

THE GOVERNMENT OF THE REPUBLIC OF LITHUANIA
R E S O L U T I O N

**ON THE APPROVAL OF THE STATE PROGRAM FOR EQUAL OPPORTUNITIES
FOR WOMEN AND MEN FOR 2010-2014**

in 2010 May 4 No. 530
Vilnius

By implementing the implementation measures of the 2008-2012 program of the Government of the Republic of Lithuania, approved by the Government of the Republic of Lithuania in 2009. February 25 by resolution no. 189 (Zin., 2009, No. [33-1268](#)), item 661 of table 3 "Measures for implementing the provisions of the operational strategy of the Government of the Republic of Lithuania for 2008-2012", r e s o l u t i o n of the Government of the Republic of Lithuania :

1 . To approve the attached National Program for Equal Opportunities for Women and Men for 2010-2014 (hereinafter - the Program).

2 . To instruct the Ministry of Social Security and Labor to approve the Plan of Program Implementation Measures.

3 . To determine that the measures of the Program approved by this resolution implemented with the funds of the state budget of the Republic of Lithuania are financed from the general appropriations approved for the ministries and institutions participating in the implementation of the Program.

4 . To instruct the Commission for Equal Opportunities for Women and Men to coordinate the implementation of the Program approved by this resolution and to submit a report to the Government of the Republic of Lithuania on how the Program is implemented every year, by February 15, according to the established procedure.

5 . To propose the Office of the Equal Opportunities Controller, non-governmental organizations, social partners, municipalities to participate in the implementation of the Program approved by this resolution.

PRIME MINISTER ANDRIUS KUBILIUS

MINISTER OF SOCIAL PROTECTION AND LABOR DONATAS JANKAUSKAS

CONFIRMED
Government of the Republic of Lithuania
in 2010 May 4 by resolution no. 530

**STATE PROGRAM FOR EQUAL OPPORTUNITIES FOR WOMEN AND MEN 2010-
2014**

I. _ GENERAL PROVISIONS

1. The State Program for Equal Opportunities for Women and Men for 2010-2014 (hereinafter - the Program) was prepared in accordance with the provisions of Article 3, Clause 2 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania (Žin., 1998, No. [112-3100](#)), in accordance with numerous European Union and international obligations, having determined that it is necessary to work on issues of equality between women and men in all areas. When preparing the Program, the State Program for Equal Opportunities for Women and Men 2005-2009, approved by the Government of the Republic of Lithuania in 2005, was taken into account. September 26 by resolution no. 1042 (Zin., 2005, No. [116-4202](#)), the results of implementation, assessed by an extended comparative study and evaluation of changes in the situation of women and men in all areas. The findings of the study state positive changes in the situation of women and men in the areas covered by the State Program for Equal Opportunities for Women and Men 2005-2009, indicating the need for continuity of effective measures and new measures. During the preparation of the Program, the proposals of non-governmental organizations, social partners, and gender studies centers were evaluated in order to consistently and systematically solve the problems of equality between women and men in the relevant fields, to ensure the reduction of differences in the status of women and men.

2. The program is designed taking into account:

2.1. in 2009 March 1 Communication from the European Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions, Guidelines for Equality between Women and Men 2006-2010, COM(2006) 92 final (OJ 2004 *Special Edition*, Chapter 5, Volume 5, p. 15);

2.2. European Union regulations, directives and decisions on equality between women and men;

2.3. European Pact for Gender Equality, approved by the Council of the European Union in 2006 on March 24, [1](#) .;

2.4. United Nations Convention on the Elimination of All Forms of Discrimination against Women (hereinafter - the Convention) (Zin., 1996, No. [21-549](#)), ratified by the Seimas of the Republic of Lithuania in 1995. September 10 by resolution no. I-1035 "Regarding the ratification of the United Nations Convention on the Elimination of All Forms of Discrimination against Women" (Journal, 1995, No. [76-1764](#));

2.5. The final recommendations of the United Nations Committee on the Elimination of Discrimination against Women (hereinafter - the Committee) to the Government of the Republic of Lithuania on how to implement the provisions of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. Consideration of member states' reports (Lithuania. Third and fourth periodic reports, New York, June 30 - July 8, 2008) [2](#) .;

2.6. Beijing Declaration and Beijing Platform for Action adopted at the IV World Conference on Women (Beijing, September 4-15, 1995) [3](#) .;

2.7. recommendations of the Committee of Ministers of the Council of Europe to the member states of the Council of Europe;

2.8. The 2009-2011 program of cooperation between the Nordic and Baltic states in the field of gender equality, which was approved at the meeting of gender equality ministers of the Nordic and Baltic states, held in 2008. May 26-27 in Saaremaa (Estonia);

2.9. 2008 Annual Report of the Office of the Equal Opportunities Controller [4](#) .;

2.10 . proposals and recommendations of conferences, seminars of non-governmental organizations.

Program goals and objectives

3 . Objectives of the program:

3.1 . ensure that the provisions of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania are implemented consistently, comprehensively and systematically in all areas;

3.2 . implement European Union and international obligations in the field of equality between women and men.

4 . Program objectives:

4.1 . In the field of employment:

4.1.1 . improve opportunities for women and men returning to the labor market after parental leave, as well as for older women to reintegrate into the labor market and remain in the labor market;

4.1.2 . to increase the opportunities of women, especially rural women, to start a business and develop it, to promote the economic activity of rural residents, women and men;

4.1.3 . create more favorable conditions for rural residents, women and men, to improve professional skills;

4.1.4 . improve the conditions for women and men to combine family and work obligations: promote the development of family-friendly workplaces, dialogue between women and men, mutual relations based on respect and understanding;

4.1.5 . strive to reduce the wage gap between women and men, promote equal treatment of women and men in the labor market, equal recognition and evaluation, reduce the sectoral and professional segregation of the labor market by gender;

4.1.6 . integrate issues of ensuring equal opportunities for women and men in the labor market into social partnership and social dialogue.

4.2 . In the field of education and science:

4.2.1 . ensure monitoring of the application of the principle of equal opportunities for women and men in educational and scientific institutions;

4.2.2 . to encourage women to pursue the highest academic degrees; to encourage men to obtain higher education.

4.3 . In the field of health protection:

4.3.1 . promote solving specific health problems of women and men;

4.3.2 . ensure continuous public education and information about the influence of health-enhancing behavior on life expectancy and the consequences of health-damaging behavior in order to reduce the difference in the average life expectancy of women and men;

4.3.3 . ensure the possibility of cervical, breast, prostate cancer screening and the provision of information about such screening;

4.3.4 . to reduce the incidence of cardiovascular diseases, patient disability and mortality due to these diseases.

4.4 . In the field of environmental protection:

4.4.1 . to integrate issues of equality between women and men into environmental protection projects implemented by state institutions, to create equal opportunities to use the results of projects;

4.4.2 . promote the cooperation of non-governmental organizations, integrating issues of equality between women and men into environmental protection projects.

4.5 . In the field of national defense:

4.5.1 . identify the factors that determine the different position of women and men in the national defense system, seek to reduce the differences in the position of women and men in the service;

4.5.2 . to improve the qualifications of civil servants, soldiers and employees of the Ministry of National Defense, institutions attached to this Ministry and other institutions of the national defense system in matters of the position of women and men in society and gender equality.

4.6 . In the field of European Union and international cooperation:

4.6.1 . to ensure the fulfillment of the European Union and international obligations in matters of equality between women and men;

4.6.2 . develop cooperation with the European Institute for Gender Equality;

4.6.3 . to spread internationally Lithuania's experience on how to ensure equal opportunities for women and men.

4.7 . In the area of decision-making:

4.7.1 . strive for equal representation of women's and men's interests in economic and political decision-making;

4.7.2 . encourage women and men, especially rural residents, to actively participate in public life through local initiatives, community projects and active partnership in making important decisions for communities, in cooperation with business and municipal representatives.

4.8 . In the field of development of mechanisms and methods for the implementation of equal opportunities for women and men:

4.8.1 . to promote the cooperation of state and municipal institutions and institutions, educational and scientific institutions, non-governmental organizations, ensuring equal treatment of women and men and their equal opportunities;

4.8.2 . encourage municipalities to take steps to ensure equal opportunities for women and men;

4.8.3 . to improve the qualifications of civil servants and employees of state institutions and institutions working under employment contracts in matters of equal opportunities for women and men;

4.8.4 . to disseminate information that helps to prevent violations of the equal rights of women and men, and to strengthen capacities to address issues of equality between women and men;

4.8.5 . ensure a systematic comparative assessment of changes in the situation of women and men;

4.8.6 . to collect statistical data on the population by gender in the database;

4.8.7 . to prepare good quality statistical information necessary for a reasonable analysis of differences in the situation of women and men, to make decisions, and to provide it to users; promote discussions on this topic, improve the provision of statistical information by gender to users.

Program implementation evaluation criteria

5 . The following criteria are established to evaluate the effectiveness of the program implementation:

- 5.1 . Quantitative criteria:
- 5.1.1 . the number of organized seminars, trainings, other events;
 - 5.1.2 . the number of persons who improved their qualifications in seminars, trainings, other events;
 - 5.1.3 . the number of persons who used the knowledge provided in seminars, trainings, other events;
 - 5.1.4 . the number of persons to whom the information was provided.
- 5.2 . Quality criteria:
- 5.2.1 . changes in the situation of women and men in the areas of application of the Program before and after the implementation of the Program are assessed through an extended comparative study;
 - 5.2.2 . the effectiveness of cooperation between state and municipal institutions and bodies with non-governmental organizations, assessed by the number of non-governmental organizations participating in the implementation of the Program's measures.

Funding of the program

6 . The measures for the implementation of the Program are financed with the funds of the state budget of the Republic of Lithuania from the approved general allocations and other funding sources for the ministries and institutions participating in the implementation of the Program, as well as the support funds of the European Union. Other funds obtained in accordance with the procedure established by the legal acts of the Republic of Lithuania may be allocated for this purpose. The preliminary need for funds from the state budget of the Republic of Lithuania to implement the measures of the Program for five years (2010-2014) is 929 thousand. litas, of which: in 2010 – 53 thousand. litas, in 2011 – 184 thousand. litas, in 2012 - 239 thousand. litas, in 2013 – 216 thousand. litas, in 2014 – 236 thousand. litas

Implementation of the program

7 . Pursuant to Article 3, Clause 2 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania, which establishes the duty of all state and municipal institutions and bodies in all areas to prepare and implement programs and measures aimed at ensuring equal opportunities for women and men, the objectives of the Program cover the areas of competence of all ministries, therefore the measures All ministries will implement the program.

8 . Pursuant to Article 3, Clause 3 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania, which obliges to support non-governmental organizations that help implement equal opportunities for women and men, the goals and objectives of the Program will be implemented in cooperation with non-governmental organizations, universities, the Office of the Equal Opportunities Controller, and social partners.

9 . The implementation of the program is coordinated by the Commission for Equal Opportunities for Women and Men (hereinafter referred to as the Commission), established by the Government of the Republic of Lithuania in 2000. March 7 by resolution no. 266 (Journal of Laws, 2000, No. [22-564](#)). Commission members prepare and submit reports to the Ministry of Social Security and Labor on how the Program is implemented every year by January 15. The summarized report on the implementation of the Program is prepared by the members of the commission representing the Ministry of Social Security and Labor in accordance with the

provisions of the commission. The report is considered at the commission meeting and, when the commission approves it, the Ministry of Social Security and Labor submits it to the Government of the Republic of Lithuania by February 15 of each year. Each institution or institution implementing the Program informs the public and, if necessary, other institutions about the implementation of the Program according to its competence. The general extended comparative assessment of the impact of the Program's implementation results is carried out after the completion of the Program's implementation - in 2014.

10 . The Program establishes only specific measures not provided for in other programs, but the implementation of the Program is combined with other programs that contribute to the pursuit of the Program's goals and objectives and the solution of identified problems:

10.1 . The national program for the implementation of the Lisbon Strategy for 2008-2010 , approved by the Government of the Republic of Lithuania in 2008. October 1 by resolution no. 1047 (Journal of Laws, 2008, No. [124-4718](#));

10.2 . National demographic (population) policy strategy, approved by the Government of the Republic of Lithuania in 2004. October 28 by resolution no. 1350 (Journal of Laws, 2004, No. [159-5795](#));

10.3 . Lithuania's 2007-2013 European Union structural support utilization strategy, approved by the European Commission in 2007. April 26, and the Human Resources Development Action Program approved by the European Commission in 2007. on September 24;

10.4 . The 2007-2011 program for strengthening social dialogue in Lithuania, approved by the Government of the Republic of Lithuania in 2007. July 11 by resolution no. 729 (Journal of Laws, 2007, No. [80-3246](#));

10.5 . National Sustainable Development Strategy, approved by the Government of the Republic of Lithuania in 2009. September 16 by resolution no. 1247 "On the Government of the Republic of Lithuania of 2003 September 11 resolution no. 1160 "On the approval and implementation of the National Sustainable Development Strategy" amendment (Zin., 2009, No. [121-5215](#));

10.6 . separate programs are dedicated to solving specific problems of equality between women and men: State strategy for reducing violence against women, approved by the Government of the Republic of Lithuania in 2006. December 22 by resolution no. 1330 (Zin., 2006, No. [144-5474](#)), 2010-2012 annual plan of measures for the implementation of the national strategy for reducing violence against women, approved by the Government of the Republic of Lithuania in 2009. August 19 by resolution no. 853 (Zin., 2009, No. [101-4216](#)), the 2009-2012 program for the prevention and control of human trafficking, approved by the Government of the Republic of Lithuania in 2009. September 9 by resolution no. 1104 (Zin., 2009, No. [112-4761](#)), and other programs that directly and indirectly contribute to reducing the gap between women and men.

II . ENSURING EQUAL OPPORTUNITIES FOR WOMEN AND MEN

Employment

Existing condition

Employment and unemployment

11 . Changes in the field of employment caused by the economic crisis affect the position of women and men differently in the labor market. In this difficult period, the aim is to preserve jobs so that the economic downturn does not further widen the gap between women and men in the labor market.

12. The changes caused by the economic crisis had a greater negative impact on the employment rate of men. According to the data of the Department of Statistics under the Government of the Republic of Lithuania (hereinafter - the Department of Statistics), in 2009 the annual employment rate of women (60.7 percent) exceeded the employment rate of men (59.5 percent), although in 2008 the annual employment rate of women (61.8 percent) was lower than that of men (67.1 percent). The employment rate for men was 5.7 percent below the average male employment rate in the European Union, and for women it was 2.7 percent higher than the average female employment rate in the European Union. In 2008, the annual employment rate for older women (55-64 years) was 47.7 percent, for men - 60.2 percent. The difference was 12.5 percent and was lower than the average difference in the employment rate in the European Union - 18.1 percent.

13 . According to the data of the Department of Statistics, in the third quarter of 2009, the unemployment rate of women (10.3 percent) became even lower than that of men (17.3 percent). Accordingly, in 2008, the annual unemployment rate for men was 6 percent, and for women - 5.6 percent. In the European Union, the unemployment rate for women is usually higher than the unemployment rate for men. In the European Union in 2008, the average unemployment rate for women was 7.5 percent, and for men - 6.6 percent.

14 . According to the data presented in the European Commission's report "Equality between women and men 2010" [5](#) , according to the difference in the level of employment between women and men, Lithuania remained in third place in the European Union. According to the employment level of elderly women, Lithuania took seventh place, and according to the employment level of women raising children under 12 years old, it took fifth place in the European Union.

15 . According to the extended comparative study and assessment of changes in the position of women and men in all areas conducted by the Women's Information Center, the position of women and men in the labor market remains different. According to the research, in 2009, as many as 52 percent of men and only 16 percent of women believed that the statement that men should be provided with work in the absence of jobs is correct. Complaints from pregnant women and women raising children to the equal opportunities controller regarding direct or indirect discrimination at work are increasing, therefore, since 2009, the July 23 the law supplementing Article 179 of the Labor Code of the Republic of Lithuania and the Annex entered into force (Official Gazette, 2009, No. [87-3664](#)), which strengthened maternity protection. Women returning to work after pregnancy and maternity leave are not only given their previous job under their previous conditions, but also all the better working conditions (including pay) to which they would have been entitled while they were not working. In the first quarter of 2010, it is planned to prepare drafts of amendments to the Law on Amendments to the Labor Code of the Republic of Lithuania and related legal acts, which would include provisions for greater flexibility in labor relations, thus ensuring better employment opportunities for women and men with family responsibilities.

16 . The Committee, which considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, favorably assessed the high level of employment and participation of women in the labor market, the low level of unemployment, but expressed concern about the vertical and horizontal distribution by gender in the labor market and proposed to consider *de facto* equality between women and men in the labor market as a priority area, to

take measures to reduce discrimination in the labor market, to consider the possibility of preparing a law amending the Law on Equal Opportunities for Women and Men of the Republic of Lithuania: to establish mandatory equality plans for women and men in both public and private sector workplaces.

Employment of rural women

17. According to the Department of Statistics, the labor force participation rate of both urban and rural women remains lower than the labor force participation rate of urban and rural men. In 2008, the labor force participation rate was 65.5 percent for women and 71.4 percent for men. In 2008, the unemployment rate for urban men was 6 percent, and for rural men it was 6.1 percent. The unemployment rate for urban women is 5.5 percent, and for rural women it is 6 percent. In the second quarter of 2009, unemployment among men living in the city increased to 15.1 percent, and to 20.1 percent among men living in the countryside. Unemployment among rural women also increased, but more slowly; In the II quarter of 2009, it was 13.9 percent, or 6.2 percentage points, lower than that of men. Employment rate of urban and rural women, compared to urban and rural men, is lower. In 2008, the employment rate for men living in the city was 69.7 percent, for women - 66.2 percent, for men living in the countryside - 61.8 percent, and for women - only 51 percent. However, after the deterioration of the state's economic situation in the II quarter of 2009, the indicators of the employment level of all rural residents decreased: in the II quarter of 2009, the employment rate of men living and working in the city decreased to 63.8 percent, and even to 53.3 percent in the countryside. The employment rate of women living in the city decreased less obviously - to 64.8 percent, and to 49.7 percent of women living in the countryside. The employment rate of women living in rural areas did not change as much as that of men living and working in rural areas, but remained the lowest. 2 percent, 61.8 percent of men living in the village, only 51 percent of women. However, after the deterioration of the state's economic situation in the II quarter of 2009, the indicators of the employment level of all rural residents decreased: in the II quarter of 2009, the employment rate of men living and working in the city decreased to 63.8 percent, and even to 53.3 percent in the countryside. The employment rate of women living in the city decreased less obviously - to 64.8 percent, and to 49.7 percent of women living in the countryside. The employment rate of women living in rural areas did not change as much as that of men living and working in rural areas, but remained the lowest. In the second quarter of 2009, the employment rate of men living and working in the city decreased to 63.8 percent, and in the countryside - even to 53.3 percent. The employment rate of women living in the city decreased less obviously - to 64.8 percent, and to 49.7 percent of women living in the countryside. The employment rate of women living in rural areas did not change as much as that of men living and working in rural areas, but remained the lowest. In the second quarter of 2009, the employment rate of men living and working in the city decreased to 63.8 percent, and in the countryside - even to 53.3 percent. The employment rate of women living in the city decreased

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18. According to the data of the Department of Statistics, in 2008, 418.3 thousand, or 28 percent, of all workers in the country worked in the countryside. Women accounted for 43 percent and men for 57 percent of all rural workers. In 2008, as in previous periods, the majority of rural women worked in agriculture (21 percent), wholesale and retail trade (18 percent), educational institutions (16 percent), health care and social welfare institutions (9 percent). Most rural men worked in agriculture (26 percent), manufacturing and construction sectors (17 percent each), and trade (11 percent). As the demand for labor in the agricultural sector decreases, the number of rural residents engaged in agricultural activities also decreases every year. In 2004, 226 thousand, or 16 percent, of all employees worked in agriculture and forestry, and in 2008, their number decreased to 117 thousand, and only about 8 percent of all employees engaged in this activity. Due to the lack of retraining programs and the predominance of more technical jobs in rural areas, it is more difficult for women to find alternative fields of activity compared to urban women, since in many cases the supply of jobs in rural areas is lower and due to lower income and consumption rates.

19. According to the data of the Department of Statistics, in 2008, a total of 929.2 thousand people received formal education. Villagers. The education of women living in rural areas differs very little compared to men living in rural areas (women - 483.5 thousand, men - 445.6 thousand). Men living in rural areas have more often obtained secondary or secondary and basic education and professional qualifications (women - 222.3 thousand, men - 247.7 thousand), while women living in rural areas have more often obtained higher or higher education (women - 63.9 thousand, men - 44.9 thousand). Nevertheless, women living in rural areas who have obtained a higher education have slightly less opportunities to find a job compared to men who have obtained a special professional qualification, because rural areas specifically have more professional, technical, jobs requiring specialized knowledge and skills. As a result, women of working age increasingly choose to work and live in big cities or even outside the borders of the Republic of Lithuania.

20. The committee, which considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, noted the measures that must be taken to improve the situation of rural women. Some of these measures are established in the Lithuanian Rural Development Program for 2007-2013, approved in 2007. October 19 Decision of the European Commission no. C(2007)5076. Concern was expressed that the situation of rural women and their quality of life is in many cases worse than that of women living in the city - insufficient opportunities for rural women to learn about and use legal instruments, and a still perceived lack of legal literacy. The Committee suggested promoting more initiatives related to the organization of life-long learning programmes, the establishment of women's employment centers in rural areas, programmes, preparation of programs aimed at ensuring the economic independence of rural women, ensuring opportunities to participate in political life in making important decisions for the community. This should help to more actively involve rural women in the labor market.

Promotion of women's entrepreneurship

21. The results of the survey of the business conditions of small and medium-sized enterprises conducted by the Statistics Department in April-May 2009 showed that, despite the increasing employment and role of women in the national economy, women have not yet been

sufficiently involved in private business. Comparing the data of the 2009 and 2008 researches on the business conditions of small and medium-sized enterprises, it can be seen that in Lithuania women entrepreneurs make up only one third of all entrepreneurs, 28 percent in 2008 and 28.7 percent in 2009, respectively, which is 0.7 percentage points more compared to in 2008. The results of the aforementioned studies showed various reasons for this increase. The problem of balancing family and work commitments is particularly important, and the number of female entrepreneurs is constantly changing. The number of female entrepreneurs increased from 25.8 percent in 2006 to 31.3 percent in 2007, and in 2008, compared to 2007, they decreased by 3.3 percent. In 2009, the vast majority (58.7 percent) of female business managers were women aged 31-49.

22. In 2009, the results of the survey of the business conditions of small and medium-sized enterprises showed that women take up business in less traditional areas of activity for women. Although construction and transportation are traditionally considered almost exclusively male businesses, the number of successful female entrepreneurs in these fields is gradually increasing. In 2008, 12.3 percent of women entrepreneurs in the field of construction, and 15.1 percent in 2009. In the field of transport, female entrepreneurs accounted for 12.9 percent and 24.7 percent, respectively, in 2008 and 2009. The majority of female entrepreneurs were in the field of human health care and social work (65.6 percent in 2008, 60.9 percent in 2009), financial intermediation (50 percent in 2008, 50 percent in 2009), accommodation and catering services (in 2008 – 49.2 percent, in 2009 – 58, 3 percent) and in other service areas (40.7 percent in 2008, 30 percent in 2009). According to the aforementioned research, in 2009, compared to 2008, there was almost a 2-fold increase in female entrepreneurs in the fields of transport, by 23 percent in construction, and by 18 percent in the fields of accommodation and catering services.

The wage gap between women and men

23 . According to the data of the Department of Statistics, the average hourly gross wage of women in the domestic economy (excluding individual enterprises) in 2008 was 12.41 litas; compared to 2007, it increased by 19.7 percent and was 18.2 percent lower than that of men. In the public sector, the average hourly gross wage of women in 2008 was 13.37 litas; compared to 2007, it increased by 21.5 percent and was 18.2 percent lower than that of men. In the private sector, the average hourly gross wage of women in 2008 was 11.59 litas; compared to 2007, it increased by 17.9 percent and was 21.4 percent lower than that of men.

24 . According to the data of the Department of Statistics, in 2008, the average monthly gross wage of women in the domestic economy (excluding individual enterprises) amounted to 2,020 litas; compared to 2007, it increased by 20.5 percent and was 19.3 percent lower than that of men. In the state sector, the average monthly gross salary of women in 2008 was 2,139.2 litas; compared to 2007, it increased by 22.9 percent and was 20.3 percent lower than that of men. In the private sector, the average monthly gross salary of women in 2008 was 1,916 litas; compared to 2007, it increased by 18.2 percent and was 21.5 percent lower than that of men. In 2008, the average monthly gross salary of men in the domestic economy (excluding individual enterprises) amounted to 2,504.6 litas; compared to 2007, increased by 18.4 percent.

25 . According to the statistics department, the average monthly gross salary of women in the domestic economy (excluding individual enterprises) in the third quarter of 2009 amounted to 1,978.5 litas and compared to the second quarter of 2009, it decreased by 1.7 percent. In the public sector, the average monthly gross salary of women amounted to 2,124.8 litas and, compared to the

second quarter of 2009, decreased by 2.3 percent, and in the private sector, it was 1,830.4 litas and was 1.2 percent lower than in the second quarter of 2009. . The average monthly gross wage of women in the domestic economy was 15.1 percent lower than that of men. The average monthly gross salary of women during the year (in the third quarter of 2009 compared to the third quarter of 2008) decreased: in the national economy - by 4.6 percent, in the public sector - by 3.3 percent, in the private sector - by 7 percent.

26. In the third quarter of 2009, the largest number of women, compared to the number of operational employees, worked in: human health care and social work (84.6 percent), accommodation and catering services (79.3 percent), education (78.6 percent). Women's wages were the lowest in the field of accommodation and catering services (1,216 litas), in the field of human health care and social work it was 2,012.3 litas, and in the field of education - 2,102.5 litas. In the third quarter of 2009, compared to the third quarter of 2008, the average monthly gross wages of women in the field of accommodation and catering services decreased by 9.9 percent, in the field of human health care and social work by 8.5 percent, and in educational institutions increased by 6.4 percent. . In traditionally 'male' fields of activity such as construction, mining and quarrying, In the third quarter of 2009, 86.8 percent of men and 13.2 percent of women and 83.4 percent of men and 16.6 percent of women worked, respectively. Average monthly gross wages of men in the country's farm In the third quarter of 2009, construction amounted to 1,943 litas, and in the field of mining and quarry operation - 2,444.2 litas, and during the year it decreased: in construction - by 25.7 percent, in the field of mining and quarry operation - by 19.3 percent. In construction, the average monthly gross salary of women amounted to 1,864.6 litas (4 percent lower than that of men); in the field of mining and quarrying, women earned 2,312.8 litas (5.4 percent less than men). Fewer women worked in areas related to higher stress at work, fast pace of work, and the need for physical strength.

27 . According to the data presented in the European Commission's report "Equality between women and men 2010" [6](#) , Lithuania already lags behind the European Union average in terms of the wage gap between women and men.

28 . 2008 of the Government of the Republic of Lithuania December 30 by resolution no. 1368 "On the Government of the Republic of Lithuania in 1993 July 8 resolution no. 511 "On the improvement of the payment procedure for employees of budgetary institutions and organizations" amendment (Zin., 2008, No. [150-6101](#)) from 2009. January 1 increase the coefficients of official salaries of lower-paid employees: culture and art workers - 17 percent on average, pedagogues' minimum and maximum coefficients - 10 percent, social workers - 12 percent on average. In addition, the Government of the Republic of Lithuania has approved long-term salary increase programs for pedagogical workers, cultural and artistic workers, persons working in social work, and employees of scientific and study institutions:

28.1 . Long-term salary increase program for teaching staff, approved by the Government of the Republic of Lithuania in 2008. March 5 by resolution no. 193 (Journal of Laws, 2008, No. [29-1032](#));

28.2 . The 2009-2013 program for increasing the wages of culture and art workers, approved by the Government of the Republic of Lithuania in 2008. April 17 by resolution no. 401 (Journal of Laws, 2008, No. [51-1899](#));

28.3 . Long-term program for increasing the wages of social workers and improving social guarantees for 2008-2012, approved by the Government of the Republic of Lithuania in 2008. April 29 by resolution no. 419 (Journal of Laws, 2008, No. [53-1968](#));

28.4 . The 2009-2012 program for increasing the wages of employees of research and study institutions, approved by the Government of the Republic of Lithuania in 2008. May 28 by resolution no. 509 (Journal, 2008, No. [63-2394](#)).

29 . In implementing the implementation measures of the 2008-2012 program of the Government of the Republic of Lithuania, approved by the Government of the Republic of Lithuania in 2009. February 25 by resolution no. 189 (Zin., 2009, No. [33-1268](#)), a draft law on remuneration of employees of state and municipal institutions of the Republic of Lithuania is being prepared (preliminary entry into force of the law - 2011). With the adoption of this law, equal pay conditions would be ensured for employees working in jobs of equal qualifications and complexity in institutions financed from the state budget of the Republic of Lithuania, municipal budgets, the State Social Insurance Fund and other state-established funds.

Balancing family and work commitments

30 . Family and work are the two main values of society's life, but a frequent resident of our country faces the problem of combining professional life and family responsibilities. Men and women participate equally in the labor market, which is dominated by a culture of long working hours, intense work pace and strict work quality requirements, and the introduction of new technologies. Women and men with family responsibilities, raising children, caring for elderly or disabled relatives often have problems balancing work and family responsibilities.

31 . The communication of the European Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions "Guidelines for equality between women and men 2006-2010" COM (2006) 92 as one of the 6 priority areas of the policy of equality between women and men - a fundamental value of the European Union - indicates the direction of balancing the obligations of work, family and personal life.

32 . The European Pact for Gender Equality obliges all the member states of the European Union to consistently comply with the goals of the Lisbon Strategy to ensure equal opportunities for women and men, to take specific measures that create better opportunities for women and men to combine family and work obligations. In the state concept of family policy, approved by the Seimas of the Republic of Lithuania in 2008. June 3 by resolution no. X-1569 (Journal, 2008, No. [69-2624](#)), the balancing of family and work obligations is indicated as one of the fundamental social and economic problems. It is noted that insufficiently applied flexible forms of employment, insufficient care services for children, disabled or elderly family members limit opportunities to choose a mode of combining professional life and family obligations, and hinder the improvement of demographic results.

33. European Union structural support funds are used to solve the problems of balancing family and work obligations. Guided by Lithuania's 2007-2013 European Union structural support utilization strategy, approved by the European Commission in 2007. April 26, and the Human Resources Development Action Program approved by the European Commission in 2007. on September 24, at the end of 2009, 23 contracts worth 54.4 million were signed. amounts of litas for the implementation of projects under the VP1-1.1-SADM-04-K measure "Reconciliation of family and work responsibilities", financed from the funds of the European Social Fund. The projects will be implemented until the end of 2012. In the implementation of these projects, 70 percent of the funds will be allocated to the provision of care and social care services for children,

disabled and elderly persons, and 30 percent of the funds will be allocated to the promotion of family-friendly workplaces.

34. Although according to the law, both women and men can take leave to look after a child until it turns three, it is usually women who look after children. It is not uncommon for a woman who goes on leave to take care of a child until he turns three years old, partially loses her professional qualifications, and she needs additional efforts and means to return to the labor market. In order to ensure the participation of at least one parent in the labor market while the other is raising a child, to improve the ability to combine family and work obligations, it is necessary to grant the right to receive state support to one of the child's parents who has not obtained the required social insurance experience and is not entitled to receive social insurance benefits. According to the data of the State Social Insurance Fund Board under the Ministry of Social Security and Labor, in 2006, 2.01 percent used childcare leave.

35. The Committee, which considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, favorably evaluated the opportunities for women's participation in the labor market, including the possibility of paternity leave, more flexible options for childcare leave, more flexible conditions for organizing working time, and the promotion of family-friendly policies in companies. The Committee expressed concern that few men take parental leave and suggested that public and private sector companies implement family-friendly policies to increase the number of family-friendly workplaces. The committee proposed to continue making efforts to ensure compatibility of family and professional life, promote equal division of responsibilities in the family, and encourage men to take parental leave more.

Problems

36. The different situation of women and men in the field of employment is caused by many factors, the most important of which are the following:

36.1. The persistent attitude that the roles of women and men in work and society are not equal makes it difficult to ensure equal opportunities for women and men in the labor market, reduces women's opportunities to get a job and stay in the labor market, to pursue a career, increases professional and sectoral division in the labor market, which determines the wage gap between women and men differences. As unemployment increases, older women's chances of keeping a job or getting a job decrease. This is related not only to the necessary skills and abilities, but also to the lack of self-confidence, motivation, and the ability to adapt to changes. An unbiased approach to women and men, promoting equal opportunities for women and men in many areas, primarily in the labor market and in decision-making, is fostered by training, education and information.

36.2. An important factor in increasing women's employment is participation in business. A woman who wants to start a business and develop it faces specific obstacles: women are usually responsible for the care and education of children, they lack motivation, self-confidence, entrepreneurial skills, and information.

36.3. The variety of activities of employed rural women is much smaller compared to the activities performed by employed men or urban women, rural women participate more passively in the private business sector than urban residents. There are also not enough initiatives and/or capacity building programs for retraining rural residents, workforce reorientation measures or simply activities or programs to encourage rural residents, especially long-term unemployed women, to take up new activities or family businesses.

36.4 . Insufficient opportunities to combine family and work obligations limit opportunities for women raising children to get a job, keep a job and seek promotion. Women raising children experience difficulties both in getting a job and trying to stay in the labor market. Inadequate opportunities for men to combine family and work obligations lead to lower participation of men in family life, which in turn has a negative impact on the quality and duration of their lives.

36.5 . Women are more often discriminated against on the basis of their gender in the labor market, and it is noticeable that there is an increase in the complaints of pregnant women to the equal opportunities inspector regarding possible discrimination at work.

Education and science

Existing condition

37 . The Lithuanian education system is based on the following values: the incomparable value and dignity of the person, love of neighbor, natural equality of people, human freedoms and rights, tolerance, democratic social relations. One of the main aims of education is to develop a continuous, lifelong learning, accessible and socially just education system.

38 . Since 2004, there has been a downward trend in the number of students. At the beginning of the 2008-2009 academic year, there were 808,552 students at all levels of education, of which 414,113 were women and 394,439 were men. In the academic year 2008-2009, compared to the academic year 2003-2004, the proportion of girls studying increased by 0.3 percent and amounted to 51.2 percent of all students. There were slightly more boys in pre-school, primary, basic and secondary education levels, but more girls pursued higher education and doctoral studies.

39 . In vocational schools, more girls than boys chose training programs for social care and nanny, hair and beauty care services (97 percent of girls), hotel, restaurant and catering training programs (77 percent of girls). Men were more likely to choose engineering professions (97 percent), architecture and construction (96 percent), and transportation service training programs (97 percent).

40 . Girls were successful at all levels of study: they accounted for 59 percent of students pursuing a bachelor's degree, 64 percent for a master's degree, and 58 percent for a doctoral degree.

41 . The efficiency and accessibility of the education system and ensuring equal opportunities for women and men in the field of education are proven by the equal distribution of individuals at various levels of education and science. In 2008, girls accounted for 48.5 percent of preschool education, 48 percent of primary education, 48.1 percent of basic education, 49.8 percent of secondary education, 59.3 percent of higher education studies, and 58.5 percent of doctoral studies. percent.

42 . At the beginning of 2008-2009, 87 percent of teachers in general education schools were women. In colleges and vocational training institutions, they made up 68 percent of teaching staff, but in universities, 51 percent of teachers were men.

43 . Since 2000, the steadily increasing proportion of women studying at the doctoral level indicates improving conditions for women to pursue a doctoral degree. According to the data of the Department of Statistics, there were 5,980 scientists in Lithuania in 2008, 43 percent of whom were women.

44 . In the European Union, Lithuania is one of the leading countries in terms of the ratio of female to male scientists, but it is one of the last in terms of indicators reflecting the position of female scientists holding high scientific and managerial positions. In Lithuania, women accounted

for 19.1 percent of persons with a habilitation doctorate degree, and 15.1 percent of those with the title of professor. There are 22 universities and 35 scientific institutes in Lithuania, but in 2008 only 3 women held the position of director of the institute. In 2008, there were 24.5 percent of women scientists in the field of technological sciences in Lithuania, and 32.1 percent in the field of physical sciences. The largest number of female scientists were in the field of medical sciences - 58.2 percent, and in the field of natural and social sciences - 56.1 percent each.

45 . In order to improve the situation, the Minister of Education and Science in 2008 June 2 by order no. ISAK-1600 (Zin., 2008, No. [67-2537](#)) approved the strategy for ensuring equal opportunities for women and men in science, which aims to create a solid and realistic basis for ensuring gender equality in science. To implement the measures provided for in the strategy, the project "Strengthening Gender Equality in Science" is being implemented, financed from the structural support funds of the European Union for the years 2007-2013 under the Research Career Program, approved by the Minister of Education and Science in 2007. December 3 by order no. ISAK-2335 (Zin., 2008, No. [7-261](#)), Subprogramme of knowledge about R&D dissemination.

46 . The committee that considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania favorably evaluated the high level of education of women. The Committee expressed concern about the unequal treatment of women and men in textbooks and educational materials, influencing women's educational choices. The committee suggested strengthening education and training on equal opportunities for women and men for teaching and counseling staff at all levels of educational institutions, and revising textbooks and educational materials. In addition, the Committee proposed the implementation of measures to increase the number of female professors in the academic community.

Problems

47 . More girls are studying in higher education, but they are more likely to choose traditionally female fields of study, which means that when they graduate, they end up in less promising career and income positions.

48 . Disproportionally low number of female scientists in top scientific and managerial positions.

49 . Insufficient competence of pedagogues, education specialists in the field of ensuring equal opportunities for women and men.

Decision making

Existing condition

50 . In a democratic society, the entire population must participate in decision-making, both women and men, and the interests of both sexes must be equally represented. The active participation of women and men in policy-making helps to better reflect the diversity of society's needs in policy decisions. Participation in political, economic, public and state life is not only a means of realizing the goals and interests of women and men, but also an indicator of the implementation of the principle of equality and non-discrimination between women and men.

51 . Women are increasingly participating in political activities. In 2009 May 17 the elections of the President of the Republic of Lithuania took place. There were two women among

the seven candidates for the post of President of the Republic of Lithuania. For the first time in the country's history, a woman won the presidential elections of the Republic of Lithuania. In 2009 June 7 in the elections to the European Parliament, out of 12 seats allocated to Lithuania in the European Parliament, 3 seats were won by women. A woman has also been appointed as a judge of the European Court of Human Rights from the Republic of Lithuania.

52 . 26 women (18.44 percent) and 115 men (81.56 percent) were elected to the Seimas of the Republic of Lithuania in 2008-2012. In 2009, for the first time, a woman was elected to the position of Speaker of the Seimas of the Republic of Lithuania, and a woman also holds the position of Chairman of the Audit Committee of the Seimas of the Republic of Lithuania. However, the number of women leading the commissions of the Seimas of the Republic of Lithuania has decreased - out of 10 commission chairmen, only 2 are women.

53 . In the 2007 municipal elections, out of 1,504 elected council members, 337, or 22 percent, are women. In some municipal councils, women make up to 40 percent of council members. 5 women (12 percent) were elected mayors.

54 . According to the 2008 data of the Civil Service Department under the Ministry of Internal Affairs, women make up 74 percent of civil servants, excluding statutory civil servants, and 60 percent of civil servants of political (personal) trust. However, about 70 percent of the heads of state and municipal institutions and institutions are men.

55 . The Committee, which considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, welcomed the fact that the Law on Equal Opportunities for Women and Men of the Republic of Lithuania establishes that special temporary measures cannot be considered discriminatory. The Committee expressed concern about the insufficient application of special temporary measures and their effectiveness in achieving *de facto* equality between women and men in political and social life and in other areas more quickly. The Committee suggested ensuring the effective application of such measures and providing training on temporary special measures and their importance to facilitate their application at all levels.

Problems

56 . Women still have little participation in economic and political decision-making.

57 . Insufficient social activity of rural women and men, participation in making important decisions for the communities.

Fulfillment of European Union and international obligations

Existing condition

58 . Lithuania's positive experience in ensuring the *de jure* equal rights of women and men, the compliance of Lithuanian laws with the *acquis of the European Union*, other international legal acts, programs, projects, measures to ensure the *de facto* equality of women and men in various fields, and to solve specific problems of women and men are favorably evaluated internationally.

59 . In the evaluation of gender equality achievements of 115 countries of the world published by the World Economic Forum ² at the end of 2006, Lithuania (21st place) and Latvia (19th place) were rated the highest among the new European Union countries, and in the evaluation of gender equality achievements of 125 countries of the world published at the beginning of

November 2007, Lithuania is indicated as the country that made the most progress in the top twenty during the year - rising from 21st place to 14th. In 2008, according to this assessment, Lithuania was in 23rd place.

60 . Evaluating Lithuania's achievements in matters of equality between women and men, the first European Union agency dedicated to these issues - the European Institute for Gender Equality - was established in Vilnius. This institute is an independent agency of the European Union, dedicated to helping the institutions of the European Communities, especially the European Commission, as well as the member states of the European Union to promote and strengthen the policy of equality between women and men, to fight against gender discrimination.

61. In carrying out the assigned tasks, the European Institute for Gender Equality will collect, systematize, analyze and disseminate information to be provided by Member States, including statistical information, research results and examples of good practice, inform Member States about the areas where research is most lacking, prepare methodological materials for gender on issues of equality, will prepare methods for improving the comparability, objectivity, and reliability of information by establishing criteria for consistency and coherence of information, will organize expert conferences, seminars and others at the European level, also for the development of research; will promote the attention of the European Union society to issues of gender equality; will prepare and publish overviews of the situation of gender equality in Europe. The work program of this institute will correspond to the priorities of the European Communities and the work program of the Commission,

62 . The aim is to ensure the equality of women and men not only in Lithuania, but also in the development cooperation policy of Lithuania. It is an integral part of Lithuania's foreign policy, its goal is to support the harmonious, impartial and universal human and social development of the partner states. Promotion of human rights, democracy, rule of law, gender equality and good governance is an integral part of development cooperation policy. These goals were established in the 2004 Act of the Seimas of the Republic of Lithuania. May 5 in the adopted resolution "On the foreign policy directions of the Republic of Lithuania after Lithuania becomes a full member of NATO and the European Union" (Zin., 2004, No. [75-2572](#)), of the Government of the Republic of Lithuania in 2006 June 8 in the resolution no. 561 "On the approval of the policy provisions of the development cooperation of the Republic of Lithuania for 2006-2010" (Zin., 2006, No. [66-2435](#)).

63 . The development cooperation policy of the Republic of Lithuania is based on the values, provisions and principles set forth in the legal documents of the European Union and international organizations. Promoting gender equality is one of the eight most important goals of the year 2000. September 8 The United Nations Millennium Declaration established the Millennium Development Goals, which Lithuania, together with other countries, undertook to implement by 2015.

64. The principle of equality between women and men, as a general principle, is a fundamental human right and a matter of social justice necessary for the achievement of all the Millennium Development Goals. When implementing the development cooperation policy, an integrated approach to establishing the principle of equality between women and men in development cooperation projects is followed. The Ministry of Foreign Affairs, while financing the implementation of development cooperation and democracy support projects in developing countries, and monitoring the projects, evaluates the implementation of the principle of gender equality in the implemented projects. Gender equality is one of the criteria taken into account in the evaluation of development cooperation and democracy support projects, and it is aimed that the principle of gender equality is respected,

65 . The Committee, having considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, obliged the United Nations member Lithuania to provide information in the next periodic report on how these recommendations are implemented and what results have been achieved, and to submit concluding remarks to all ministries, the Seimas of the Republic of Lithuania and legal institutions, in order to fully implement Committee recommendations.

66 . The Committee emphasized that the Convention is directly applicable and, if national legislation is inconsistent with the Convention, it takes precedence. However, not all Lithuanian institutions sufficiently know and apply the provisions of the Convention and its fundamental concept of gender equality, the Optional Protocol and the Committee's general recommendations. Many judges, lawyers, prosecutors, other lawyers are not sufficiently familiar with the provisions of the Convention and the general recommendations of the Committee, there are no court decisions based on the Convention.

67 . The Committee proposed to ensure that the Convention is understood and applied by all institutions, and to create a new classification system for court cases. The Committee also asked Lithuania, based on the obligations presented in Article 24 of the Convention and Article 13 of the Optional Protocol, to take concrete measures to widely disseminate information about these two treaties, including the Committee's general recommendations. The committee called for training on these two treaties and their mandatory application at the Legal Training Center for prosecutors, judges, lawyers and other legal professionals.

68. The Committee called for the participation of many ministries and non-governmental organizations in the preparation of the next periodic report, and for consultation with non-governmental organizations at this stage. The Committee requested that information on the implementation of the Beijing Platform for Action and the Millennium Development Goals be included in a future report. The Committee called for wide distribution of the Committee's concluding remarks, submitted after consideration of Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, to politicians, state institutions, municipalities, women's non-governmental organizations, the whole society, as well as further distribution of the Convention, the Optional Protocol, the Committee's general recommendations, the Beijing Declaration and Beijing Platform for Action and the 23rd Special Session of the United Nations General Assembly "Women 2000:

Problems

69 . Lithuania's experience in ensuring the equality of women and men is not sufficiently disseminated internationally. Non-governmental organizations lack opportunities to participate in the main events of international organizations on issues of equal opportunities for women and men, ensuring the dissemination of Lithuania's positive experience.

70 . Lithuanian women's organizations do not take an active enough part in development cooperation projects, too little attention is paid in project competitions to the aspects of ensuring equal opportunities for women and men or solving specific women's problems.

71 . The provisions of the Convention and its Optional Protocol are insufficiently understood and applied both in the courts and in the activities of representatives of other legal institutions.

National Defence

Existing condition

72 . The legal acts of the Republic of Lithuania ensure equal rights and opportunities for women and men working in the national defense system.

73 . There are no gender restrictions on military service (both men and women have the right to serve in all types of military forces, all military specialties or all military positions).

74 . There is no established system of gender quotas either due to the nature of the service or military training or studies.

75 . The Military Disciplinary Statute defines sexual harassment as a gross violation of military discipline that entails disciplinary action.

76 . During the implementation of the State Program for Equal Opportunities for Women and Men 2005-2009, the Law on Amendments and Supplements to Article 59 of the Law on the Organization of the National Defense System and Military Service of the Republic of Lithuania (Žin., 2005, No. [122-4362](#)) established longer childcare leave for soldiers and abandoned the provision , that at the end of this leave and in the absence of free duties corresponding to the qualifications of a soldier, the soldier is released to the reserve. 2, 7, 10, 16, 18, 21, 24, 28, 36, 46, 49, 50, 52, 53, 56, 59, 65, 67, 68, 77 of the Law on the Organization of the National Defense System and Military Service of the Republic of Lithuania ¹ of articles, changing the name of the fifth section and addition to the Law 23 ¹ and 77 ²articles of the law (Žin., 2006, No. [72-2679](#)), the provisions of Article 59 of this law were changed - legalized paternity leave for soldiers.

77 . In order to ensure the ability of female soldiers to combine motherhood and career, as well as the ability of soldiers to combine child care and career, the Minister of National Defense in 2008 February 29 by order no. V-163 (Zin., 2008, No. [30-1057](#)) approved the Military Service Statute. Paragraph 52 of it establishes that pregnant, recently given birth and breastfeeding female soldiers, as well as soldiers who alone raise a child under the age of fourteen or a disabled child under the age of eighteen, must be on duty and, in case of official necessity, perform tasks after the established daily service time, holidays and on rest days can only be given with their consent.

78 . In order to ensure equal opportunities for women and men and taking into account the biological (physiological) differences between women and men, as well as taking into account the experience of other NATO countries, gender-differentiated physical training requirements for soldiers are applied in the army. By actively participating in international peacekeeping missions and operations, Lithuania must implement United Nations Security Council resolutions 1325 (2000) on the impact of armed conflicts on women's security and their participation in peace implementation and 1820 (2008) on sexual violence in armed conflicts. Both the European Union and NATO pay great attention to the implementation of these important documents. Lithuania, as a member of these organizations, must contribute to this.

79 . During their studies, the cadets of the General Jonas Žemaitis Lithuanian Military Academy are given basic knowledge on issues of ensuring equal opportunities for women and men, and during the training of professional military service soldiers for international operations, they are given legal information about the special protection of children and women during armed conflicts.

80 . Lithuania ranks quite high in the world in terms of the number of women in the military - in Lithuania, women make up 11.6 percent of professional military servicemen (compare: Italy ⁸ - about 3 percent, Canada ⁹ - 16.7 percent, USA ¹⁰ - about 20 percent). However, the representation of women in decision-making is still relatively low - 15.86 percent of women working (serving)

in the institutions of the national defense system and 30.12 percent of men working (serving) in these institutions hold managerial positions ¹⁰¹ .

Problems

81 . Although the equality of women and men is formally ensured in the national defense system, the leading positions and decisions are mostly made by men. Therefore, it is appropriate to conduct an analysis of human resource management trends in the national defense system in order to identify these factors, emphasizing the aspect of men and women, and the existing problems.

82 . Civil servants, soldiers and employees of the Ministry of National Defense, institutions attached to this Ministry and other institutions of the national defense system, who work under employment contracts, lack knowledge on issues of equal opportunities for women and men, integration of gender equality. The implementation of United Nations Security Council Resolutions 1325 (2000) and 1820 (2008) requires the training of all civilian experts and soldiers sent to international missions and operations. Currently, Lithuania does not have specialists who can teach a course on the impact of armed conflicts on the situation of women, their specific needs during conflicts, and women's participation in peacekeeping missions.

83 . In 2008, General Jonas Žemaitis's Department of Humanitarian Sciences of the Lithuanian Military Academy stated that cadets' attitudes are strongly influenced by unequal attitudes towards the equality of women and men in the national defense system, and cadets do not have sufficient knowledge on these issues.

Health

Existing condition

84 . One of the most accurate and commonly used indicators of population health is the average expected life expectancy. In 2008, the average life expectancy for women in Lithuania was 77.6 years, for men - 66.3 years (2008 data).

85 . Many demographic inequalities in health due to gender and age are considered regular and inevitable, but Lithuania has one of the biggest differences in mortality and average expected life expectancy between women and men, which cannot be explained solely by the biological characteristics of their bodies. By implementing measure 54.2 of the State program for equal opportunities for women and men 2005-2009 "To conduct a study of health inequalities between men and women in Lithuania, in order to determine what causes the large difference in the average life expectancy of men and women, and to prepare recommendations on how to solve this problem", Kaunas Medicine university researchers conducted a detailed scientific study.

86. Mortality from cardiovascular diseases, malignant tumors, accidents and injuries has the greatest negative impact on changes in life expectancy in Lithuania. The reasons for the differences in health between women and men are complex and are caused by many factors. As shown by the results of the aforementioned study, the controllable causes of differences in mortality and survival between women and men can be divided into two groups. The first includes health-damaging behavior - alcohol consumption, smoking, unhealthy eating habits, tendency to take risks and others. Such behavior is more common among men. The second group of reasons includes health-preserving and strengthening behavior, which is more characteristic of women. In addition, more

men work in sectors associated with a fast pace of work, tension and stress, the need for physical strength,

87 . The main mission of public health care state and municipal institutions and bodies is to improve and preserve public health. However, the public health care system can only partially protect the public from avoidable diseases and premature deaths, because the management of many health-determining risk factors belongs to the competence and field of activity of other state and municipal institutions and bodies. There is a lack of closer cooperation between various sectors and public services in making decisions related to public health care.

88 . Since 2006, the financing program for the selection and prevention of persons at high risk of cardiovascular diseases has been implemented. The measures of this program are applied once a year to men aged 40-55 and women aged 50-65. About 690 thousand people live in Lithuania. people of this age. In 2008, according to this program, 105 thousand were checked. persons, 5.4 mln. litas

89. Since 2004, the program of financing preventive measures for cervical cancer malignant tumors, paid from the budget funds of the Mandatory Health Insurance Fund, has been implemented. Screening has been launched for women aged 30-60, offering free cervical cancer screening every three years. In 2008, the age limits of women participating in this program were expanded and screening for women over 25 years of age began. In 2008, 5,800 thousand was allocated to pay for the services of this program. litas, provided services for 4,900 thousand. litas More than 127 thousand people checked. women. Precancerous lesions were detected in 1,389 women, signs of malignant tumors were found in 45 women. The main objective of the 2004-2007 program was to check at least 80 percent of women aged 30-60,

90 . Since 2005, the Breast Cancer Screening Mammography Funding Program has been in place for the prevention of breast malignancies in women aged 50-69. The measures of this program are applied once every two years. In 2008, 4 million was allocated to pay for the services of this program. litas, provided services for 3.6 million litas 52 thousand checked. women. Precancerous lesions were detected in 3,427 women, and signs of malignant tumors were found in 121 women.

91 . Since 2006, the Prostate Cancer Early Diagnosis Funding Program has been implemented for men aged 50-75. In 2008, 8.3 million was allocated to pay for the services of this program. litas, 126,718 services were provided for 7.4 million litas. litas In 2008, 2,701 cases were diagnosed with cancer or other changes.

92 . According to the data of the Lithuanian Health Information Center, the number of artificial abortions in the country decreases every year: from 10,644 in 2004 to 9,031 in 2008. Various methods of family planning are available in Lithuania, but the most commonly used are intrauterine devices and hormonal contraception (used by less than 30 percent of couples who do not want to get pregnant).

93 . In implementing the measures of the State program for equal opportunities for women and men for 2005-2009 and in order to educate the public on family planning issues, the Ministry of Health in 2008 allocated funds to prepare articles, television and radio programs on reproductive health and family planning, to organize family education for women, especially in rural areas. planning and protection against sexually transmitted diseases. In the implementation of these measures, a leaflet on family planning has been prepared and published, it is distributed in primary health care centers of districts and rural areas; lectures on reproductive health issues are given.

94 . The Committee, which considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, favorably evaluated the measures implemented in

the field of reproductive health, including continuing sexual education and information on reproductive rights, but expressed concern about the high number of abortions and the availability of family planning tools, especially in rural areas. The Committee proposed to take measures that provide more opportunities for women, especially in rural areas, to use health care services, including reproductive health, and also expressed the requirement to take into account Article 16, paragraph 1, point c of the Convention, which establishes the right of women to freely and responsibly decide on the number of children, and about to report the applied measures within two years from the submission of the recommendations (in 2010).

Problems

95 . The average life expectancy of the Lithuanian population is decreasing. There remains a very large difference between the average expected life expectancy of women and men - 11.3 years (women in the member states of the European Union live an average of 6 years longer than men).

96 . Society is insufficiently informed about the impact of health-enhancing behavior of men and women on healthy life expectancy, and the interest of society members in healthy living and active participation in wellness activities is not sufficiently encouraged.

97 . There is insufficient cooperation between various sectors and public services, their activities related to public health care are insufficiently coordinated.

98 . High mortality from cardiovascular disease, malignancy, accidents and trauma.

99 . Society knows too little about the procreative functions of the family, the preservation and nurturing of individual fertility; women and men are not sufficiently aware of the responsibility for family planning; there is a lack of knowledge about equal cooperation between women and men, complementarity and gender differences.

Environmental protection

Existing condition

100 . The pursuit of sustainable development remains relevant not only in Lithuania, but throughout the world. Finding a compromise between the environmental, economic and social goals of society , creating opportunities to achieve global well-being for current and future generations, is one of the most important issues on the agendas of both state institutions and non-governmental organizations in many countries around the world. In the national strategy for sustainable development, Lithuania has set a goal to reach the average level of the European Union countries in 2003 in terms of economic, social and natural resource use efficiency indicators by 2020.

101 . Practice has shown that good results are achieved if the development of programs in various fields and the implementation of projects are guided by equal opportunities, partnership, integrity and other universally recognized principles.

102 . All present and future generations, residents of all regions and other territorial divisions must be guaranteed equal opportunities to use the results of economic and social development, have a clean and healthy environment. However, more detailed analyzes show that not everyone has such opportunities.

103 . It has not yet been achieved that the goals and objectives of sustainable development (environmental, economic and social) are presented as a whole in the development strategies, programs and plans of each economic sector or region.

104 . Although it is recognized that the most effective decisions can only be made by the participation and cooperation of various social groups of society, international, state, municipal institutions and non-governmental organizations and individuals as equal partners, there are still many unused opportunities in the field of cooperation and partnership.

105 . After the implementation of the measures of the State Programs for Equal Opportunities for Women and Men in 2003-2004 and 2005-2009, progress is noticeable: environmental specialists improved their knowledge in seminars, gained more legal knowledge, cooperation with non-governmental organizations appeared, the interests and needs of women and men are taken into account when implementing projects . Discussions with professionals working in the field of equal opportunities for women and men, analysis of human resources emphasizing the aspect of women and men - these are successful steps in combining the needs of work and family, welcoming innovations such as paternity leave.

Problems

106 . The aspect of equal opportunities for women and men in environmental protection is not sufficiently integrated due to the lack of information about the specifics of violations of equal opportunities for women and men, both for the public and for state and municipal institutions and bodies. Often such violations remain undetected, their occurrence is not prevented. There is a lack of information and a more detailed analysis of indirect discrimination on the basis of gender, when an action or inaction, legal norm, assessment criteria or practice, which are formally the same for women and men, but, through their implementation or application, persons of one sex may fall or fall into a certain less a favorable position than persons of the other sex, the causes and consequences of the occurrence.

107 . State and municipal institutions and institutions, non-governmental organizations, when implementing projects, do not yet sufficiently understand how to take into account the needs and interests of women and men and their significance for the harmonious development of society.

III . STRENGTHENING THE WAYS AND METHODS OF IMPLEMENTING EQUAL OPPORTUNITIES FOR WOMEN AND MEN

Institutional capacity building

Existing condition

108 . The institutional mechanism for the implementation of equal opportunities for women and men as a horizontal priority in all areas includes several interconnected levels: parliamentary, governmental, academic, societal.

109 . The Women's Parliamentary Group operates at the parliamentary level. The supervision of the implementation of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania has been carried out for 10 years by the Equal Opportunities Controller reporting to the Seimas of the Republic of Lithuania, assisted by the Office of the Equal Opportunities Controller. Men and women who have experienced direct or indirect discrimination

based on gender, work, education, provision of goods and services, social security systems, gender-based harassment or sexual harassment can apply to the equal opportunities controller.

110. At the governmental level, the Ministry of Social Security and Labor is tasked with coordinating the implementation of the policy of equal opportunities for women and men in all areas of activity, and each ministry and municipality is obliged by the Law on Equal Opportunities for Women and Men of the Republic of Lithuania to prepare and implement programs and measures for equal opportunities for women and men according to their competence. ensure The continuous State program for equal opportunities for women and men, implemented by all ministries together with non-governmental organizations, social partners, scientists, and municipalities, is dedicated to the implementation of this provision of the law. The coordination, monitoring and reporting of the implementation of the program, which is particularly significant in the management of the implementation of horizontal priorities, is ensured by the Commission for Equal Opportunities for Women and Men, which has been operating continuously since 2000. This commission consists of representatives of all ministries, the Department of Statistics and non-governmental organizations. Non-governmental organizations themselves choose and delegate up to 4 representatives to this commission, they are considered real members of this commission. This commission closely cooperates with the Office of the Equal Opportunities Controller, university gender studies centers, social partners and non-governmental organizations.

111 . At the academic level, there are gender studies centers located at the country's largest universities. An informal gender studies and research network has been created, uniting 26 researchers and connecting major universities.

112. The public level consists of women's non-governmental organizations that are active in ensuring equal opportunities for women and men in various fields. The National Consultative Women's Forum, the Women's Information Center, and other women's organizations are actively involved in the development of social dialogue on issues of equal opportunities for women and men. For many years, the horizontal cooperation of all institutional levels of gender equality has been ensured by the only information portal for women in Lithuania and the electronic network of women's organizations, supported by the Women's Information Center. This portal and electronic network unites about 130 politicians, state institutions, non-governmental organizations, representatives of social partners, scientists, and other experts in this field. A similar electronic network across the European Union will be established and supported by the European Institute for Gender Equality. This fastest and most effective method of information transfer ensures the opportunity to discuss issues of concern, exchange ideas, experience, proposals, other necessary information, and promotes cooperation at all levels of the institutional mechanism.

113. International legal acts and other international documents establish that the success of the implementation of the gender equality policy is ensured by properly functioning institutions, their clear structure, the distribution of competences and functions, the ability of employees to properly address gender equality issues, as well as close cooperation between various structures, monitoring the impact of activities, and evaluating results and regular accountability. The cooperation of state institutions and institutions, non-governmental organizations should be especially encouraged. It should be noted that Article 3, Clause 3 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania stipulates the duty of all state and municipal institutions and bodies to support the programs of non-governmental organizations, public institutions, associations and charitable foundations that help implement equal opportunities for women and men.

114 . A significant contribution to the functioning of the institutional mechanism in the European Union is made by the European Institute for Gender Equality, which is being established in Vilnius - the first European Union agency on gender equality issues. It is the first European Union agency established in Lithuania. The Institute's main goals are: to contribute to the promotion of gender equality and its strengthening, including the integration of equality between women and men as a horizontal priority established in the European Community Treaty into all European Community policies and national policies prepared in accordance with it; to reduce gender discrimination, to raise the awareness of European Union citizens on issues of gender equality, to provide technical assistance to the institutions of the European Community, primarily the European Commission, and the authorities of the European Union member states.

115 . The Committee, which considered Lithuania's third and fourth reports on the implementation of the Convention in Lithuania, positively assessed the approval and implementation of two State programs for equal opportunities for women and men (2003-2004 and 2005-2009). These programs include many measures to ensure equal opportunities for women and men in all areas of life, implemented together with women's non-governmental organizations, social partners, researchers. The committee positively assessed the functioning of the institutional mechanism and the fact that appropriate structures and staff responsible for these issues have been established in ministries and some municipalities. In addition, the Committee positively assessed bilateral, regional and international cooperation in this area.

116 . The Committee expressed concern that employees responsible for equal opportunities for women and men appointed in various ministries perform these functions in addition to their normal tasks, and that there is no legal obligation to appoint persons responsible for ensuring equal opportunities for women and men in municipalities, although some municipalities have appointed such a person. Drawing attention to the fact that the Law on Equal Opportunities for Women and Men of the Republic of Lithuania obliges state and municipal institutions to support programs of non-governmental organizations to ensure equal opportunities for women and men, the Committee expressed concern about the insufficient funding of women's non-governmental organizations and the fact that funding is fragmented, based on tenders, and non-integrated and fickle.

117. The committee suggested that Lithuania take steps to strengthen national mechanisms by increasing human and financial resources, so that institutions can more effectively implement their tasks, and employees responsible for the equality of women and men perform precisely these functions. The committee called for the law to establish a mandatory obligation to appoint gender equality specialists in the administration of each municipality, to promote cooperation at institutional levels, to increase the abilities of employees by conducting training on issues of equal opportunities for women and men, as a horizontal priority in all areas. The Committee called, based on the results of previous programs, to prepare the third National Program for Equal Opportunities for Women and Men for 2010-2014 and to ensure financial support for women's non-governmental organizations at all levels.

Problems

118 . The institutional mechanism for the implementation of equal opportunities for women and men, which is quite active, is still lacking at the level of local self-government. The information portal for women and the electronic network that ensures the cooperation of the institutional mechanisms of gender equality do not have sufficient funds to maintain their functioning.

119 . Although Article 3, Clause 2 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania establishes the obligation of state and municipal institutions and bodies to implement equal rights of women and men, civil servants lack knowledge on the application of this law and the implementation of equal opportunities for women and men.

Statistics

Existing condition

120 . According to the Official Statistics Work Program, the Department of Statistics prepares and publishes statistical information about women and men in Lithuania: their number, family formation, education and science, health and social protection, labor market, crime and violence, participation in state governance and others. Gender statistics reveal the different position of women and men in society.

121 . Statistical information about women and men is provided annually in the statistical publication "Women and Men in Lithuania", the Statistics Department's website ^{1□2} Indicators database and thematic tables. Press releases are being prepared.

Problems

122 . Users need more detailed statistical analytical information about the wage gap between women and men, the educational situation of some groups of women (ethnic minorities, the disabled, the elderly and others) in the field of education, the labor market, health care and the forms of violence experienced, the effects of marriage on both ex-spouses.

¹ http://www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/ec/89013.pdf

² <http://www.socmin.lt/index.php?-1191824460>

<http://www2.ohchr.org/english/bodies/cedaw/docs/CEDAW.C.LTU.CO.4.pdf>

³ <http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>

⁴ <http://www.lygybe.lt/?pageid=7>

⁵ http://ec.europa.eu/employment_social/publications/booklets/equality/pdf/eul1450_090330_bas_en.pdf

⁶ http://ec.europa.eu/employment_social/publications/booklets/equality/pdf/eul1450_090330_bas_en.pdf

⁷ <http://www.weforum.org/en/about/Women%20Leaders/index.htm>

⁸ <http://www.nato.int/ims/2008/win/reports/italian-2008.pdf>

⁹ <http://sen.parl.gc.ca/lpepin/index.asp?PgId=1050>

^{1□0} http://usmilitary.about.com/od/womeninthemilitary/Women_in_the_United_States_Military.htm

^{1□1} 2009 March 31 data, with the exception of soldiers and civil servants of the Special Operations Forces of the Lithuanian Armed Forces and the Second Operational Services Department under the Ministry of National Defense.

^{1□2} www.stat.gov.lt