

# SHADOW REPORT

## On the Implementation of CEDAW and Women's Human Rights in Lithuania

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In cooperation with

**LITHUANIAN COALITION OF NON – GOVERMENTAL  
ORGANIZATIONS FOR PROTECTION OF WOMEN'S HUMANS RIGHTS**



# LITHUANIA

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April 2008, Lithuania

## SHADOW REPORT

We are acquainted with the Governmental reports. Both of them were discussed in the Commission on Equal Opportunities for women and men with participation of representatives of women's organisations and the office of Equal Opportunities for women and men as well as placed on the governmental web-site accessible to everybody. During the last 8 years after the previous review, we can say that many different efforts (governmental, non-governmental and in cooperation of both parties, social partners (employers and trade unions) have been made and experts have been involved in realization of gender equality *de facto* as well as in implementing the Recommendations, which were developed by CEDAW Committee. Lithuania has joined the EU and this also had an influence on improvement of gender equality situation in Lithuania. Lithuanian efforts to deal with gender equality issues and gender mainstreaming were highly evaluated on the European (EU) level. The European Union Council made a decision to establish a European Gender Equality Institute in Lithuania. This decision was inspired by active efforts of all gender equality actors: women's organisations, gender equality experts, governmental institutions, parliamentarians. The institute will start its work in 2008.

But we still have a number of problems that need solutions or more careful attention from the government. The most important areas are: situation of women in rural areas; the lack of the education on reproduction health, especially in rural areas; the low level of educational facilities on the general women's human rights, including the lack of information on the free legal consultation; persisting gender stereotypes in preschool-education, education and science; unhealthy living conditions of women in rural areas, especially elderly women, widows, single women, who cannot afford to repair their houses for many years; hidden unemployment in rural areas; lack of social guarantees for the wives of the self-employed farmers; lack of the flexible social support system (including food provision, provision of the necessary hygienic towels) for the socially-disadvantaged women; low level of women involvement into political life both at national and local levels; low level of involvement of local municipalities in issues on women' human rights and gender equality; insufficient childcare services; deep vertical and horizontal segregation of the labour market; gender pay gap, which resulted in different economic situation of women and men; stereotype of women' position in the labour market as of 'low quality and risk group'; necessity of changing the employers' attitude towards women in the labour market and promoting family-friendly enterprises; insufficient women' NGOs financial support.

### Article 1: Definition of discrimination

The Law on Equal Opportunities for Women and Men was adopted in 1999, but the system of legislation and mechanism of protecting women's human rights are still not sufficient enough to achieve optimal results. We still need to give more attention to overcome the stereotypes and structural barriers. We also think that we need to take additional measure to ensure the active using of the special temporary measure in practice.

In the previous Shadow report in year 2000, the attention was given to the necessity to amend the law of Equal Opportunities to Women and Men and to expand the definition of the discrimination by considering the possibility to use **temporary special measures** to make equal opportunities **de facto**.

The amendment to the Equal Opportunities Law was made and the temporary special measure has been included to the definition in the following way:

Article 4: *Direct discrimination- shall mean a treating one person less favourably on grounds of sex than another is, has been or would be treated in a comparable situation, except for the following cases:*

(...)

*6) Specific temporary measures set forth by laws, aimed at accelerating the guaranteeing of factual equal rights for women and men and which must be repealed upon implementation of equal rights and equal opportunities for women and men;*

But the problem of the active using of the temporary special measures still exists as they can be used only in the case if legislation is passed by the Parliament. From our point of view, this system is not flexible, that is why we can't implement the special temporary measures on a wide scale in Lithuania.

In some practical cases we faced the situation when officials do not understand that these temporary special measures ("positive discrimination") are not against the law of equal opportunities, nor do they know about the CEDAW Convention and Article 4.

More explanation on the possibility to use the special temporary measures has to be done in governmental and local levels.

## **Article 2: Policy measures to be undertaken to eliminate discrimination**

The Convention is still not applicable in the national courts or it is not very visibly reflected in the mass-media to the general public. We can't provide any visible information for the active usage of the Convention in Lithuanian courts.

We think that not enough attention is given to creation of awareness among women about using the possibility to complain about discrimination of their rights, especially at local level and in rural areas. The ombudsmen office the body set up to respond to complaints at national level; there are not any mechanism operating at local and regional levels: there are not any special officials (gender equality agents/consultants) appointed to the local and regional governments, who could be responsible for raising awareness about the use of possibility to protect women's human rights and to apply with complaints. The lack of educational activities at the local level is the main reason of rather low numbers of complaints received from women willing to fight for their rights. That is the reason why, by our opinion, the system of complaint does not work effectively at local level, and especially in rural areas. Women in rural areas do not know about their right to get free consultations on how to apply with complains, thus there is no complains from the rural women. Active involvement of the NGOs in the educational activities towards explanation on women's human rights on the basis of CEDAW and national legislation could be an effective way to improve the level of awareness of women on their human rights. Unfortunately, consultations, which we have organised with the representatives of Lithuanian Coalition of the Protection of the Women's Human Rights, have showed that the local municipalities don't consider the importance to provide financial support to local NGOs for development and implementation of education programs on women's human rights. Most of the local municipalities do not consider the women's human rights as one of the priorities for the competition for funding the local projects.

The necessity of providing assistance to NGOs working with gender equality issues as prescribed by the Law is clearly declared in the article 3 "Duty of State Government and Administration Institutions to Implement Equal Rights for Women and Men" on the Law of Equal Opportunities for Women and Men. Therefore, we can state that the Law of Equal

Opportunity For Women and Men is not fully implemented in Lithuania and the role of social partners (NGOs) is not fully recognised at the Governmental level, and even less on the local level.

A very important step towards the implementation of gender equality in Lithuania was done by Government in 2003 by adopting two **National program for Equal Opportunities for Women and Men (2003-2004 and 2005-2009)**, but unfortunately, the budgets of these programs was/are very low ( around 300000 LT/ 130000 \$ per year). The involvement of NGOs in implementation of these programs is also rather low and has not been organized on general strategic basis, but only occasionally.

### ***Domestic violence***

Violence against women and especially domestic violence is one of the problems that women face today in Lithuania. The Government has started to pay attention to this issue actively since 2006. Unfortunately, we still do not have any actual research in this field carried out and supported by the State. That is why this problem isn't visible enough in the society.

Victimological survey carried out by the Women's Issues Information Centre (1997) with the help of the company "Baltic Survey, LTD" revealed that 63.3% of adult women in Lithuania aged from 16 and over had experienced physical, sexual violence or threats at least once, 42.4% of women, who were married or lived in partnership without registration of wedlock had experienced either physical, sexual violence or threats from their husbands or partners at least one time. According to the data of the survey initiated by Educational campaign for women "Life free of violence" supported by the UNIFEM in 2002, 82% of women-respondents over 16 years of age had experienced psychological violence or compulsion in the family, 35% - physical abuse. 87% of all respondents stated that violence against women in the family in Lithuania exists (initiated by the Women's Issues Information Centre, conducted by Market research Company "Spinter").

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

	2005		2006	
	Women	Men	Women	Men
<b>Spouse</b>	305	62	283	36
urban areas	162	26	149	25
rural areas	143	36	134	11
<b>Cohabitant</b>	159	35	142	47
urban areas	99	15	75	30
rural areas	60	20	67	17

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

Punishment for violence against persons in various spheres of life is stipulated by respective articles of the Penal Code of the Republic of Lithuania - for murder, for body damage, for rape or any other physical abuse. Violence within the society is a physical, psychological or sexual abuse experienced by victims in public life, not in the family. But there are not any special norms of responsibility for violence in the family set, where victims of violence in the family in most cases are women. Legislation does not provide any definition of violence in the family. In addition cases of domestic violence are treated as private matter, without participation of public prosecutor, while it is a case in all other cases of crimes. Lithuanian courts have no specialised judges on family cases and no Family courts. In addition access to the courts is not easy.

In Lithuania we still do not have the Law on domestic violence. Lithuanian legislation treats violence against women especially domestic violence as a private issue, when victim by herself should initiate penalizing of perpetrator coming out with official complaint against the violator. In many other countries, especially the EU countries violence against women is recognized as a crime on the state level and not just a private issue. In addition, the crime against the wife is NOT treated as an aggravating circumstance. Lithuanian legislation states, that aggravating circumstance is only when crime is done against father, mother or child, or relatives, but not wife. The opportunity to separate perpetrator from the victim of violence and removing perpetrator from family house is established by the Code of Criminal Procedures. But until now there are no any signs of realisation and practical application of this Law within society (no cases reflected via mass-media or in other ways) that shows that this Law isn't working properly.

There is a lack of high-skilled officials, capable to assess situations of domestic conflicts, to find out the reasons for such behaviour and to assist victims or counsel population in this field. Training for judges, attorneys, prosecutors and other lawyers police officials, social teachers, and social workers and medical doctors capable of dealing with violent men is also insufficient. Police and courts are avoiding the cases of domestic violence unless the victim is severely beaten or killed. All possible police measures against the perpetrator are very restricted and underused to protect the victim of violence.

The network of crisis centres providing support to victims of violence is exists, but such centres are not very strong and number of them is insufficient as the financial support is very low. Many crisis centres were established and are operating on the initiative of non-governmental organisations. Women, victims of violence, still feel lack of information on the assistance.

Multiplex approach towards violence, covering support to violence victims, application of sanctions on perpetrators, awareness raising of public, specialists and violence victims, education and training, law enforcement systems, strengthening the role of legal institutions, health care, is still rather limited. Nevertheless, the National Strategic plan has been developed and it has to be more actively implemented including coordination of actions of various public and non-governmental institutions (especially police).

### **Article 3: Guarantee of basic human rights and fundamental freedoms**

We still feel the lack of the clear system with established qualitative and quantitative gender equality indicators for monitoring the policy of equal rights and opportunities for women and men. Society has to be more aware about the specific problems related with violations of the women's human rights, special measures, which have to be implemented and the progress made in the implementation of the adopted laws, national strategies and programs in the field of women's human rights; applying the principles of the gender budgeting at national and municipality levels; amount of the pro-women expenses from national budget's expenditures.

The women' NGOs initiative to establish the position of the Prime Minister's consultant for issues on gender equality was introduced several times to the government by the various declarations, but unsuccessfully. The national machinery of gender equality could be strengthened by establishing of this position.

Still the big problem for women in Lithuania is reconciliation of the professional and private life; inequality still exists in working life (women are earning 80% of men salaries, low level of women in top position, low level of women in big-business, and top positions in science, many women are still involved into the care for elderly family members and can't work; not

sufficient level of childcare facilities is still an obstacle to mothers to return to work, etc). There are no any special provisions in the law of Equal Opportunities for Women and Men which will guarantee the equal treatment of women and men at work *de facto* (for example, obliging employers to prepare, implement and monitor Gender Equality planning at workplaces, like it is exist in the similar laws in Finland, Sweden and Great Britain). Therefore, it is very important to implement the EU Gender equality directive 2002/73/EC (article 8 b) into the national legislation, obliging employers to implement gender equality planning in the work-places by introducing special measure to ensure the reconciliation of the private and professional live (for example by implementing flexible work environment), the carrier guiding for women returned from the maternity leave, equal payment for the equally treated work, etc. This process is rather difficult; therefore, it would be important to support the employers, who would like to implement gender equality planning at workplaces. It could be done by giving some tax reduction to the enterprises with the social responsibilities as well as by establishing the special national Award for the enterprises implementing gender equality in practice.

The sexual harassment at workplaces is still a persistent problem. Women are afraid to apply with complains on sexual harassment as the burden of proof is still on their 'shoulders' and they feel it is very hard to do. We have to make the procedure of the complaint on sexual harassment much easier for the victim and to raise more awareness about the possibility to use their human right and to put the perpetrator to the court.

#### **Article 4: Temporary special measures for achievement of equality**

Temporary special measures are not widely implemented because of the reasons mentioned in the Article 1 above. There have been made some statements declaring that the special measures are against the Constitution of Lithuania. For example, in year 2004, the member of the Seimas (Parliament) Mrs. Birute Vesaite has introduced the new amendments to the law of Selection to the Parliament by applying quotas to ensure the balanced participation of women and men in the selection lists. The idea of the Law was actively supported by Lithuanian women's NGOs, but unfortunately, these amendments wasn't passed by Parliament and it was explained to the public that some judges while analyzing these amendments have submitted the opinion that this quota system is against the Constitution.

We need a more clear answer from our officials what will be done in the nearest future to make the special measures working in Lithuania. We also need more public awareness about the good practice and necessity of implementing the temporary special measures throughout the world to help to achieve good results in equality. The promotion of implementing the temporary special measures must be a very important task of government policy. We need the special measures not only for the political promotion of women, but also for the working life in order to decrease the pay gap between women and men as well as vertical segregation in the labour market. We also have to apply special measures to decrease the horizontal segregation in men-dominated and women-dominated sectors (for example, to increase the men employment in the kindergartens, primary and secondary schools; and to increase the women participation in technical branches of economy etc).

#### **Recommendations for the Articles 1-4**

- It is necessary to ensure that CEDAW is applicable in the national courts.

- The implementation of the special measures has to become reality in Lithuania. The necessary amendments in the legislation basis have to be done. The promotion of implementing the temporary special measures must be a very important task of government policy.
- To increase the educational facilities for the lawyers, legal representatives, police, etc; to ensure their capacity to apply the CEDAW in the courts and to protect the women's human rights in a more active way.
- To make the changes in the Law of Equal Opportunities between Women and Men in order to protect the victim of the sexual harassment from the necessity to prove the guiltiness of perpetrator.
- To make the changes in the Law of Equal Opportunities for Women and Men to oblige the employers to develop and implement the gender equality planning (like it is in Sweden, Finland, Great Britain and other EC countries) to ensure the gender equality at work places is *de facto*.
- It is necessary to make the changes within the legislative basis and to recognise the domestic violence against women as a crime at the state level, but not private matter, and to ensure separation of perpetrator.
- To adopt the Law on Domestic Violence.
- To ensure updating and continuation of long-term National Gender Equality Programme (which comes to the end), to increase financial resources for its implementation from the State's budget and to increase NGO's involvement into its implementation.

### **Article 5: Sex roles and stereotyping**

Horizontal segregation of labour market, traditionally so called female and male sectors, specialities and jobs – all of them constitute a deep and hardly reduced problem in Lithuania and determine unequal earnings and finally – unequal economic situation between women and men. Stereotypes regarding the role of woman and man within the family, work place and society prevent the development of women and men equal opportunities at the labour market, reduce the chances of employment for between women and determine the difference in earnings between women and men. More information about the influence of stereotypes in the working life is provided under the article 11.

The portraits of women in mass media strengthen the stereotypes of women; especially when body of women is used for advertisements. The Ombudsmen office has presented few complaints concerning discrimination of women in mass media in their annual reports.

In 2006 was noticeable an increase in number of complaints regarding advertising of goods and services where women were often stereotyped: certain parts of their body were emphasized, woman's frailty was stressed, she was portrayed as a frivolous and unintelligent person who can entice and allure men. Usually women are compared with things in such advertisings by offering a choice to choose: take an advertised item or an attractive woman. In such advertising body parts of a woman, like breast, buttocks are compared to the items advertised. Such advertising is targeted mostly at men who should, according to the producers of advertisement, "get tempted" with products advertised by charming and sexy women.

#### ***Case study in the field***

Office of Equal Opportunities Ombudsperson has received a complaint regarding the advertisement of the restaurant "Cili kaimas" in their website:
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[http://www.cili.lt/index.php/cili\\_plius/2006\\_rugsejis\\_nr9\\_18/2255](http://www.cili.lt/index.php/cili_plius/2006_rugsejis_nr9_18/2255). According to the claimant, such kind of advertising offends the dignity of waitresses and the female clients. The restaurant presenting itself as a family-oriented is advertising itself with slogan „Cheerful Little Red Riding Hoods are waiting for you! “ As stated by a claimant, even more disgusting is the same advertising just with a text: „*Sexy Little Red Riding Hoods are waiting for you!*” placed in the restaurant. This advertising does not differ from announcements in the newspapers: „*Sexy pussy-cats, snowflakes, orchids*“, etc., where sexual services are advertised. The claimant expressed the opinion that such advertising portraying waitresses holding beer and embracing well-dressed man in suit and with the text underneath: „*Real Pleasures*” is oriented only towards the male clientele. The waitresses are presented not as waitresses, but as materialized objects, always cheery, sexy and happy to see any man and whose main aim is to amuse men after their hard working day.

Stereotyping still exists in the educational materials.

#### ***Case study in the field***

Office of Equal Opportunities Ombudsperson has received complaints both verbally and orally regarding the text “*An Effective Way to Remember Numbers*” described in Lithuanian language textbook. This text according to the complaints is humiliating women, forming disrespect to a woman and creating understanding of her role in the family and society as of zero value. This textbook is intended for 7th grade pupils. In the paragraph 195 of the copy of attached Lithuanian language textbook (the first edition) it is stated: “*Zero, children, means nothing, but if you put one in front of zero, you get ten. If you put two, you get twenty. It is not easy to explain... For example, look my wife. Before she got married with me, she was nothing, zero. When she got married, she became a lady, wife of a teacher... Since then we consider all women in the city as zeros<...>*”.

The authors of this textbook are Elena Palubinskiene ir Giedre Cepaitiene.

According to the statistics there are a very low percentage of men taking parental leaves (in 2006 only 2 % of all parental leaves). It shows that the deep stereotype that the care for children is exclusively a concern of women still exists. It determines lower opportunities for women within the labour market and reduces their economic independence.

Usually the Office of Equal Opportunities receives only 1-2 complaints a year from people who have experienced harassment at work. Most of the claimants are women.

According to the results of some researches, the situation with harassment at work in Lithuania is much worse – 20% of women and 15% of men experience harassment at work during their life. Comparing this fact with the number of complaints means that only 1 from 100.000 people complains to the Office.

The main reason for little number of complaints could be the strong stereotypes existing in our society:

- a man can not experience harassment from a woman;
- it is considered that a victim of harassment is always the guilty one, the one to blame.

The other important reason is that such cases are publicized and presented to society in a strained way. As it is rather difficult to reach the victims of sexual harassment in advance to train them how to deal with this discrimination, it is important to put more attention on training the employers, employees, Heads of the human resources departments, and representatives of the trade unions on gender equality issues including the training on protection from the sexual harassment. The training has to include the topics on how to advise victim of the sexual harassment to show their deprecation when they experience harassment for the first time; how to collect the evidences of the harassment. It is also important that the

employers receive some training to understand why it is important for them to prevent the harassment at work and how they should do this.

Social Innovation Fund, while implementing the project „*Implementation of women and men equal opportunities in the labour market: tools, practice, changes*” (BPD2004-ESF-2.3.0-02-05-0035), funded by European Social Fund, has carried out a research „*Analysis of traditional stereotypes having negative impact on gender equal opportunities in the labour market, and measures consequently changing these stereotypes*“. Research involved 561 respondents from municipalities, labour exchange offices, labour market training and counselling offices, state labour inspectorate, NGOs, trade unions, employers or employers' organisations. During the research it has been identified that men and women actually hold unequal position in the labour market. 86.27% of respondents agreed with this statement (89.83% of interviewed women and 64.56% of interviewed men). Respondents supposed that the de facto position of men in the labour market is better than the position of women. Such opinion was expressed by 97.72% of all respondents who answered positively the question: „*Do you think that men and women hold different positions de facto in labour market?*”

Hereunder, some research conclusions and recommendations that could be interesting for this report are listed:

- The main idea of the research was to investigate whether horizontal segregation was determined by the traditional stereotypes about „male“ and „female“ specialities. Almost 85.74% of respondents (92.41% of men and 85.68% of women) think that some jobs are more suitable for men and some for women, i.e. there exist „male“ and „female“ professions. Hence, there still exist stereotyped attitudes within our society regarding „male” and „female“ jobs.
- In this research an attempt was made to analyse the possible measures that could help to change the stereotyped attitude towards roles of women and men. Though 77.36% of respondents confirmed that *stereotypes attitudes towards women and men roles in the family, at work and in the society has an influence on unequal position of women and men in labour market*. 80.21% of respondents agreed with the need to change these attitudes. However, still very little number of respondents knows by what means this can be achieved. Only few women and men are familiar with 2005-2009 national programme on equal opportunities for women and men. Only 53.12% of respondents knew about the ratification of 2005-2009 National Programme on Equal Opportunities for Women and Men, with suggestions of measures for implementation of gender equality.
- Only 16.58% of respondents indicated their awareness of good practice examples in forming gender equality implementation policy in other countries. Mostly NGO representatives were familiar with these measures (23.30%), at the least were employers or representatives from employers' organizations (11.48%). Only 35.65% of respondents have heard about the gender equality planning practice. Even less number of respondents – 12.30% have heard about the public function of gender equality officer.
- Asked to indicate the measures for implementation of gender equality carried out at their municipalities, respondents indicated only separate projects. However, they couldn't defined any plan or strategy intended for complex implementation of gender equality in the sphere of employment. Thus, one can state that still there is not enough preparation for practical gender implementation in the sphere of employment.

## Recommendations

- More attention is needed to combat the lack of gender sensitivity in mass media.
- More active measures have to be created by the Government to encourage fathers to take parental leaves and to encourage employers to implement the family-friendly working environment.
- More attention has to be given to the training of employers, employees and trade unions on the possible way of implementing gender equality de facto, including training on protection from the sexual harassment at work places.
- Positive influencing on the active changing of the stereotypes in work life could be done by implementing gender planning at workplaces and its recognition by all parties including governmental and social partners (employers and trade unions); their support to the family-friendly enterprises in the planned and systematic way (now it is done mostly through projects) will be highly recognised.
- More attention has to be given at governmental and municipality levels to creation of awareness about the good practices/measures of other EU countries on changing the stereotyping attitude towards women's role in society.

## Article 6: Human trafficking and prostitution

Trafficking in women constitutes violation of human rights and infringement of basic principles of the rule of law and democracy. It threatens our common interest in upholding democratic values, human rights and equality. Trafficking in women is a serious gender equality problem and one of the most violent expressions of the suppression of women. According to the experts' estimation in year 2002, the scale of trafficking in women in Lithuania is the biggest in the Baltic States. (<http://www.moteris.lt/02bala/articles/tema.htm>)

Human trafficking and prostitution is still a rather closed issue within the Lithuanian society and the victims prefer to hide themselves most of the times. Therefore, one can assume that the statistics provided in the report of Government does not reflect the real situations as the number of victims is given on the basis of cases. Currently victims of prostitution and human trafficking are being reintegrated into the society and the labour market. However, this national program expires in 2008.

One of the problems in dealing with trafficking issues in Lithuania is lack of effective prevention, statistics and reintegration of victims into the society. As a public opinion survey done in 2002 by request of International Organization for Migration (IOM) suggests, up to 53.4% of Lithuanian people think "many" or "very many" girls are trafficked abroad to work as prostitutes by deceit, and 6.7% of people face this phenomenon in their close social environment, i.e. there were attempts made to traffic their close friend, relative, colleague, acquaintance. (*"Trafficking in women: problems and decisions"* IOM, Institute for Social Research, 2004).

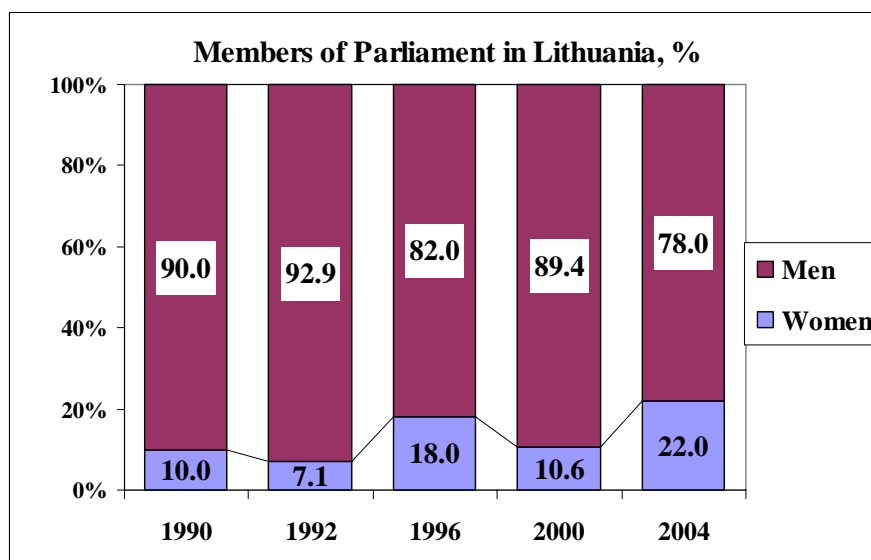
There is not enough awareness on the topic in mass media; and even the annual statistical booklet 'Women and Men in Lithuania' doesn't provide any statistical data on the topic.

## Recommendations

- To continue the program of prevention, control and reintegration of prostitution and human trafficking victims into the society and the labour market, also including the preventive and educational measures into it.
- To ensure the awareness on the topic by including statistic to the annual statistical booklet ‘Women and Men in Lithuania’.
- Create psychical help and psychosocial rehabilitation system for victims of domestic violence and trafficking and train the specialists.
- Establish the special task force at the crime police office to fight trafficking.

## Article 7: Political and Public Life

Situation inside politics is unfavourable for women: in 2004 only 20,57 % of women were elected during the elections for Parliament, while elected men made 79,43 %. The municipality election also shows a disparity. We think that the special measure have to be undertaking by Government (quota system) to change the situation of deep stereotyping that the political life is for men. Starting from the independence time, the situation did not changed significantly to the positive side.



### *Women’s NGOs in Lithuania*

Lithuanian women’s NGOs face insufficient funding, what makes it difficult for them to build their capacities in order to fulfil their various roles and functions in supporting women’s human rights in Lithuania.

Lithuanian Law of Equal Opportunities for Women and Men determines the responsibility of government and all administrative institutions to support the women’ NGO activities, however till now this support is fragmentary, based on special competitions, it is not constant and continuous. Besides, competitions and tenders on specific gender equality issues are still organized by limited number of ministries, maybe more by Ministry of Social Security and Labour and Ministry of Culture. Initiatives by other ministries on this issue are completely missing.

In year 2000 the UN CEDAW Committee has recommended the Lithuanian Government “to

develop clear criteria for rendering and ensuring governmental financial support on the national and local level for the work of women's NGOs". It also was recommended that "Government has to increase awareness among individuals and corporations regarding possible donations to women's organizations". Unfortunately, until now we do not have clear developed system for funding of NGOs in Lithuania. The Coalition of the Lithuanian NGOs for protection of women's human rights (Coalition unites 64 NGOs) in cooperation with other non-governmental bodies has applied several times to Lithuanian Parliament and Government with Declarations asking to prepare the strategy for funding of women's NGOs, but still no any reaction on this issues received.

The following suggestions were presented to the Government on the possible ways to organise the women's NGOs funding.

The financial support for women NGOs should be applied not only in the form of the programme funds, but also as an institutional support.

Women NGOs could be financed in a ternary way:

- 1) Financing project activities (can be done on local, municipality and national levels). Projects are selected on a competitive basis.
- 2) Co-financing of projects granted from European Commission  
If an NGO is granted a project financed by EC, then organisation receives co-financing from the budget to cover the required contribution to the project ( needed organisation's contribution to the project varies from 25% to 30%; in some cases it may make 50% of total project sum). Unfortunately, sometimes NGOs have no any possibilities to ensure co-financing and thus, cannot take part in EC projects.
- 3) Institutional support for NGOs. Institutional support is intended to secure the existence and stability of organisations.

- Criteria for institutional support should be set very clearly. For example, in order to apply for institutional support an organisation must be active not less than 5 years in the field of the women's human rights, and have implemented not less than 5 projects, hold not less than one conference, organized trainings or provided services for not less than 500 persons during the last 5 years. Such criteria should be set in accordance with the specifics of women's NGO activity. At the same time, organisation should present its activity report.
- Institutional support should be granted not for any specific activity, but to ensure the existence of organisation. Such support was granted by Baltic – American partnership programme in Lithuania for few years and was used by organizations at their own discretion: to keep the premises, administrative expenses, staff costs for the Manager (in reality none of the projects award resources for preparation of the project, only for its implementation. Therefore, NGO loses its potential and has difficulties to survive when only its project activity is supported). Institutional support should be granted for a longer period. It could be prolonged after having analyzed and evaluated the report of organisation's activities.

### **Recommendations**

- Change the laws of elections (to Parliament and to Municipalities) by implementing quotas (suggestions at least 40% of candidates could be one gender).
- Implement a quota for governmental Officials (Level A) of 40% or 50% of one gender.

- Promote implementation of quotas in political parties (only the Social Democrats Party currently has a quota).
- Promote via mass media a positive image of women in politics, entrepreneurship, diplomacy and public administration.
- Develop and implement the system for rendering and ensuring governmental financial support on the national and local level for the work of women's NGOs.

### Article 8: Participation at the International Level

According to statistics there are more women in diplomatic service than men; however we have only 7 out of 41 female ambassadors in 2007.

#### WOMEN IN DIPLOMATIC SERVICE 2005–2007

	Employees		
	Total	women	
		number	%
March 2005			
Employees in diplomatic service	533	283	53
Of which employees in diplomatic service abroad	221	90	41
Of which senior managers	41	4	10
March 2006			
Employees in diplomatic service	570	293	51
Of which employees in diplomatic service abroad	236	89	38
Of which senior managers	44	4	9
March 2007			
Employees in diplomatic service	598	315	53
Of which employees in diplomatic service abroad	244	94	38
Of which senior managers	43	7	16

*Data of the Ministry of Foreign Affairs*

One of the six gender equality priorities in the European Union is integration of gender perspective in to international cooperation, including assistance to the third countries to elaborate and develop democratic values, respect to women human right. To implement that task gender sensitiveness, appropriate gender equality knowledge is crucial for diplomats. As an EU country Lithuania supports number of projects aimed at the support for new democracies, but knowledge, experiences and potential of Lithuanian women's organizations remain outside this process. Opportunities of Lithuanian women's organisations to contribute to gender mainstreaming in development cooperation become limited.



### Recommendation

- To take measures to increase the number of women in the highest positions in diplomacy, including female ambassadors.
- To promote incorporation of gender mainstreaming into international support of Lithuania to the countries of new democracy, post conflicted countries and countries in development.

### Article 9. Nationality

The number of migrants and ethnic minorities is not very high in Lithuania

**Population by ethnicity**

Ethnicity	Population number, thousand					Percentage of total population				
	1970 <sup>1</sup>	1979 <sup>1</sup>	1989 <sup>1</sup>	2001 <sup>1</sup>	2007 <sup>2</sup>	1970 <sup>1</sup>	1979 <sup>1</sup>	1989 <sup>1</sup>	2001 <sup>1</sup>	2007 <sup>2</sup>
Total	3128,2	3391,5	3674,8	3484,0	3384,9	100,0	100,0	100,0	100,0	100,0
Lithuanian	2506,8	2712,2	2924,3	2907,3	2864,0	80,1	80,0	79,6	83,5	84,6
Russian	268,0	303,5	344,5	219,8	173,3	8,6	8,9	9,4	6,3	5,1
Pole	240,2	247,0	258,0	235,0	212,1	7,7	7,3	7,0	6,7	6,3
Belarusian	45,4	57,6	63,2	42,9	38,4	1,5	1,7	1,7	1,2	1,1
Ukrainian	25,1	32,0	44,8	22,5	21,2	0,8	1,0	1,2	0,7	0,6
Jew	23,6	14,7	12,4	4,0	3,5	0,8	0,4	0,3	0,1	0,1
Latvian	5,1	4,4	4,2	3,0	2,6	0,1	0,1	0,1	0,1	0,1
Tatar	3,5	4,0	5,2	3,2	2,9	0,1	0,1	0,1	0,1	0,1
German	1,9	2,6	2,1	3,2	3,5	0,1	0,1	0,1	0,1	0,1
Romany	1,9	2,3	2,7	2,6	2,8	0,1	0,1	0,1	0,1	0,1
Other	6,7	11,2	13,4	7,6	8,9	0,2	0,3	0,4	0,2	0,3
Not indicated	-	-	-	32,9	51,7	-	-	-	0,9	1,5

*Population censuses data*

But problems for ethnic minorities exist. More problems exist for migrant women in Lithuania. The biggest problem – is lack of the knowledge's of Lithuanian language, which is biggest barrier for migrant women to enter in to labour market.

Lithuania faces a specific problem related with the Roma community and its social integration. According the Census of Lithuania in year 2001, there were 2571 Roma people in Lithuania. But taking in account that not all Roma people had declared their living place, we could say that there are about 3000 Roma people in Lithuania. Planning and implementing measures for Roma community for social support, social work, integration of Roma people into the labour market is one of the hardest tasks of Lithuanian government. Roma community faces the intertwined phenomena of poverty, low level of education and unemployment, which make it difficult for Roma to seek stable income and avoid the risk related to various non-formal activities. The research carried out by Centre of Ethnic Studies (CES) at the Institute for Social Research showed that even though there are more measures for social and professional integration of Roma people till now little effect has been noticed. Such situation is even more complicated for Roma women. Typical Roma woman is woman with primary education, no work experience, early marriage, 2-3 children, and her income is only social

benefits. Most of women are illiterate, they have no educational or professional integration (the school is compulsory till they become 16 years old, however no plans for professional future). They have many problems within their own community: early marriage, illnesses, illiteracy, asocial behaviour, dependence on drugs. As a result of big family Roma women have many responsibilities at home. Typical Roma family considers education not important. Therefore, girls have no ambitions, except those of getting married and having a family of their own. Unfortunately, sometimes they are discriminated by multiply discrimination in the entering in the labour market (gender and ethnic). For example, in the Report for year 2007 of Ombudsperson office of equal opportunities mentioned that there were some complains that employers refuse to employ some Roma women; even they had the recommendations of Labour exchange office. One of such of complains is still treated in the court.

Lithuania lacks an active mediator who would help Roma people, especially women, to use the measures provided by legislation and would assist Roma women to register at labour exchange offices or to cooperate with any other organisation related with labour market. There is also a big lack of social workers, directly carrying out social work with Roma people, there is missing an organized creation of relations with Roma community on local level. Interview with Roma people showed that only few of them have received any effective help from social workers when looking for a job and this indicates a non sufficient utilization of social work potential.

The attitude of Lithuanian society towards Roma people is rather negative. Such prejudices from employers and society are a big problem for most of interviewed Roma people. Therefore, projecting measures devoted to integration of Roma people into the society it is important to consider the lack of information accessible for Roma people, their limited social relations and experienced ethnical discrimination frequently refusing in employment.

Lack of motivation of Roma women themselves to be integrated in to society and the especially in labour market creates a big problem for the development and implementing program their social mobility.

### **Recommendations**

- To put in place policy measures to ensure the eradication of discrimination against Roma people which addresses the discrimination faced by Roma women particularly
- To ensure more effective application of measures existing at the current employment promotion system for social support for Roma women and their integration into the labour market it is necessary to pay more attention to the development of mediation machinery. At the same time it is important to develop all forms of support that could be applied on territorial basis. Due to the extent of Roma's exclusion it would be worth to refer this group as a target group for social policy.
- To include the services of mediation for employment into the directory of social services, as till now such services as mediation and representation of persons from the social disadvantaged groups for their inclusion into the labour market is not listed. The procedures of subsidies awarding should be simplified as according to the existing system.
- To evaluate the effectiveness of the applied target programmes designed for integration of Roma women and reduce of segregation.
- To develop social support not only in forms of tangible support, but also by applying means of social work. Therefore, it is advisable to identify clearly the



number of social workers dealing directly with the Roma community and increase their number. This is usually done on municipality level. In order to increase the quality and effectiveness of social work it is important to draw plans of work with Roma community for social workers and to raise their competence systematically. Evaluation of effectiveness of the plans of social work performed and activities themselves should be performed on regular basis.

- To take measures aimed at raising of motivation and qualifications of Roma women.

### **Article 10: Education**

The traditional stereotypes concerning women role in the family, work life and society are very strong in Lithuania. These stereotypes are being formed since childhood in preschools and primary schools, when using stereotypes in textbooks and manuals, that show women in their traditional roles at home, and showing men as businessmen, as career makers, and as family providers. There is a lack of proper information on gender issues in school, college and university curricula. Recently separate handcraft lessons for girls and boys are still held at schools. Such discriminatory school curriculum perpetuate stereotyped attitude towards the role of woman and man in labour market, which later will determine a deep segregation of labour market, unequal salaries, different economic situation between women and men.

Women pursue higher education more actively than men. At the beginning of 2006-2007 academic year, women made up 60% of university and professional college students, while men– 40%. In the social services women made up to 90 %, health care– 82%, teacher training and education sciences– 78 %.

There is still not enough awareness about CEDAW and how to promote it. One of the ways of promoting CEDAW and women's human rights is by using non-formal adult education mechanisms. Despite the fact that we have a law promoting non-formal adult education and that the infrastructure of implementing this law is already established, there is no budget in the Ministry of Education and Sciences to implement it in wide range.

There not enough qualified different specialists in women rights and gender equality, especially pedagogues, social pedagogues, other specialists working in the kindergartens and at schools. In vocational education training system in Lithuania we have a gap on providing qualification for Gender agents, who could work in private and public enterprises, schools, universities and etc. It means that we don't have human resources for implementation gender equality in practice.

Girls are less involved in sport activities than boys and sport branches for women are less popular and less supported than men sport.

In Lithuania, education is one of the spheres in which women's accomplishments have been tremendous. In fact, more women than men are seeking to advance their educations. It is notable that women put much effort into acquiring the highest level of education as possible, even more than men. In the academic year of 2006, female students constituted 66.2% of university students and 66.0% of professional college students.

However at the secondary school level, the participation of women is significantly lower than for men. This indicates that women drop out of school after completely primary education which must be addressed by the government.

**Women and men by education attainment, 2007**  
Aged 10 years and older

	<b>Women, %</b>	<b>Men, %</b>
High	16.6	14.9
Higher	25.6	22.5
Secondary	31.9	36.6
Primary	26.0	26.1

### Graduated from university by degree, 2006

	Women, %	Men, %
Bachelor's degree	66.2	33.8
Master's degree	65.7	34.3
Professional qualification degree	73.1	26.9
Doctor's degree	58.3	41.7

### Students in all types of educational establishments, 2006-2007

	Number of women per 100 men
<b>Total</b>	<b>107</b>
General schools	98
Vocational schools	65
Colleges	148
Universities	151

Although these numbers are promising, there still remain barriers to full equality in this sphere. There is gender-segregated education system in Lithuania and the following statistic shows this statement. This is a sphere in which men or women tend to strongly dominate. For example, in college, girls tend to choose healthcare and welfare (89.4%), teaching professions (89.2%), social services (88.4%), personal services (83.2%). Boys tend to choose engineering and engineering trades (94.3%), computing (89.6%), transportation services (77.8%), architecture and building (77.5%). A similar situation exists at universities. These choices are undoubtedly influenced by social stereotypes concerning "female" versus "male" interests and occupations. Men tend to study subjects that lead to higher-paying careers and stay away from fields such as education.

### Number of students in colleges by fields of education

At the beginning of the 2006-2007 academic year

Fields of education (ISCED 1997)	Women, %	Men, %
Total	59.7	40.3
Teacher training and education	89.2	10.8
Arts	62.5	37.5
Humanities	73.9	26.1
Business and administration	69.5	30.5
Law	62.7	37.3
Computing	10.4	89.6
Engineering and engineering trades	5.7	94.3
Agriculture, forestry and fishery	46.4	53.6
Health care and Welfare	89.4	10.6
Social services	88.4	11.6

**Number of graduates from universities, 2006**  
Bachelor and professional programmes

<b>Fields of education (ISCED 1997)</b>	<b>Women, %</b>	<b>Men, %</b>
Total	66.2	33.8
Education	81.6	18.4
Humanities and Arts	79.0	21.0
Social sciences, Business and Law	72.7	27.3
Science, Mathematics and Computing	39.6	60.4
Engineering Manufacturing and Construction	29.7	70.3
Agriculture and Veterinary	40.4	59.6
Health care and Welfare	89.3	10.7
Services	46.8	53.2

**The number of graduates from professional colleges, 2006**

Fields of education (ISCED 1997)	<b>Sex distribution, %</b>	
	<b>Women</b>	<b>Men</b>
<b>Total</b>	<b>66.0</b>	<b>34.0</b>
Health care	100.0	-
Social services	97.0	3.0
Business and administration	91.7	8.7
Teacher training and education science	86.9	13.1
Personal services	76.7	23.3
Architecture and building	20.5	79.5
Engineering and engineering trades	3.2	96.8

There are more women with higher education in society; however, they have lower job positions and salaries. It is also related to the number of women in academic careers: the percent of women with Doctoral Degrees is 46% and Doctor Habilitus is 15%. Only 12% of professors are women. Unfortunately, universities are not in a hurry to encourage women to seek academic careers.

**Researchers in R&D, their scientific degrees and academic titles, 2006**  
Without business sector

	<b>Women, %</b>	<b>Men, %</b>
<b>Total</b>	<b>51</b>	<b>49</b>
<i>With the title of</i>		
Doctor habilitus	15	85
Doctor	46	54
<i>With the title of</i>		
Professor	12	88
Docent	38	62
<i>Other researchers</i>	62	38
Of which postgraduate student at the PhD level	59	41

### Teachers by type of schools, 2006-2007

	Sex distribution, %	
	Women	Men
<b>Total</b>	78.0	22.0
General schools	86,9	13,1
Professional colleges	67.5	32,5
Colleges	70.2	29,8
Universities	46,9	53.1

### Professional activity of doctorate holders

Number of doctorate holders by sex and age class in 2006

	Men, %	Women, %	Total, %
<b>Total</b>	<b>59,3</b>	<b>40,7</b>	<b>100,0</b>
Less than 35 years old	51,4	48,6	<b>12,3</b>
35-44 years old	49,5	50,5	<b>20,2</b>
45-54 years old	60,8	39,2	<b>26,2</b>
55-64 years old	64,0	36,0	<b>24,7</b>
65-69 years old	67,5	32,5	<b>16,6</b>

Although more women are engaged in teaching and education, it is not women who determine the educational policy. All rectors of 15 state universities have been men, heads of education departments have mostly been men.

There is not adequate support and encouragement for mothers who are returning students. These students require special programs, such as career counselling, to be successful in obtaining their education.

### Recommendations

- Address the lower number of women than men in secondary education
- Implement gender equality programs in teacher training and school curricula.
- Aid women with career counselling to support them in pursuing non-traditional professions.
- Counselling in the school for future professions to be aimed to decrease horizontal segregation: For example, students girls have to be encouraged to choose professions, like science, mathematics and computing, engineering manufacturing and construction, building and architecture.
- Use special temporary measures delivering grants for researchers; for example, at least 40% of all research post appointees should be women and applicants for research grants must include a report on the gender distribution of the research project and/or research group with their application. Finland experience show us a good example of tolerance for both genders in science issues - the minority gender shall have at least 40% representation in research posts, experts tasks and working groups, if not justified otherwise of some special reasons. If the applicants for a research post are scientifically equally qualified, priority in the appointment shall be given to the applicant whose gender is under-represented in this post category.

- Promote career seeking through non-formal adult education using women's NGOs involvement in this process to promote women in academic careers.
- Establish a gender quota for admissions to universities and colleges ensuring that this works to encourage higher numbers of women in different fields of education but in no way limits the participation of women to bring it on par with men (*Universities and colleges are afraid to implement positive discrimination or temporary measures (such as quotas) because of the vague definition of discrimination in the Law of Equal Opportunities.*)
- Establish a gender quota for the higher positions in education and science administration to facilitate a greater number of women in these posts.
- Promote non-formal lifelong education to ensure the awareness of CEDAW and women's human rights, allocate a special fund in the budget of the Ministry of Education to support women's NGOs working in this sphere.

## Article 11: Employment

### *Possibilities to combine family and work obligations*

Statistics shows that in employment there exists horizontal segregation between women and men: women are more occupied in the field of social, educational activities; men in financial, production, construction and economic activities. This means that the majority of women work in less prestigious (and lower paid) spheres of economy, as well as working in the same spheres of economy as men, however, occupying lower positions (or do the job that is lower paid). In the spheres of economy with lowest wages, the majority of the workers are women. Horizontal segmentation according to gender is well illustrated by the comparison of average women and men earnings in different economic sectors.

#### Average gross monthly earnings by sector and kind of economic activity in the fourth quarter, 2007, in LTL

	All employees	Males	Females
Total	2052.0	2303.3	1810.4
Agriculture, hunting and forestry	1662.9	1756.8	1501.5
Agriculture, hunting and related service activities	1496.7	1553.2	1418.0
<b>Forestry, logging and related service activities</b>	2230.5	2261.8	2103.5
Fishing	1801.3	1883.5	1421.8
Mining and quarrying; manufacturing	2000.9	2315.5	1625.4
Mining and quarrying	2673.3	2732.8	2367.9
Manufacturing	1990.6	2305.6	1621.3
Manufacture of food products, beverages and tobacco	1879.1	2266.8	1589.2
Manufacture of textiles and textile products	1446.9	1885.3	1344.1
Manufacture of textiles	1670.3	2010.3	1509.5
<i>Manufacture of wearing apparel; dressing and dyeing of fur</i>	1309.9	1660.3	1266.9
<i>Manufacture of leather and leather products</i>	1351.7	1727.5	1179.9
Manufacture of wood and wood products	1557.9	1575.6	1506.6
Manufacture of pulp, paper and paper products; publishing and printing	2002.3	2369.0	1723.6
Manufacture of chemicals, chemical products and man-made fibres	3348.2	3824.2	2593.9

Manufacture of rubber and plastic products	2171.4	2324.7	1775.4
Manufacture of other non-metallic mineral products	2490.7	2615.5	2088.5
Manufacture of basic metals and fabricated metal products	2195.8	2302.2	1738.5
Manufacture of machinery and equipment n.e.c.	2237.8	2437.4	1764.0
Manufacture of electrical and optical equipment	2095.4	2668.5	1652.8
Manufacture of transport equipment	2665.0	2783.9	2148.4
Manufacture of other transport equipment	2693.6	2822.2	2165.1
Manufacturing n.e.c.	1900.3	2026.8	1716.0
Manufacture of furniture	1858.7	1957.9	1717.4
Electricity, gas and water supply	2592.1	2694.4	2303.0
Production and distribution of electricity	3058.4	3247.8	2491.1
Production and distribution of electricity Ignalina power station excluded	2899.4	3044.1	2426.0
Steam and hot water supply	2325.5	2416.7	2066.1
<b>Collection, purification and distribution of water</b>	1919.2	1899.6	1973.4
Construction	2438.3	2489.8	2058.1
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	1981.1	2286.1	1696.3
Hotels and restaurants	1201.3	1372.0	1156.7
Transport, storage and communication	2048.8	2077.1	1983.7
Transport and storage	1990.2	1955.6	2099.4
Post and telecommunications	2336.8	3225.6	1757.9
Post and courier activities	1377.0	1820.6	1259.6
Financial intermediation	3855.1	5554.8	3213.6
Monetary intermediation	3940.1	5946.7	3278.0
<i>Insurance and pension funding, except compulsory social security</i>	3545.4	4728.6	3118.5
Real estate, renting and business activities	2199.5	2266.2	2125.6
Research and development	2160.4	2471.7	1926.4
<b>Research and development financed from budget</b>	2081.7	2396.1	1858.7
<b>Public administration and defence; compulsory social security</b>	2635.8	2686.9	2581.7
<b>Administration of the State and the economic and social policy of the community</b>	2757.5	3040.2	2618.4
<b>Legislative and executive activities of central administration institutions</b>	3863.3	4262.7	3636.3
Provision of services to the community as a whole	2546.2	2566.5	2500.7
Compulsory social security activities	2601.9	2279.6	2655.4
Education	1646.7	1717.4	1626.1
General secondary education	1611.5	1369.3	1670.9
University education	2335.1	2738.4	2035.5
Health and social work	1949.1	2440.7	1860.0
Human health activities	2044.8	2651.8	1938.4
Social work activities	1458.7	1455.7	1459.2
Other community, social and personal service activities	1661.4	1897.1	1473.3
Recreational, cultural and sporting activities	1595.3	1765.5	1491.8

### Main indicators of activity of the population in 2007

	<i>Males</i>	<i>Females</i>
Thousand		
Total population as of January 1	1577.0	1807.9
Population as of January 1, aged 15+	1301.2	1545.6
Population as of January 1, aged 15 – 64	1121.0	1198.5
<b>Labour force</b>	812.3	790.8
<b>Total employed</b>	777.7	756.5
Public sector	124.1	277.8
Private sector	653.5	478.7
Employers and self-employed	117.9	65.2
Employees	651.1	673.3
Contributing family workers	8.7	18.0
Employed aged 15 – 64	761.0	744.8
<b>Unemployed</b>	34.6	34.3
<b>Total inactive population</b>	764.7	1017.1
Inactive population aged 15+	488.9	754.7
Per cent		
<b>Life-long learning (population aged 25–64 participating in education and training over the four weeks)</b>	3.6	6.8
<b>Employed</b>		
Full-time job	93.0	89.8
Part-time job	7.0	10.2
Agriculture, hunting, forestry and fishing	12.9	7.8
Industry and construction	41.2	19.8
Services	45.9	72.4
Labour force activity rate aged 15 – 64	71.0	65.0
Labour force activity rate aged 15 – 24	31.8	22.8
Employment rate aged 15 – 64	67.9	62.2
Employment rate aged 15 – 24	29.6	20.5
<b>Unemployment rate</b>	4.3	4.3
Unemployment rate aged 15 – 24	7.0	10.0

Employment rate of women is less than employment rate of men. The employment rate of women aged 15-64 was 63% comparing with men employment rate 69% in third quarter of year 2007. Very low employment rate for women aged 55-65: in third quarter of year 2007 it was 49%.

An example of horizontal segregation could be the fact that women are mostly involved in education, especially in general schools, where salaries for teachers are very low.

#### **Teachers by type of schools, beginning of the 2006–2007 academic year**

	Number		Sex distribution, %	
	<b>Women</b>	<b>Men</b>	<b>Women</b>	<b>Men</b>
<b>Total</b>	<b>47236</b>	<b>13307</b>	<b>78</b>	<b>22</b>
General schools	37017	5589	87	13
Vocational schools	3166	1526	67	33
Colleges	2530	1075	70	30
Universities	4523	5117	47	53

It is also more difficult for women to make a carrier, which leads to the vertical segregation, while men are having top positions. The State should play a heavy role in solving these



problems, promoting social responsibility of the enterprises in order to encourage them to create the family-friendly working environment. Even though a definition of social responsibility of enterprises has been formulated, it does not reflect directly the aspect of gender equality.

According to the Eurostat and Lithuanian Statistics, in 2007 there were 40% (of women having the leading positions (legislators, higher public servants, managers of enterprises, organizations and offices and other manages). However, this information does not describe the real situation as self employed (women working like one-person enterprise) have been also included in these figures. In addition, it cover all women managers, even at the lowest leading positions, like heads of small units. So it is necessary to distinguish between the leaders working as one person, small enterprises, employing from 2 till 10 persons, medium and large, as well as levels of leading positions.

The pay gap between man and women salaries is the biggest problem in Lithuania, and this gap is decreasing very slowly. Although women enter the labour market with a higher level of education than men, this does not adequately determine their position in it. Statistical data shows that in no economic sector do women earn more than men (only in very few activities, such as compulsory social security activities; general secondary education; social work activities). Average gross hourly earning for women was 19.3% less than for men (excluding the private enterprises). It is also important to stress that mostly due to vertical segregation in public sector this gap higher than in private sector.

The economic reforms and the processes of privatization in Lithuania have resulted in an extensive flow from employment in the state sector to the private sector. It should be noted that more than a half (around 68%) employees from the state sector are women, while men are more active in the private sector.

#### Employed population by sector, 2006

	Women		Men		Sex distribution, %	
	Thous.	%	Thous.	%	Women	Men
Public sector	267,1	35,9	127,4	16,9	67,7	32,3
Private sector	476,1	64,1	628,4	83,1	43,1	56,9

Women are more often employed in the public sector than men, but the earnings of women are lower than for men. Therefore, we can say that even in public sector women have low positions, while managing positions are mostly occupied by men.

#### Average monthly gross earnings by economic sector, LTL

	Whole economy		Public sector		Private sector	
	Women	Men	Women	Men	Women	Men
2000	956	1170	980	1272	918	1087
2005	1230	1493	1290	1654	1168	1421
2006	1432	1743	1510	1913	1356	1677

What are the main reasons influencing the higher number of women working in the public sector? One of the reasons is that the usual “female” economical sectors (health care, education, social sector) remained as public in the society with patriarchal attitudes, the other reason –these positions are the lowest paid and men are not eager to work in those sectors. Such distribution makes women and men segregation in labour market even deeper.

As the women traditionally are responsible for the childcare (taking children from the kindergarten, school), they have limited possibilities to combine family life with work. 10,2% of all working women have a part-time job in comparison with 7,0% of men.

Majority of employers are reacting negatively towards the employees with family obligations, first of all it concerns women having children. Women usually are asked about children and their age when interviewed for a job, while men are never asked such questions. Part of work relationships are being solved during the negotiations between social partners, however the social dialogue is still very weak. There exist trade unions which still lack legal knowledge, and employers' organizations, which lack gender sensitiveness.

Lithuanian labour law gives women (and men) opportunity to have paid childcare holidays with duration of 3 years, but men normally do not take child care holidays. There is a risk that such long holidays will create difficulties for a woman to reintegrate into the labour market after such long break. There is still not enough measures which could facilitate women's reintegration into the labour market and increase their social mobility, especially for women in risk.

There is still a lack of high quality and available childcare services. In our days the kindergartens are still working on inflexible schedule, not adjusted to the schedule of working parents. The lack of the preschool institutions is one of the barriers for women to re-enter the labour market after the maternity leave. The number of kindergartens is decreasing year by year, especially in rural areas. Since 2000 until 2006 number of pre-school establishment in urban areas decreased by 4%, in rural – 12%.

**Pre-school establishments, End of year**

	2000	2001	2002	2003	2004	2005	2006
<b>Number of pre-school establishments</b>	<b>714</b>	<b>699</b>	<b>686</b>	<b>672</b>	<b>655</b>	<b>656</b>	<b>652</b>
Urban areas	501	495	493	489	486	491	485
Rural areas	213	204	193	183	169	165	167

*Provisional data*

Care for elderly or disabled people still remains a big problem in Lithuania. Often the caregiver for elderly and sick people is a woman. In most cases this job is illegal, female caregivers do not possess any social guarantees themselves. Currently, the legitimate base that would allow establishing private hospices and care centres for elderly people is not sufficiently fixed.

There are some cases of discrimination on the basis of gender in labour market, which were analyzed by Ombudsmen office. Summarizing the entirety of subjects of complaint investigations, it is necessary to note that complaints regarding violations of equal rights of women and men, including sexual harassment, are leading among other complaints regarding other types of discrimination. The Office of the Equal Opportunities Ombudsperson received 44 complaints regarding violation of equal rights of women and men in year 2007. Women complained regarding unequal rights of women and men more often than men. Over the reporting period, like in earlier periods, women mostly complained regarding possible discrimination in the area of employment relations and in the civil service: they complained regarding the fact that, for example, women were not provided with opportunities equal with those of men to get employed, to pursue career, to upgrade their qualification and receive the same work pay as men. Another part of complaints regarding equal rights of women and men is related to advertising of goods and services, in which women are often stereotyped: certain their body parts are emphasised, woman's frailty is stressed, she is portrayed as a frivolous

and unintelligent person who can entice and allure men. Such advertising is targeted more at men who should, according to producers of advertising, “get tempted” by products advertised by charming and sexy women.

***Case study in the field***

The Office of the Equal Opportunities Ombudsperson received a complaint regarding possible indirect discrimination of women at work – in civil service. The author of the complaint claims that pregnant women, including herself, suffer discrimination because of their of pregnancy and because of the fact that, in case of short-term work disablement as a result of pathology that arose during pregnancy, the code of sickness, i.e. of pregnancy, is marked in the work disablement certificate, which provides information both to the employer and staff of the personnel department about the cause of the work disablement. According to the woman, the code of pregnancy, as well as codes of other types of sickness, can be easily deciphered, because this information is posted on the internet and in other sources. It is exactly because of pregnancy, according to the woman, that future mothers are not considered to be good and “useful for employer” employees, because supposedly they will be absent from work for long periods, will be raising children and therefore they are not worthy of motivation by cash benefits, work pay raises, provision of conditions for upgrading their qualification or advancement in their careers. The complaint author herself was refused work pay raise and a bonus payment by the employer, although these incentives were provided to other employees. Incidentally, the woman draws attention to the fact that mental patients also suffer because of the entering of the sickness code. The complaint author points out that the procedure for issuing work disablement certificates due to pregnancy and birth-giving is governed by Order No V- 73/A1-42 of the minister of health care and of the minister of social security and labour, dated 2004-02-19.

Attention should be drawn to the fact that a number of women appealed to the Office of the Equal Opportunities Ombudsperson regarding these problems, complaining that they were discriminated against because of pregnancy.

There are fewer women entrepreneurs than men entrepreneurs. According the survey of small and medium enterprises there were 31% of women among all entrepreneurs in year 2007. However, there are some spheres where women are less active then men .Only 6, 9 % of women entrepreneurs were employed in the construction sector.

**Women entrepreneurs in different economical sectors, 2007  
Comparing with total number of entrepreneurs in percentage**

	2006	2007
Manufacturing	187	18,9
Construction	10.3	6,9
Retail and whole sale	27,3	35,5
Hotels and restaurants	60,7	54,0
Transport, storage and communication	17,1	19,0
Financial intermediation	56,3	60,0
Real estate	30,2	35,1
Other community, social and personal service activities	20,0	60,0

Unemployment still remains a problem in our country, especially in rural areas. In addition to the official unemployment rate, there exists a hidden unemployment. Unemployment situation for women in certain groups is worse than for men. For example, official statistics shows that unemployed rate of women aged 45-49 is 6,8% comparing with 3,7% of men in the same age

group. Very high unemployed rate of women aged 15-19 (22,1%); aged 20-24 (8,5%) and 50-54 years (7,0%), 55-59 (6,4%).

### Unemployment rate by age groups and sex 2006

(average annual; per cent)

Age groups	Total	Males	Females
	5.6	5.8	5.4
15-19	23.5	24.6	22.1
20-24	8.6	8.6	8.5
25-29	4.5	5.1	3.9
30-34	5.3	6.9	3.7
35-39	4.2	4.2	4.3
40-44	4.8	4.6	4.9
45-49	5.3	3.7	6.8
50-54	7.2	7.4	7.0
55-59	7.6	9.1	6.4
60-64	2.6	3.3	1.6
65-74	1.7	0.8	2.8

Additionally, women with better educated than men remain unemployed. For example, even official statistics shows that the unemployment rate of women with high education is higher than of men with high education. For instance, there were 5,7 thousand unemployed women with higher education in compare with 3,9 thousand of unemployed men with higher education.

### Unemployed by educational attainment 2006

(average annual; thousand)

	Males	Females
	46.7	42.6
Higher	3.9	5.7
Professional colleges	1.1	1.5
Special secondary (technicum)	4.5	7.9
Vocational post secondary	3.7	4.8
Vocational upper secondary	9.7	4.3
General upper secondary	11.1	12.8
Vocational lower secondary	3.8	0.9
General lower secondary	7.8	4.3
Vocational qualification without completion of lower secondary	0.2	...
Primary	1.0	0.3

The main forms of discrimination against women in the labour market include discrimination by age, difference in salary, inequality in management positions, and discrimination against young women returning from maternity leave. For most of women, especially those over 45 years of age, single women, and the long-term unemployed, unemployment is not only a psychological problem; it is a matter of physical survival. In some cases unemployment and poor economic situation leads to poverty, prostitution, depression, and even suicide. The links

between unemployment and psychological problems are often raised in discussion with unemployed and socially disadvantaged groups. Labour exchange offices usually organise only vocational training or retraining courses (long-term courses). However, there is a high demand for the short and even non-formal courses helping to increase self-esteem and obtain job-seeking skills. In the situation of lack of funds, the short-term courses can facilitate an access to the training and would be very effective. Moreover, disadvantaged and unemployed women are sometimes afraid to visit labour exchange offices and they prefer to use support and services provided by NGOs. Therefore, it is necessary to establish and develop women's social mobility centres in the cities and rural areas. Currently, unemployment is the key reason for poverty in Lithuania. Unemployment prevents people from earning income, but also creates continuous poverty, suppresses wage growth and encourages the most promising among the population to emigrate. According to the data given by the Statistics Department of Lithuania, 27,8 thousand Lithuanian inhabitants emigrated in 2006 (48,1 thousand in 2005) and the main reason for emigration was possibility to have a job in another country. Especially high level of emigration is among young specialists or students and this problem of "brain-drain" is very serious in nowadays Lithuania.

### **Recommendations**

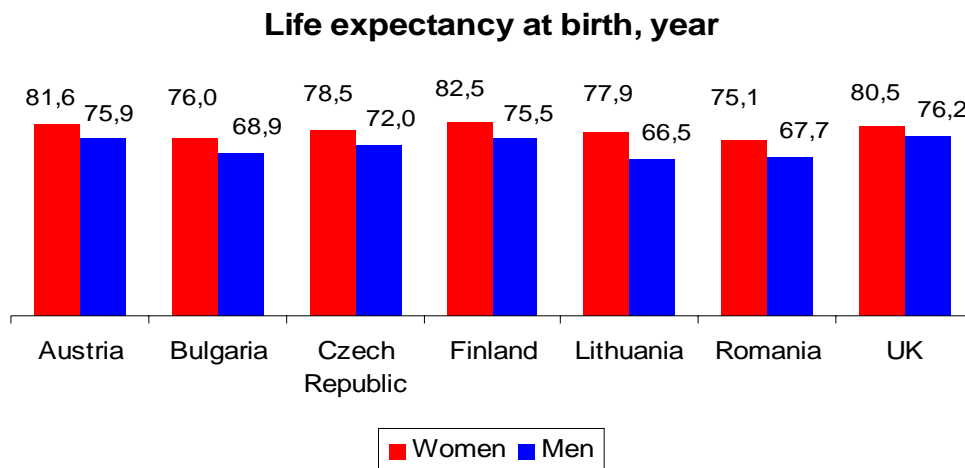
- To promote the developing of family-friendly enterprises and to promote the creation and implementation of gender equality plans in private and public enterprises. To encourage and support employers to create gender equality plans, with the special emphasis on the enterprises with the status of social responsibility.
- To promote the principle of gender budgeting of national, regional and local level to ensure equal treatment of women and men of all spheres of social and economical life.
- To support the networking between the gender equality consultants/agents in the enterprises and gender equality consultants/agents or coordinators on municipal level to ensure the implementation the gender equality de facto and sharing good practices in the field.
- To strengthening combating of stereotypical attitudes on the roles of women and men in economy and other areas, awareness raising aimed at gender sensitiveness.
- To strengthen efforts to eliminate occupational segregation in the labour market as it was recommended by CEDAW Committee. To implement measures which could help to increase wages in female-dominated workplaces in public sector at the same time decreasing the difference in wages in comparison with male-dominated workplaces
- To ensure the availability and quality of kindergartens and childcare services by increasing number of kindergartens paying particular attention to the rural areas. To ensure flexible working hours adjusted to the schedules of working parents.
- To support the establishment of private or public care centres for elderly and disabled people.
- To implement some legal measures in order to prevent discrimination of pregnant women rights at work in the earlier stages of pregnancy.
- Encourage entrepreneurship among women by making available long-term credits and low interest rates.
- To promote implementation of the complex women's social mobility model especially for women in risk group. Such model would assist women to increase their self-esteem, will facilitate their participation in the labour market; will

promote empowerment and their personal development and active citizenship. It is important to use experience of the NGOs and involve them in implementing of social mobility models. Implement temporary special measures to facilitate re-training of women 45+ with college and higher education, single women, young women returning after maternity leave, and long-term unemployed women. In this way the labour market would get a well-educated labour force that would benefit the socio-economic development of the country.

- To support activities, increasing the economic activity of women raising children, their wish to work and earn instead of living only from the benefits.

### Article 12: Healthcare and Family Planning

The difference between life expectancy of women and men in Lithuania is about 12 years. Nevertheless, life expectancy of women is shorter than in majority of EU countries. It is described in the statistics, collected during the EC Socrates Grundvig project “*Wo-Men: gender equality creates democracy*”:



Women do have specific health problems and most of them are related to the reproduction. The problem of anemia during the pregnancy has been described in the governmental report. But it is also important to stress that such a high rate of anemia is most likely associated with unhealthy nutrition, which is more the social problem than a medical one, but remains a serious health problem nonetheless.

Another problem is a high rate of abortions. Nevertheless that the number of abortions is decreasing every year, abortions still remain an outstanding problem in Lithuania. In discussion with the NGO representatives it has been pointed out, that the rate of abortion could be decreased by organizing educational activities and providing contraceptives free of charge, as they rather expensive and inaccessible especially for youth, disadvantage persons and women in rural areas.

### Abortions in 1997-2006

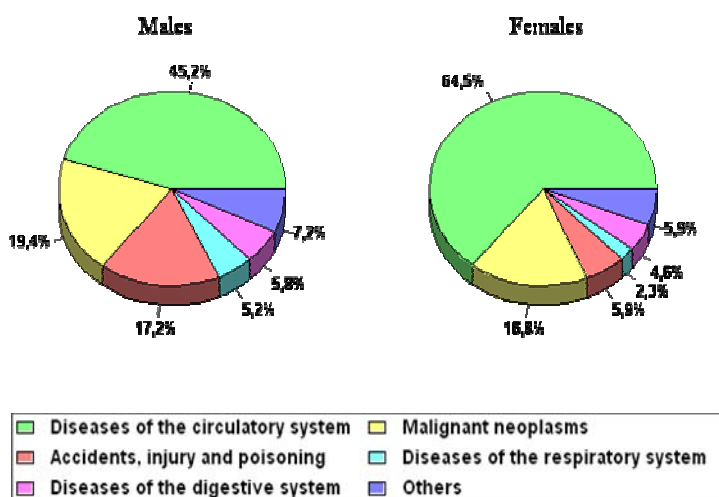
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Number of abortions – total</b>	30559	28450	26759	23683	20513	18907	17851	16797	15912	14976
Per 1000 women aged 15-49	32.7*	30.3*	28.4*	25.1*	23.1	21.3	20.1	18.9	17.9	16.9

Per 100 live births	81.0	77.0	74.1	69.6	66.1	64.3	60.0	57.0	54.6	51.5
<b>Induced abortions – total</b>	22680	21022	18846	16259	13677	12495	11513	10644	9972	9536
Per 1000 women aged 15-49	24.3*	22.4*	20.0*	17.2*	15.4	14.1	13.0	12.0	11.2	10.8
Per 100 live births	60.1	56.9	52.2	48.1	44.1	42.5	38.7	36.1	34.2	32.8
Structure of abortions in %:										
<b>Spontaneous abortions</b>	19.0	19.2	21.6	22.3	24.7	25.5	26.8	28.1	28.1	26.8
Abortions on request	73.4	73.5	70.0	68.3	66.2	65.4	64.1	62.9	62.2	62.9
Therapeutic abortions	0.8	0.4	0.4	0.3	0.4	0.7	0.4	0.5	0.5	0.7
Other abortions	6.8	6.9	8.0	9.1	8.7	8.4	8.7	8.5	9.2	9.6

\*– data is not recalculated according to the population census inhabitants data; Source: Lithuanian Health Information Centre. <http://www.lsic.lt/>

Another problem prevailing in Lithuania is reproductive health. There is a lack of attention to the prevention of women health. Before the independence of the country, preventive medical examination of women was obligatory. Currently, preventive medical examination is performed only in accordance with separate programs, but not on constant basis. For some women preventive medical examination is not available due to the lack of information about it. During the period of Health Reform there has been created a complex system of directing people to the specialists MD, therefore sometimes it is difficult for women to get consultation of the specialists MD. This is especially relevant for elderly women from rural areas. The indicators of healthy life duration of Lithuanian women are very low.

### The Main Causes of Death by Sex in 2006

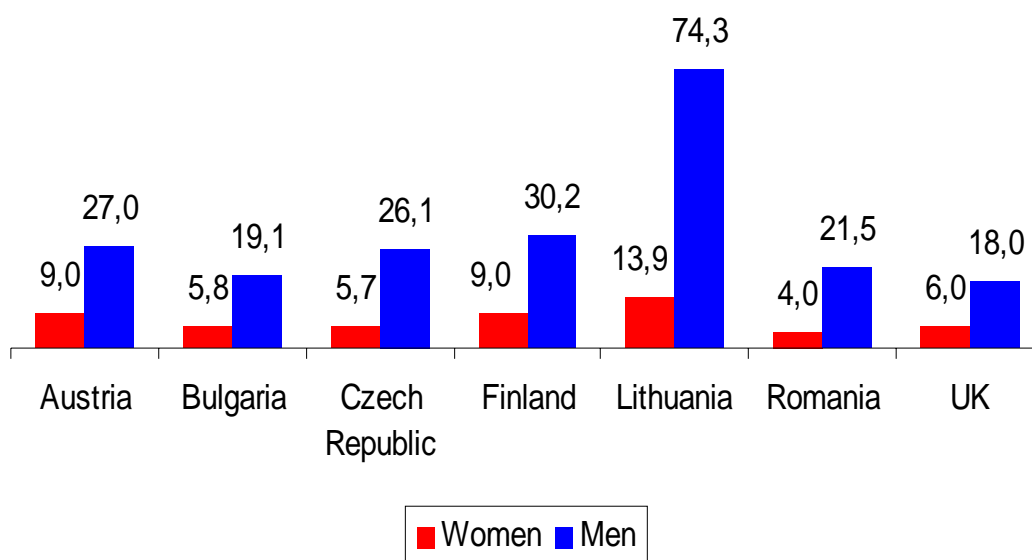


Source: Statistics Lithuania

In year 2005 there were 68 thousand people with malignant neoplasms (42,1 thousand of women, and 25,9 thousand of men). The structure of incidence of malignant neoplasms by main sites shows that women more often have breast (16,8 % of new cases); skin (16,2 %) and ovary corpus uteri (11,9%) cancers.

Lithuania is the leader with the total number of the suicides comparing with other countries. The number of women' suicides are rather high, but men's – huge, the biggest in the EU.

**Mortality rate by suicides and intentional self-harm**  
Rate per 100.000 population



**SELECTED STANDARD MORTALITY INDICATORS FOR EUROPEAN COUNTRIES**  
per 100000 European Standard Population

Country	All causes		Diseases of the circulatory system		Malignant neoplasms		Injuries and poisoning	
	Male	Female	Male	Female	Male	Female	Male	Female
Lithuania (2006)	1581,76	745,69	740,61	439,84	299,38	133,41	257,09	60,57
European Region	1262,16	701,75	590,6	369,04	237,61	130,01	140,05	36,78
EU	890,73	535,86	345,69	227,5	244,33	136,75	65,29	23,06

*WHO European regional bureau data Data for European countries HFA database June, 2007 version*

Since year 1994, daily smoking prevalence has increased among Lithuanian women. Over 12 years, the proportion of daily smoking women has increased from 6% till 15%. This situation is rather dangerous because smoking is becoming more and more prevalent among young girls. The frequency of beer drinking is continuously increasing as well. The proportion of women drinking beer at least once a week has increased from 7% in 1994 to 18% in 2006.



## Recommendations

- To carry out a research for evaluation of the reasons for such high number of suicides for men and women. To create and to implement prevention programs in order to reduce the number of suicides and to strengthen the mental health. To strengthen health promoting activities, such like sport and health behaviour.
- To implement and support the health preventive measures which could ensure reproductive health. To create education programs for education of youth on sexual health issues. To subsidies or use other measures foreseen for women in social exclusion to enable them to use birth-control pills as well.
- To make easy accessible qualified and high quality medical services for each habitant, especially elderly women, women from rural areas and women with low income.

## Article 13: Economic and social life

The feminisation of poverty is still a big problem in Lithuania. Most often it is related with elderly women as majority of them are leading a lonely life (life expectancy of men are around 12 years less then of women). The state pensions are still very low, and can satisfy only the basic needs of a person, so many of them are socially-excluded. The average pension for women is 472,73 Lt per month (respectively for men – 582,03 LT). Usually it is impossible to exist from this amount of money without additional financial support from the relatives. The women’s pensions are often lower then men’s because their salaries were lower as well. For example, an average women’s pension made only 81% of men’s pension in year 2007. The situation for women over 60 is extremely difficult as usually they are already single and living alone. Disparity in wages in the labour market is compounded later on in women’s lives by lower pensions.

### Old-age, disability and work incapacity pensioners paid by the State Social Insurance Fund by gender and size of pension

	Total			Men			Women		
	2005	2006	2007	2005	2006	2007	2005	2006	2007
<b>Pensioners, thous.</b>									
Old-age	599,2	592,7	587,8	187,1	187,5	188,6	412,2	405,2	399,2
of which working	52,6	54,6	63,0	19,6	22,1	26,9	32,9	32,5	36,1
Disability	207,3	179,9	125,2	101,0	86,3	59,0	106,3	93,6	66,2
Work incapacity	-	30,7	86,1	-	15,7	41,3	-	15,0	44,8
<b>Size of pension, LTL</b>									
Old-age	393,71	446,44	507,78	450,98	512,13	582,03	367,72	416,04	472,73
Disability	345,38	397,91	471,87	370,18	427,85	505,76	321,83	370,28	441,64
Work incapacity	-	352,77	401,53	-	385,23	438,35	-	321,72	367,55

*Data provided by the State Social Insurance Fund Board, as of 1 January*

There are not enough facilities for the elderly people (houses for elderly peoples, day-care centres etc), especially for the persons with dementia and other illnesses. Rehabilitation services are not well developed, social services and care at home for elderly people having chronic or old-age diseases. They have possibility to stay at the state nursing house only for 4 months per year, and after this period they have to return home. Free of charges services are available only for persons, receiving a minimal pension. In case of pension being less than minimum they can have the social helper twice a week to buy them products, cook and clean. But if pension is more than minimal those elderly people have to pay for all these services which are not cheap. There is no specialized day centres, social services at home or state nursing house for the elderly with dementia (for example with Alzheimer disease).

The care for children, sick person or elderly is mostly considered as women-responsibility work, but unfortunately, in these situation women mostly have to cancel their work and so they lose their social benefits.

There are not enough educational possibilities for elderly women to be trained to work with ICT (PC, Internet). Such situation creates their social exclusion and decrease the possibility to get the jobs.

We can also stress an unsafe situation for elderly women especially in rural areas where women live alone in small farmsteads. Recently we had few cases of plundering and even killing elderly women for reason of stealing their money (pension).

The problem of poverty also exists for divorced women. There are many cases when men refuse to pay alimony and the special "Child Maintenance (alimony) Fund" does not work properly. Statistical data shows, that average of disposable income in household of a single mother living with children under 18 was only 466 LTL per capita per month in year 2006.

After the consultations with the representatives from Lithuanian Women Coalition and with the NGOs working in rural areas regarding the protection of women's human rights, we would like to raise the following issues:

- lack of social guarantees for the wives of the self-employed farmers; usually these women are not treated as employed, they are just assisting. However, they are not registered at the labour exchange office due to lack of finance necessary to visit labour exchange office for registration periodically;
- lack of flexible social support system (including food provision, provision of the necessary hygienic tackles) for the socially-disadvantaged women. Free canteen services for the socially-disadvantaged persons have been cancelled in Lithuania recently; the new system of providing such people with the food-packages is not working in flexible way (the decision to give the food packages is being made by municipalities once in a quarter only); if women need help with food urgently, such assistance is not possible. Furthermore, there is no any support for getting the necessary hygienic tackles at all;
- unhealthy living conditions of women in rural areas, especially elderly women, widows, single women, who cannot afford themselves to repair their houses for many years. There is no any financial support from the municipalities to repair the houses and in many cases the condition of the houses is very poor and even creates a danger for inhabitants.

According to data published in the Annual Report 2007 by Office of Equal Opportunities Ombudsperson one can state the increase in complaints of discrimination on gender basis in the trading and services sector. Such complaints made 43% of all complaints related with gender.

## **Recommendations**

- To the opinion of women's NGOs is that the government needs to pay more attention and provide financial support to development of the services for elderly people at home. Elderly people, if they receive appropriate help at home, prefer to stay at home rather than to move to the state houses for elderly people.
- Create conditions for safe living of elderly people (for example, increase services at home to everybody who needs it, provide free legal consultations, increase the number of places for care at elderly houses).
- To improve the living conditions for elderly women, especially those with dementia.
- To increase governmental support for single women over 60 (increase of pension, social benefits, governmental subsidies for transportation and utilities, etc.).
- Increase of social involvement of elderly women by reintegrating them into society through training and involvement as volunteers with NGO activities, creating access to the new technologies, supporting NGO activities for elderly women, etc.).
- To ensure the healthy living conditions for women at risk in the rural areas by establishing the special fund for repairing their houses.
- To ensure the flexibility of the system for provision of food packages as well as to start provision of the hygienic towels.

## **Article 14: Rural Women**

Undergoing economic and social changes of globalization affect women from rural areas. Rural women are not a homogenous group; therefore these changes affect women in various ways. The life of women in rural areas is still problematic.

Various problems for Lithuanian women exist in rural areas, where women are in social exclusion:

- lower employment rates, higher unemployment rates and lower economic activity rates;
- lower levels of income, unbalanced division of labour in the domestic household;
- difficulties in combining working and family lives;
- insufficient technical and social infrastructure;
- the provision of various services i.e. health care services, local public transport; child care facilities and social services for elderly and the sick;
- weaknesses in skills and human capital;
- lack of education and training facilities;
- lack of business services supportive to women's projects and enterprises;
- low investment activities;
- small number of women in decision making and planning, etc.

Demographic ageing is very important issue in rural area. Most of population living in rural areas consist of elderly people and most of them are women.

**Population by age group in urban and rural areas, 2007, as of 1 January**

Age group	Urban areas				Rural areas			
	Women	%	Men	%	Women	%	Men	%
<b>Total</b>	<b>1228671</b>	<b>100,0</b>	<b>1031560</b>	<b>100</b>	<b>579245</b>	<b>100,0</b>	<b>545403</b>	<b>100,0</b>
0-19	250236	20,4	260988	25,3	142281	24,6	150339	27,6
20-64	764591	62,2	661192	64,1	303679	52,4	324302	59,4
65+	213844	17,4	109380	10,6	133285	23,0	70762	13,0

Currently it is notable the aging of countryside habitants (young people go to study to other cities and often remains there). The major part of elder people is made of women. Therefore, the fact is that a big number of elder lonely women live in the villages. There is a growing number of disadvantaged families in the rural areas, and the general population has become older (pensioners) as the younger people leave their homes in search of other opportunities. Due to the growth of the country farms in accordance with EU policy, it becomes more difficult for such women to survive just from the agricultural produce (sale of milk). An alternative to it could be a support to countryside women for development of small business.

The small farmers have specific problems and needs, and women have been especially affected by the situation as small farms are not competitive in the market. Women have to work very hard as there is not enough agricultural machinery and low interest loans are not available to them.

Additionally, there is a limited market for agricultural products and handcrafts and there is a lack of information and re-training possibilities to join the modern labour force.

The majority of farmers do not pay social insurance contribution as small farmers can provide themselves with essential food products, but their incomes are so low that they cannot afford to pay voluntary social insurance payment.

Usually female - partners assist in farms and in small and medium- sized enterprises (SMEs), which most of times do not have legal status, which leads to specific financial and legal problems in relation to the right to maternity and sick leave, the acquisition of pension rights and access to social security as well as in the event of divorce.

The reconciliation of work with family life in a rural environment is hindered by the distance between the dwelling place, the workplace and the different services. Because of the unequal distribution of household activities in a couple, women are often confronted with the issue of reconciling work with family life. Women dominate as the providers of the primary care for children and other dependent people. Women make working-time adjustments to fulfill caring obligations.

In relation with the healthcare reform, the countryside dispensaries are being closed. There are many elder women and widows living there and for most of them medical services become unavailable as the nearest hospital is situated rather far away, it is hard to reach the most remote rural areas with public transportation as the buses are running very seldom. There is also a lack of the pharmacies in the villages; therefore there is no possibility to buy even the basic medication.

Such situation contributes to a continuing out-migration from rural areas of especially young and well-trained persons.

Sexual and/or domestic violence against women and girls in rural areas is a very serious problem. According to the data provided by IT and Communication Department under the Ministry of interior, there were more women than men as victims of family members and close relatives. For example, the percentage of women's as victims of spouses in rural areas (0,023) were twice bigger than percentage of women's as victims of spouses in urban areas (0,012). The percentage of women's as victims of cohabitants in rural areas was 0,012; in urban areas – 0,006. (Percentage was calculated from the women population in rural or in urban areas).

**Persons as victims of family members and close relatives, 2006**

	<b>Women</b>	<b>Men</b>
<b>Spouse</b>	<b>283</b>	<b>36</b>
Urban areas	149	25
Rural areas	134	11
<b>Cohabitant</b>	<b>142</b>	<b>47</b>
Urban areas	75	30
Rural areas	67	37

Rural women are in a minority in decision-making and planning. Women are under-represented in formal rural or regional leadership positions, despite the fact that they play an important role in the 'informal' community.

### **Recommendations**

- Women in rural areas need special attention. Mainstreaming gender into the rural sector should be taken in to account.
- To implement policies for improvement of general living conditions of women in rural areas. To make more accessible rural services, such as new applied-technology services, cultural and sports centres, fire brigades and general public services. To assure the provision of paramedical and emergency doctors' services in rural areas. To improve access to transport in rural areas for all, particularly elderly and disabled persons. To increase funding for innovative measures for women in rural areas.
- To support incentives for the participation of women in the labour force, which could solve the problems of poverty and social exclusion in rural areas. To encourage the establishment of regional resource centres for women who face unemployment and to support them in taking steps towards self-employment or in developing services within their own communities through grassroots consultation and needs assessment.
- To promote the reconciliation of working and family lives in rural as well as in urban areas, especially in remote and underdeveloped rural regions, by creating condition to establish private kindergartens and day care centers for elderly people, improving communication in rural areas, supporting new initiatives.
- To create the system of compulsory registration of assisting spouses so that they are no longer invisible workers and to take the necessary measures to ensure that assisting spouses are able to take out insurance cover for health care, retirement pensions, maternity benefit and replacement services as well as disability benefits.

- To ensure better protection and support of victims and those at risk of becoming victims of such violence; including the possibility to involve NGO in delivering services for victims in rural areas.
- To improve statistical data and information and to analyse the patterns of main reasons and consequences of the emigration from rural areas. To develop strategies aimed at reducing emigration of women from rural areas, especially those who are highly educated.

### **Articles 15 Women’s Equality under the Law**

The Law on Equal Opportunities Men and Women was adopted in 1999. The law, however, do not regulate family life and children affairs. In addition no separate Law protect women against violence, including domestic violence. There is no the law concerning family life nor the law on the protection against violence, which could protect women from domestic violence. Moreover, there is not enough awareness at all levels about the law and functional judicial system about the meaning of discrimination against women.

Sometimes women are not protected enough in the divorce process and there are problems in dividing the property and home.

Another problem is child support (alimony). Former husbands try to avoid paying alimony and hide their salaries. There is no sufficient governmental mechanism to force them to pay this benefit to their children.

We can mention that there is increasing number of complains of discrimination of women in sphere of provision of services and goods. The following case study can illustrate in indirect way of women discrimination on gender basis. The Ombudsmen person office has received the complain in year 2007.

#### ***Case study in the field***

A woman in maternity leave wanted to buy an item in a shop on the basis of leasing. However, she was told that leasing services are not available and the leasing contracts are not signed with persons in parental leave. In Lithuania parental leave can be granted to one of parents granting social benefits till a child will become 3 years old. As men in parental leave make only 2%, therefore limitation of possibilities to use the leasing service for persons in paternal leave can be declared as indirect women discrimination because of their gender.

Therefore, one can state that women in child-birth leave and maternity leave are discriminated in Lithuania.

Lithuanian female surnames have their own particularity that indicates the marital dependence of a woman. Sometimes this fact has a negative influence in attitude towards the woman. In year 2003 after the few women’s complains to the Ombudsperson office, the National Commission of Lithuanian Language had allowed that woman to change/take the family name that wouldn’t reflect their marital status. (It was done by changing the ending of family name and making it neuter). Unfortunately, there is not enough publicity and popularization of the possibility to choose female surnames that wouldn’t reflect their marital status furthermore the women wanted to change their family not neuter family name, but in the style of man family name, meaning that women and men will have the same family names. For example, the marriage woman - Jonaitiene, not married woman – Joaityte, neutral woman’s allowed name – Jonaite. While the man family name is Jonaitis, and will never changed – married or not. So,

there are some complaints from women, which also would like to have the family name in the style of man name, in this case Jonaitis, but they are allowed to change their family name in to Jonaite.

Civil code has firm provision, which states that if a family separates due to the fault of a woman, ex-husband has a right to take away his surname and woman must change her surname. This provision of Civil code is discriminatory for women, because women usually take her husband surname and after divorce should change once again, but children are still in the surname of husband.

### **Recommendations**

- To prepare and adopt the Law for women's protection against violence.
- To ensure the effective functioning of the alimony fund.
- To pay more attention and implement special measures to protect women in child-birth leave and maternity leave against discrimination in sphere of provision of services and goods.
- To make efforts to protect women's discrimination on the bases of the family name, including changing of the family name after the divorce.

### **Article 16: Marriage and Family Law**

The deep stereotyping based on traditional model, where men are breadwinners and women are the ones who take care of the household, still exist in Lithuania. However, families are undergoing changes whereby, dual model support is taking over, especially to young generation. The two models are functioning in the country but majority of the population prefer traditional model. It is observed that, due to changes and difficulties in life, people have no other way than accepting dual model support. Families with children are facing problems which hinder them to develop well in life style.

Women in Lithuania have less access to higher salaries in comparison with men. Statistics show that women's salaries are around 20% less than men. This influences women's position in families and creates the stereotypes than the man is the head of family. This does not provide women with the opportunity to feel as an equal partner in the family. Often women are not protected enough in the divorce process and there are problems in dividing the property and home. Very often, due to the poor economic conditions of the family, after divorce women live in the same flat with their former husbands, even when the reason for divorce was domestic violence.

Although in Lithuania family ties are still important, their value is decreasing. For example, young people postpone marriage and quite often choose cohabitation with no matrimony. According to the Statistical Department of Lithuania, every ten household is not traditional family – living in cohabitation, single mothers and single fathers raising up children.

Single mothers make up about 12% of all working women aged 15-54 in Lithuania. The economic situation of these women is, undoubtedly, difficult especially considering the problems associated with alimony collection in recent years. Former husbands try to avoid paying alimony and hide their salaries.

The increase of the population in Lithuania remains negative since 1995 (-4,0 per 1000 inhabitants in 2006). The birth rate remains low. Birth rate indicator accounted for 9,2 newborns per 1000 inhabitants.

### Births, deaths and natural increase of population

Year	Live births (thousand)		Deaths (thousand)		Natural increase (thousand)	
	Girls	Boys	Women	Men	Women	Men
1990	27.7	29.1	19.2	20.6	8.6	8.5
1995	20.0	21.2	21.0	24.3	-1.0	-3.1
2000	16.5	17.7	18.5	20.4	-2.0	-2.7
2001	15.4	16.1	18.8	21.6	-3.4	-5.4
2002	14.5	15.5	19.3	21.8	-4.7	-6.3
2005	14.9	15.6	20.4	23.4	-5.5	-7.8
2006	15.4	15.9	21.0	23.8	-5.6	-7.9

### Natural increase (thousand)

1998	1999	2000	2001	2002	2003	2004	2005	2006
-3.7	-3.5	-4.8	-8.8	-11	-10.4	-10.9	-13.2	-13.5

9266 infants were born in families out of wedlock, of which: 69,4 % were registered under the application of both parents, 29,6% only under mother's application. The total national fertility rate being 1,3 (an average number of children who would born alive to a woman during the reproductive period of her life) does not ensure demographical balance. (The average number of children who were born during a woman's fertile period was 1.3).

The age of women giving birth has been increasing. In 2006, the average age of women at the birth of the first child was 25.2 years (in 2000 – 23.9).

There is also an increase in divorces comparing with year 1994. This shows that Lithuania experiences changes in family values just as it is observed in many western countries. It is likely that, in Lithuania young generation do not see the value of marriage and children as it is with older generation.

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Marriages for 1000 inhabitants	6,4	6,0	5,5	5,1	5,0	4,8	4,8	4,5	4,7	4,9	5,6	5,8	6,3
Divorces for 1000 inhabitants	3,0	2,8	3,0	3,1	3,2	3,1	3,1	3,2	3,1	3,1	3,2	3,3	3,3

After divorces, about 10 thousand children (aged 0-17) remained without one of the parents (they usually stay with the mother). The most important circumstances viewed as sufficient to initiate divorce by the Lithuanian people are aggressive behaviour of the spouse and alcohol abuse. According the statistics, income of single mother with children is very low – and in year 2006 it was only 466,3Lt per person per month.



### Average disposable income by type of household, 2006

Per capita per month, LTL

Household type	Household head Women	Household head Men
Single person	746,9	970,9
Single person with children under 18	466,3	/
Couple without children	799,0	863,2
Couple with children under 18	544,1	633,9
Other households with children	473,1	600,1
Other households without children	680,6	778,3

*Household budget survey data*

Statistics shows that the governmental policy regarding young families and even young mothers is not sufficient yet. The young families do not feel safe to have the children because:

- there is not enough financial help for young families;
- there is not enough support for young mothers to integrate them to the labour market after the maternity leave;
- the child care system does not protect young mothers who have un-defined working days (for example, policewomen, women working in hotel business, in the super-markets, ect.). They do not have the possibility to leave a child in the child-care institution for the case of emergency at work. There is only few samples of family friendly enterprises, which implement life and work balances strategies.

That is why many young women do not feel safe at the work place and are afraid for their carrier.

Not enough attention is paid for family planning programs; contraceptive are rather expensive, what is not possible for social disadvantage women in rural areas to use them. We have lack of information on family issues distinguished by urban and rural areas.

#### **Recommendations**

- The Lithuanian NGOs would like to suggest that the family issue has to be one of the most important priorities of the governmental strategy. The project of family concept was created, but there were many miss understanding among different groups. So it is necessary to discus more widely the concept and to make improvements. The developing of the mass media campaign in order to revitalize family values will be highly respected. It is necessary to discuss the family conception in all levels and to prepare the clear strategy of State on the issue of family.
- To take measures to increase value of families with children in the society. To increase financial support for families having 2 and more children.
- To put more attention for creation of the family-friendly working surroundings and develop the special measures towards the young families.
- To ensure the financial and organizational strengthening of family planning programs and the provision of wide access to contraceptives for women, including rural women.
- To promote free attorney consultation for socially disadvantaged women on family issues, especially during the divorce process.

## EXECUTIVE SUMMARY

Lithuania has submitted 1<sup>st</sup> and 2<sup>nd</sup> reports to CEDAW committee in 2000, June 13-20. During the last 8 years after the previous review, we can say that many different efforts (governmental, non-governmental and in cooperation of both parties, social partners - employers and trade unions) have been made and experts have been involved in realization of gender equality *de facto* as well as in implementing the Recommendations, which were developed by CEDAW Committee.

In 2004 Lithuania has joined the EU what also contributed to an improvement of situation in gender equality situation. Lithuanian efforts to deal with gender equality issues and gender mainstreaming were highly evaluated on the European (EU) level. The European Union Council made a decision to establish a European Gender Equality Institute in Lithuania. This decision was inspired by active efforts of all gender equality actors: women's organisations, gender equality experts, governmental institutions, parliamentarians. The institute will start its work in 2008.

However, there are still number of problems in Lithuania that need solutions or more careful attention from the government. Sometimes women in Lithuania are still experiencing discrimination under the still prevailing gender stereotypes in the society. This is noticeable in rural and remote areas of the country where women usually live in unhealthy conditions, and especially concerns elder women and single women who cannot afford to repair their houses for many years. Women and in particular those, living in rural areas lack education on reproductive health, they suffer from hidden unemployment, wives of self-employed farmers lack social guarantees.

Women in Lithuania still experience lack of childcare services, education facilities on general women's human rights and information regarding free legal consultations is not sufficient. There is still no flexible social support system created for social-disadvantaged women.

The level of Lithuanian women involvement into political life both at national and local levels is still low. Local municipalities are not enough active in solving issues on women's human rights and gender equality.

There is still a deep vertical and horizontal segregation of the labour market in Lithuania, followed by gender pay gap, which resulted in different economic situation of women and men. The stereotype of women's position in the labour market is still considered as of 'low quality and risk group'. There is strong necessity of changing the employers' attitude towards women in the labour market and promoting family-friendly enterprises; insufficient women's NGOs financial support.

### Articles 1-4

The Law on Equal Opportunities for Women and Men was adopted in 1999, but the system of legislation and mechanism of protecting women's human rights are still not sufficient enough to achieve optimal results. There is still a need to give more attention to overcome the stereotypes and structural barriers. The amendment to the Equal Opportunities Law was made and the temporary special measure has been included into the definition. However, there is still a problem of active using of the temporary special measures as they can be used only if legislation is passed by the Parliament. Such system is not flexible and does not contribute to implementation of special temporary measures on a wide scale in Lithuania.

The Convention is still not applicable in the national courts or it is not very visibly reflected in the mass-media to the general public. Any active usage of the Convention in Lithuanian courts in solving issues related with human rights and equal opportunities is not noticeable.

Violence against women and especially domestic violence is one of the problems that women face today in Lithuania. Punishment for violence against persons in various spheres of life is stipulated by respective articles of the Penal Code of the Republic of Lithuania - for murder, for body damage, for rape or any other physical abuse. Lithuania still does not have a Law on domestic violence. Lithuanian legislation treats violence against women especially domestic violence as a private issue, when victim by herself should initiate penalizing of perpetrator coming out with official complaint against the violator.

We still feel the lack of the clear system with established qualitative and quantitative gender equality indicators for monitoring the policy of equal rights and opportunities for women and men. The women' NGOs initiative to establish the position of the Prime Minister's consultant for issues on gender equality was introduced several times to the government by the various declarations, but unsuccessfully. The national machinery of gender equality needs to be strengthened and this could be achieved by establishing such position.

Women in Lithuania experience is reconciliation of professional and private life and inequality which still exists in working life. There are no any special provisions in the law of Equal Opportunities for Women and Men which will guarantee the equal treatment of women and men at work *de facto*. It is very important to implement the EU Gender equality directive 2002/73/EC (article 8 b) into the national legislation, obliging employers to implement gender equality planning in the work-places by introducing special measure to ensure the reconciliation of the private and professional lives.

The sexual harassment at workplaces is still a persistent problem and there is a necessity to make the procedure of the complaint on sexual harassment much easier for the victim raising more awareness about the possibility for women to use their human rights and to put the perpetrator to the court.

Temporary special measures are not widely implemented however there have been made some statements declaring that the special measures are against the Constitution of Lithuania. New amendments have been introduced to the law of Selection to the Parliament by applying quotas to ensure the balanced participation of women and men in the selection lists. The idea of the Law was actively supported by Lithuanian women's NGOs, but unfortunately, these amendments were not passed by Parliament.

### **Recommendations:**

- CEDAW should be applied in the national courts.
- The implementations of the special measures and necessary amendments to the legislation basis have to be done in Lithuania.
- Increase of the educational facilities for the lawyers, legal representatives, police, etc. to ensure their capacity to apply the CEDAW in the courts.
- Changes in the Law of Equal Opportunities between Women and Men have to be done in order to protect the victim of the sexual harassment from the necessity to prove the guiltiness of perpetrator.
- Changes in the Law of Equal Opportunities for Women and Men obliging the employers to develop and implement the gender equality planning (like it is in Sweden, Finland, Great Britain and other EC countries) are needed to ensure the gender equality at work places is *de facto*.

- There are necessary changes within the legislative basis in order to recognise the domestic violence against women as a crime at the state level, and to ensure punishment of perpetrator.
- A Law on Domestic Violence has to be adopted.

### **Article 5**

A deep and hardly reduced problem in Lithuania is horizontal segregation of labour market, traditionally so called female and male sectors, specialities and jobs. It all constitutes and determines unequal earnings and unequal economic situation between women and men. Stereotypes regarding the role of woman and man within the family, work place and society prevent the development of women and men equal opportunities at the labour market, reduce the chances of employment for between women and determine the difference in earnings between women and men.

#### **Recommendations:**

- More attention is needed to combat the lack of gender sensitivity in mass media.
- More active measures have to be created by the Government to encourage fathers to take parental leaves and to encourage employers to implement the family-friendly working environment.
- Positive influencing on the active changing of the stereotypes in work life could be done by implementing gender planning at workplaces and its recognition by all parties including governmental and social partners (employers and trade unions); their support to the family-friendly enterprises in the planned and systematic way (now it is done mostly through projects) will be highly recognised.
- More attention has to be given at governmental and municipality levels to creation of awareness about the good practices/measures of other EU countries on changing the stereotyping attitude towards women's role in society.

### **Article 6**

Human trafficking and prostitution is still a rather closed issue within the Lithuanian society and the victims prefer to hide themselves most of the times. Therefore, one can assume that the statistics provided in the report of Government does not reflect the real situations as the number of victims is given on the basis of cases. Currently victims of prostitution and human trafficking are being reintegrated into the society and the labour market. However, this national program expires in 2008.

#### **Recommendations:**

- To continue the program of prevention, control and reintegration of prostitution and human trafficking victims into the society and the labour market, also including the preventive and educational measures into it.
- Create psychical help and psychosocial rehabilitation system for victims of domestic violence and trafficking and train the specialists.
- Establish the special task force at the crime police office to fight trafficking.

## Article 7

Lithuanian Law of Equal Opportunities for Women and Men determines the responsibility of government and all administrative institutions to support the women' NGO activities, however till now this support is fragmentary, based on special competitions, it is not constant and continuous. Insufficient funding of Lithuanian women's NGOs makes it difficult for them to build their capacities in order to fulfil their various roles and functions in supporting women's human rights in Lithuania.

### **Recommendation**

- Develop and implement the system for rendering and ensuring governmental financial support on the national and local level for the work of women's NGOs.

## Article 8

According to statistics there are more women in diplomatic service than men; however we have only 7 out of 41 female ambassadors in 2007. Implementation of integration of gender perspective into international cooperation requires development of gender sensitiveness, appropriate gender equality knowledge for diplomats.

### **Recommendations:**

- To take measures to increase the number of women in the highest positions in diplomacy, including female ambassadors.
- To promote incorporation of gender mainstreaming into international support of Lithuania to the countries of new democracy, post conflicted countries and countries in development.

## Article 9

The number of migrants and ethnic minorities is not very high in Lithuania, however there exist ethnic minorities. More problems are faced by migrant women in Lithuania as they lack knowledge's of Lithuanian language, which is biggest barrier for migrant women to enter in to labour market. Lithuania also faces a specific problem related with the Roma community and its social integration. Planning and implementing measures for Roma community for social support, social work, integration of Roma people into the labour market is one of the hardest tasks of Lithuanian government.

### **Recommendations:**

- To ensure more effective application of measures existing at the current employment promotion system for social support for Roma women and their integration into the labour market it is necessary to pay more attention to the development of mediation machinery. At the same time it is important to develop all forms of support that could be applied on territorial basis. Due to the extent of Roma's exclusion it would be worth to refer this group as a target group for social policy.
- To develop social support not only in forms of tangible support, but also by applying means of social work on municipality level. In order to increase the quality and effectiveness of social work it is important to draw plans of work with Roma

community for social workers and to raise their competence systematically. Evaluation of effectiveness of the plans of social work performed and activities themselves should be performed on regular basis.

- To take measures aimed at raising of motivation and qualifications of Roma women.

### **Article 10**

Traditional stereotypes concerning women role in the family, work life and society are being formed since childhood in preschools and primary schools, when using stereotypes in textbooks and manuals, that show women in their traditional roles at home, and showing men as businessmen, as career makers, and as family providers. There is a lack of proper information on gender issues in school, college and university curricula what results in stereotyped attitude towards the role of woman and man in labour market, which later will determine a deep segregation of labour market, unequal salaries, different economic situation between women and men.

There not enough qualified different specialists in women rights and gender equality, especially pedagogues, social pedagogues, other specialists working in the kindergartens and at schools. In vocational education training system in Lithuania we have a gap on providing qualification for gender agents, who could work in private and public enterprises, schools and universities.

There are more women with higher education in society in Lithuania; however they have lower job positions and salaries. It is also related to the number of women in academic careers.

#### **Recommendations:**

- Implement gender equality programs in teacher training and school curricula.
- Counselling in the school for future professions to be aimed to decrease horizontal segregation: For example, students girls have to be encouraged to choose professions, like science, mathematics and computing, engineering manufacturing and construction, building and architecture.
- Use special temporary measures delivering grants for researchers to promote tolerance for both genders in science issues.
- Establish a gender quota for the higher positions in education and science administration to facilitate a greater number of women in these posts.

### **Article 11**

Statistics shows that in employment there exists horizontal segregation between women and men: women are more occupied in the field of social, educational activities; men in financial, production, construction and economic activities. The pay gap between man and women salaries is the biggest problem in Lithuania, and this gap is decreasing very slowly. Majority of employers are reacting negatively towards the employees with family obligations, first of all it concerns women having children. The lack of the preschool institutions is one of the barriers for women to re-enter the labour market after the maternity leave.

Care for elderly or disabled people often is provided by a woman. In most cases this job is illegal, female caregivers do not possess any social guarantees themselves. Currently, the legitimate base that would allow establishing private hospices and care centres for elderly people is not sufficiently fixed.



### **Recommendations:**

- To promote the developing of family-friendly enterprises and to promote the creation and implementation of gender equality plans in private and public enterprises. To encourage and support employers to create gender equality plans, with the special emphasis on the enterprises with the status of social responsibility.
- To strengthen efforts to eliminate occupational segregation in the labour market as it was recommended by CEDAW Committee and implement measures which could help to increase wages in female-dominated workplaces in public sector at the same time decreasing the difference in wages in comparison with male-dominated workplaces.
- To ensure the availability and quality of kindergartens and childcare services by increasing number of kindergartens paying particular attention to the rural areas. To ensure flexible working hours adjusted to the schedules of working parents.
- To support the establishment of private or public care centres for elderly and disabled people.
- To implement some legal measures in order to prevent discrimination of pregnant women rights at work in the earlier stages of pregnancy.
- Encourage entrepreneurship among women by making available long-term credits and low interest rates.
- To support activities, increasing the economic activity of women raising children, their wish to work and earn instead of living only from the benefits.

### **Article 12**

Life expectancy of women in Lithuania is shorter than in majority of EU countries. Women do have specific health problems and most of them are related to the reproduction.

#### **Recommendations**

- To carry out a research for evaluation of the reasons for such high number of suicides for men and women. To create and to implement prevention programs in order to reduce the number of suicides and to strengthen the mental health. To strengthen health promoting activities, such like sport and health behaviour.
- To implement and support the health preventive measures which could ensure reproductive health. To create education programs for education of youth on sexual health issues. To subsidies or use other measures foreseen for women in social exclusion to enable them to use birth-control pills as well.
- To make easy accessible qualified and high quality medical services for each habitant, especially elderly women, women from rural areas and women with low income.

### **Article 13**

The feminisation of poverty is still a big problem in Lithuania. Most often it is related with elderly women as majority of them are leading a lonely life and women's pensions which are often lower than men's due to the fact that their salaries were lower as well. There are not enough facilities for the elderly people (houses for elderly peoples, day-care centres etc), especially for the persons with dementia and other illnesses.

### **Recommendations:**

- Create conditions for safe living of elderly people (for example, increase services at home to everybody who needs it, provide free legal consultations, increase the number of places for care at elderly houses).
- To improve the living conditions for elderly women, especially those with dementia.
- To increase governmental support for single women over 60 (increase of pension, social benefits, governmental subsidies for transportation and utilities, etc.).
- Increase of social involvement of elderly women by reintegrating them into society through training and involvement as volunteers with NGO activities, creating access to the new technologies, supporting NGO activities for elderly women, etc.).
- To ensure the healthy living conditions for women at risk in the rural areas by establishing the special fund for repairing their houses.
- To ensure the flexibility of the system for provision of food packages as well as to start provision of the hygienic towels.

### **Article 14**

Women living in rural areas undergo different problems in various spheres of life, they are often in social exclusion.

#### **Recommendations**

- To implement policies for improvement of general living conditions of women in rural areas. To make more accessible rural services, such as new applied-technology services, cultural and sports centres, fire brigades and general public services. To assure the provision of paramedical and emergency doctors' services in rural areas. To improve access to transport in rural areas for all, particularly elderly and disabled persons. To increase funding for innovative measures for women in rural areas.
- To support incentives for the participation of women in the labour force, this could solve the problems of poverty and social exclusion in rural areas. To encourage the establishment of regional resource centres for women who face unemployment and to support them in taking steps towards self-employment or in developing services within their own communities through grassroots consultation and needs assessment.
- To promote the reconciliation of working and family lives in rural as well as in urban areas, especially in remote and underdeveloped rural regions, by creating condition to establish private kindergartens and day care centers for elderly people, improving communication in rural areas, supporting new initiatives.
- To create the system of compulsory registration of assisting spouses so that they are no longer invisible workers and to take the necessary measures to ensure that assisting spouses are able to take out insurance cover for health care, retirement pensions, maternity benefit and replacement services as well as disability benefits.

### **Article 15**

There is no the law concerning family life nor the law on the protection against violence, which could protect women from domestic violence. Sometimes women are not protected enough in the divorce process and there are problems in dividing the property and home. Another problem is child support (alimony). Former husbands try to avoid paying alimony and hide their salaries. There is no sufficient governmental mechanism to force them to pay this benefit to their children.



### **Recommendations:**

- To prepare and adopt the Law for women's protection against violence.
- To ensure the effective functioning of the alimony fund.
- To pay more attention and implement special measures to protect women in child-birth leave and maternity leave against discrimination in sphere of provision of services and goods.
- To make efforts to protect women's discrimination on the bases of the family name, including changing of the family name after the divorce.

### **Article 16**

Lithuanian governmental policy regarding young families and single mothers is not sufficient. Not enough attention is paid for family planning programs.

### **Recommendations:**

- The Lithuanian NGOs would like to suggest that the family issue has to be one of the most important priorities of the governmental strategy. The project of family concept was created, but there were many miss understanding among different groups. So it is necessary to discuss more widely the concept and to make improvements. The developing of the mass media campaign in order to revitalize family values will be highly respected. It is necessary to discuss the family conception in all levels and to prepare the clear strategy of State on the issue of family.
- To take measures to increase value of families with children in the society. To increase financial support for families having 2 and more children.
- To put more attention for creation of the family-friendly working surroundings and develop the special measures towards the young families.