement commits both parties to deliberate and coordinate their actions in: submitting proposals and offering opinions on the issues that are of interest to both parties; and representing and protecting the interests of both parties in the EU institutions and in public and international organisations ([LT0410102F](#)).⁹⁶

The Industrialists' Confederation is powerful in terms of having an impact on labour relations and government policies. It is difficult to assess whether or not it can control its members.

- [Are they indifferent or hostile to gender equality in the workplace?](#)
Rather indifferent. Equal opportunities were only discussed in terms of equal pay for work of equal value.
 - [Do they oppose the development of gender machinery, gender equality policies and gender equality laws?](#)
NO, but they do not show any enthusiasm.
 - [Do they support 'diversity management'?](#)
Not an issue in Lithuania. They are indifferent to such developments.
Under the current conditions of economic globalisation, employers place increasing importance on a more flexible organisation of labour relations. On the other hand, trade unions, mainly calling the recent past to mind, look at these efforts with distrust. As employee' interests have been poorly represented in Lithuania so far, trade unions are afraid that liberalisation of some provisions of the LC will give unlimited powers to employers and, concurrently, will make employees' conditions worse.
In fact, some efforts of the employers can hardly be justified. For example, their initiative to equalise the rights of trade unions and works councils could probably give some employers unlimited powers. According to experts, many Lithuanian works councils are being created at the employer's initiative and they are too weak to resist the employer's will.
Conversely, the flexibility that employers consider to be so essential is best accessible through collective agreements. However, weak worker representation would impede the application of such agreements.⁹⁷
 - [Did they lobby for a merged rather than separate equalities bodies?](#)
No, lobbying is not on the agenda.

⁹⁶ <http://www.eurofound.europa.eu/eiro/2005/01/feature/lt0501102f.htm>

⁹⁷ Employers call for more flexible legislation.
<http://www.eurofound.europa.eu/eiro/2006/07/articles/lt0607019i.htm>

- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?

Yes.

- Are women represented in such bodies?
Yes, two women from the trade unions participate in tri-partite council. The remaining 13 are men: 5 representing the government, 5 – employers (industrialists) and 3 – trade-unions
- Are there EU, bilateral or other international level links for either trade union or employer organisations?
 - EU Directive 94/45/EC on the establishment of a European Works Council (EWC) or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees was implemented in Lithuania by the Law on European Works Councils (Lietuvos Respublikos Europos darbo tarybų įstatymas), adopted on 19 February 2004.
 - Debate on the draft EWCs law took place in the highest national tripartite body - the Tripartite Council of the Republic of Lithuania (Lietuvos Respublikos Trišalė taryba, LRTT) - which finally approved the legislation. The debate was not as broad as that on other recent items of employment legislation (e.g. the Labour Code or on the Law on Works Councils) because the EWCs Directive stipulates the main principles of the national implementing legislation, leaving only a relatively small number of issues for national decision-making. The main discussion focused on the procedure of selecting members of special negotiating bodies (SNBs) and EWCs (see below), and on the social and economic guarantees for these members. For example, the Lithuanian EWCs legislation provides that the members of SNBs, EWCs or EWCs' committees may not be dismissed from work on the initiative of the employer without prior consent of the employee representatives who appointed them. If these members were elected by a general staff meeting or conference (see below), consent to dismiss them must be given by a regional department of the State Labour Inspectorate. This and other protective measures were seen as very important by trade union representatives during the discussions in the LRTT.⁹⁸
 - Are these links important (e.g. in lobbying government at national level)
 - As the main aim of EWCs is to promote an open flow of information, an exchange of ideas and a dialogue between management and employees at European level, the enlargement of EWCs to new Member States such as Lithuania will definitely have a positive impact on the effectiveness of existing EWCs.
 - There are few labour organisation in Lithuania. Their power and influence is one of the lowest in comparison to the other EU Member States. There are no operating domestic works councils in Lithuania, the Law on Work Councils have not yet been adopted by parliament. Therefore, the implementation of the Law on European Works Councils and initiatives to establish EWCs in the Lithuanian-based multinationals may take a long time, especially in those multinationals that have their operations only in the new EU Member States, such as Lithuania, Latvia and Estonia.⁹⁹

⁹⁸ <http://www.eurofound.europa.eu/eiro/2004/09/feature/lt0409103f.htm>

⁹⁹Inga Blažienė, Institute of Labour and Social Research.

<http://www.eurofound.europa.eu/eiro/2004/09/feature/lt0409103f.htm>

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?

Ethnic composition in Lithuania according to the last population census in 2001¹⁰⁰

Ethnic / cultural background	% total population (approx)
Lithuanians	83.5%
Polish	6.7%
Russian	6.3%
Byelorussians	1.2%
Roma	0.07%
other	2.2%
Not identified	0.94

Source: composed from the website of the department of National minorities
http://www.tmid.lt/index.php?page_id=394

- What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Roma/non-Roma, Black/White, citizen/migrant, language communities)?

Russians and Poles as ethnic/linguistic division - Lithuanians

Roma – racialised ethnic group having most social problems - non Roma

- Is ethnicity considered to be intersected by religion (e.g. Islamic/non-Islamic)? No.
- Prioritise the ones that have been the most important in the development of gender+ equality policies.

N/A.

- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

Individuals of most minority groups has Lithuanian citizenship.

- In what way are ethnicised and racialised groups organised?

Non-governmental organisations according to ethnicity.

- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Preservation of ethnic culture, language and traditions

- In what way are women engaged in these organisations?

NO women's organisations. Though some ethnic minority organisations are lead by women, but they are not engaged in gender equality issues. They continue working in the field of preservation of ethnic culture, language and traditions.

¹⁰⁰ http://www.tmid.lt/index.php?page_id=394

- o Do minoritised women organise separately within or outside of such organisations?

No

- o Are there any groups organised against certain ethnic groups?

Skinheads against Jews and Russians, National Socialists – against Jews. Skinheads had few demonstrations expressing such extremists' views; National socialists are active during Jewish traditional celebrations

- o EU, bilateral or other international links?

ENAR: European Network Against Racism that involves Lithuanian Human rights organisations and Roma community centre

7.3.2 Religion/belief/faith

- o What is the composition of the national population by religion / faith

According to the last population census data (2001)¹⁰¹:

Dominant institution: the Roman Catholic Church 79%

Orthodox: 4.1%

Protestants (Lutherans): 0.6%

Evangelists-reformers: 0.20%

Muslim: 0.08%

Other religions: 1.2%

No religion: 9.5%

(Not stated: 5.3%)

- o What proportion of the population are practising members of an organised religion?

	Percent of population	Number of believers
Roman Catholics	79	2 752 447
Protestants (Lutherans)	0,6	19 637
Evangelists-reformers	0,20	7 082
Greek Catholics	0,01	364
Jewish	0,03	1 272
Muslim	0,08	2 860
Other believers	0,8	27 073
Orthodox	4,1	141 821
Other confessions	0,38	13 882
No one	9,5	331 087
Not identified	5,3	186 447

Data from the webpage of the department of National Minorities and Lithuanians Living Abroad. <http://www.tmid.lt/tautines-bendrijos-lietuvoje/nuorodos/> .

Provided statistics , however, do not resemble real practicing population's practices.

- o What are the main religious organisations?

The main religious organisation (institution) in Lithuania is the Catholic Church.

According to the law on Religious communities there are 9 historical traditional religious communities: Catholic, orthodox, evangelic-Lutherans, evangelic-reformers, Greek-Catholics (uniats), old believers, Judaism, Islam (Sunni) and Karaite.¹⁰²

What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

The influence of the Church in Lithuania is very powerful and is institutionalised throughout society. Its strategies cover lobbying the state, campaigning. After the fall of Soviet Union, the Catholic Church gained strong support and moral value as non-corrupt institution, which stands for human interests.

¹⁰¹ http://www.tmid.lt/index.php?page_id=223

¹⁰² <http://www.tmid.lt/tautines-bendrijos-lietuvoje/nuorodos/>

- How are women represented or not within them?

The Catholic Church is a very patriarchal and conservative organisation and does not ordain women. No church ordains women, not even the Evangelic (Lutheran) or the Reformers. Gender experts argue that in Catholic Lithuania the patriarchal mindset is an insurmountable obstacle even to Protestant women in the Church. The Catholic Church is an influential political force that actively speaks against women's rights. This ideological atmosphere influences other confessions.¹⁰³

- Do they oppose gender equality in general and in our three issues?

The oppose gender equality unless following an equal valuation of different contributions meaning of equality.

Non-employment: general opposition, support of women being in the home as carers and as mothers.

Intimate citizenship: general opposition, against abortion, contraception, artificial insemination, sexual minorities and civil partnerships.

Gender-based violence: support work against violence in terms of providing shelter etc.

- What is their preferred model of womanhood?

Support for domestic gender regime, women as carers and preservers of tradition and nation

The ideal is married couples where the women take care of children and all domestic routines.

- Do they support or oppose the other equalities issues?

Severe opposition to equality on grounds of sexual orientation.

- Are they in alliance with any other inequalities or not?

NO

- Are there any groups organised against certain religious groups?

NO

7.3.3 Sexuality

- Are there gay/lesbian/trans organisations?
- Do they have a national organisation?

Yes, one organised body – Lithuanian Gay League (LGL). Since implementing the EQUAL project from 2004 the LGL became more visible partnerships with other human rights and women's organisations. Due to the extremely homophobic attitudes of society, the LGL is still marginal. Pride marches were not possible in Lithuania since 2010. The first Pride took place in May 2010 after strong pressure of the EU institutions and politicians. In 2007, during the year of Equal Opportunities for All, the Vilnius municipality did not issue permission to hold a rainbow flag and prohibited the truck of the EU campaign *For Diversity against Discrimination* to enter Vilnius.

- Do they work in alliance with other inequalities or not?

Limited partnership has existed before 2007. From 2007 till present the partnership developed with some human rights and women's rights NGOs.

- Are there any groups organised against gay / lesbian / trans-people?

Yes. The Catholic Church and radical nationalists' movements; right wing parties, skinheads, ethnic minority organisations claiming that they are traditional and cannot tolerate homosexuality, and even some conservative women's organisations.

- EU, bilateral or other international links?

ILGA member.

7.3.4 Disability

- Are there disability organisations?

In Lithuania there is a number of actively working disability organisations, which have their associated members in many municipalities. Since 1991, the state has imitated legal acts on social integration of disabled people into society. In 2003, the National program of Social integration for disabled persons 2003-2012 was adopted.

¹⁰³ Gender montage. 7 films from 7 countries: 7 testimonies about women's lives in Post-Soviet space. Kristina and Christ (Lithuania 2006).

Main strategies of disabled NGOs include campaigning and service provision. During the year of Equal Opportunities for All there was a huge campaign in Vilnius when people in wheelchairs went out to the central avenue of the city in order to demonstrate that these people exist in society and discuss their problems.

- In what way are women engaged in and represented in these organisations?

There is one organisation that specifically deals with disabled women, a gender aspect is not usually discussed and disability is approached in gender-neutral terms. The leaders of NGOs that work in the field of disability are both women and men.

7.3.5 Age

- Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

There are several organisations but they are not very well visible in society. Their main interests are service provisions. The lack of campaigning and lobbying the state makes their activities invisible/silenced.

- How are women engaged in and represented in these organisations?

No data

7.4 Hotspots And Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

NO. Even though the Catholic church is opposing abortion, civil partnership and divorce, conservative women's movement organisations still cooperated with Catholic church. For example, the 2007 commemoration of the 100 years since the first women's congress was held, started with a Catholic mass conducted by the bishop of Lithuania. This event suggests that many conservative women's organisations are far from gender equality issues and an understanding of gender mainstreaming. The women's movement is very weak in Lithuania, there is no solidarity. For example, when the final conference of the Year on Equal Opportunities for All took place in December 2007 the discussion on LGBT demonstrated the hostility of women's organisations (not necessarily only conservative women's NGOs, but also those working in the field of domestic violence). Their argument was that homosexuality should not be prioritised because there are much more important unresolved women's issues

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

Sometimes, but these are human rights organisations and their alliances are based on personal relationships.

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Lithuania	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	52.3%	29.9
Population size 2006 (Eurostat 2006)	3,361,100 ¹⁰⁴	460
% of workforce in agriculture 2003 (World Bank 2006)	12,4 ¹⁰⁵	
Longevity 2005 (World Bank 2005)	71.12 ¹⁰⁶	
Gini (measure of economic inequality) 2005 (Eurostat 2007)	36	31
% GDP/gov. expenditure on social expenditure 2003 (OECD 2007)	13.2	
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	N/A	
% GDP/government expenditure on childcare (forthcoming OECD)	N/A	
% GDP/Government expenditure on military (World Bank 2005)	1.8	

Gender regime

		Female	Male
Employment rate (2005, Eurostat) ¹⁰⁷	62,6	59,4	66,1
Unemployment rate (2005, Eurostat) ¹⁰⁸	8,3	8,3	
Share of women in adult labour force % (2004, UN) ¹⁰⁹		49	
Women's share of part-time employment % (2004, UN) ¹¹⁰		56	
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat) ¹¹¹	15		

¹⁰⁴ <http://www.stat.gov.lt/lt/>

¹⁰⁵ <http://www.stat.gov.lt/lt/pages/view/?id=1896>

¹⁰⁶

<http://db1.stat.gov.lt/statbank/SelectOut/PxSort.asp?file=3229&PLanguage=0&MainTable=M3010802&MainTablePretext=Vidutinė%20tikėtina%20gyvenimo%20trukmė&potsize=171>

¹⁰⁷ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

¹⁰⁸ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

¹⁰⁹ Share of women in adult labour force:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

¹¹⁰ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

¹¹¹ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

School enrolment tertiary % gross (2004, World Development Indicators) ¹¹²	73,2	89,4	57,5
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007) ¹¹³		22	
Women's share of legislators and managers % (UN 2005) ¹¹⁴		43	
% lone parent families (of all family units with children) ¹¹⁵			
Mean age at first marriage (1996, Eurostat) ¹¹⁶		24,8	26,8
Marriage rate (2003, UN) ¹¹⁷	5.84		
Divorce rate (2003, UN) ¹¹⁸	3.3		
Fertility rate (2004 , World Development Indicators) ¹¹⁹	1.3		

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal EU, beyond	ECJ CEC/Country	for EU references
Issues						
1 Equal pay/equal treatment	+	before				
2 Sexual harassment and discrimination	+	before				
3 Equality bodies	+	before				
4 NGO/civil society dialogue						
5 Parental leave	+	before				
6 Organisation of working time	+	before				
Gender Machinery	+					

The answer for this table is provided by Laima Vengale, adviser to the Ombudsperson on equal Opportunities.

¹¹² World Development Indicators, World Bank (September 2006)

¹¹³ Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

¹¹⁴ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

¹¹⁵ (Calculated from Central Statistics (2007), *Census 2006, volume 3: Household composition, family units and fertility, table 34*. http://www.cso.ie/census/census2006results/volume_3/tables_30-41.pdf)

¹¹⁶ Mean age at first marriage,

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

¹¹⁷ Marriage rate, table 23, p. 624 <http://unstats.un.org/unsd/demographic/products/dyb/dybsets/2003%20DYB.pdf>

¹¹⁸ Divorce rate: <http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

¹¹⁹ World Development Indicators, World Bank (September 2006)

9.2 Plans and programmes

National general gender equality plan (current)	Yes X				No
Reference to Lisbon targets	X				
Reference to Barcelona targets					X
Targets and indicators	None	Weak X	Moderate	Strong	

National plan: Gender-based violence (current)	Yes X				No
Targets and indicators	None	Weak X	Moderate	Strong	

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X	X		
Social protection and social inclusion plan (general assessment)		X	X		
Reference to gender based violence		X	X		

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister		X		
Independent equality body (research, monitoring, and enforcement)			X	Ombudsperson for equal Opportunities does not complete all these measures. The Office hires independent experts to complete research and monitor the situation.
National consultative / representative body linking state and women's NGOs			X	
Any other body / bodies (e.g. parliamentary committees) Please name: 1. Joint parliamentary committee 2. Commission on the Status of Women			X	

9.4 Policy summary

	No- at all	Not	Yes/ Low	Yes/ Moderate	Yes /High
General To what extent is gender mainstreamed throughout policies?			X		
Non-employment (4.1)					
Extent to which mothers can be legitimately non-employed					
Intimate citizenship (4.2)					
Extent to which women have access to abortion (in country of residence)				X	
Extent to which state policies are heteronormative					X
Gender-based violence (4.3)					
Extent to which policies on GBV go beyond domestic violence			X		
Strength, resources and co-ordination of GBV policies			X		

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)	X			
Extent to which the women's NGOs participate in policy making		X		
Extent to which women's NGOs are close to state		X		
Extent to which women's NGOs engage with intersecting inequalities		X		
Extent to which women's NGOs are state funded		X		
Extent of influence of trade union body on policy making	X			
Extent of power of women within trade union body	X			