

**Responses to Questionnaire to Governments
of the Government of the Republic of Lithuania**

**on Implementation of the Beijing Declaration and Platform for Action (Beijing, 1995) and
the Outcome of the Twenty-Third Special Session of the General Assembly (2000)
Period 2004-2009**

Part I

**Overview of achievements and challenges in promoting gender equality and women's
empowerment**

1. Lithuania as a full member of the European Union since 2004 is continuing to follow commitments made in Beijing in 1995 by constructive implementation of the Beijing Declaration and Platform for Action and UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) provisions of which are fully transposed in the National Programme for Equal Opportunities of Women and Men 2005–2009, adopted as a follow up on the national level to Beijing Platform for Action and recommendations of CEDAW after consideration of the Third and Fourth reports of Lithuania.

2. In 2004 the legal system of Lithuania became fully in line with the EU law and experience continuous developments harmonizing it with the EU directives. In addition adoption, amendments and implementation of the new legislation in line with the international commitments remains one more important step in bringing Lithuania's legal system in line with the principles of gender equality. The most important legislation in this field is the Law on Equal Opportunities for Women and Men. In addition, the Law on Equal Opportunities, which covers anti-discrimination issues on various grounds came into force in 2005. The Law on Equal Opportunities for Women and Men has been amended several times during the period of 2004–2009. The scope of the law has been extended to: social security schemes, granting the right for associations and social partners to defend victims of discrimination and other important amendments. In 2006, amendments to the Law of the Republic of Lithuania on the Labour Code (Valstybės žinios (Official Gazette) No 64-2569, 2002) provided for the possibility for fathers to take paternity leave. The legislation in the area of elimination of violence against women has been developed and a long-term National Strategy on Elimination of Violence against Women and its Action Plan has been adopted. The Criminal Code of the Republic of Lithuania has been amended in 2005 in order to provide for separation of the perpetrator from the victim. Furthermore, in 2008 the Criminal Code has been amended providing for prohibition for the perpetrator to approach the victim and granting the right to courts to oblige perpetrators to participate in behaviour changing programmes. In 2008, the Law on Courts of the Republic of Lithuania has been supplemented providing for the possibility to establish specialisation for judges for particular categories of court cases, for example family courts.

3. The principle of equality between women and men and provisions on gender equality have been consistently integrated into legal acts in a wide range of fields, primarily labour, social security, education and science. The most recent of them are the Law of the Republic of Lithuania on Support for Employment (Valstybės žinios (Official Gazette) No 73-2762, 2006), Law of the Republic of Lithuania on Social Enterprises (Valstybės žinios (Official Gazette) No 96-3519, 2004) and other laws. Provisions on gender equality have been integrated into Lithuania's Single Programming Document 2004-2006 approved by the Government's Resolution No 935 of 2 August 2004 (Valstybės žinios (Official Gazette) No 123-4486, 2004), also into the latest programming documents for the European Union Structural Funds 2007–2013, thus creating conditions to finance projects aimed at promotion of gender equality not only from the state budget of the Republic of Lithuania but also from the EU Structural Funds.

4. Efforts are being made to ensure not only de jure but also de facto equality of women and men in all spheres. By Resolution No 1042 of 26 September 2005 (Valstybės žinios (Official Gazette) No 116-4202, 2005), the Government of the Republic of Lithuania has approved a National Programme of Equal Opportunities for Women and Men 2005-2009. The overall objective of this interinstitutional Programme is the implementation of a complex of measures aimed at ensuring equal opportunities of women and men in all spheres of life. Measures under this Programme are being implemented by all ministries, mostly in cooperation with women NGOs. The Programme aims at addressing, in a consistent, complex and systematic manner, gender equality issues; ensuring gender mainstreaming in all spheres; tackling specific problems of women and men. The main directions of the Programme are: to ensure equal opportunities for women and men in employment, education and science, politics and decision-making; to ensure equal rights, including elimination of violence against women and trafficking in women; gender mainstreaming in health and environmental protection; to strengthen institutional gender equality mechanisms and methods, including the strengthening of institutional capacities and the improvement of statistics. To ensure continuation, the new programme of equal opportunities for women and men for 2010–2015 is under preparation.

5. In 2006 the Government has approved, by Resolution No 1330 of 22 December 2006 (Valstybės žinios (Official Gazette) No 144-5474, 2006), a National Strategy for Combating Violence against Women and a Plan of Implementing Measures for 2007-2009. The aim of this long-term Strategy is to reduce, in a consistent, complex and systematic manner and on the national level, domestic violence against women. The main priorities of the Strategy are prevention of domestic violence, protection of victims of violence and prosecution. The goals of the Strategy have been set for the period until 2015, and measures for the implementation of the Strategy will be developed every three years. The first plan of measures covers the period of 2007-2009. The second action plan of the Strategy for the period 2010–2012 is to be drafted by the end of 2009.

6. The new programme of the Government of the Republic of Lithuania adopted in 2008 pays priority attention to combating violence against women. Following the measure of this programme specialized Law on combating violence against women should be drafted by the end of 2009.

7. In addition to the National Programme for Equal Opportunities for Women and Men 2005-2009 which addresses gender equality issues in a number of different fields, other programmes adopted by the Government and being implemented also provide for measures aimed at ensuring gender equality, including special measures for the improvement of situation of women. Such other gender-mainstreamed programmes include, inter alia, the National Strategy for Mitigating the Consequences of the Population Ageing approved by the Government's Resolution No 737 of 14 June 2004 (Valstybės žinios (Official Gazette) No 3501-95, 2004); the National Strategy of the Demographic (Population) Policy approved by the Government's Resolution No 1350 of 28 October 2004 (Valstybės žinios (Official Gazette) No 159-5795, 2004); the National Programme for the Mother and Child for 2007 approved by Order No V-561 of 5 July 2007 of the Minister of Health (Valstybės žinios (Official Gazette) No 77-3107, 2007); and the Programme for the Prevention and Control of Trafficking in Human Beings for 2005-2008 approved by the Government's Resolution No 558 of 19 May 2005 (Valstybės žinios (Official Gazette) No 65-2333, 2005).

8. By Resolution No 1270 of 22 November 2005 (Valstybės žinios (Official Gazette) No 139-5019, 2005), the Government of the Republic of Lithuania has approved a National Lisbon Strategy Implementation Programme. Goals of this gender mainstreamed Programme include the strengthening of partnerships, implementation of more flexible working arrangements, ensuring of adequate, safe and healthy working conditions, improvement of job efficiency, ensuring of higher supply of skilled labour force, increasing of internal labour mobility,

promotion of life-long learning and primary vocational and continuous training, improvement of reconciliation of work and family life.

9. Lithuania's achievements in the field of gender equality are positively evaluated on the international level. In the Global Gender Gap Report published by the World Economic Forum in 2006, Latvia and Lithuania were ranked best from among the new EU Member States: Latvia was ranked as number 19, and Lithuania as number 21. In 2007, the Lithuanian gender gap index was the fourteenth worldwide. As compared to the year 2006, Lithuania has been marked as achieving the biggest progress, jumping from the 21st to the 14th position.

10. The highest acknowledgement of Lithuania's achievements in the field of gender equality was the decision reached by common consent of representatives of governments of the EU Member States on 11 December 2006 (effective since 18 January 2007) to establish in Vilnius the first gender equality institution of the EU – European Institute for Gender Equality. The European Institute for Gender Equality will be an independent gender equality agency of the EU. The Institute will provide technical-informational assistance to the Commission and the EU Member States on gender equality issues; collect, systemise and analyse information, statistical and research data; develop methodological gender mainstreaming tools; organise conferences, events, etc.

11. In many areas such as women's employment, employment gap between women and men, women managers, indicators of Lithuania are above the EU average, however sectorial and occupational segregation of the labour market is still prevailing and the figures for this indicator is one of the worst in the European Union. One of the main reasons of this phenomenon is deep gender stereotypes which are difficult to eliminate, therefore, continuous long term efforts are necessary to tackle this problem.

Part II

Progress in implementation of the critical areas of concern of the Beijing Platform for Action and the further initiatives and actions identified in the twenty-third special session of the General Assembly

A. Lithuania's progress towards social inclusion and poverty reduction

12. The Government has approved, by Resolution No 1002 of 13 September 2005 (Valstybės žinios (Official Gazette) No 112-4091, 2005), Measures for 2005-2006 for the Implementation of the National Action Plan for Combating Poverty and Social Exclusion for 2004-2006, aimed at improving the situation of the most disadvantaged groups of the public, enhancing their capacities and reducing poverty and social exclusion. These Measures pursue the goals of providing women and men belonging to poor and socially excluded groups with not only material goods or social services, but also opportunities to acquire adequate education, receive good quality health services, have a housing meeting the established public standards, safe and healthy working conditions, the possibility to choose and to influence decision-making in the most important fields of life. Particular attention is given to single mothers, battered women, victims of trafficking in human beings and vulnerable women groups.

13. By the data of the Department of Statistics under the Government of the Republic of Lithuania which has conducted a survey on income and living conditions in 2006, women's poverty risk was 20,8%; this did not differ much from men's poverty risk which was 19,1%. Social benefits have helped to reduce the poverty risk and its difference between men and women. Poverty risk before social benefits differed between men and women by two percentage points and stood at 27,5 % for women and 25,5 % for men.

14. Pensions are being regularly raised. This plays a particularly important role in reducing social exclusion of older women, the more so as the number of women pensioners is much higher than that of men. By the data of the Department of Statistics, women account for 58.3% of the total number of persons aged 60-64 years. This difference is progressively higher, reaching 70.1% in the 95-and-above age group.

15. The Government's Resolution No 584 of 25 May 2005 'On the Raise of the State Social Insurance Basic Pension and the Approval of New Values of the Insured Income of the Current Year of 2005' (Valstybės žinios (Official Gazette) No 67-2411, 2005) should be mentioned here. With effect from 1 July 2005, the state social insurance basic pension (hereinafter referred to as the basic pension) has been raised by 28 litas (from LTL 172 to LTL 200), and the insured income of the current year of 2005 (hereinafter referred to as the insured income) by 94 litas (from LTL 990 to LTL 1084). The growth of the basic pension and the insured income benefited all recipients of state social insurance pensions (881 thou persons). From 1 July 2005, old-age pensions for pension recipients with the minimum required record of employment grew by 50 litas on average. The growth of the basic pension entailed a growth of state social assistance benefits (about 80 thou benefits). The rates of these benefits payable to disabled children, also the disabled who have been recognised as invalids before they were 24 years, including invalids since childhood, also persons who nurse them and mothers with many children, are also linked to the basic pension. Social assistance benefits grew by 28 litas on average, and nursing allowances payable to persons with full disability (about 12 thou recipients) grew by 42 litas. Moreover, there was also a growth of state pensions payable to officers and military staff who became disabled during military service at the Lithuanian Army or during military exercises.

16. There is also the Government's Resolution No 512 of 31 May 2006 'On the Raise of the State Social Insurance Basic Pension and the Approval of New Values of the Insured Income of the Current Year of 2006' (Valstybės žinios (Official Gazette) No 62-2281, 2006). With effect from 1 July 2006, the basic pension has been raised by 30 litas (from LTL 200 to LTL 230), and the insured income of the current year of 2006 by 128 litas (from LTL 1084 to LTL 1212). The growth of these indicators benefited all recipients of state social insurance pensions (875 thou persons, including 589 thou recipients of old-age pensions and 8.1 thou recipients of pre-old-age pensions, 210 thou disabled persons, 41.9 thou orphans, 15.3 thou recipients of loss of breadwinner's pensions, 1.1 thou recipients of retirement pensions and 9 thou recipients of compensations for extraordinary working conditions). The average old-age pension payable to persons with the minimum required record of employment has grown from LTL 446 in December 2005 to LTL 517 in December 2006, i.e. by 71 litas (nearly 16%). The growth of the basic pension has entailed a growth of social assistance by 30 litas on average. Moreover, there was also a growth of state pensions payable to officers and military staff who became disabled during military service at the Lithuanian Army or during military exercises.

17. By Resolution No 948 of 5 September 2007 (Valstybės žinios (Official Gazette) No 98-3977, 2007), the Government has approved a Plan of Measures for 2008-2010 for the Implementation of Family Welfare under the National Strategy of the Demographic (Population) Policy, which aims at: increasing employment of young people and developing flexible working arrangements; creating conditions for women and men to reconcile work and family life; improving child care and educational services; developing capacities of families to cope with psychological and social problems; ensuring safety of the child; enhancing the choice of housing for families with children; reducing poverty and social exclusion of families; analysing family birth developments and factors; determining the need for support to families; fostering common responsibility of the community and institutions for educating children.

18. Moreover, 2006 saw an improvement of the Law on Cash Social Assistance for Low-Income Families (Single Residents). The purpose of the law is to fix the size and conditions for

providing state social assistance, the rights and duties of beneficiaries, and the sources of funding for low-income families or adult single residents after having assessed the assets and income of such persons, provided they have exhausted all other available sources of income.

B. Education and training of women

19. One of the main directions of the National Programme for Equal Opportunities for Women and Men 2005-2009 is to ensure equal opportunities for women and men in education and science. The Programme identifies the following problems: teachers lack knowledge in the field of gender equality; although female students dominate in higher schools, they choose less promising professions in terms of career and income; there is a large disproportion of women and men in the highest-level studies. Actions aimed at addressing these problems include gender mainstreaming in formal and non-formal education curricula, organisation of training courses for teachers and social pedagogues on gender equality issues, development of the Strategy for Ensuring Equal Opportunities for Women and Men in Science. The strategy covers the period of 2008–2013. The main goal of the strategy is to implement *de jure* and *de facto* gender mainstreaming in all levels of the system of science, to increase the number of women scientists in managing position of the top career levels and in managing positions of scientific and educational institutions, to increase the number of women in the field of physical sciences.

20. In Lithuania, women's education level continues to be higher than that of men. The share of women studying in Lithuania's higher schools was 59.9% in 2005 and 60% in 2006. By Eurostat data of 2006, the share of women aged 18 to 24 years who left school prematurely without having acquired secondary education is much lower than that of men: 7% of women and 13.3% of men. Compared to 2000, the number of such women has gone down much faster than that of men. The share of women aged 18 to 24 years who left school prematurely without having acquired secondary education in this age group has dropped from 14.9% to 7%, whereas the corresponding share of men has dropped from 18.5% to 13.3%.

21. A new wording of the Law of the Republic of Lithuania on Vocational Education and Training was passed on 3 April 2007 (Valstybės žinios (Official Gazette) No 43-1627, 2007). The Law aims at implementing life-long learning policy targeting among others different women groups, including older women.

22. Over 2005, labour market training centres have trained 28.2 thou persons, including 10.9 thou women. Out of those directed to the training, 8.8 thou women (61%) were directed by local labour exchanges, 0.8 thou women (8.6%) by employers, and 1.1 thou women (24%) went to the training at their own expense. Over 2006, labour market training centres have trained 29.1 thou persons, including 10.5 thou women. Out of those directed to the training, 7.5 thou women (60%) were directed by local labour exchanges, 0.7 thou women (6.9%) by employers, and 1.1 thou women (23.4%) went to the training at their own expense.

23. Equal opportunities for both women and men to acquire education have been ensured by the Law on Equal Opportunities for Women and Men in all educational institutions. Pre-school, primary, basic and secondary education is among the top priorities of the education policy and forms the basis for life-long learning. Legal acts governing basic and secondary education (Order No ISAK-1387 of 30 June 2006 of the Minister of Education and Science 'On the Approval of Secondary Education Curriculum' (Valstybės žinios (Official Gazette) No 76-2930, 2006), and Order No ISAK-604 of 4 April 2007 of the Minister of Education and Science 'On General Education Plans for 2007-2008' (Valstybės žinios (Official Gazette) No 44-1691, 2007)) provide for all possible measures to guarantee equal opportunities for women and men.

24. The Minister of Education and Science has approved, by Order No ISAK-970 of 23 May 2007 (Valstybės žinios (Official Gazette) No 63-2440, 2007), a Strategy of Formation, Evaluation, Renewal and Implementation of the General Education Curriculum Contents; the

overall objective of the Strategy is to define the goals and principles of the curriculum contents process, functions and responsibilities of educational levels in this process, priorities of the curriculum contents process until 2012 and their implementation indicators. The goals of the curriculum contents process is to adapt the curriculum contents in such a way that every schoolchild matures as a personality according to his/her needs and capabilities, forms civil and ethic self-consciousness, and acquires competences necessary for further studies and for full and active life in the modern society. One of the tasks of the National Programme for Equal Opportunities of Women and Men is to integrate gender equality questions into formal and informal education.

25. Since 2005, the Ministry of Education and Science has been implementing the project 'Return of Early School Leavers' supported from the EU Structural Funds. The project aims at encouraging schoolchildren (among whom boys are prevailing), who left school prematurely to come back to general education school, by improving accessibility, efficiency and quality of pedagogical-psychological assistance, improving professional qualifications of the staff of pedagogical-psychological services, strengthening the methodological base of these services. Efforts are made to develop a model of returning early school leavers to education and of preventing further drop out.

C. Women and Health

26. One of the directions of the National Programme for Equal Opportunities for Women and Men 2005-2009 is to ensure equal opportunities for women and men in the field of health care. The tasks in this field are: to address specific women's and men's health issues; to seek a longer life expectancy of men, i.e. to reduce the gap between men's and women's average life expectancy; to raise awareness and educate on family planning and reproductive health matters, especially in rural areas.

27. Specific measures are implemented in pursuance of these tasks. To invite women to care for their health, especially to take cancer preventive measures, a leaflet 'For Women to Feel Safe' was published and distributed at health-care institutions. Women were urged, in a moving caption line broadcasted on one of the TV channels, to test for cancer. Informational and advisory articles are regularly published in major national daily newspapers and regional press; preventive programmes are advertised and promoted on the National Radio Station. In 2006 and 2007 leaflets about family planning and sexually transmitted diseases were published and disseminated.

28. Since July 2004, a Cervical Cancer Screening Programme has been implemented in Lithuania, pursuant to Order No V-482 of 30 June 2004 of the Minister of Health 'On the Approval of Financing for Malignant Cervical Tumour Preventive Measures from the Budget of the Compulsory Health Insurance Fund' (Valstybės žinios (Official Gazette) No 104-3856, 2004). This is a state-supported programme targeted at all women aged 30-60 in Lithuania. The Programme is a reflection of the long-term concern of the government about women's health: the screening must be repeated every three years. The Programme is financed from the budget of the Compulsory Health Insurance Fund. For this purpose, LTL 4 million were allocated in 2004, LTL 4 million in 2005, and LTL 3.8 million in 2006. Over two and a half years, 294 thousand women, or 39% of all women aged 30-60, were tested in all. The ratio of cervical cancer in situ compared to invasive cancer diagnosed for women of this age was over 50%. This proves the effectiveness of prevention and raises hopes that morbidity and mortality from cervical cancer will be reduced.

29. On October 2005, a Breast Cancer Screening Programme was launched, pursuant to Order No V-729 of 23 September 2005 of the Minister of Health 'On the Approval of Financing for the Breast Cancer Screening Programme' (Valstybės žinios (Official Gazette) No 117-4249, 2005). It has been estimated that at least 60% of all women aged 50-69 will participate in the

Programme. The services under the Programme are financed from the budget of the Compulsory Health Insurance Fund. It has been estimated that, given the available technical capacities and human resources, the above-mentioned 60% of women will be examined in 5 years from the beginning of the Programme. There are 418 thou women aged 50-69 in Lithuania; thus, based on the above estimations, 50 thou women were to be examined in the first year of implementation of the Programme. Allocations in the budget of the Compulsory Health Insurance Fund for this Programme amounted to LTL 1.5 million in 2005, LTL 2.5 million in 2006, and LTL 3 million in 2007. From the start of the Programme, 5 thou women were tested in October-December 2005, and over 48 thou women in 2006. Over the 14 months (January 2006 – February 2007) of implementation of the Programme, over 58 thou women of that age were tested in total.

30. After the Compulsory Health Insurance Board has agreed and the Minister of Health has approved, by Order No V-973 of 14 December 2005 (Valstybės žinios (Official Gazette) No 152-5617, 2005), financing for the Programme of Early Diagnosis of Prostate Cancer, all men aged 50-75 and men above 45 years of age whose father or brother has a prostate cancer are eligible for free-of-charge testing. The purpose of the Programme of Early Diagnosis of Prostate Cancer is to diagnose prostate cancer as early as possible. In 2006, LTL 47.7 million were allocated in the budget of the Compulsory Health Insurance Fund for the implementation of this Programme.

31. The attitude towards contraceptive methods is very varied in Lithuania. According to the results of surveys conducted by the private limited company ‘Baltijos tyrimai’ in 2003, more than half (51 percent) of women aged 15-25 did not use any contraception at all. This percentage was lower in other age groups: 19% of women aged 26-35, and 32% of women aged 35-45 did not take any precautions against pregnancy. As many as 33% of the respondents who did not use any contraception could not give any clear reason for not taking precautions against pregnancy. According to the results of the survey, only 1% of Lithuanian women who are sexually active but do not use any contraception would not have an abortion; all of them were women aged 26-35.

32. In Lithuania, the abortion procedure is governed by Order No 50 of 28 January 1994 of the Ministry of Health “On the Procedure of Abortion Surgery” (Valstybės žinios (Official Gazette) No 18-299, 1994). At the woman’s request, pregnancy may be aborted before the 12th gestational week, or before the 22nd gestational week when there are certain medical indications. Lithuania has all facilities for safe abortion; therefore, no cases of death caused by abortion were recorded. According to the data of the Lithuanian Health Information Centre and the Department of Statistics under the Government of Lithuania, the number of abortions has been gradually decreasing: in 2004 there were 12 abortions per 1000 women of fertile age (15-49 years) and in 2006 this figure reached 10.8 abortions.

D.Violence against women

33. One of the priorities of the National Programme for Equal Opportunities for Women and Men 2005-2009 is combating violence against women. As part of this Programme, an analysis of experience of foreign states in the application of legal measures aimed at isolating perpetrators from the family was carried out in 2006. The analysis covered Canadian, German and Austrian laws protecting victims from domestic violence; preliminary proposals to be discussed were developed. The legislation in the area of elimination of violence against women has been developed. The Criminal Code of the Republic of Lithuania has been amended in 2005 providing for separation of the perpetrator from the victim. Furthermore, in 2008 the Criminal Code has been amended providing for prohibition for the perpetrator to approach the victim and granting the right to courts to oblige perpetrators to participate in behaviour changing programmes. In 2008, the Law on Courts of the Republic of Lithuania has been supplemented

providing for the possibility to establish specialisation for judges for particular categories of court cases, for example family courts.

34. Further support is being given to projects implemented by women NGOs, aimed at providing assistance to women who have suffered from domestic violence. In 2005, the above-mentioned Programme co-financed (LTL 80 thou) 12 projects initiated by NGOs, aimed at providing social assistance to victims of domestic violence and working with perpetrators. Social, psychological and legal services were provided to 341 persons, including 314 victims of domestic violence and 27 perpetrators who wanted to quit with violent behaviour. In 2006, the Programme co-financed (LTL 80 thou) 20 projects of NGOs. Social, psychological and legal services were provided to 1245 persons: 1212 women and 33 men. Of this number, 191 persons were offered temporary safe accommodation, psychological counselling (722 hours), legal counselling (240 hours) and social services (1997 hours).

35. Having in mind that the problem of violence against women, particularly domestic violence, is very painful and victims need a complex set of services and assistance, the Government has approved, by Resolution No 1330 of 22 December 2006 (Valstybės žinios (Official Gazette) No 144-5474, 2006), a National Strategy for Combating Violence against Women (hereinafter referred to as the Strategy) and a Plan of Implementing Measures 2007-2009. The aim of this long-term Strategy is to reduce, in a consistent, complex and systematic manner and on the national level, domestic violence against women. The main priorities of the Strategy are: improvement of the legal base in the field of combating violence against women; analysis of the situation in the field of domestic violence against women; effective prevention of domestic violence against women; provision of a complex set of assistance and support to victims of domestic violence, including free telephone help-lines accessible for 24 hours; sanctions on perpetrators; strengthening of institutional capacities. The goals of the Strategy have been set for the period until 2015, and measures for the implementation of the Strategy will be developed every three years. The first plan of measures covers the period of 2007-2009. The second plan of measures for the period 2010–2012 is to be drafted by the end of 2009.

36. The implementation of measures under the Strategy was started at the beginning of 2007. For the purpose of reviewing and improving legal acts, a working group was set up by Order No 1R-352 of 13 September 2007 of the Minister of Justice; the working group is responsible for conducting an analysis of the current laws and other legal acts of the Republic of Lithuania governing the eviction, for any domestic violence, of perpetrators from the premises owned by the family, e.g. the Criminal Code of the Republic of Lithuania (Valstybės žinios (Official Gazette) No 89-2741, 2000) (hereinafter referred to as the Criminal Code), the Code of Criminal Procedure of the Republic of Lithuania (Valstybės žinios (Official Gazette) No 37-1341, 2002), the Civil Code, the Code of Civil Procedure of the Republic of Lithuania (Valstybės žinios (Official Gazette) No 36-1340, 2002), etc. The working group drafted proposals for a more effective legal protection of victims of violence.

37. Provision of a complex set of support to victims of domestic violence is a priority of the Strategy. One of the objectives of the Strategy is to seek that victims of domestic violence are given the necessary temporary safe accommodation. This objective is being implemented by promoting the establishment and supporting at least one institution or organisation in each county to provide social services to victims of domestic violence and to ensure close cooperation between law enforcement officers and institutions providing legal, social, psychological and medical assistance to the victim as well as coordination of actions in dealing with domestic violence against women. Projects aimed at complex assistance started in 2007. To ensure the provision of a complex set of assistance to victims of domestic violence against women, 21 projects of municipal or women NGOs were selected, by way of tender conducted in 2007 and 29 projects in 2008, and supported. These projects aim at providing women who have suffered from domestic violence with safe accommodation, qualified psychological assistance,

legal counselling, social assistance or other required support. LTL 500 thou were allocated annually in the state budget to support such projects. The results of project implementation are reported annually. The deadline for the call for proposal in 2009 is the end of February.

38. Since 2004, a toll-free telephone hot-line has been available for battered women. The line is financed from the state budget and run by the Social and Psychological Assistance Centre in Klaipėda. In 2008, specialised assistance for battered women by telephone has been extended to 24 hours a day countrywide. The extended telephone help line has been run by the Social and Psychological Assistance Centre in Klaipėda.

39. Efforts to combat violence against women would not be sufficiently effective if due attention was not given to the work with perpetrators covering not only the application of sanctions but also the development of alternative measures of impact. One of the objectives of the Strategy is the improvement of application of alternative measures of impact on perpetrators and the promotion of activities of organisations dealing with perpetrators motivated to change their violent behavior. As part of implementation of measures under the Strategy, 6 projects dedicated to the work with perpetrators were supported in 2007 and 9 projects in 2008. LTL 100 thou were allocated annually in the state budget to support these projects. The deadline for call for proposals in 2009 is the beginning of March.

40. Women NGOs are extremely active in the field of combating violence against women. One of the objectives of the Strategy is to support organisational activities aimed at preventing domestic violence against. 13 projects aimed at combating violence against women implemented by women NGOs were supported in 2007 and 19 projects in 2008. These projects will be completed in the end of 2007; LTL 400 thou were allocated annually in the state budget to support these projects. The deadline for call for proposals in 2009 is the beginning of March.

41. From 2006 until 2008 Lithuania carried out National Campaign on combating violence within the framework of Council of Europe Campaign to Combat Violence against Women, including Domestic Violence. In addition, Focal points from Lithuania participated in the events within the framework of this Campaign. In 2008 the Council of Europe initiated the drafting of a new Council of Europe Convention on Combating Violence against Women. Representatives of Lithuania were nominated for the newly established relevant *ad hoc* committee.

42. The awareness raising campaign last from September 2007 until the end of December 2009. The slogans of the campaign are: “Don’t stay indifferent“, “Stop Violence“, “Every third woman in Lithuania suffers from domestic violence. Which one are you?” The campaign addresses all forms of domestic violence against of women and spreads the information about opportunities of assistance, including free hotline for women suffering from domestic violence. The media used: newspapers and journals, radio, television, public meetings. Target audience – general public, women, suffering domestic violence, especially women in rural areas.

43. Women organisations successfully implement projects supported by international funds, aimed at preventing violence against women and giving assistance to victims of violence. In 2005-2006, the association ‘Women’s Issues Information Centre’ (hereinafter referred to as the WIIC) implemented, in cooperation with partners from the Nordic and Baltic states, the project ‘Analysing Good Practices and Developing Cooperation to Combat Violence against Women in 5 Baltic and Nordic states’ under the programme of Community action (2004 to 2008) to prevent and combat violence against children, young people and women and to protect victims and groups at risk (the Daphne II programme) adopted by Decision No 803/2004/EC of the European Parliament and the Council of 21 April 2004 (OJ 2004, Special edition in Lithuanian, Chapter 05, Volume 05, p. 15). As part of this project, national working groups were set up in each country, bringing together a number of institutions, both governmental and non-governmental, directly involved in combating violence against women and children. As a result of the project, a Nordic-Baltic cooperation network for combating violence against women was

created. The network is supported from the state budget, with annual allocations of LTL 10 thou.

44. Prevention of violence against women is being strengthened. Police officers in cooperation with other institutions concerned (child rights' protection services, social workers in wards, women crises centres) are continuously engaged in counselling-educational activities. Local police inspectors keep a watch on persons who often spark conflicts, and record their data in the district files maintained by local police inspectors. In 2005-2006, the Chief Police Commissariat of Klaipėda participated in the preventive-educational project 'Who Will Protect Me' initiated by the Child Rights' Protection Service of the Klaipėda Municipal Administration and the Child Crises Centre, targeted at families subjected to violence. As part of this project, violent parents were given lectures about alternatives to physical punishments. Under this project, more raids on families at social risk and families with underage foster children were undertaken.

45. In 2006, Vilnius town police officers participated in the international Polish-Latvian-Finnish-Lithuanian project 'Stop – no more tolerance to the collusion of silence! First contact police officers as allies for domestic violence victims'. Seminars were organised in each participating country to discuss the need to join efforts in combating domestic violence, and new methods of prevention and cooperation with NGOs. Lithuania was actively involved in the campaign for combating violence against women launched by the Council of Europe in November 2006. Objectives of the campaign have been mirrored in the goals of the Strategy. For the implementation of these goals, the Strategy provides for educational, preventive and other relevant measures, including awareness campaign against violence; the implementation of these measures was started in the beginning of 2007 and will be continued until 2009.

46. In 2005 the Government of the Republic of Lithuania adopted the Programme for the Prevention and Control of Trafficking in Human Beings for 2005-2008. The overall objective of the Programme is the development and setting up in the Republic of Lithuania of a targeted, long-term and complex system of measures of control and prevention of trafficking in human beings. The goal of the Programme is to address, in a complex, consistent and systematic manner and on the national level, problems related to trafficking in human beings and the prevention and control of prostitution. The main directions of the Programme are: stronger protection of rights and freedoms for victims of trafficking in human beings; effective prevention of trafficking in human beings; social assistance to victims (particularly children and women) of trafficking in human beings, their protection and reintegration into the society; effective combat against organised crime and individual crimes involving trafficking in human beings; close and coordinated cooperation between public and municipal authorities and institutions and non-public and international organisations in combating trafficking in human beings and in providing a complex set of assistance to the victims to ensure their protection and reintegration into the society.

47. Reintegration of victims of trafficking in human beings into the society and labour market is among the priorities of the Programme for the Prevention and Control of Trafficking in Human Beings for 2005-2008. In pursuance of this goal, allocations are made annually in the state budget to support projects of public authorities and NGOs aimed at providing social assistance to victims of trafficking in human beings, their protection and reintegration into the society. To illustrate, 11 projects were supported in 2005 and 287 victims of trafficking in human beings (all of them were women) were given assistance; in 2006, 13 projects were supported, covering 402 victims of trafficking in human beings; in 2007 – 13 projects were supported and 137 victims of trafficking received social services, in 2008 – 15 projects were funded and 107 victims of trafficking received social assistance services. LTL 400 thou were allocated annually in the state budget for these projects.

F. Women and the economy

48. In 2006, a Law on Support for Employment was passed. The purpose of the Law is to achieve full employment, reduce social exclusion and strengthen social cohesion. The Law lays down the tasks of the employment support system: to balance labour supply and demand with a view to ensuring an overall balance in the labour market and to enhance employability of working-age jobseekers. The Law also sets the following employment support measures: general employment support services; active labour market policy measures; employment support programmes. Article 3(4) of the Law provides that the tasks of the employment support system shall be fulfilled and the employment support measures shall be implemented by respecting the principle of equal opportunities for men and women and the principle of non-discrimination.

49. Pursuant to the above-mentioned Law, the following groups of persons are eligible for additional support in the labour market: pregnant women; at the choice of a family, a mother (adoptive mother) or a father (adoptive father); a guardian or a custodian who actually raises a child under 8 years of age or a disabled child under 18 years of age, who has been official recognised as an invalid before 1 July 2005; victims of trafficking in human beings, who have completed psycho-social and/or vocational rehabilitation programmes.

50. In 2004, a Law on Social Enterprises was passed. The Law sets the rights and duties of legal persons which have been granted the status of a social enterprise as relating to this status, and the basis and the procedure for acquiring and losing this status; defines target groups that may be employed in social enterprises; specifies peculiarities of employment relations in social enterprises and regulates state aid granted to these enterprises. Article 4(1)(4) of the Law provides that employment in social enterprises shall be supported for a mother/father who alone takes care of and raises a child under 8 years of age, where the mother/father has been unemployed for more than six months since her/his registration with a local labour exchange office.

51. One of the main directions of the National Programme for Equal Opportunities for Women and Men 2005-2009 is to ensure equal opportunities for women and men in employment. This part of the Programme aims at changing the stereotypical roles of men and women in the economic activity of the country; creating conditions for women and men to reconcile their work, including professional military service, and family duties; reintegration of women into the labour market after a longer absence and of older women; improving opportunities for women to start and develop a business and promoting more active economic participation of women; stimulating employers to set equal pay for equal work to men and women; promoting social partnerships and developing social dialogue by ensuring gender equality in the labour market.

52. As part of measures under the National Programme for Equal Opportunities for Women and Men 2005-2009, trainings are organised for women who return to the labour market after a longer absence and for older women, aimed to promote their motivation, to refresh their practical skills and capacities. For instance, local labour market training and counselling offices of the Lithuanian Labour Market Training Authority under the Ministry of Social Security and Labour (LLMTA) provided counselling services to 53 thou adults, including 34.4 thou women, in 2005, and 46.2 thou and 29.8 thou, respectively, in 2006. The LLMTA has developed and applies over 30 group-counselling programmes. The programmes are adapted for individual target groups (especially, socially vulnerable persons) depending on their needs. Employability of women, particularly in rural areas, is improving, as well as the conditions to start and develop a business. Women are actively taking the opportunities to find a job or start a private business.

53. Legal acts of the Republic of Lithuania clearly provide that women and men must receive equal pay for equal work or work of equal value. On 5 July 2005, Article 6 of the Law

on Equal Opportunities of Women and Men was amended to establish that such actions when the employer sets, on the ground of sex, less/more favourable remuneration for not only equal work but also for work of equal value shall be deemed a violation of the equality of rights between women and men. This provision facilitates the reduction of gaps in wages and economic position between women and men.

54. As part of implementation of the National Programme for Equal Opportunities for Women and Men 2005-2009, employers are encouraged to set equal pay for equal work or for work of equal value to men and women. In 2005, the Tripartite Council of the Republic of Lithuania together with the Ministry of Social Security and Labour and the Institute of Labour and Social Research developed a Methodology for the Assessment of Jobs and Job Positions which aims at enhancing the transparency of remuneration, facilitating a more objective assessment of the complexity of jobs (job positions) and their levels in enterprises and organisations, and at helping to set basic wage tariffs both in individual economic entities and throughout the sector without differentiation on the grounds of sex. Every year, this Methodology is presented in seminars that bring together up to 25 representatives of various line trade unions, finance officers and personnel managers of private companies.

55. Women's average gross monthly wages accounted for 82.4% of men's average gross monthly wages in 2005, and 80,7% in 2007, in the overall national economy. In the private sector, women's wages accounted for 82.2% of men's wages in 2005, and 77,8 % in 2007. In the public sector, these figures were 77.9% and 82 % in 2005 and 2007, respectively. By the indicator of wage gap between men and women, Lithuania is at the EU average. Wage gaps remain due to vertical and horizontal segregation in the labour market. Women often hold lower positions than men and work in lower-paid economic sectors.

56. Reintegration of women into the labour market, establishing of equal opportunities for women and men, promotion of gender mainstreaming is supported not only from the state budget, but also the EU Structural Funds. Women's non-governmental organizations implement successful projects in this field. For instance, in 2006-2008, the Social Innovations Fund is implementing a project 'Equal Opportunities of Women and Men in Employment: Measures, Practices, Developments' supported from the EU Structural Funds. The overall objective of the project is to seek to ensure equal opportunities in employment and their effective implementation on the regional level and to ensure monitoring of changes in this field. The Office of the Equal Opportunities Ombudsman is one of the participants in this project. The target groups of the project are: 10 municipalities (one in each county), responsible persons who are members of public commissions of equal opportunities of women and men set up in municipalities for participating in the implementation of the project, municipal NGOs and trade unions, employers and representatives of employers' organisations in municipalities. The main implementer of the project is the Coalition of Non-Governmental Organisations for the Protection of Women's Human Rights; since 2000, activities of the Coalition have been coordinated by the Social Innovations Fund.

57. The WIIC implements a project 'Let's Do Business!' (promotion of women entrepreneurship in Vilnius, Klaipėda and Utena counties to ensure gender-balanced participation in business and labour market), which is supported from the EU Structural Funds. The overall objective of the project is to enable Lithuanian women to hold equal positions in the labour market, by giving them the required knowledge and fostering their willingness to start or develop their own business. The project promotes women's economic independence, entrepreneurship and ambitions to hold higher managing positions in business, to actively participate in non-traditional sectors, to choose non-traditional professions. The project contributes to the reduction of horizontal segregation in the labour market.

58. The implementation of the National Programme for Equal Opportunities for Women and Men 2005-2009 has yielded positive results: growing level of women employment, decreasing

women unemployment, shrinking gap between men and women employment. By the data of the Department of Statistics, the gap between women and men employment has shrunk from 7.6% in 2005 to 5.7% in 2007. Women employment rate has grown from 59.4% in 2005 to 62,2% in 2007, thus exceeding the target for 2010 set in the Lisbon strategy (60%). Women unemployment rate has dropped from 8.3% in 2005 (cf. 8.2% for men) to 4,3 % in 2007 and it was the same as men's unemployment level. Women now have more employment opportunities, particularly in rural areas, and better conditions to start and develop a business. Women are actively taking the opportunities to find a job or start a private business. However, the share of women-business managers accounted for only 26%, as shown by the Small and Medium Enterprises survey conducted by the Department of Statistics in 2006. By the data of the Statistical Office of the European Communities (hereinafter referred to as Eurostat) presented in the Report from the European Commission to the Council, European Parliament, the European Economic and Social Committee and the Committee of the Regions in 2008, Lithuania takes the third place by the employment gap between men and women in the EU. By the rate of employment of older women, Lithuania takes the seventh place in the EU.

59. Conditions for reconciliation of family and work duties are being improved. By the rate of employment of women with children under 12 years, Lithuania took the second place in the EU in 2008. In Lithuania, this issue was given the top priority out of eight other themes eligible for support under the EQUAL initiative of the European Communities. The EQUAL initiative has supported 7 projects focusing on the reconciliation of work and family life and on the reintegration of men and women into the labour market by developing more flexible and efficient working arrangements and implementing support measures. About LTL 9.2 million were made available to finance these projects. Under these projects, a model of a family-friendly workplace was developed; it will be applied in 2007-2013. In 2006, 20 projects of women NGOs and other institutions and organisations were supported from the European Social Fund which has contributed LTL 13.2 million for this purpose. These projects aimed at promoting employment of women, particularly older women and those who wanted to restart career after maternity leave; promoting gender-balanced participation in decision-making; changing the traditional stereotypes about men's and women's roles in the economic activity; reducing the horizontal segregation in the labour market and the pay gap between men and women.

60. By the Government's Resolution No 854 of 8 August 2007 amending the Government's Resolution No 1270 of 22 November 2005 'On the National Lisbon Strategy Implementation Programme' (Valstybės žinios (Official Gazette) No 92-3699, 2007), the measures of the National Lisbon Strategy Implementation Programme were supplemented by Measure 8.7, which aims to gender-mainstream, in 2007, corporate social responsibility, thus creating the conditions for the development of a family-friendly workplace. A model of a family-friendly workplace may include the development of flexible working arrangements, awareness-raising on gender equality among employers and trade unions or other representatives of employees, provision of additional flexible childcare services and other measures. The development of family-friendly workplaces will be supported not only from the state budget, but also from the European Social Fund.

61. Since 2005, the Gender Studies Institute of Šiauliai University has been implementing one of the most successful projects 'Family Universe: Family-Friendly Organisation', supported by the EU initiative EQUAL. The project was aimed at creating a family-friendly studying and working environment at Šiauliai University, by developing and testing the innovative methodology and measures promoting the reconciliation of between work and family life and changing the stereotypes about gender roles in the family and work.

62. Since 2005, the WIIC has been implementing the project 'FORWARD! Family and Work Reconciliation Development' aimed at reducing exclusion of families with young

children, by applying modern good practices and influencing political decisions on the grounds of such practices. Project target groups are low-income complete and incomplete families with young children: 60 families in total, 40 of them living in urban areas and 20 in rural areas. Project objectives are: to develop, by using international experience, and test 2 models reconciling work and family duties, one of them to be developed for rural and the other for urban communities.

63. Efforts are made to foster equal responsibility of women and men in the upbringing of their children and equal division of duties in the family. On 1 July 2006, amendments to the Law of the Republic of Lithuania on the Labour Code (Valstybės žinios (Official Gazette) No 64-2569, 2002) (hereinafter referred to as the Labour Code) (as amended by the Law No X-660 of 8 June 2006) came into force; the amendments provide for the possibility for men to take paternity leave. Since then, pursuant to Article 179¹ of the Labour Code, men can take paternity leave for the period of one month from the date of birth of the child. On 1 July 2006, amendments to certain articles of the Law of the Republic of Lithuania on the Organisation of the National Defence System and Military Service (Valstybės žinios (Official Gazette) No 49-1325, 1998) (as amended by the Law No X-662 of 8 June 2006) came into force; the amendments provide for the possibility for men in the professional military service to take paternity leave.

64. During the paternity leave mentioned in paragraph 56 above, a paternity benefit is paid (pursuant to the Law of the Republic of Lithuania on Sickness and Maternity Social Insurance (Valstybės žinios (Official Gazette) No 111-3574, 2000)). A father is eligible to a paternity benefit if he: is insured in accordance with Article 4(1) of that Law; has been given, in accordance with the procedure laid down in laws, a paternity leave until the child is one month old; has been covered by sickness and maternity social insurance for at least 7 months within the period of 24 months immediately preceding his first paternity; is married to the mother of the child. At present, there is a draft law replacing the latter condition to cover fathers who are not married to the mother of the child. The paternity benefit amounts to 100% of the compensatory salary of the benefit recipient. The benefit may not be lower than one-third of the insured income of the current year applicable in the month in which the paternity leave was granted. 3085 men took paternity leave in the 2nd half of 2006 and 9185 men in 2007.

G. Women in power and decision-making

65. Women participation in politics and decision-making is one of the priority directions of the National Programme for Equal Opportunities for Women and Men 2005-2009. Since 2005, seminars 'Gender-Balanced Participation in Decision-Making in Local Self-Government' have been organised annually in cooperation with the Women Employment Information Centre of Kaunas, as part of implementing measures under the above-mentioned programme. The seminars aim at promoting women's motivation to participate in political and economic decision-making processes.

66. The issue of gender-balanced participation in decision-making has been promoted by projects supported from the EU Structural Funds since 2004. Seminars and training courses organised by the Office of the Equal Opportunities Ombudsman and NGOs also have a positive impact on women participation in public and political life.

67. Women acquire increasingly more motivation, competence and capacities to participate in decision-making. More and more women exercise their right to be elected to publicly elected bodies and to participate in the formulation and implementation of government policy. By the data of the Central Electoral Committee, 26 women (18 %) and 115 men (82%) were elected to the Seimas (Parliament) in 2008 and 5 women and 8 men to the European Parliament during the elections in 2004. During the elections to municipal councils in 2002, 321 (21%) women were

elected. There was a slight increase in this number in 2007: out of 1504 candidates elected to municipal councils, 337 (22%) were women. In some regions, women participation in municipal councils reached 40%.

68. In the 2007 elections to municipal councils, women accounted for 39.44% of the total number of candidates on the lists of various political parties or coalitions. In many towns and regions, the number of women appearing No 1 on the list varied between 8–30%; in 2 regions, the number of women and men on the top of the lists was equal. In only a few towns and regions, the share of women in the top ten candidates was below 30%, and in none of them below 20%. In the total number of top ten candidates on all lists for the 2007 elections to municipal councils, women accounted for 34% (data of the Central Electoral Committee).

69. By the data of the Civil Service Department under the Ministry of the Interior, women accounted for about 74% of career civil servants, excluding statutory civil servants in 2008, and about 60% of civil servants of political (personal) confidence in 2006. However, about 70% of senior managers of public authorities were men in 2006.

70. The share of women in managing positions of any level accounted for 40% in Lithuania in 2006. By Eurostat data presented in the 2006 Report from the European Commission to the Council, European Parliament, the European Economic and Social Committee and the Committee of the Regions, Lithuania takes the second place by the number of women-managers of any level in the EU. By the data of the EU database ‘Women and Men in Decision-Making’, Lithuania is number seven in the EU by the number of women in top managing positions in the largest business companies.

H. Human rights

71. On 18 June 2002, the Seimas of the Republic of Lithuania amended and supplemented the Law of the Republic of Lithuania on Equal Opportunities of Women and Men (Valstybės žinios (Official Gazette) No 112-2100, 1998) (hereinafter referred to as the Law on Equal Opportunities of Women and Men) to set that any discrimination, not only direct but also indirect, shall be prohibited. In 2005, the concept of discrimination was further expanded. From July 2005, discrimination as defined in the Law on Equal Opportunities of Women and Men (as amended by the Law No X-304 of 5 July 2005) covers not only direct and indirect discrimination and sexual harassment but also discrimination on the grounds of sex and instruction to discriminate persons on the grounds of sex, all these forms of discrimination being prohibited. Discrimination on the grounds of sex is defined as undesirable behaviour which offends or might offend a person’s dignity and creates or might create an intimidating, hostile, humiliating or offensive environment. Moreover, it has been laid down that if discrimination on the grounds of sex is also related to family or marital status, this shall be deemed as a particularly discriminatory act.

72. Protection against discrimination was strengthened. The Law on Equal Opportunities of Women and Men (as amended by the Law No. X-304 of 5 July 2005) sets that a person’s rejection of or submission to discriminatory conduct may not be used as a basis for a decision affecting that person. The Law has also narrowed the exception in the definition of direct discrimination in relation to women and men of the pensionable age: pensionable age of women and men in occupational pension schemes must be equal. In addition, an exception has been added to the definition of direct discrimination, i.e. sale of goods or provision of services exclusively or primarily to persons of one sex shall not be deemed direct discrimination on the grounds of sex when such sale of goods or provision of services is justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

73. Sanctions for discrimination on the grounds sex are being hardened. On 9 November 2004, the Law on Equal Opportunities of Women and Men was supplemented by Article 24¹, which stipulates that a person who has suffered from discrimination on the grounds of sex or

from sexual or other harassment shall have the right to claim financial and moral damages from the responsible persons in accordance with the procedure laid down in the Civil Code of the Republic of Lithuania (Valstybės žinios (Official Gazette) No 74-2262, 2000) (hereinafter referred to as the Civil Code).

74. The new programme of the Government of the Republic of Lithuania adopted in 2008 pays priority attention to combating violence against women. Following the measure of this programme specialized law on combating violence against women should be drafted by the end of 2009.

75. The National Programme of Equal Opportunities for Women and Men aims to ensure women's human rights, including through gender mainstreaming in development cooperation. Development cooperation projects have been gender mainstreamed in order to transfer Lithuania's experience of gender equality to other countries receiving development aid.

76. Gender mainstreaming in different spheres is tackled by a number of projects implemented by women NGOs and public and private institutions and organisations. Priority is given to the development of gender equality on the local level. The Social Innovation Fund and the Coalition of Non-Governmental Organisations for the Protection of Women's Human Rights operating under coordination of the Fund are among the most active women organisations operating in this field. The Social Innovation Fund annually organises round-tables in all counties, discusses gender equality issues, collects and systemises information received and makes constructive proposals to the Government regarding gender equality problems to be addressed on the local level. Many projects are financed not only from the state budget, but also from the EU Structural Funds or other international funds. Gender equality on the local level is addressed by the project 'Equality for Local Development: Gender Mainstreaming in Municipalities' supported from the EU Structural Funds and the state budget. The project covers the period of 2006-2007 and is implemented by the Office of the Equal Opportunities Ombudsman in cooperation with the Ministry of Social Security and Labour and other partners. The project pursues the following goals: to train and improve gender mainstreaming skills in municipal work; to increase gender sensitivity in local administration policies; to foster a debate on the advantages of and the need for gender equality.

J. Women and media

77. On 11 September 2006, amendments to the Law of the Republic of Lithuania on the Provision of Information to the Public (Valstybės žinios (Official Gazette) No 82-3254, 2006) came into force; the amendments give a definition of information of pornographic nature, impose restrictions on the publication and dissemination of information of pornographic nature, set the principles of protection of minors against detrimental effects of information on their development, define the concept of advertising and the requirements for its contents, define the competence of the Radio and Television Commission of Lithuania and the Inspector of Journalist Ethics to monitor compliance with the Law of the Republic of Lithuania on the Protection of Minors against Detrimental Effect of Public Information (Valstybės žinios (Official Gazette) No 91-3890, 2002), etc. The amendments aim at ensuring a better control of publication and dissemination of this kind of information, since the control function will now be performed by a public official. Pursuant to the earlier version of the Law on the Provision of Information to the Public (Law No I-1418 of 2 July 1996), the control function was performed by the Journalist and Publisher Ethics Commission. Article 247⁸ of the CAO authorises the Inspector of Journalist Ethics to apply administrative liability under Article 214¹⁹ of the CAO on mass media for violations of the requirements for publishing and disseminating information having detrimental effect on the development of minors, the publication and dissemination whereof is restricted or prohibited.

78. Advertising as one of public information media also plays a role in the formation of the woman's and man's image. The Law on Equal Opportunities of Women and Men prohibits such advertising of goods and services which would make the public to form an opinion that one sex is superior to another; the Law also prohibits discrimination of consumers on the grounds of sex. However, advertising in Lithuania is not gender-neutral yet.

79. Complaints about advertisements of goods and services accounted for 9% of all complaints lodged with the Office of the Equal Opportunities Ombudsman in 2005 and about 10% in 2006. These advertisements often portrayed women stereotypically, i.e. by showing up certain parts of the body, emphasizing weakness, portraying a woman as an easy-going and unintelligent creature capable of only luring and seducing men. In advertisements, women are often equated with objects, e.g. advertisements offer a choice: either you choose the product advertised or an attractive woman. In particular, parts of a woman's body are often equated and compared with the products advertised. Such disrespectful portrayal of a woman in advertisements is complained about both by individual women and by women NGOs.

80. Having investigated a complaint, the Office of the Equal Opportunities Ombudsman always warn the creator of such offensive advertisement or the advertiser about the discriminatory character of the advertisement and try to explain the substance of the unethical advertisement. Advertisers and creators of advertisements often consult the Office in advance about the ethnicity of the future advertisement and discuss how to create the advertisement and how to portray the products advertised so that the public does not form an opinion that a certain group of persons is superior to other groups.

81. One of the main tasks of the National Programme for Equal Opportunities for Women and Men 2005-2009 is to change the traditional stereotypes about men's and women's roles in the economic activity. To implement this task, seminars are organised annually in cooperation with the Gender Studies Centre of Vilnius University for staff of the State Labour Inspectorate, labour market institutions, municipalities and social partners. The seminars target at changing the stereotypes about the role of men and women in the economic activity that affect the employability of men and women and add to the gap in employment, wages and economic position between men and women.

82. In 2005-2006, the Ministry of Culture has supported 19 NGO projects promoting non-stereotypical attitudes towards men's and women's roles. LTL 37 thou were given from the state budget to support these projects implementing the National Programme of Equal Opportunities for Women and Men 2005-2009.

83. Much effort and time will have to be spared to change the traditional stereotypes. To address this issue, EU Structural Funds are used to support projects implemented by women organisations, research institutions and other organisations. One of the most successful projects is the ongoing project 'Stereotypes of Gender Roles in Employment: Extensive Monitoring and Education System' implemented, from 2006 to 2008, by the Gender Studies Centre of Vilnius University. The goal of the project is to change, coherently and professionally, traditional gender stereotypes that have a negative impact on equal opportunities of women and men in the field of employment.

84. Since 2006, the association 'Women Crises Centre of the County of Kaunas' (hereinafter referred to as the Kaunas County Women Crises Centre) has been implementing the project 'Gender Equality through Elimination of Stereotypes'. The goal of this project is to ensure equal opportunities of women and men in occupational and community activities by changing the stereotypes about women's and men's roles in the economic activity of the county. The project's target group is persons who might play the most important role in changing the stereotypes about women's and men's roles in the economic activity. In the same year, the Women Employment and Information Centre of Anykščiai launched the project 'Formation of

Women's Social Skills and Career with the Aim of Improving their Social Status, Independence and Positive Self-Evaluation'.

85. One of the projects aimed at changing the stereotypes about the role of men and women in the society and their image in the mass media is 'Innovative Strategies of Educating Social Partners Seeking to Implement the Equal Opportunities Principle in Practice' implemented by the Women Employment Information Centre of Kaunas in 2006-2007. The project has the following goals: to raise public awareness and promote intolerance for any manifestations of discrimination on the grounds of sex; to change the stereotypical attitudes towards men's and women's roles in the society and towards various excluded groups; to encourage men to take equal responsibility for children; to change the employer's attitude towards women as a risk group.

86. The staff of the Office of the Equal Opportunities Ombudsman actively participate in radio and TV broadcasts propagating equality of women and men, organise meetings with the public as well as seminars and other events. They analyse the image of a woman and a man portrayed in the mass media and the developments in the men's and women's roles in the modern society; they also cooperate in organising trainings for police officers, public authorities and municipal staff on the issue of gender equality.

87. In 2004-2006, the Equal Opportunities Development Centre participated, as a partner, in the international project 'Women and Men in Sports and Media' supported from the EU funds. The coordinator of the project was the Centre for Gender Equality, Iceland. The project pursued the following goals: to explore similarities and variations in representation of women and men in sports; to promote change in the gendered stereotypes in sports; to educate persons influential in the field of forming women's and men's image in sports; to develop training material for sport reporters, trainers and coaches on the representation of women and men in sports, for the use in their daily work; to stimulate a discussion on gender stereotypes in sports on the European level.

K. Women and environment

88. The National Programme of Equal Opportunities for Women and Men for 2005-2009 raises several issues in the field of environmental protection. The society lacks knowledge about environmental protection, there is a need for involvement of women's NGO's in solving environmental issues. Furthermore, governmental institutions and women non-governmental organizations lack knowledge and skills on how to involve the society to solve the issues of environmental protection and to gender mainstream the issues of environment protection.

89. One of the tasks of the National Programme of Equal Opportunities for Women and Men for 2005-2009 is to integrate the gender equality perspective into environmental protection and to arrange gender equality trainings for environmental specialists. During the period of 2006-2009 such trainings have been organized for 82 specialists of the Ministry of Environment. In 2007 analysis on the HR management trends at the Ministry of Environment and subordinate institutions with an emphasis on gender equality aspects has been made.

Part III. Institutional development

90. Before 2001 the coordinating governmental structure on gender equality was Inter-ministerial Commission on Equal Opportunities for Women and Men. This body could not sufficiently represent gender equality issues on the highest political level. Therefore, the area of competence of the Ministry of Social Security and Labour was expanded making the Minister of Social Security and Labour also in charge of gender equality issues. As a result, gender issues are represented on the highest political level, which is very important precondition in strengthening gender equality issues and especially gender mainstreaming. Legitimation of

highest political responsibility for gender equality, legal preconditions have been laid down for providing both financial and human resources to deal with gender equality issues.

91. At present separate Gender Equality Division in the Ministry operates. It consists of four employees dealing with coordination of gender equality and gender mainstreaming activities of all ministries, gender mainstreaming in structural funds, gender equality legislation, implementation of National Programme on Equal Opportunities for Women and Men, integration of gender issues in other programmes, implementation of the EU and other international commitments, implementation of the National Strategy on Elimination of Violence against Women, awareness raising, trainings, dissemination of information and other activities. At the same time the division serves as the secretariat of the Commission on Equal Opportunities for Women and Men. Internal structures within the Ministries do not have their separate budget for salaries, however, separate budgetary lines within the Ministerial budget (means allocated from the state budget and EU structural funds) are devoted to the programmes under the competence of the division. For instance, the Gender Equality Division is in charge of the National programme on Equal Opportunities for Women and Men, National Strategy on Elimination of Violence against Women, measures on reconciliation of professional and family life, assistance to victims of trafficking contained in different other programmes. It means that the division deals both with implementation and budgets of these programmes and measures.

92. One of the directions of the National Programme of Equal Opportunities for Women and Men for 2005-2009 is improvement of gender equality mechanisms and methods. The main tasks are to develop institutional mechanisms for implementation of gender equality on the municipal and county level and to encourage cooperation of state authorities, educational and academic institutions and NGOs in the area of gender equality. Relevant measures during the period of 2005–2009 in the field of institutional development have been implemented.

93. Since 2005, the Law on Municipalities contains gender equality principle and since 2008, the Law on Equal Opportunities for Women and Men obliges municipalities to act in the field of gender equality.

94. Since 2005, seminars 'Gender-Balanced Participation in Decision-Making in Local Self-Government' have been organised annually in cooperation with the Women Employment Information Centre of Kaunas. The seminars aim at promoting women's motivation to participate in political and economic decision-making processes.

95. The Government supports membership of Lithuanian women's organizations in the EU umbrella women's organisations associations and networks. The Government supports by the means of state budget membership of Lithuania's women organisations represented by Women's Issues Information Centre in the European Women's Lobby.

96. There has been continuous cooperation with Lithuanian women NGOs in the area of institutional development. The Government's Resolution No 198 of 13 February 2007 (Valstybės žinios (Official Gazette) No 23-883, 2007) has provided for true membership of women and men NGOs in the Commission for Equal Opportunities for Women and Men. Pursuant to the Regulations of this Commission, women and men NGOs have the right to independently select and delegate up to 4 representatives to the Commission. Women NGOs have delegated 2 representatives to the Commission. The personal composition of the Commission for Equal Opportunities for Women and Men has been approved by Order No A1-131 of the Minister of Social Security and Labour of 14 May 2007 (Valstybės žinios (Official Gazette) No 54-2114, 2007).

97. To commemorate the 100th anniversary of the First Lithuanian Women Congress, women organisations, municipalities and the Government organised, by joint effort, the Fourth Lithuanian Women Congress in 2005 supported by the state budget. Women from all regions of Lithuania had the opportunity to discuss the most important events that happened in the women's community life, to evaluate and compare the developments in women situation in

municipalities and counties over the 15 years since the restoration of Lithuania's independence, to identify the hottest problems and to discuss and propose concrete solutions to these problems. The results of the Fourth Lithuanian Women Conference were disseminated through the awareness campaign, during which 22 smaller towns (with population below 2000) in all counties were visited.

Part IV

Main challenges and actions to address them

98. The new Programme of the Government of the Republic of Lithuania adopted in 2008 provides for continuation of policies to ensure equal opportunities for women and men and policies targeted at elimination of violence against women. One of the most important priorities of the Lithuanian Government is family policy, as a fundamental basis of the state and society, and ensuring of welfare for everyone. One of the main principles of family policy is parity of women and men, when they supplement each other and cooperate on the equal footing in order to reach their goals.

99. The main priorities of the future new programme of equal opportunities for women and men for the period of 2010–2015 will be targeted at solving the most challenging gender equality problems such as reintegration of women into the labour market, reducing gender pay gap, promotion of social dialogue, family friendly enterprises and promotion of reconciliation of work and family duties, reducing the segregation in the labour market and eliminating traditional gender stereotypes and others. The implementation of the new programme will be financed not only from the state budget, but also the EU Structural Funds. The recommendations of CEDAW for Lithuania after consideration of the Third and Fourth periodical reports will be fully addressed in the new programme. Ensuring continuation of gender equality policies and fulfilling gender equality commitments the programme will be developed in line with the critical areas of the Beijing Platform for Action.

100. In order to establish equal rights and opportunities for women and men to participate in the labour market and all areas of life, measures will be provided to change societal stereotypes as regards the place of men and women in the economic activity of the country, to create conditions for women and men to better reconcile their work responsibilities with family obligations.

101. To improve girls abilities to acquire better-paid professions, the new programme will provide a number of gender sensitive trainings for teachers and students to create more favorable conditions for women to seek education, career, and occupational proficiency.

102. The programme will include measures to promote of equal opportunities for women to participate fully and equally both in political and economical decision-making, to seek highest positions in science, civil service and other areas.

103. The programme will pay due attention to health protection issues, including awareness raising activities on healthy life style, reduction of the gap of average life expectancy between women and men and other health issues.

104. Nevertheless, it should be mentioned that there are still remaining gaps and challenges encountered in all critical areas:

- Opportunities for women and men are still influenced by traditional stereotypes of the roles of women and men, despite of the legal acts of the Republic of Lithuania forbidding discrimination and establishing equal rights and opportunities for women and men to participate in the labour market and all areas of life.
- Lack of gender equality knowledge and awareness still remains in the society. Awareness raising campaigns, continuous trainings for specialists in different fields are crucial for gender equality goals.

- Insufficient opportunities to reconcile work and family responsibilities, gender pay gap tends to increase.
- The number of girls studying at higher school exceeds the number of boys; however professions chosen by girls are less promising in terms of career and earning.
- Despite the ongoing process of democratization, the degree of participation of women in decision-making at different levels is still low. A small number of women in decision-making bodies undermine their opportunities to influence life of the society.
- Despite the number of measures taken, domestic violence still remains the most acute problem of social life. Data about extent and tendencies of domestic violence is not sufficient.

105. Priority is given to policies to ensure equal opportunities for women and men to enable women to participate equally and fully in the labour market and in all areas of political and public life. In spite of progressive legislation ensuring gender equality, continuous and systematic implementation in practice through gender mainstreamed programmes, projects and measures, implemented in cooperation with numerous and active women's NGO's, a number of gaps and challenges still exist. Therefore, Lithuania will put efforts to further promote equality between women and men in all spheres of life. Lithuania will further fulfill its commitments to the implementation of Beijing Platform for Action, UN Convention on Elimination of All Forms of Discrimination Against Women and other relevant UN documents by close co-operation with public, non-governmental and international organisations as gender equal society is a long-term objective and number of problems remain to be addressed in the future.