

# **Implementation of the Beijing Declaration and Platform for Action and the Outcomes of the Twenty-third Special Session of the General Assembly**

## **Lithuania**

### **Introduction**

1. In Lithuania, equality between women and men is a horizontal priority in all policy areas. Together with the specific measures aimed at women's advancement and *de facto* equality between women and men, it creates consistent framework for concrete actions in all areas. Legal framework for this dual approach is established by the Law on Equal Opportunities for Women and Men adopted in 1998. The Law forbids any discrimination – direct and indirect – on the grounds of sex, sexual harassment, harassment on the grounds of sex, and an instruction to directly or indirectly discriminate against persons on the grounds of sex. The Law sets out preconditions for gender mainstreaming. All State and municipal institutions and agencies must guarantee that equal rights for women and men are ensured in all the legal acts drafted and enacted by them. All of them also must draw up and implement programmes and measures aimed at ensuring equal opportunities for women and men, and must support the programmes of non-governmental organisations (NGOs), dealing with gender equality issues.
2. In 1996, the Government of the Republic of Lithuania approved the Programme for the Advancement of Women. The scope of this first programme was fully in line with the critical areas of the Beijing Platform for Action: Human Rights Of Women, Economic And Social Status Of Women, Women And The Environment, Women's Health And Family Planning, Women And Education, Women In Decision Making, Violence Against Women And Girls, Women And Mass Media, Institutional Mechanisms etc. The Programme created framework for concrete actions to be taken in all the critical areas. Two National Action Plans were implemented until 2000.
3. Since 2003, Lithuanian National Programme on Equal Opportunities for Women and Men is being implemented by all ministries in cooperation with other relevant stakeholders, first of all women NGOs. More detailed description of the Programme (2003-2004; 2005-2009; 2010-2014) is contained in Section One.
4. Adoption of Beijing Declaration and the Platform for Action was a stimulus for creation of gender equality institutional mechanisms in Lithuania. In 1996, a position of an advisor to the Prime Minister on women's issues has been created and appointed, as well as a position of a person in charge of gender equality issues in the Ministry of Social Security and Labour and, in

1999, Labour Market and Equal Opportunities division was established, dealing with gender equality issues. An independent Equal Opportunities Ombudsperson was appointed and its Office established in 1999. In 2001, Interinstitutional Commission on Equal Opportunities for Women and Men was established by the Government (hereinafter referred to as the Commission) set up by Resolution No 266 of 7 March 2000 of the Government of the Republic of Lithuania<sup>1</sup> and formed from representatives of ministries and NGOs. Since 2006, gender equality issues are dealt by a separate Gender Equality division in the Ministry of Social Security and Labour.

5. Consistent and systematic implementation of concrete gender equality measures in all fields, close cooperation, coordination of actions and synergies of all relevant stakeholders led to a number of concrete results. Currently employment rate of women is almost equal to men's, while unemployment rate of women is lower. Gender pay gap decreased almost twice. Women become more and more actively engaged in entrepreneurship, especially in small and medium-sized businesses, particularly in rural areas. Increased women involvement in political and economic decision making is apparent, though still far from fully gender balanced. Education rate of women was and still remains higher than men's. Currently women account for over 60% of university graduates.
6. Lithuania actively participates in the EU and international gender equality activities, including through investing in gender mainstreaming in development cooperation, and shares Lithuanian experiences and good practices with non-EU member states. Gender equality provisions of the EU and international instruments, including the UN CEDAW and the Beijing Platform for Action are incorporated into national legislation and strategic documents and policies. Taking Presidency of the Council of the European Union, Lithuania set as a priority the promotion of effectiveness of *de facto* gender equality and gender balance in economic decision-making, as well as active part in international events on gender equality issues in the EU and worldwide. More information on these and other activities is presented in Section Two. Section Two is composed following the structure and objectives of the relevant critical areas of the Beijing Declaration and Platform for Action.
7. This draft report was discussed in the meeting of the Commission for Equal Opportunities for Women and Men on 24 April 2014 in the presence of Equal Opportunities Ombudsman, representatives of NGOs, university gender study centres, women centres of the trade unions, social partners and other institutions.

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<sup>1</sup> *Valstybės žinios* (Official Gazette) No 22-564, 2000.

## Section One

### Overview Analysis of Achievements and Challenges Since 1995

8. The National Programme on Equal Opportunities for Women and Men is continuously carried out since 2003. The National Programme is aimed at implementation of equal opportunities for women and men in all spheres of activity and ensuring gender mainstreaming. It also takes into account the EU and international instruments on gender equality. The main directions of the National Programme are ensuring equal opportunities for women and men in the spheres of employment; education and science; politics and decision-making; gender mainstreaming in the areas of health protection, environment protection, and defence; strengthening, improving and developing institutional mechanisms, tools and methods, including statistics and indicators; measures aimed at eliminating gender stereotypes; and implementation of the EU and international gender equality commitments. All ministries implement concrete measures of the Programme. Most measures are implemented together with women NGOs. The measures are financed through the State budget and supported by the EU structural funds.
9. Every year results of the National Programme implementation are reported to the Government. Every 5 years independent external comparative assessment of the overall impact of the Programme is made. The implementation of the Programme is coordinated by the interinstitutional Commission on Equal Opportunities of Women and Men, composed of the representatives of every Ministry and NGOs.
10. The second National Programme of Equal Opportunities of Women and Men 2005–2009 was completed in 2009. To evaluate the impact of the National Programme of Equal Opportunities of Women and Men 2005–2009, approved by Resolution No 1042 of 26 September 2005 of the Government of the Republic of Lithuania<sup>2</sup>, and other programmes contributing to its goals and objectives, in 2009, the Women's Issues Information Centre conducted an external comparative evaluation of the developments in the situation of women and men in all spheres<sup>3</sup>. According to the findings of the evaluation:
11. People in Lithuania are increasingly adopting a more modern and more positive attitude towards women and gender equality but the process is slow. Women's attitude towards gender equality is more positive than men's. The improvement in attitudes and behaviour with respect to women is more visible in the spheres addressed by Government-approved programmes.
12. The attitude towards equality of women in the labour market has changed significantly in 2009 compared to 2000. The majority of people do not share the view that in the shortage of jobs men applicants should be given priority over women anymore. 70% of the Lithuanian

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<sup>2</sup> *Valstybės žinios* (Official Gazette) No 116-4202, 2005.

<sup>3</sup> <http://www.socmin.lt/index.php?1606775163>

population would prefer a family, in which both the husband and the wife have jobs and both take care of their children and household.

13. More women than men receive lower incomes; thus, the threat of poverty feminisation remains. More men than women of the working age have jobs and men still dominate in senior positions, which testify to the still existing secondary role of women in the labour market.
14. Lithuanian people's attitude towards women in politics is becoming increasingly positive, and the number of those who believe women should not be involved in politics at all has significantly decreased. More and more people share the view that the more women there are in politics, the higher the likelihood of positive changes in many public policies.
15. The gender gap and the number of cases of discrimination on the grounds of sex, including sexual harassment, also cases of violence, have been reduced significantly. Progress in this regard was driven by the Law on Equal Opportunities for Women and Men as well as amendments to other legal acts, also by the implementation of National programmes of Equal Opportunities of Women and Men in cooperation with NGOs, researchers and social partners, the implementation of the National Strategy for Combating Violence against Women, and other programmes adopted by the Government. Implementation of concrete measures aimed at ensuring gender equality, also activities by the Equal Opportunities Ombudsman and the establishment of the gender equality mechanism, particularly the Commission for Equal Opportunities for Women and Men, its coordinated and result-focussed activities, led to positive changes.
16. The slowest change has been recorded in the attitude towards women's role in the society and in the family, which is probably still heavily influenced by discriminatory patriarchal stereotypes. The traditional sharing of domestic responsibilities in the family is also changing too slowly. The fact that this issue was not captured by the National Programmes of Equal Opportunities of Women and Men prompts a conclusion that changes are only happening in the spheres addressed by the above-mentioned and other programmes.
17. The National Programmes on Equal Opportunities for Women and Men are well visible for the society, well-focussed and bring about positive changes in the situation of women and men in the relevant spheres. Lithuanian people would prefer more attention and higher financing for addressing concerns in the area of employment and in the labour market, such as the possibility to find a job and hold equal position, receive equal pay for the same work, balance career and private life, exercise human rights, eliminate violence in the family and the society.
18. As part of implementation of the Programme of the Government, the Government of the Republic of Lithuania, by Resolution No 530 of 4 May 2010<sup>4</sup>, approved a National Programme of Equal Opportunities of Women and Men 2010–2014. The Programme sets the aim of enforcing, in a consistent, integrated and systematic manner, equal opportunities of women and

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<sup>4</sup> *Valstybės žinios* (Official Gazette) No 56-2757, 2010.

men in all spheres of life and of ensuring implementation of the EU and international commitments in the area of gender equality.

19. The Programme has been drafted by the interinstitutional standing Commission for Equal Opportunities for Women and Men in the light of results of the implementation of the National Programme of Equal Opportunities of Women and Men 2005–2009, which was assessed by external experts as part of the external evaluation of the developments in the situation of women and men in all spheres of life<sup>5</sup>, referred to in paragraphs 9 and 15. The Programme also incorporates suggestions made by NGOs, social partners and gender study centres to make sure that gender equality problems in the relevant spheres are tackled consistently and systematically and gender gaps are reduced. Furthermore, the Programme covers recommendations made to Lithuania by the United Nations Committee on the Elimination of Discrimination against Women following the examination of the Third and the Fourth Reports. Actions envisaged in the Programme also address many of the critical areas of the Beijing Platform for Action. Moreover, the Programme envisages actions to implement the UN Security Council Resolution 1325.
20. To implement the National Programme of Equal Opportunities of Women and Men 2010–2014, an Action Plan was adopted and approved by Order No A1-323 of 7 July 2010 of the Minister of Social Security and Labour<sup>6</sup>. The Action Plan sets out concrete actions, implementation deadlines, responsible institutions, needed state budget allocations for each individual action, and evaluation criteria.
21. The Programme seeks to address gender equality problems in areas of employment, education and science, health-care, environmental protection, national defence, decision-making, and implementation of the EU and international commitments for gender equality. A special section in the Programme is dedicated to the development of gender equality mechanisms and methods with a view to ensure better management and efficiency.
22. Programme goals in the area of employment: to improve opportunities for women to restart career after a childcare leave and facilitate reintegration and stay of older women in the labour market; to improve opportunities for women, especially in rural areas, to start and develop their own businesses; to promote more active economic participation of women and men in rural areas; to facilitate improvement of professional skills of rural people, both women and men; to create conditions for women and men to balance work and family duties; to promote the development of family-friendly workplaces; to seek to reduce a wage gap between men and women; to promote equal approach, recognition and treatment of women and men in the labour market; to reduce sectorial and professional gender segregation in the labour market; to integrate issues of equal opportunities of women and men in the labour market into social partnerships and social dialogue.

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<sup>5</sup> <http://www.socmin.lt/index.php?1606775163>

<sup>6</sup> *Valstybės žinios* (Official Gazette) No 83-4391, 2010.

23. Programme goals in the area of education and science: to ensure monitoring of application of the principle of equal opportunities of women and men in education and research institutions; to encourage women to pursue highest academic degrees; to encourage men to pursue higher education.
24. Programme goals in the area of health-care: to address women- and men-specific health issues; to ensure continuous public awareness-raising and dissemination of information on the impact of healthy lifestyles on life expectancy and on the consequences of health-damaging behaviour with a view to reducing the gap between men and women average life expectancy; to ensure accessibility of tests for cervical, breast and prostate cancer and the provision of information on the availability of such tests; to reduce morbidity from heart and vascular diseases and disability and mortality caused by such diseases.
25. Programme goals in the area of environmental protection: to mainstream gender equality in environmental projects implemented by public authorities; to create equal conditions to benefit from project results; to promote cooperation among NGOs in mainstreaming gender equality in environmental projects.
26. Programme goals in the area of national defence: to identify causes of different situation of women and men in the national defence system; to seek to reduce differences in the situation of women and men in the service; to improve competences of civil servants, military personnel and administrative staff of the Ministry of National Defence, institutions under the Ministry of National Defence and other institutions of the national defence system in the situation of women and men in the society and gender equality issues, including issue of implementation of the UNSCR 1325.
27. Programme goals in the area of decision-making: to seek equal representation of women and men interests in economic and political decision-making; to encourage women, especially in rural areas, to play an active role in the community through local initiatives, community projects and active partnership when taking decisions of relevance to the community.
28. Programme goals in the area of the EU and international cooperation: to ensure implementation of the EU and international commitments in the area of gender equality; to develop cooperation with the European Institute for Gender Equality; to disseminate globally Lithuanian experience in enforcing equal opportunities for women and men.
29. Programme goals in the area of developing mechanisms and methods to implement equal opportunities for women and men: to promote cooperation among central and municipal authorities and institutions, educational and science institutions, NGOs and social partners aimed at ensuring equal treatment of and equal opportunities for women and men; to encourage municipalities to take actions to ensure equal opportunities for women and men; to improve capacities of civil servants and employees of public authorities on the issue of equal opportunities for women and men; to disseminate information contributing to the prevention of

violation of the principle of equal rights for women and men; to strengthen capacities to address gender equality issues; to conduct regular assessments of changes in the situation of women and men; to collect statistics desegregated by sex; to compile and disseminate high quality statistics for analysis of gender gaps and decision-making; to encourage discussions on the topic; to improve provision of gender-specific statistical information to users.

30. The Programme establishes the mechanism for its implementation. Responsibility for carrying out actions to implement the Programme is shared by all the ministries. The Office of the Equal Opportunities Ombudsman, NGOs, social partners and municipalities are encouraged to take part in the implementation of the Programme, while ministries responsible for the implementation of individual actions under the Programme are encouraged to cooperate with women NGOs, universities, the Office of the Equal Opportunities Ombudsman, social partners and municipalities.
31. Coordination of the implementation of the Programme is under the responsibility of the Commission for Equal Opportunities for Women and Men. Before 15 January of every year, members of the Commission have to develop, and submit to the Ministry of Social Security and Labour reports on the implementation of the Programme. Members of the Commission, who represent the Ministry of Social Security and Labour, produce, in accordance with the Rules of Procedure of the Commission, a consolidated Programme implementation report. The report is then examined at an open meeting of the Commission with all stakeholders present. Approved by the Commission, the report is submitted by 15 February to the Government of the Republic of Lithuania. Each body or institution implementing the Programme inform the public and, where necessary, other institutions on the progress of implementation of the Programme within their competence.
32. The final evaluation of the overall impact of the Programme will be performed by external evaluators until the end of 2014. The results will be compared with the results of the previous external evaluation carried out in 2009. The results are to be used for the development of a new National Programme on Equal Opportunities for Women and Men 2015-2020.
33. Certain specific problems, for example elimination of violence against women, are addressed by specialised programmes. Thus, the Programme is being implemented in coordination with other programmes contributing to the achievement of Programme goals and objectives and to the solution of problems identified.
34. Lithuania supports women's advancement and gender equality issues in the non-EU countries. Contribution to the human rights and empowerment of women in the partner countries, as one of the development cooperation policy aims, is defined by the National Law on Development Cooperation and Humanitarian Aid (2013 May). Lithuania actively participates in the EU initiatives on the mainstreaming gender issues in the development cooperation agenda (e.g., the implementation of the EU Gender Action Plan (GAP) and the

subordinate documents), as well as in international initiatives/deliberations (both, the EU and global) concerning the UN Millennium Development Goals and post-2015 Development Agenda, where great importance is placed on gender equality and the empowerment of women. Financial support has been consistently given to projects/initiatives on women empowerment, which were implemented in the partner countries under the Programme on Development Cooperation and Democracy Promotion (N.B. 17 projects / ~300 000 EUR / 2010-2013). Consistent support will also be provided in 2014 through initiating and funding of projects related to gender equality in the Eastern Partnership countries (Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine) and also in Afghanistan and Palestine. An international conference on women empowerment is planned to be held in 2014.

35. Despite of progressive legislation ensuring gender equality, continuous and systematic implementation of gender mainstreamed programmes, projects and measures, implemented in cooperation with numerous and active women's NGOs, a number of gaps and challenges still exist in a number of areas:

- Gender pay gap;
- Insufficient opportunities to reconcile work and family responsibilities;
- Lack of gender balance in political and economic decision making, in the highest positions in science;
- Occupational and sectorial segregation of the labour market. It concerns also professional choices of boys and girls;
- Despite the number of measures taken, domestic violence still remains the most acute problem of social life;
- Opportunities for women and men are still influenced by traditional stereotypes of the roles of women and men;
- Lack of gender equality knowledge and awareness still obvious in the society and the media. Awareness raising campaigns, continuous trainings for specialists in different fields are crucial for gender equality goals.

36. Therefore, Lithuania will put efforts to further promote de facto equality between women and men in all spheres of life. Lithuania will continue fulfilling its commitments towards full and effective implementation of the Beijing Platform for Action, the UN Convention on Elimination of All Forms of Discrimination Against Women and other relevant UN documents in close co-operation with public, non-governmental and international organisations.

## **Section Two**

### **Progress in Implementation of the Critical Areas of Concern of the Beijing Platform for Action**

37. Lithuania continues to further constructively implement the commitments of the Beijing Declaration and Platform for Action, the UN Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) and other the EU and international gender equality



commitments, which are transposed in the National Programmes On Equal Opportunities for Women and Men. Priority areas of the Programmes are: employment (including women's employment and entrepreneurship, gender pay gap, reconciliation of work and family life, mainstreaming gender into social dialogue etc.); science and education; gender balance in decision-making; health protection; environmental protection; national defence; the EU and international cooperation; improvement of institutional mechanisms and methods. The Programmes consolidates the efforts of State institutions, women NGOs, researchers and social partners to reduce inequalities and promote *de facto* equality of women and men.

## **B. Education and training of women**

### **a)**

38. The Law on Education of the Republic of Lithuania<sup>7</sup> defines equal opportunities as one of the guiding principles of the educational system: the educational system must be socially fair, ensure equality for individuals irrespective of gender, race, ethnic background, language, origin, social position, religion, beliefs or convictions, assure each individual persons access to education and the opportunity to attain general education and acquire a primary qualification, and create conditions to improve the existing or acquire a new qualification.
39. In Lithuania, good conditions have been created for all schoolchildren to get access to general physical training programmes and education standards. Equal opportunities have been created for everybody despite gender to take an active part in sport matches and physical exercises. The contents and methodology of formal and non-formal education is differentiated according to age and gender of schoolchildren, to respect anatomic, physiological, mental and social specifics of different genders (without discrimination). In general education schools, vocational training and sport institutions, women and girls, equally with boys and men, may choose a non-formal sporting activity (extra-curricular education) according to their likings and abilities. However, participation of women and girls in sports is twice less as boys and men, because their motivation to exercise and go in for sports is much weaker. Girls are more sensitive to the quality of hygienic conditions, and being more studious they often spend more time for studying.
40. Equal opportunities for everybody to acquire education have been ensured at general education schools of Lithuania. Pre-primary, primary, basic and secondary education is among the top priorities of the education policy and forms the basis for life-long learning.
41. Primary and basic education in Lithuania is implemented in accordance with the General Curricula of Primary and Basic Education approved by Order No ISAK-2433 of 26 August 2008 of the Minister of Education and Science of the Republic of Lithuania<sup>8</sup>. The General Curricula define the content of primary and basic education on the national scale with a view to ensuring coherence, accessibility and quality of education countrywide. Schools and teachers

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<sup>7</sup> *Valstybės žinios* (Official Gazette) No 23-593, 1991, No 63-2853, 2003.

<sup>8</sup> *Valstybės žinios* (Official Gazette) No 99-3848, 2008.

follow the General Curricula in formulating the contents of teaching on the level of school and class by adapting it to the needs of individual classes and individual schoolchildren so that schoolchildren can achieve the best possible results according to their abilities. In schools, the contents of teaching is based on the principles of sustainable development of the society, with particular focus on cultural, biological and landscape diversity, responsibility for the environment on the local and global scale, peace and conflicts, civil-mindedness, reduction of poverty, climate change, democracy, justice, health, gender equality, etc., which are all integrated into the contents of different subjects. The intention is to make sure that basic education brings up a person, who has general competencies, respects and tolerates people of different cultures, genders, social groups and age, knows his and other peoples' rights and duties, perceives himself as a member of the community and the society. Basic education programme is finalized with an assessment of attainments. Schoolchildren in the final grade, having completed successfully the basic education programme, are recognized as having acquired basic education.

42. The secondary education programme is implemented in accordance with the Description of Secondary Education Curricula approved by Order No ISAK-1387 of 30 June 2006 of the Minister of Education and Science of the Republic of Lithuania<sup>9</sup>. Secondary education curriculum is built on the principle of individualisation and differentiation of education according to the schoolchildren's needs, tastes and capabilities, to enable them to plan their professional career, to select the subjects relevant to the line chosen, and to choose among different courses. Having completed the secondary education programme and passed *matura* examinations, students are considered to have acquired secondary education, which is certified by a diploma.
43. Evaluation and certification of the advancement and attainments of a student is gender-neutral. Assessments of attainments in basic education and *matura* examinations in secondary education are uniform in all schools of the country, regardless of the region, the form of the educational establishment, or gender of the student.
44. In 2009–2010, 1,364 general education schools functioned in the country, with 440,504 students altogether, girls accounting for 49.3% of all students and students in rural schools accounting for 21.3% of all students (93,852 students in rural schools). Girls accounted for 48.3% of all children attending pre-school institutions of the country. In 2009, basic education diplomas were issued to 47.3 thousand students (92% of the total population of 16 years of age), 40.7 thousand or 86% of whom continued studies (92% of girls and 79% of boys). In 2009, 38.4 thousand final-grade students successfully completed secondary education, accounting for 93% of all final-grade students.
45. Schools, vocational training establishments, youth centres, education centres and non-formal education institutions have put in place vocational information, counselling and guidance systems, set up and technically equipped vocational information points, and trained staff to

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<sup>9</sup> *Valstybės žinios* (Official Gazette) No 76-2930, 2006, No 53-2050, 2007.

work at such points. The Minister of Education and Science and the Minister of Social Security and Labour have approved, by Order No ISAK-739/A1-116 of 29 April 2005, the Requirements for the Provision of Vocational Information and Consultation Services aimed at helping people to profit from the opportunities in the field of education, training and employment and to actively pursue a career. These services were targeted, in gender-neutral manner, both for those, who had not started their career yet, and those, who already had a record of employment, also for the unemployed and employers.

46. The purpose of vocational training is to help a person to acquire, change or improve qualification and to prepare for participation in a changing labour market. Vocational schools provide primary vocational training to persons from the age of 14 years. Different training programmes are applied. Successful completion of a training programme leads to the issuance of a vocational diploma or a certification of qualification. Students, who have successfully completed, in parallel to the vocational training programme, basic education programme acquire basic education, and those, who have successfully completed secondary education programme and passed *matura* examinations, acquire secondary education. Vocational training system is socially fair; it ensures equality of all persons irrespective of gender, race, nationality, language, origin, social position, religion, beliefs or views. It assures the opportunity for everybody, irrespective of gender, to pursue qualified vocational training and to acquire the first qualification. It also creates conditions to upgrade the existing qualification or to acquire a new one and to make use of all advantages of studies.
47. At the start of the 2009/2010 school-year, the ratio between girls and boys in vocational schools were 59 to 100. In the 2009/2010 school-year, Lithuania had 78 vocational schools, with 47,886 students altogether. In 2009, 7.7 thousand students of vocational schools acquired professions. In the 2009/2010 school-year compared to the previous school-year, the number of students in vocational schools grew by 4000 or 9%, to hit a record high of the last decade. More men (62.7%) than women (37.3%) attended vocational schools. Men-dominated studies included engineering (98%), architecture and construction (96%), transport (98%), while girls dominated in such professions as social caretaking or nursing, hairdressing (98%), hotels, restaurants and public catering (76%).
48. Higher education institutions in Lithuania enjoy autonomy of academic, administrative, economic and financial activities, which are built on the principle of self-governance and academic freedom as defined by the Constitution of the Republic of Lithuania, the Law on Higher Education and Research<sup>10</sup>, and statutes of higher education institutions. Higher education schools in Lithuania are divided into universities and colleges. All higher education institution students, irrespective of gender, can take academic leave for justified reasons, e.g. health problems, including maternity leave and parental leave until the child is three years old.
49. A college is a higher education institution, which provides college studies and develops applied research and/or professional art. College studies focus on preparing students for

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<sup>10</sup> *Valstybės žinios* (Official Gazette) No 54-2140, 2009.

professional activities and creating conditions to acquire a professional bachelor's degree and/or professional qualification based on applied research. Persons, who successfully complete a college programme, acquire a professional bachelor's degree in the relevant area or a professional bachelor's degree and a professional qualification. In the 2009/2010 school-year, Lithuania had 23 colleges, with 56,704 students altogether, women accounting for 57.6%. Women accounted for 75% of pedagogical staff in colleges. In higher education institutions, women dominate in the following fields: journalism and information (94.3%), social services (91.5%), pedagogics (92%), and health-care (86.9%). Study fields dominated by men included engineering and related professions (96%), computers (91.5%), architecture and construction (79.9%), and transport services (79.9%).

50. University is a higher education institution, which provides university studies, conducts research, is engaged in experimental (social, cultural) development, and/or develops high-level professional art. At the start of the 2009/2010 school-year, Lithuania had 23 universities, with 144,301 students altogether, women accounting for 60.2% and men for 39.8%. Given that women account for a larger share of population of Lithuania (53% of women compared to 46% of men), these figures show that men pursue higher education less often than women. It should be noted that the number of women and men lecturers in universities is almost equal, men accounting for 50.2%. Among university students, women dominate in social services (87.5%), psychology (89%), health-care (79.8%), pedagogics and humanities (77%), and journalism (78.7%). It should be noted that over the period of 2003–2008, the relative difference in the number of men and women in nature, technology and applied research studies has slightly increased, from 32.3% in 2003 to 33.5% in 2009. In 2007, there were 12 women and 24 men per 1000 population of the 20–29 age-group, who had completed mathematics, natural sciences or technology studies. This indicator was the second largest in the European Union, after Portugal. In 2009, 44.6 thousand students graduated from higher education institutions in Lithuania, women accounting for 66%. Women with professional bachelors, bachelor or master degrees accounted for 61.5% of all holders of these degrees, and 55% of holders of a doctor's degree.

**b)**

51. The Law on Education guarantees equal access to the same curricula, teaching methods, teaching aids, and premises and equipment of the same quality at general education schools. Since the beginning of 2009, Lithuania did not have a single school exclusively for girls (women) or boys (men), and does not plan to open such a school in the future. The primary education programme underlines that a modern Lithuanian school shall promote harmonious interrelations between boys and girls.
52. In Lithuania, the profession of a teacher in a pre-school educational establishment is very unpopular among men: women among teachers in pre-school educational establishments accounted for as much as 99.1% in 2009. Urban pre-school establishments employed many more teachers with higher education and with a profession of a pre-school educator than rural ones, accounting for, respectively, 70% and 53.8% of all pedagogical staff.

53. In terms of access to education and equal opportunities in rural and urban schools, it should be noted that there are: 93,852 schoolchildren in rural schools (accounting for 21.3% of all schoolchildren) and 346,652 (78.7%) in urban schools; school space per pupil is 18.2 m<sup>2</sup> in rural schools and 10.1 m<sup>2</sup> in urban schools; the number of computers is 8.6 per 100 pupils in rural schools and 11.1 in urban schools. Urban schools have more teachers with higher pedagogical education, accounting for 91.1% of all pedagogical staff, while in rural schools this ratio is 86.1%.
54. National and international comparative evaluations of schoolchildren's attainments report differences between girls and boys. In general, overall attainments of girls are higher than those of boys, but the situation varies from subject to subject. The most worrying situation is in the subject of the native Lithuanian language, where girls' attainments are much higher than those of boys in all age-groups. In rural schools and schools of smaller towns, boys' attainments in the subject of the Lithuanian language are particularly low. Attainments in the subjects of mathematics and social studies have also been changing in the recent years: girls in higher grades demonstrate higher attainments in these subjects than boys. In 2009, about 1% of children in general education schools had to repeat the yearly course, girls accounting for about 30% of this number.
55. Vocational schools ensure, by laying this down in their own regulations, equal access for all schoolchildren to school library, gym, textbooks, teaching aids and premises of the same quality, accommodation in dormitories, school self-governance, sport events and physical exercises, and equal opportunities to choose among other means of self-expression. Vocational training curricula are developed in accordance with the requirements for professional competence and general skills in the relevant field, irrespective of where the curricula will be followed – rural or urban vocational school. The Open Information, Counselling and Guidance System AIKOS does not contain a single vocational training curricula dedicated exclusively to women or exclusively to men (Order No V-1435 of 27 August 2010 of the Minister of Education and Science On the Approval of the Procedure for Developing and Approving Formal Vocational Training Curricula<sup>11</sup>).

c)

56. Since the restoration of independence, the system and process of education have been continuously reformed and textbooks and curricula regularly updated in order to reflect visions of the modern world and social and political developments. The Procedure for Supplying Schools with Textbooks and Teaching Aids on General Education Subjects approved by Order No ISAK-1051 of 19 May 2009 of the Minister of Education and Science of the Republic of Lithuania<sup>12</sup> specifies that one of the key methodological principles to be followed in writing a textbook is the principle of equal opportunities and requires that a textbook respected the basic

<sup>11</sup> *Valstybės žinios* (Official Gazette) No 105-5436, 2010.

<sup>12</sup> *Valstybės žinios* (Official Gazette) No 61-2450, 2009.

values of a democratic society and of the State of Lithuania and be unbiased in terms of sex, age, disability, abilities, social status, race or belonging to a certain ethnic group, religion or beliefs. A qualitative analysis of teaching aids – textbooks of Grade 10 in high schools – conducted in 2010, as part of research Tolerance and Multicultural Education in General Schools, concluded that the phraseology used in the textbooks was universal and unprejudiced.

57. Goals set for education in Lithuania include the enforcement of democratic traditions, reduction of social exclusion, elimination of inequality, and promotion of cultural diversity. The educational system aims to promote tolerance and respect and get rid of prejudices and stereotypes in relation to different social groups of the society. Civic-mindedness, democracy, tolerance, gender equality and sexual education topics are mainstreamed in various subjects taught in schools. In 2008, a teaching aid Possibilities to Foster Gender Equality in School was released for teachers and social pedagogues. This publication provides information to teachers about the goals of promotion of gender equality in schools and offers methodological tools and recommendations to assist them in organizing gender equality education in class and in a wider school community.
58. At present, three higher education institutions (Vilnius University, University of Šiauliai, and Kaunas University of Technology) have Gender Study Centres within their structures. These centres conduct studies and research on gender equality and carry out scientific, informational, educational, and advisory activities in order to raise public awareness on the impact of culturally formed stereotypes on social phenomena and their developments. One of the main goals of gender study centres is to integrate gender studies into the overall process of education in universities. In addition, University of Šiauliai is piloting the creation of sustainable structural change for the benefit of scientific research universities and the career paths of women researchers by the implementation of contextualized Transformational Gender Equality Action Plan and use of tested tools.
59. As part of the implementation measures under the National Programme of Equal Opportunities of Women and Men 2005–2009, the Ministry of Education and Science organized eight qualification advancement training courses on gender equality in 2008, which were attended by 315 participants. A teaching aid Possibilities to Foster Gender Equality in School was produced for teachers and social pedagogues. Seven non-formal education projects on gender equality were selected by way of tender for financing. In 2009, a conference was organized to discuss gender-specific peculiarities of working with children. The conference was attended by 45 social pedagogues and other child aid specialists.
60. Despite many measures being implemented, the majority of the pedagogues and educational assistance specialists still have inadequate competencies in the area of equal opportunities of women and men. As part of implementing the objective To Ensure Monitoring of Application of the Principle of Equal Opportunities of Women and Men in Educational and Science Establishments of the National Programme of Equal Opportunities of Women and Men 2010–2014, efforts will be made to integrate the dimension of equal opportunities of women and men

in tenders for project financing, and also to organize seminars dedicated to changing the discriminatory approach to women and men in education.

**d)**

61. Lithuanian vocational and higher education institutions ensure equal opportunities for their students to get scholarships or other types of material assistance irrespective of gender.
62. Pursuant to the Law on Vocational Training<sup>13</sup>, students of vocational training schools, who pursue their first profession, and students of vocational training schools of the system of interior affairs are eligible to scholarships and other material assistance, in the manner prescribed by the Government. Students with special needs seeking their first profession and not eligible to scholarships are entitled to free meals and other material assistance as established in legal acts.
63. Pursuant to the Law on Higher Education and Research<sup>14</sup>, students are also eligible to social and incentive scholarships. Social scholarships financed from the State budget may be granted, in the manner prescribed by the Government, to all students in the first cycle, the second cycle and the integrated studies of a higher education institution. Incentive scholarships are financed from the budget of a higher education institution or other funds and are awarded to the best students taking into consideration their study results or other academic achievements.
64. In 2009, a system of State-supported loans was introduced to replace the system of State loans that had been in place since 1999. The idea underlying State-supported loans is that credit institutions provide loans to students and the State acts as the guarantor for such loans.
65. In 2010, the circle of recipients of social scholarships was expanded: they are now available to students of both public and private higher education institutions, both financed by the State and self-financed.
66. Social scholarships are available to students who:
  - come from low-income families or are single persons eligible to a social benefit under the Law of the Republic of Lithuania on Cash Social Assistance for Low-Income Families (Single Residents);
  - have a working capacity of 45% or lower or have serious or medium disability as established by legal acts;
  - are not older than 25 years of age and who have been placed under statutory guardianship (childcare) until the age of majority or whose both parents (or the only parent) are dead.
67. Incentive scholarships available to students have been taken out of state regulation since 2009. It is now up to the higher education institution itself to determine which students can

<sup>13</sup> *Valstybės žinios* (Official Gazette) No 98-2478, 1997, No 67-3338, 2010.

<sup>14</sup> *Valstybės žinios* (Official Gazette) No 54-2140, 2009.

expect an incentive scholarship for what academic results and of what size, in accordance with scholarship granting rules approved by the rector of a university or the director of a college.

**e)**

68. In 2010, there were 103 institutions engaged exclusively or additionally in providing formal and non-formal adult education. These included adult training centres, labour market training centres, youth and adult schools, secondary schools, educational centres, educational and pedagogical psychological assistance centres, vocational training centres, basic schools, gymnasiums, colleges, institutes, other schools and centres. They carried out their activities in 42 municipalities. However, educational establishments of this type are mainly based in towns and particularly concentrated in the capital. Only six establishments are based in regions (Vilnius, Kaunas, Švenčioniai, Trakai, and Klaipėda).

**f)**

69. For the purpose of implementation of the strategy for equal opportunities of men and women in science<sup>15</sup>, in 2011-2012, the Lithuanian Academy of Science has carried out project funded by the EU structural funds on “Promotion of gender equality in science (LYMOS)”. The project included activities provided for by the strategy: it awarded scholarships to scientists returning to work after their maternity/paternity leave, allocated grants for research visits, conducted lectures-discussions in the Parliament and the Government, carried out long-term and short-term training on issues of gender equality, conducted international conference on “Promotion of gender equality in science”, conducted study on public opinion concerning gender equality, conducted awareness campaign, designed an internet portal, carried out publicity campaign, broadcasted social advertising over national television, published a book on “Promotion of gender equality in science”<sup>16</sup>, which, apart from results of various studies, includes recommendations for universities and research institutions for gender mainstreaming and institutional changes.

**g)**

70. In the elementary education, elements of sexual education form part of curriculum of general elementary education programme, subject of world cognition. Every school can select implementation of programme on preparation for family and development of sexuality<sup>17</sup> that also includes topic for elementary school pupils. The content of elementary education focuses on development of respect (both of oneself and of others), equal value, equal rights, responsibility, tolerance, etc. Any school is free to dedicate time for the programme using education hours dedicated to informal education and educational needs of pupils. A single elementary class is granted 2/3 hours per week (lessons to meet educational needs of pupils: in grade 5-8, 3 lessons per week for each set of grades and 9-10 grades, 7 lessons per each set of grade per week).

<sup>15</sup> Approved by 2 June 2008 order No ISAK-1600 of the Minister of Education and Science (Official Gazette, 2008, No 67-2537)

<sup>16</sup> [http://lma.lt/media/k2/attachments/LL\\_moksle.pdf](http://lma.lt/media/k2/attachments/LL_moksle.pdf)

<sup>17</sup> Approved by 7 February 2007 order No ISAK-179 of the Minister of Education and Science (Official Gazette, 2007, No 19-740)



71. Sexual education of pupils in elementary grades is developed in the context of topics of family, gender, culture, society and sexual health. One seeks to impart necessary knowledge of physiological and mental changes during early school age, personal hygiene, gender differences, control of emotions, etc., shape, adequate social skills, positive self-perception, abilities to resist impact of negative environment, help friends in trouble, etc.
72. Issues of sexual education form part of subjects (e.g. ethics, biology) of general programmes in the comprehensive and secondary education. The Programme on preparation for family and sexual education is applied for pupils of all ages. This is an opportunity for pupils to consistently clarify biological, social, psychological, cultural and spiritual aspects of puberty, preparation for family, sexual health, responsibility and development of solid relationship. Information related to education of sexuality is presented in view of psychological readiness and the need of children of that age centre, with emphasis on balance of physical and mental development rather than on volume of knowledge.

### C. Women and Health

#### a)

73. Laws regulating health care do not contain discriminatory provisions. In Lithuania, every person irrespective of gender is entitled to use health-care services, including access to prophylactic programmes like the Cervical Cancer Screening Programme, which has been implemented in Lithuania since July 2004, 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<sup>18</sup>. Before 2008, free of charge tests for cervical cancer were available under this state-supported programme to women between 30 and 60 years of age; from 2008 onwards, the age limit was expanded to cover women between 25 and 60 years of age. Women are given the opportunity to take free-of-charge tests for cervical cancer once every three years. The Programme is financed from the budget of the Compulsory Health Insurance Fund and women do not have to pay for the tests. Funding for the programme each year was sufficient. Every year for about 30-35% of the target age group of women were tested. Among women in the 25–60 age-group, the prevalence of cervical cancer *in situ* was over 50% compared to invasive cancer. Successful diagnosing of precancerous changes will help to reduce morbidity and mortality caused by cervical cancer.
74. In 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<sup>19</sup>. The Programme is dedicated to women aged between 50 and 69 years. Women in this age-group can have free-of-charge tests for breast cancer once every two years. The Programme is financed from the budget of the Compulsory Health Insurance Fund. Funding for the Programme each year was sufficient. Funding was allocated in accordance with the planned check-outs amount to be carried for that year. The

<sup>18</sup> *Valstybės žinios* (Official Gazette) No 104-3856, 2004.

<sup>19</sup> *Valstybės žinios* (Official Gazette) No 117-4249, 2005.

amount of Women participating in the programme has increased from 48.409 thousand during the period of 2006 to 82.525 thousand in 2012. It is 18 % of targeted age group of women.

**b)**

75. Health offices are being established in urban and rural municipalities according to the Action Plan 2009–2013 for the implementation of the National Public Health Strategy 2006–2013. There are currently 32 health offices in Lithuania. They organize health promotion events, implement national and municipal public health programmes, organize seminars and trainings, and publish different publications and memos with a view to disseminating information to the public on the availability of contraception and on family planning issues.
76. Over 2008–2010, the availability of emergency contraception has greatly improved in Lithuania. As of 18 September 2008, the State Medicines Control Agency changed the classification of medical preparations Postinor-2 and Escapelle, which can now be purchased without prescription. No changes in abortion rules were introduced over the reporting period either. The number of induced abortions has been gradually declining in Lithuania. Over the past ten years, the number of induced abortions has dropped by more than two times. More detailed information about women’s health, including reproduction health, was delivered to the United Nations in October 2010. It should be noted additionally that family planning services in Lithuania are provided at primary health-care institutions by family doctors, obstetricians-gynaecologists, and midwives. The network of primary health-care institutions is quite well developed in Lithuania; therefore, primary health-care services are accessible to all people throughout the country. Everybody can get a consultation on family planning issues from a family doctor in the institution with which the person is registered by his/her own choice. In Lithuania, hormonal contraception, except medical preparations for emergency contraception, is subject to medical prescription. A woman who opts for hormonal contraception as a protection against pregnancy is referred to an obstetrician-gynaecologist for the first consultation and prescription. Later, the use of contraception is followed up by a family doctor, who issues further prescriptions. For persons covered by compulsory health insurance, these consultations are free of charge. Pharmacies in Lithuania offer a wide choice of modern contraception.
77. The Ministry of Health is initiating meetings with the Parliamentary Group of development cooperation, reproduction health and rights, representatives of the Ministry of Education and Science, Ministry of Social Security and Labour and Ministry of the Interior, as well as NGOs and other individuals in interest, in order to discuss relevant issues of reproductive health, as relates to implementation of recommendations on reproductive health in Lithuania, as set out by the UN and other international organisations and to ensure complete implementation of sexual and reproduction health strategy in the European region of the World Health Organisation.

**c)**

78. Model on provisions of youth friendly services are in process of development and implementation in municipalities. Health care favourable to young people seeks to combat prevalence of sexually transmitted diseases, HIV/AIDS among young people, help to avoid undesired pregnancy, provide young people with necessary knowledge on contraception and safer sexual life, improve physical and mental health of young people and develop real life skills instrumental to young people in taking health-related solutions. The model in question is developed under project Development of Model of Youth Friendly Services funded under programme of Initiatives for Public Health under 2009-2014 Norwegian financial mechanism.
79. Professionals at public health offices implement various educational measures dedicated to preventing pregnancy among teenagers or to reduce number of pregnancies and carry out sexual education in educational institutions. For example, in 2011-2012, public health office at Radviliškis region municipality prepared information stands for sexuality and published an information edition on Welcome to the Women's World (2,000 copies), organised 69 discussions on Development of Sexuality, lectures to pupils on different topics, e.g. Contraception (21 participants), Letter to Girls (11 participants), HIV / AIDS – Know Better (17 participants).

#### **D. Violence against Women**

##### **a)**

80. The Action Plan for the implementation of the National Strategy for Combating Violence against Women is continued since 2007. 16 measures were implemented: 9 by the Ministry of Social Security and Labour, 3 by the Police Department under the Ministry of the Interior, 1 by the Ministry of Culture, 1 by the Ministry of Justice, and 1 by the Statistic Lithuania under the Government of the Republic of Lithuania. Also, 1 measure was implemented by the Prison Department under the Ministry of Justice and 1 by the Fire Prevention and Rescue Department under the Ministry of the Interior. The implementation of the measures was funded from the State budget. Priority was given to actions geared towards the provision of comprehensive assistance to victims of violence, prevention of violence, support to NGOs engaged in combating violence, work with perpetrators, provision of information to the public. Progress of implementation of the Action Plan is reported annually to the Government. Every year, results of implementation of the Action Plan of the National Strategy for Combating Violence against Women has been presented and discussed with NGOs and other stakeholders.
81. Increasingly more comprehensive assistance is provided to women victims of violence. In 2008, using State budgetary funds, the Ministry of Social Security and Labour supported 29 projects aimed at offering comprehensive assistance to women victims of violence. Most of the projects were promoted by women NGOs (cf. 20 projects of this kind were supported in 2007). In 2008, social services were provided through projects to 2,144 women victims of violence (cf. 1,838 women in 2007). The majority of these women were provided with consulting and information services, psychological aid, temporary housing, catering, legal assistance, etc. Toll-free hotline, established in 2004, extended its working hours to 24 hours a day to make sure that assistance to victimised women is available around the clock. 2 training seminars were

organised for crisis centres and volunteers with the aim to enhance the quality of assistance available. A training programme was developed for workers of crisis centres, who answer the toll-free hotline calls, and for volunteers.

82. With a view to ensuring continuous prevention of violence against women, an awareness-raising campaign was carried out in 2008 throughout Lithuania, aimed at combating violence against women, promoting intolerance of the public to violence against women, and changing discriminatory approaches in the society to interrelations between women and men. Innovative measures were employed to inform and guide the public, such as a mobile expert bureau, motor-shops, indication of the toll-free hotline number on packing of commodities, such as detergents, display of posters with words NO to Violence in stores of the largest retail network “Maxima”, etc. 1,000 posters, 10,000 stickers and 600 badges were distributed during the campaign. The public was urged not to tolerate violence and informed of the availability of assistance to women victims of violence. Individual expert consultations were provided, including on the availability of legal assistance and sanctions on perpetrators. Organisers of the awareness-raising campaign 16 Days without Violence against Women, together with the U.S. Embassy organised a procession in Vilnius, with representatives of governmental and NGOs, U.S. Embassy staff, members of the Seimas (the Parliament) and ministries, and active members of the community.
83. To improve legal literacy so that available legal instruments of protection against violence can be effectively used, 10 legal education seminars were organised in 7 counties for 357 participants: police officers, medical personnel, social workers, social pedagogues, NGOs, and local population.
84. Women NGOs make a visible contribution to combating violence against women; therefore, their activities are supported from the State budget annually. In 2008, financial support was given to 19, mainly women, NGOs (cf. 13 women NGOs in 2007). NGOs organised 9 conferences attended by 550 participants, 95 seminars attended by 790 participants, and 39 discussions attended by 355 participants: social workers of municipalities and wards, NGOs, and police officers.
85. Efforts were also made to improve work with perpetrators. In 2008, 9 projects were co-financed (cf. 6 in 2007) to promote the establishment of crisis centres for men and self-assistance groups for perpetrators. 258 men applied to the organisations implementing such projects (cf. 152 men in 2007) for assistance, 80 of them eager to change their violent behaviour. They were provided with individual consultations by psychologists and social workers and attended group therapy sessions.
86. A practical manual for social workers Methodology of Changing Violent Behaviour was produced and released in 200 copies, to guide leading and assistant social workers in organising their work with perpetrators of violence. The Methodology was disseminated among organisations working with perpetrators and providing assistance to women victims of

violence. The Police Department released methodological guidelines (5 thousand copies) and a memo (10 thousand copies) for police officers directly dealing with domestic conflicts.

87. Legal framework was being further improved and specialist capacities further strengthened in the area of combating violence against women. The Law on Courts was supplemented<sup>20</sup> (in force since 1 September 2008) to provide for a possibility for justices to specialise in certain types of cases. Also, the Criminal Code was amended<sup>21</sup> to introduce, *inter alia*, a prohibition for the perpetrator of violence to approach the victim and an obligation imposed by a court on the perpetrator to attend offending behaviour treatment programmes. Prohibition to approach the victim and obligation to participate in offending behaviour treatment programmes are criminal sanctions that may be imposed in addition to the penalty proper.
88. In 2008, the Ministry of Culture organised two conferences for audio-visual market players to discuss problems of violence against women. In 2009, actions were planned too, but the implementation was not feasible due to budget cuts for the Ministry of Culture.
89. In 2008, a seminar of 3 academic hours on Provision of Legal Assistance to Victims of Domestic Violence was given for municipal staff responsible for organising and providing primary legal assistance and state-guaranteed legal aid, under the training plan for providers of state-guaranteed legal aid approved by the Minister of Justice. 62 persons participated in the seminar.
90. Pursuant to Order No 5-V-37 of 21 January 2008 of the Lithuanian Police Commissioner General, specific officers were nominated in local police offices to be responsible for dealing with domestic violence. Training is regularly organized for police officers on the topic of prevention of domestic violence. In 2008, 53 police officers attended three training workshops on the topic of domestic violence against women, organised by the Lithuanian Police Training Centre.
91. To analyse and evaluate the spread of violence against women (by different cross-sections such as form of violence, victim, perpetrator, etc.) and the situation of victims of domestic violence, a survey Analysis of Violence against Women and Overview of the Situation of Victims of Violence<sup>22</sup> was carried out. The survey aimed at identifying the scale of violence against women, the number of women affected by violence in Lithuania and beyond, the most common forms of domestic and other types of violence, and factors having an impact on domestic violence against women. The survey also inquired into the situation of victims of violence, their knowledge of available forms of assistance, frequency of applying for assistance, perceptions of violence and “transferability-adoptability” of violence. The survey was conducted by interviewing 1,000 women in the 18–74 age-group by telephone. The results of the study revealed that 15% of married women in Lithuania have been constantly subjected

<sup>20</sup> *Valstybės žinios* (Official Gazette) No 81-3186, 2008.

<sup>21</sup> *Valstybės žinios* (Official Gazette) No 73-2796, 2008.

<sup>22</sup> <http://www.socmin.lt/index.php?1606775163>

to domestic violence in recent years and as much as 56% of divorced women had suffered domestic violence in the past.

92. The survey reported, *inter alia*, that the most common form of violence was psychological violence. It affected the majority of victimised women. Moreover, women usually suffered from more than one form of violence: nearly half of all women victims of violence were attacked physically.
93. The survey also reported that violence against women was spread to a similar extent among all social-demographic groups of the society irrespective of the level of income, education, place of residence, etc. About half of the respondents indicated they were usually attacked by the perpetrator under the influence of alcohol. Most of the women knew about the fact of existence of organisations providing assistance, and about one-fifth of them even knew their names and contact information. But as much as one-third of them indicated they had never addressed any institution or their family or friends for help.
94. Moreover, the survey not only revealed the spread and forms of violence and other characteristics, but also unclosed deep-seeded persistent problems caused by violence: 'transferability' of violence from generation to generation, poor understanding of violence and the resultant tolerance. The fact that violence is usually hidden away from the eyes of the public worsens the possibility to offer efficient assistance to victims and perpetrators.
95. Provision of comprehensive assistance to women victims of violence was continued. In 2009, like every year before, the Ministry of Social Security and Labour launched a tender for projects for the provision of comprehensive assistance to victims. Due to the economic downturn, the budget available for supporting different projects was cut by 30%; nevertheless, 29 projects were supported, like in 2008. The projects provided comprehensive assistance to 1,548 women victims of violence in 2009.
96. NGOs are being supported further for their activities in the field of combating violence against women. In 2009, like every year before, the Ministry of Social Security and Labour supported 20 NGOs, mostly women's, engaged in reducing violence against women. NGO activities were supported with LTL 348.5 thousand. The largest part of these funds, 42%, were spent on salaries and social security contributions, 34% on the procurement of services, and 6% on the improvement of infrastructure of the organisations concerned. The remaining share of the funds was used for the maintenance of premises and means of transport, also for bills for communication services.
97. NGOs were mainly engaged in the prevention of violence against women and the provision of information and guidance. In 2009, they organised 11 conferences, in which 311 representatives of institutions engaged in the area of combating violence against women participated: social workers from wards and NGOs, representatives of police and prosecution authorities. 64 seminars were organised and attended by 687 social workers and volunteers,

who wished to work in the area of combating violence against women. 45 discussions and 106 meetings with representatives of different organisations engaged in the area of combating domestic violence against women were organised. In addition, NGOs engaged in the area of combating violence against women participated in 120 events, including international, dedicated to violence against women.

98. Further efforts were made to promote work with perpetrators. In 2009, the Ministry of Social Security and Labour supported 9 projects selected by way of tender, aimed at working with perpetrators. 97 perpetrators who wished to abandon their violent behaviour applied for assistance from the projects. They were provided with individual psychological consultations and attended therapy groups. The perpetrators who sought help and wished to change their behaviour in the family were provided with 387 hours of psychological consultations and 366 hours of self-assistance group exercises.
99. The majority, 34%, of perpetrators who participated in the projects were men between 30 and 40 years of age. 17% of project participants belonged to the 26–29 age-group. Older men perpetrators accounted for 37% of all project participants. The work with perpetrators was based on the Methodology of Changing Violent Behaviour, a practical manual for social workers, published in 2008.
100. In the beginning of 2009, a special website was launched ([www.bukstipri.lt](http://www.bukstipri.lt) (Be Strong)) under the auspices of the Ministry of the Interior. The website provides legal and other educational information as well as surveys and statistics. In this website, women, who suffer from domestic violence, can find advice on how to recognize violence and where to apply for assistance. It also gives contact information of women crisis centres and other organizations that provide assistance to women victims of domestic violence, including a hotline number for informational and psychological assistance and other useful links. The website of the Police Department under the Ministry of the Interior includes a heading Living Without Violence<sup>23</sup>; it contains the above law and other legislation related to domestic violence, as well as methods and contacts to report on instances of domestic violence, as well as contacts of centres of specialised assistants. The information on instances of domestic violence, their consequences, as well as preventive measures undertaken by the police is placed on the website as well.
101. The website's section Legal Information provides an exhaustive list of persons entitled to lodge complaints about domestic violence or notify and report criminal acts to police, prosecution or other judicial authorities. It also provides information about the legal qualification of an act (depending on the type of violence), on health impairments and their verification, criminal prosecution of the perpetrator, private prosecution, sanctions that may be imposed on the perpetrator and also gives an example of a complaint in private prosecution. In this website, women affected by domestic violence may also put questions. The website is regularly updated with latest legal information and news, and the information is also disseminated through the media.

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<sup>23</sup> <http://www.policija.lt/index.php?id=14172>

102. In November 2009, the Police Department under the Ministry of the Interior (hereinafter referred to as the PD) organized a preventive campaign No to Domestic Violence. During this campaign, police officers placed a strong focus on families in risk groups, which do not only suffer from the problem of violence, but also from problems such as alcohol abuse, neglect of parental duties and similar problems. Meetings with top officials of courts, prosecution authorities, and social partners (municipal social workers, child protection specialists, representatives of associations providing assistance to victims of domestic violence) were organized to explore efficient forms of cooperation in relation to domestic violence, ensure prompt exchange of information, analyse concrete cases of domestic violence, all with a view to ensure the provision of optimal and comprehensive assistance to victims of violence, promoting desistance, providing consulting services to people, etc., by employing existing legal social and other measures.
103. Information on the campaign No to Domestic Violence was disseminated through the local media and police websites; local communities were informed about illegal acts qualifying as domestic violence, about legal consequences of such acts, about the availability of assistance to victims of violence, and ways to protect against violence.
104. By the data of the Prison Department under the Ministry of Justice, 341 persons were convicted and served a custodial sentence in 2009 for violence against their wives or cohabitants. Of this number, 192 perpetrators were inquired by applying the Spousal Assault Risk Assessment Guide and the Brief Spousal Assault Form for the Evaluation of Risk. These methodologies were used to identify the need for individual interventions. Psychological assistance was provided to 235 perpetrators. In correctional institutions they were subjected to individual psychotherapy directed towards the correction of cognitive processes, motivation, control of aggression, and participation in psychotherapy groups for the identification and control of emotions. The perpetrators subject to supervision by correctional institutions were also involved in a correctional programme, Only You and Me, aimed at correcting violent behaviour.
105. By the data of the Institutional Register of Criminal Acts provided by the Department of Informatics and Communications under the Ministry of the Interior, 321 women suffered from criminal acts committed by a spouse, cohabitant or partner in 2009, including 131 women in rural areas, compared to 359 women, including 158 rural, in 2008, 418 women in 2007, and 633 women in 2004, when measures aimed at reducing violence against women were not being taken yet. However, the number of women, who experience violence from their biological or adoptive children, hardly changes at all. By the data of the above-mentioned Register, 96 women were victimized by their biological or adoptive children a year in 2007–2009. For comparison: in 2004, when measures aimed at reducing violence against women were not being taken yet, 118 women suffered from criminal acts committed against them by their biological or adoptive children.



106. In 2009, local police authorities and their structural units received 41,982 calls to intervene in domestic conflicts (33,927 in 2008); offices of police preventive units investigated 11,071 complaints and notifications concerning domestic violence (12,506 in 2008), including 7,423 for violence against women (8,066 in 2008). In 4,149 cases of domestic violence against women, pre-trial investigations were dropped (4,355 in 2008); 647 pre-trial investigations were started (680 in 2008); 2,560 reports were drawn up for offences under the Code of Administrative Offences (Art. 174 Petty Hooliganism, Art. 171 Failure to Use Parental Power or Use Thereof against the Best Interests of the Child, Art. 183 Causing Public Disorder, etc.).
107. In 2009, 5,967 notices on the need for assistance were generated in the information system of the Emergency Response Centre in response to applications concerning domestic violence and were forwarded to relevant assistance services. However, the Centre may not indicate exactly how many of these notices were related to violence against women.
108. In the light of the experience and results of the implementation of the Action Plan 2007–2009 of the National Strategy for Combating Violence against Women, the second Action Plan for the implementation of the National Strategy for Combating Violence against Women was produced for the period of 2010–2012 and approved by Resolution No 853 of 19 August 2009 of the Government of the Republic of Lithuania. It was further geared towards the provision of comprehensive assistance to women victims of violence, including the improvement of accessibility of legal assistance to victims of domestic violence, and towards further implementation of awareness-raising measures aimed at the prevention of violence, further support two women’s organizations engaged in the area of reduction of violence, further work with perpetrators, and further improvement of data collection and analysis.

**b)**

109. To ensure legal protection of women against violence, the Government of the Republic of Lithuania, implementing its Programme, has endorsed, by Resolution No 1091 of 10 July 2010<sup>24</sup>, the draft text of the Law on the Protection against Domestic Violence and amendments to the Code of Administrative Offences (amendments to Articles 224 and 259<sup>1</sup> and introduction of a new Article 183<sup>1</sup>) and tabled the two pieces of legislation to the Seimas of the Republic of Lithuania (the Parliament) for approval. The draft Law was presented at a session of the Seimas on 14 September 2010, and, approved by an absolute majority of votes.
110. The Law aims at protecting persons from domestic violence, which, due to the scale of damage to the public, is classified as an act with implications for the public. Particularly, the Law aims at ensuring efficient prevention to minimise cases of violence, persecute each and every case of violence, ensure a rapid response to emerging threats by applying preventive sanctions, and provide adequate comprehensive assistance to victims. The goals of the Law is to set up legal mechanisms for the protection against domestic violence, including prevention, sanctions and their application, a comprehensive set of services to victims, and define personal rights, duties and responsibilities of the perpetrator and the victim.

<sup>24</sup> *Valstybės žinios* (Official Gazette) No 89-4707, 2010.

111. The Law defines the concepts of domestic violence, physical, psychological and sexual violence, the perpetrator and the victim of violence, and envisages concrete preventive measures and actions to be funded by the State and to be implemented by the State or municipal institutions in cooperation with NGOs. The Law suggests the following sanctions on perpetrators: formal admonition, obligation to move out, prohibition to approach the victim and to seek contacts, obligation to attend a course on non-offending behaviour. It also envisages a mechanism for applying these sanctions promptly and efficiently on the occurrence of an act of violence, to ensure separation of the perpetrator and protection of the victim. Moreover, it envisages the provision of comprehensive assistance to victims, including a temporary safe shelter, where necessary, and psychological, legal, social and other assistance, including free-of-charge counselling by phone, and lays down the procedure for providing the assistance.
112. Paragraph 1 of Article 140 of the Criminal Code of the Republic of Lithuania, Causing Physical Pain or a Negligible Health Impairment, states that “a person who, by beating or other violent actions, causes to a person physical pain or a negligible bodily harm or a short-term illness shall be punished by community service or by restriction of liberty or by arrest or by imprisonment for a term of up to one year”. Paragraph 3 of the same Article states that “a person shall be held liable for an act provided for in paragraph 1 of this Article only subject to a complaint filed by the victim or a statement by the victim’s authorised representative or at the prosecutor’s request”. Article 407 of the Code of Criminal Procedure of the Republic of Lithuania states that criminal proceedings concerning criminal acts punishable under, *inter alia*, Article 140(1) shall only be commenced in response to a complaint filed by the victim or a statement by the victim’s authorised representative. These cases shall not be subject to pre-trial investigations, with the exception of conversion of private prosecution to public prosecution in accordance with Article 409 of the Code. For the time being, practical application of Article 140(1) of the Criminal Code is limited to the issuance of a warning by a police officer to the perpetrator that further violent actions will incur criminal liability and to a suggestion to the victim to initiate private prosecution in the court.
113. In the Republic of Lithuania a sexual coercion, rape and other criminal acts of sexual nature are listed in Chapter XXI of the Criminal Code (Crimes and Misdemeanours Against Freedom of a Person’s Sexual Self-Determination and Inviolability). Criminal acts of sexual nature are always punishable, whether or not between spouses. However, before the Law on Protection Against Domestic Violence entered into effect (until 15 December 2011), the different type reports on domestic violence would usually be classified in the Register as “noise at home” or “domestic conflict”. As the Law on Protection Against Domestic Violence<sup>25</sup> was adopted, the Government set out its implementation procedure<sup>26</sup>. The same resolution served as a basis for the implementation of legislation: Procedure for Response by Police Officers to Reports on

<sup>25</sup> Official Gazette, 2011, No 72-3475

<sup>26</sup> 14 September 2011 resolution No 1066 of the Government of the Republic of Lithuania on “Implementation of the Law on Protection Against Domestic Violence of the Republic of Lithuania“ (Official Gazette, 2011, No 115-5400)

Domestic Violence<sup>27</sup>; Procedure for Eviction of an Abuser<sup>28</sup>; Procedure for Control by Police Officers on Compliance with Judgements Obliging an Offender to Move Away Temporarily from Place of Residence<sup>29</sup>; Programme of Centres of Specialised Support<sup>30</sup>; Concerning Implementation of the Law on Protection Against Domestic Violence<sup>31</sup>.

114. In 2011, the Lithuanian Police School ran 6 skill improvement seminars on Violence Against Women, involving 69 police officers throughout Chief Police Commissariats in every county of Lithuania. In 2012, there were 14 skill improvement seminars on Protection Against Domestic Violence, involving 201 police officers. In 2013, training on Protection Against Domestic Violence” by the Lithuanian Police School involved 228 officers. In 2013, the Ministry of the Interior jointly with the Crisis Centre, Vilnius Women's House ran 2-day training to officers of Vilnius city police and Emergency Response Centre on mechanisms for assistance to victims of domestic violence.
115. As the above Law on Protection against Domestic Violence entered into force, there are continuous training run to judges, judicial assistants and prosecutors. On 12-13 April 2011, a seminar on Domestic Violence was conducted for 15 judges, 5 prosecutors and 10 police officers. On 14-15 April 2011, second seminar on Domestic Violence was conducted for 15 judges, 2 judicial assistants, 5 prosecutors and 10 police officers. The seminars lasted 15 academic hours. Topics included: best practise of legal reform (international principles and standards of legal reforms of domestic violence, objectives of governmental initiatives and response by the system of law and order, preventive protection orders and their objectives); consequences to perpetrators of violence; facts and false interpretation of domestic violence; theory of violence, power and control; police response to domestic violence; application of *Duluth* model on coordinated community response; assessment of risk and latency of domestic violence; identification of aggressor; cases of elevated risk; repeated violence and infringements of protection measures; mediation in case of domestic violence.
116. 2 seminars for officers of law and order were run, Criminal Procedure (Addressed to District Court Judges with Experience in Judicial Position over 5 Years) dedicated to topic of Practical Application of the Law on Protection against Domestic Violence of the Republic of Lithuania (2 academic hours). On 7-9 May 2012, seminar was conducted involving 28 judges, 3 judicial assistants, and 14 prosecutors. On 5-7 November 2012, seminar was conducted involving 31 judges, 3 judicial assistants, 14 prosecutors, and 1 other professional. In 2013, 3-academic hour seminars were conducted on Practical Issues of Application of the Law on Protection Against Domestic Violence of the Republic of Lithuania”. On 18-20 February 2013, seminar was

<sup>27</sup> Approved by 31 January 2012 order No 5-V-84 of the Lithuanian Police Commissioner General (Official Gazette, 2012, No 16-740)

<sup>28</sup> Approved by 14 December 2011 order No 5-V-1115 of the Lithuanian Police Commissioner General (Official Gazette, 2011, No 154-7330)

<sup>29</sup> Approved by 30 November 2011 order No 5-V-1061 of the Lithuanian Police Commissioner General (Official Gazette, 2011, No 150-7091)

<sup>30</sup> Approved by 19 December 2011 order No A1-534/V-1072/1V-931 of the Minister of Social Security and Labour, Minister of Health and Minister of the Interior (Official Gazette, 2011, No 159-7530)

<sup>31</sup> 7 March 2013 order No 5-V-196 of the Police Commissioner General

conducted involving 37 judges, 4 judicial assistants, and 8 prosecutors. Next seminar of this type for judges and prosecutors was conducted on 25-27 November 2013.

117. The Ministry of Justice, seeking to improve accessibility of legal aid to victims of violence further and improve competence of respective officers, when implementing measures under the National Strategy on Reduction of Violence Against Women<sup>32</sup>, ran training for persons providing (organising) State-guaranteed legal aids, including issues of violence against women and reconciliatory mediation. The training involved 35 representatives of municipality administrations, 19 staff members of State-guaranteed legal aid services and 3 advocates of secondary legal aid offices.
118. As of September 2012, there are 17 specialised assistance centres throughout Lithuania mostly run by NGOs and financed by the State budget. They seek to help women victims of domestic violence. Staff members of the centres, when receiving information from police on instances of violence and contacts made by a victim of domestic violence, contact victims immediately, by telephone, e-mail or directly, and offer assistance to tackle critical state, find out what the current situation is, and provide emotional support; they also provide information of further assistance and individual plan on assistance measures, and agree with a victim of violence on a method of specialised complex assistance, most acceptable to the victim.

c)

119. A strong emphasis is placed by Lithuania to the assistance to victims of human trafficking, in particular, to women and children abroad. Aside from consular assistance that is provided to the victims of any crime, victims of human trafficking are entitled to receive additional assistance, including financial, for their repatriation to Lithuania. Therefore, consular officers are trained to effectively identify and assist victims of human trafficking abroad on yearly basis. Also, in order to facilitate the integration of victims into the society and the prosecution of the perpetrators, embassies and consulates of the Republic of Lithuania cooperate extensively with NGOs, law enforcement authorities and other governmental institutions.
120. The Ministry of Foreign Affairs of the Republic of Lithuania intends to adopt new rules on the assistance to the victims of human trafficking abroad in 2014. The rules should foresee the obligation to identify possible victims of trafficking at the embassies and consulates of the Republic of Lithuania and to set the provisions for inter-institutional cooperation.
121. In course of implementation of the Programme for Human Trafficking Prevention and Control 2009-2012<sup>33</sup>, measures scheduled were carried out to combat human trafficking. The same measures sought to improve legal regulation of prevention and control of human trafficking, enhance interdepartmental cooperation in the field of prevention and control of human trafficking in municipal level, improve prevention of human trafficking and coercive

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<sup>32</sup> Approved by 22 December 2006 resolution No 1330 of the Government of the Republic of Lithuania (Official Gazette 2006, No 144-5474)

<sup>33</sup> Approved by 9 September 2009 resolution No 1104 of the Government of the Republic of Lithuania (Official Gazette, 2009, No 112-4761)

prostitution through a wide range of information campaigns addressing human trafficking and through running training to teachers and administration of schools on hazards caused by human trafficking and prostitution. The projects dedicated to social assistance to victims of human trafficking and coercive prostitution and to return the same people to society and labour market were supported by the means of State budget. They also offer assistance to victims of human trafficking returning from abroad to Lithuania. The implementation reports of the programme measures are publicly available on the website of the Ministry of the Interior<sup>34</sup>.

122. The Ministry of Social Security and Labour, when implementing the above programme, has provided financial assistance to projects selected through tender seeking to provide social assistance to victims of human trafficking and coercive prostitution and to return the same to the society and labour market. In the period 2009-2012, 15 NGOs projects were funded with total value of LTL 387,000. Complex assistance was granted to 398 individuals (including 340 women and 58 men), including 232 victims of human trafficking (the remainder being of different risk group). Temporary shelter was offered to 45 individuals.
123. The Consular department runs training for consular officials yearly, designed to train identification of victims of human trafficking and offer them qualified assistance. The intranet of the Ministry provides information to the consular officers on victim identification and assistance. Information to victims of human trafficking is placed on website of the Ministry at <http://keliuok.urm.lt>. In order to offer assistance to the victims of human trafficking and to contribute to their integration upon return to Lithuania, the staff members of the consular department regularly exchange information with competent Lithuanian and foreign authorities and the NGOs.
124. According to the Ministry of the Interior, complex assistance is made available to every victim of human trafficking, yet it is not always accepted. Through anonymity, personal data are not disseminated and accounted. State legal assistance to all victims, unless they bring in their own advocate.
125. According to the Ministry of the Interior, so far, there were no temporary residence permits issued under Article 26 of the Law on Legal Status of Aliens<sup>35</sup> for cooperation with criminal persecution authorities to aliens, victims of human trafficking. Notably, since 2013, the Refugees Reception Centre has specially fitted premises for accommodation and social assistance to any alien, who has been or still is victim of crimes related to human trafficking for the period of determination of cooperation with a pre-trial investigation authority or the court<sup>36</sup>.

## **E. Women and Armed Conflict**

<sup>34</sup> <http://www.vrm.lt/lit/Prekybos-zmonemis-prevencijos-ir-kontroles-programa/246/1>

<sup>35</sup> Official Gazette, 2004, No 73–2539 as amended

<sup>36</sup> The premises are installed in accordance with 18 April 2012 resolution No 430 of the Government of the Republic of Lithuania "On approval of procedure for granting of period for self-determination, where an alien, who is or has been victim to crimes related to human trafficking, is required to decide whether or not to cooperate with a pre-trial investigation authority or court" (Official Gazette, 2012, No 49–2385)

## a)

126. Legislation of the Republic of Lithuania in the field of national defence provides for gender equality in the national defence system. There are no gender-based limitations with respect to military service as both women and men have a right to serve in all military services and can occupy positions in the Armed Forces. Further, there are no admission quotas with respect to the type of military service or military training and studies. In the process of selection of military personnel for deployment to international operations no gender based criteria are applied.
127. In 2010 the Government of the Republic of Lithuania approved National Programme for Equal Opportunities for Women and Men for 2010-2014. The programme aims to ensure complex, coherent and systematic implementation of equal opportunities for women and men in all fields. In implementing this programme two analyses were performed during 2012–2013 by the Strategic Research Centre of the Military Academy: "Attitude of the personnel and soldiers to the implementation of equal career opportunities for women and men in the National Defence System" and "Analysis of social, economic and psychological situation differences of women and men in the National Defence System. The results of the research showed that women soldiers and civilians are positive about their work and service in the NDS. The most important at work is a good salary, guaranteed job, the ability to raise skills, pleasant colleagues and possibility of self-realization. The examination of the problems of the respondents revealed that for the women soldiers the most sensitive issues are family and service reconciliation and for civilian – unequal possibilities between men and women. Especially sensitive problem for the women soldiers is the child growing, parental leave arrangements and unwillingness of men to recognize that women are the same soldiers. The civilian women identified the stifling initiatives in decision-making process as the most common problem.
128. Aiming at enhancing the implementation of the UN Security Council resolution No. 1325 on Women, Peace and Security, an Action Plan was approved by the Order of the Minister of Foreign Affairs in December 2011. The Action Plan is implemented by the Ministry of Foreign Affairs (coordinator), the Ministry of National Defence, the Ministry of Social Security and Labour, the Ministry of Health and the Police Department under the Ministry of the Interior. The Action Plan foresees actions to be implemented on national, regional and international levels. On the national level the competent institutions promote the aims of the UN SC Resolution 1325, provide information to the public, organize seminars on the subject, promote the increase in representation of women at all decision-making process etc. At regional and international levels Lithuania seeks to increase its voluntary financial support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, advocate for increase in representation of women at all decision-making levels in regional and international institutions and mechanisms for the prevention, management, and resolution of conflict, will support measures that ensure the protection of and respect for human rights of women and girls as well as measures to protect women and girls from

gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict etc.

**b)**

129. Today women serve in all types of military service, join the Lithuanian Military Academy, participate in international operations, and thus contribute significantly to the implementation of aims and tasks of the military organization. Women usually serve in the medical, financial, logistical and administrative detachments.
130. Under the Statute of Military Discipline, sexual harassment is considered a gross violation of military discipline and is punished by disciplinary measures.

- Percentage of women in the Lithuanian Armed Forces in 2013:
- 9,8 % from the total number of persons admitted to the professional military service,
- 17,9 % from the total number of persons admitted to the volunteer service,
- 10,6 % from the total number of persons admitted to the basic military training.

131. 1480 women served in the Lithuanian Armed Forces (765 in the professional military service, 110 in the compulsory initial military service, 586 in the reserve service, 19 studied in the Military Academy of Lithuania) in the end of 2013. In total, women accounted for 11.5 % of the total number of soldiers and cadets. In comparison with the data of 2012, the number of women serving in the Lithuanian Armed forces increased during 2013.
132. In 2013 women represented 4.3 % of all military personnel that were deployed in NATO operations (in 2012 they represented 3.47 %). Since 2010 gender perspective was integrated into military planning processes at tactical and operational levels, as well as in all exercises conducted by the Lithuanian Armed Forces.

**c)**

133. Subject of gender equality (including UN Security Council Resolution 1325 and other related documents) is incorporated into the education programmes of all levels of military personnel (Military Academy of Lithuania, Division General Stasys Raštikis Lithuanian Armed Forces School and General Adolfas Ramanauskas Combat Training Centre).
134. The subject on gender equality and on protection of women's and girls' rights is included into the pre-mission training. Military and civil personnel are informed about the traditions and customs in the area of international operation. In particular, servicemen awareness is raised about status of children, women and local customs in the host nation. In the course of preparation, the military personnel are also instructed on the provisions of international humanitarian law related to the special protection of women during armed conflicts.
135. Lithuanian Armed Forces Joint Staff have one officer with a supplementary function of gender adviser.

136. From 2010 till 2013 one gender focal point (female) was assigned to advise military commander on gender issues and to coordinate activities of the Lithuanian-led Province Reconstruction Team (in Ghor province, Afghanistan) with international partners (USAID, UNAMA, EUPOL).
137. Women are involved in the process of operation planning and decision making. Servicewomen are assigned to positions where they need to directly communicate with the local population. This provides an opportunity to take into account concerns and problems encountered both by male and female population. Furthermore, in the area of operations Lithuanian military and civilian personnel established contacts and co-operation with various governmental and non-governmental organizations which deal with gender-related topics.
138. Lithuanian National Action Plan for the Implementation of United Nations Security Council (UNSC) Resolution 1325 (2000) on Women, Peace and Security (NAP) was adopted in December 2011. The implementation of the NAP is being coordinated by the Ministry of Foreign Affairs. Ministry of National Defense, Ministry of Interior, Ministry of Social Security and Labor, Ministry of Health, Police Department under the Ministry of Interior, non-governmental and academic institutions are also involved in this process.
139. In May 2012, the international seminar aimed at the presentation of NAP took place at the Ministry of Foreign Affairs of the Republic of Lithuania. Participants from different countries shared the experience on the implementation of their NAPs; representatives from governmental sector exchanged the ideas on future implementation of NAP and discussed on the importance of the issues, related to women, peace and security. The experience on participation in international missions and operations were also shared by the female officers from the police and armed forces. In 2012 another inter-institutional meeting was organized on the issues of gender equality, including those of UNSCR 1325. Gender equality issues were high on the Lithuanian OSCE Chairmanship (2011) agenda. The OSCE's Ministerial Council in Vilnius on 7 December 2011 adopted two important decisions, having impact on the issues, related to women, peace and security:
- Decision No.3/11 „Elements of the Conflict Cycle, Related to Enhancing the OSCE's Capabilities in Early Warning, Early Action, Dialogue Facilitation and Mediation Support, and Post-Conflict Rehabilitation“, and
  - Decision No.10/11 on Promoting Equal Opportunity for Women in the Economic Sphere.
140. OSCE's Ministerial Council in Vilnius has also adopted Decision No. 7/11, which tasked the Forum for Security Co-operation of OSCE, in accordance with its mandate to examine possible ways for the assistance in the implementation of the UNSCR 1325 and other resolutions related to the gender and security issues in the OSCE region. Lithuanian OSCE Chairmanship (2011) engaged actively with various NGOs, women's rights activists, gender experts, and other organizations, including European Institute for Gender Equality in Vilnius, European Roma Rights Center in Budapest and UNHCR in Vienna.



141. During functioning of the Lithuanian-led Province Reconstruction Team (PRT) in Ghor province, Afghanistan (2005-2013), the Females Engagement Team of the PRT organized different events for the women living in Ghor province in cooperation with the local authorities, non-governmental institutions and local residents:
- gave lectures on general and personal hygiene in the schools for girls;
  - organized handicrafts fairs-exhibitions;
  - held joint conferences on women rights and elimination of violence against women programme, together with Afghanistan Independent Human Rights Commission;
  - organized seminars on preparation for presidential and provincial council elections;
  - organized the project "Home to Home" to support the poor families (the project is intended for widow families). Initiator of the project was the Provincial Council of Women;
  - organized drawing competitions "Sports and women" in the schools for girls;
  - every month took part in the Children Protection Action Network meetings. In accordance with their decisions/agreements, provided assistance for the female prisoners with children in the provincial prison and for children in the children's correction centre.

**d)**

142. In 2005 the Law on Organisation of the National Defence System and Military Service was amended by prolonging maternity leave for military servicewomen and discarding the provision that following such leave, in case there is no appropriate position available, the person is sent into retirement. In 2006, paternity leave was extended to military servicemen. Now during the maternity or paternity leave, soldiers are transferred to the temporary reserve. When they return to active duty, they are assigned to the post belonging to the military-grade.
143. Pregnant service women are granted maternity leave - 70 calendar days before delivery and 56 calendar days after the birth. During that time these women are paid an average salary. Soldier father, from his child's birth until the child reaches the age of one month, can be granted parental leave. One parent - father or mother shall be granted child care leave until he reaches the age of 3 years. Until July 2011 during the time he or she was paid 100 percent of his or her salary until the child reaches the age of one year and 85 percent until the child reaches the age of 2 years. Beginning from 2011 July the payment was reduced to, accordingly, 70 and 40 percent if the period of maternity or paternity leave is chosen for 2 years, and 100 percent if the period of maternity or paternity leave is chosen for one year. During the third year maternity or paternity leave is not payable.
144. Soldiers with two children under 12 years or disabled child under 18 years old are entitled to one additional day off per month or reduced working hours by two hours per week, and soldiers with three and more children under 12 years old are entitled to two additional days off per month or reduced working hours by four hours per week.

## F. Women and the Economy

### a)

145. Law on Equal Opportunities for Women and Men establishes *de jure* preconditions for equal treatment of women and men in employment, education and science, accessibility to goods and services, etc. The purpose of this Law is to ensure the implementation of equal rights for women and men guaranteed by the constitution of the Republic of Lithuania, and to prohibit any type of discrimination on grounds of sex.
146. When implementing equal rights for women and men at workplace, the employer must:
- apply uniform selection criteria when recruiting or promoting;
  - provide equal working conditions and opportunities to improve qualification, re-qualify, acquire practical work experience, and provide equal benefits;
  - provide equal pay for the same work or for the work of equivalent value, including all the additional remuneration paid by the employer to employees for the performed work;
  - take appropriate measures to prevent sexual harassment or harassment of the employees;
  - take measures to ensure that an employee, a representative of an employee or an employee who is testifying or providing explanations would be protected from hostile behavior, negative consequences and any other type of persecution as a reaction to the complaint or another legal procedure concerning discrimination.
147. When implementing equal rights for women and men, a seller or producer of goods or a service provider must:
- apply equal conditions of payment and guarantees for the same products, goods and services of equal value to all consumers regardless of their sex;
  - in providing consumers with information about products, goods and services or advertising them, ensure that it would not express humiliation, scorn or restriction of the rights or would not extend privileges on the grounds of a person's sex and would not form public attitudes that one sex is superior to another.
148. Discrimination on grounds of sex in relation to membership of, and involvement in, an organisation of employees or employers, or any other organisation (association) whose members carry on a particular profession, including the benefits provided for by such organisations (associations) shall be prohibited.
149. Additionally, it shall be prohibited to discriminate persons on grounds of sex when establishing and applying social security provisions including those that amend or supplement

the state social insurance system (hereinafter referred to as the “social security provisions”):

- when establishing possibilities for participation and using;
- when establishing the contributions and their amount;
- when establishing benefits including additional benefits for spouses and dependent persons as well as when establishing the duration of the right to benefits and its retention.

150. Discrimination shall be prohibited when establishing and applying social security provisions in cases of sickness, disability, old-age, early retirement, accidents at work and occupational diseases or unemployment and social security provisions that provide for any type of social benefits including survivor’s and orphan’s pensions, benefits and material allowances.

151. Prohibition of discrimination on grounds of sex shall apply for employed persons including self-employed persons, persons who have terminated their employment due to sickness, maternity, accident or forced unemployment as well as jobseekers, pensioners, disabled employees and persons who are entitled to demand benefits on their behalf.

152. The actions of an employer shall be treated as violating equal rights for women and men if, because of a person’s sex, he:

- applies to a person less (more) favorable terms of recruitment, transfer to another post or payment for the same work or for the work of equivalent value;
- in organising work, creates worse (better) working conditions for an employee;
- imposes a disciplinary penalty on an employee, changes the working conditions, transfers him to another job or terminates the employment contract;
- persecutes an employee, a representative of an employee or an employee who is testifying or providing explanations about the complaint or another legal procedure concerning discrimination on grounds of sex.

**b)**

153. One of the main priorities in the National Programme on Equal opportunities for Women and Men during the period of 2010-2014 is to ensure equal rights in regards of employment. The National Programmes’ tasks as follows:

- to improve women's and men returning to the labor market after parental leave, as well as older women reintegration into the labor market and the survival of the labor market;
- to increase women, especially rural women, opportunities to start business and promote economic activity;
- to facilitate the rural population, women and men with the opportunity to improve their professional skills ;

- to improve conditions for women and men to reconcile work and family responsibilities: to promote the development of family-friendly workplaces, women's and men's dialogue;
- to seek to reduce the gender pay gap, to promote the equal treatment of women and men in the labor market, equal recognition and evaluation, reduce occupational segregation by sex;
- to integrate questions on equal opportunities of women and men in the labor market in the social partnership and social dialogue.

## c)

154. Family and career are the key values of the society in Lithuania. Men and women participate in the labour market which is characterized by long working hours, high tension and high quality requirements as well as high use of new technologies. Both men and women who have family commitments, who have children to raise, and who take care of their elderly or disabled family members often encounter problems in balancing their work and family duties, but most often this problem affects women.
155. The Law on Equal Opportunities for Women and Men requires that equal wages be paid to women and men for the same work or for the work of equivalent value. Other legal acts governing wages and salaries (Labour Code, Law on Public Service, etc.) also require that equal wages be paid to women and men for the same work or for the work of equivalent value. However, the wage gap still exists, but it is shrinking gradually. By the data of the Statistic Lithuania, in the 3<sup>rd</sup> quarter of 2010 women's average monthly gross wages overall in the national economy (excluding sole proprietorships) was LTL 1,924, which was 1.2% higher than in the 2<sup>nd</sup> quarter of 2010. In the public sector, women's average monthly gross wages did not change compared to the 2<sup>nd</sup> quarter of 2010 and was LTL 2,026; in the private sector, it was LTL 1,819, which was 2.1% higher than in the 2<sup>nd</sup> quarter of 2010. Women's average monthly gross wages overall in the economy was 14.7% lower than that of men. Over the year (the 3<sup>rd</sup> quarter of 2010 compared to the 3<sup>rd</sup> quarter of 2009), women's average monthly gross wages dropped by 2.8% overall in the economy, 4.6% in the public sector, and 0.6% in the private sector. To reduce the wage gap between women and men, coefficients of salaries of less-paid workers in the public sector were increased with effect from 1 January 2009, as provided for in Resolution No 1368 of 30 December 2008 of the Government of the Republic of Lithuania On the Amendment of Resolution No 511 of 8 July 1993 of the Government of the Republic of Lithuania Concerning the Procedure for Remunerating Workers of Budgetary Institutions and Organizations<sup>37</sup>, as follows: by 17% on the average for culture and art workers, by 10% for pedagogues (lower and upper limits of wage coefficients), and by 12% on the average for social workers. Moreover, the Government of the Republic of Lithuania has approved the following long-term programmes for increasing salaries for pedagogical staff, culture and art workers, social workers, and workers of science and study institutions:

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<sup>37</sup> *Valstybės žinios* (Official Gazette) No 150-6101, 2008.

- Long-Term Programme for Increasing Salaries for Pedagogical Staff, approved by Resolution No 193 of 5 March 2008 of the Government of the Republic of Lithuania<sup>38</sup>;
  - Programme for Increasing Salaries for Culture and Art Workers for 2009–2013, approved by Resolution No 401 of 17 April 2008 of the Government of the Republic of Lithuania<sup>39</sup>;
  - Long-Term Programme for Increasing Salaries and Improving Social Guarantees for Social Workers for 2008–2012, approved by Resolution No 419 of 29 April 2008 of the Government of the Republic of Lithuania<sup>40</sup>;
  - Programme for Increasing Salaries for Workers of Science and Study Institutions for 2009–2012, approved by Resolution No 509 of 28 May 2008 of the Government of the Republic of Lithuania<sup>41</sup>;
156. Elimination of the causes of the wage gap is also targeted by the National Programmes of Equal Opportunities of Women and Men 2005–2009 and 2010–2014. Specific measures are being carried out to eliminate discriminatory approaches towards women's and men's roles in the economic activity, to provide stereotype-free vocational guidance and information to job-seeking women and men, to promote balanced representation of women and men in decision-making, and to improve conditions to balance family and work duties thus reducing vertical and horizontal segregation in the labour market as one of the main structural causes leading to the wage gap between women and men.
157. Means of the EU structural funds are used to tackle problems of balancing family and work duties. Pursuant to the Lithuanian Strategy for the Use of the European Union Structural Assistance for 2007–2013 approved by the European Commission on 26 April 2007 and the Operational Programme for the Development of Human Resources approved by the European Commission on 24 September 2007, 23 contracts were signed in the end of 2009 for the total value of LTL 54.4 million for projects under Measure VP1-1.1-SADM-04-K Reconciling Family and Work Commitments co-financed by the European Social Fund. Since the commencement date of the projects, 1 project was terminated before any project activities took place and several other projects were trimmed in the volume. For this reason, the financing requirement for projects under this Measure decreased to LTL 48.8 million. As part of these projects, 70% of the funds are to be spent on care and social services for children, disabled and elderly persons, and the remaining 30% to promote family-friendly workplaces. This will create favourable conditions for economically active people of working age (employed or job-seeking) to balance their family and work duties and will promote the establishment of family-friendly workplaces.
158. Projects on Reconciling Family and Work Commitments directly contribute to facilitating integration of women in the labour market and promoting equal opportunities for women and men. It aims at creating favourable conditions for economically active people of working age

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<sup>38</sup> *Valstybės žinios* (Official Gazette) No 29-1032, 2008.

<sup>39</sup> *Valstybės žinios* (Official Gazette) No 51-1899, 2008.

<sup>40</sup> *Valstybės žinios* (Official Gazette) No 53-1968, 2008.

<sup>41</sup> *Valstybės žinios* (Official Gazette) No 63-2394, 2008.

(employed or job-seeking) to balance family and work commitments and at promoting the establishment of family-friendly workplaces. They provide services to persons, who, due to family commitments, are not employed or have difficulties to balance family and work duties, also childcare and social care for disabled or old persons. It also supports motivation of persons unemployed due to family commitments, consultations and training to improve general skills, mediation and other employment assistance. Project activities cover the establishment of a family-friendly workplace, the provision of education, training and guidance to employers, representative of employees and representatives of municipalities on ways to balance family and work commitments, the implementation of measures to promote sharing of family duties, surveys and research. 22 projects are being implemented under this intervention, with the total value of LTL 48.8 million.

159. A number of initiatives were taken by Lithuania to support women's participation in the labour market and facilitate the reconciliation of work and family life, including the new labour legislation providing for more flexible opportunities of childcare leave, the extensive opportunity for men to take one month length paternity leave, opportunities for flexible working arrangement and the encouragement of family-friendly policies in enterprises.
160. To improve protection of women, who return to the labour market after maternity leave, the Law Supplementing Article 179 of the Labour Code of the Republic of Lithuania<sup>42</sup> was adopted by the Parliament and came into force on 23 July 2009. The Law obliges the employer not only to accept a woman worker to the same or equivalent job position after the maternity leave as provided for in the previous version of the Labour Code, but also to guarantee no less favourable conditions than before, including the wage, and the right to benefit from all improvements in the conditions, including the wage, which she would have had if she had worked that period.
161. The Labour Code prohibits terminating the employment contract with a pregnant woman or with an employee raising a child (children) under the age of three years. Furthermore, the Statute of the Internal Service prohibits to dismiss from the internal service a pregnant woman, as well as a mother or a father who alone raises a child under the age of 3 years, in the absence of the fault of the said officers (with the exception of the cases when an institution of internal affairs is wound up).
162. During the period 2009-2011, the office of Equal Opportunities Ombudsman implemented an international project The Compatibility of Work and Family: Training for the Whole Family. Aim of the project: prepare experts' advice on the measures that employers should take to ensure the best practice for employees to combine career and family. The project is sponsored by the European Commission long-term training programme "Lifelong learning: Leonardo da Vinci, Grundtvig and Dissemination" and partly funded by the Republic of Lithuania.

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<sup>42</sup> *Valstybės žinios* (Official Gazette) No 87-3664, 2009.

163. In 2008–2010, equal opportunities for women and men in the field of employment and in the labour market in the broadest sense remained a priority of the National Programmes of Equal Opportunities of Women and Men 2005–2009 and 2010–2014 and covered such targets as higher employment rate among women and reduction of women unemployment, especially among rural women, promotion of women entrepreneurship, reduction of the wage gap between women and men, improvement of the possibility to balance work and family duties, integration of women-men equality issues in social partnership and social dialogue, reduction of segregation in the labour market.
164. In 2008–2010, the main focus was placed on practical enforcement of the rights that have been already laid down in legal acts. To reduce gender gaps in employment and labour, gender equality aspects have been integrated into the EU structural support programming documents, thus creating the opportunity to use EU funds not only to support targeted projects aimed at ensuring equal opportunities of women and men but also to integrate specific actions targeting gender equality in all supported projects.
165. Segregation in the labour market is gradually diminishing. By the data of the Statistics Lithuania about employed population by types of economic activity, more and more women are employed in traditionally men-dominated fields such as for instance construction.

c)

166. Several projects, mainly implemented by women NGOs, were identified as examples of best practices. One of them was a continual project Let's Make Business which was carried out by the Women's Issues Information Centre together with partners and was recognised as one of the best practices in the European Union. The project promoted integration of women in the labour market or the start of their own business as an alternative to addressing employment and social activity issues. The target group included 220 women from 11 regions of Lithuania characterized by a lack of activity on the part of community organisations, lack of motivating social measures to promote women entrepreneurship and volunteer activities in the community, and a lack of measures to promote integration in the labour market. Project beneficiaries acquired the lacking skills and qualifications and were provided with information on how these could be used and were also given the possibility to test the new skills in practice with the help of mediators, consultants, lecturers and experts. The integration model insures access for all participants to full expert assistance within 20 months on the average, as they seek to reach a certain specific goal: to get a job or to start and develop own business, also to enter into contacts with other participants in round-table discussions. This module-based project consisted of 3 components: the general; two special components – Be Entrepreneurial and Be Visible to the Employer; and the third one – consultations by specialists. Efficiency and quality was ensured by highest-skilled lecturers, individual and group consultations with lecturers, flexible schedule of trainings, appropriate periodicity of sessions and consultations. Continuity of integration of socially excluded persons in the labour market and promotion of entrepreneurship is ensured by organising training seminars

and a closing conference. With a view to facilitating integration of socially excluded women in the labour market and promoting their entrepreneurship, a continual information campaign targeted at the target group, employers, social partners and specialists in the field employment and business was conducted. During the campaign, the Women's Issues Information Centre organised a contest for the most socially responsible workplace in Lithuanian regions. The information campaign covered the dissemination of publications, promotions, publication of information on the regional press and on the Internet.

167. Another success story is the project "RETURN – Creation and Implementation of Models for Social and Professional Reintegration of Women back to the Labour Market after Long Absence" carried out by Women's Employment and Information Centre of Tauragė. The aim of the project is to address women's employment issues, promote equality within the community, deepen knowledge and enhance competences, improve social situation of women in the Tauragė country, and to bring about positive changes in the field of employment. The project's outcomes included preparation of training programmes and organisation of trainings under these programmes for improving social and general professional competences and skills to foster women's motivation to resume studies and return to professional activities. The reduction of unemployment among women makes a difference in other areas, too: equal opportunities are improved and public perceptions of women's roles are gradually changed.
168. Socially vulnerable women are beneficiaries of the project "Professional Rehabilitation Centre – Café for Socially Vulnerable Women" implemented by the Blessed Jurgis Matulaitis Family Support Centre. The project aims at developing and implementing a multi-tier programme for the reduction of social exclusion of socially vulnerable women and their integration in the labour market, which is expected to increase employability and competitiveness of project participants in the labour market. The programme is developing a package of services to local organisations operating in urban and/or rural communities. An all-inclusive programme to combat exclusion was developed; it addresses the development and application of methodologies to foster motivation to return to the labour market, provision of general competences (Lithuanian and English languages, computer literacy, basics of the labour law), vocational training in the local community's training centre-cafe, involvement of members of local communities in the activities of the support network, promotion of interinstitutional cooperation among social partners active in the community and encouragement of employers to contribute actively to the solution of the problem of exclusion.
169. Local Development Strategy for the 2007-2013 funding period, mainly focus on infrastructure development and management, however the most local projects have been implemented in order to improve situation regarding social inclusion, in particular - marginalized groups like rural women and young people. It also aims to improve living conditions in rural areas by developing social-infrastructure (day care centers for school-age children, disaster stricken families (including domestic violence cases), etc.)



170. Women from rural areas benefited from Local Development Strategies Implementation during 2007-2013. Total 151 job places were created of which 45 were dedicated to women from rural. Support for local development strategies is only available for local action groups, which ensure gender balance in local action groups governing bodies. In total 51 local action groups were established, whose operating territory covers 99% of rural areas in Lithuania.
171. In order to promote all individuals, including women's entrepreneurship and self-employment ideas, the Ministry of Economy organizes events aimed at promotion of entrepreneurship in the regions. In addition, to encourage entrepreneurship among women and to encourage women to realize their business ideas organization Invest Lithuania together with the Ministry of Economy launched free seminar series specifically oriented to women. Consequently, during the period of 2012, in Invest Lithuania and Ministry of Economy organized events women entrepreneurs shared their "success stories".

**d)**

172. Legal preconditions are established for equalizing of income for elderly. The Law on State Social Insurance Pensions of the Republic of Lithuania lays down equal formula for determining pensions for women and men. However, the size of pension varies from person to person depending on individual personal characteristics, such as the length of record and insured income. Persons, who have the required minimum length of record (30 years both for women and men), are entitled to equal basic part of pension, which accounts for 110% of the basic pension. However, the supplementary part of pension depends on the individual length of record and the insured income earned by the person concerned.
173. To ensure higher income for persons receiving lower pensions, a decision was made to introduce legal regulation to ensure that, when the basic part of pension is raised, low-pension recipients benefit relatively more, and when the supplementary part of pension is raised (by raising the rate of insured income of the current year), pensions of persons, who used to receive low income, increase less. Thus, any increase of the basic part of pension, which depends on the length of record only, is aimed at ensuring higher income for low-pension recipients. Because women's average state social insurance pension is statistically lower than that of men and because women's supplementary part of pension is lower due to shorter length of record and lower insured income, the increase of the basic part of pension benefited women more than men.

**G. Women in Power and Decision-making**

174. Since 2003, the National Programmes on Equal Opportunities for Women and Men address balanced participation in decision making as one of the priority topics. The tasks of the Programmes in this area are to seek balanced participation of women and men in economic and political decision making, to promote activeness of women and men to participate in decision-making in local communities through local initiatives, community projects,

partnership and cooperation with representatives of municipalities and businesses. A number of measures were implemented. For instance, activities of women politicians clubs Milda were carried out throughout Lithuanian regions. Seminars for members of Milda club, uniting women politicians of various political parties, were arranged. In 2012, a seminar was run on How to Organise Successful Election Campaign involving 13 women politicians representing different parties from Lithuanian regions. Social event of Milda club was aimed at expanding the activity of contact network. The event involved 71 women from various organisations and parties. A conference on Parliament Election in Terms of Gender Equality was held in Kaunas in 2012. The conference involved 96 individuals, mostly active politicians from Milda club. Meeting of Milda network of women politicians in 2013 provided strategies concerning election to the European Parliament (EP) and municipalities. Discussions were held in different events deciding to exploit the period prior to election to the European Parliament in 2014 for women in 50-50 campaign, and to seek to ensure 50% representation of women in the list of candidates. The meetings of Milda club are funded by the State budget LTL 10,000 annually.

175. Lithuanian legislation does not provide obligatory quotas. The parties, when compiling list for elections, voluntarily select an option to use a certain model for gender balance. Draft amendments of certain laws submitted to date did not meet joint agreement in the Parliament.
176. In 2012, 33 women (23% of all members of the Parliament) were elected. In the late 2013, there was 1 female minister out of 14 (7%). In 2011, 342 women (22%) were elected to municipal councils. In 2013, there are 6 women mayors out of 60 (10%). In the late 2013, women accounted for 76% of civil servants (statutory officers excluded). More detailed information on women and men in the public and political life appears in Annex 3.
177. Gender balance in economic decision-taking was one of the priorities during the Lithuanian Presidency of the EU Council in 2013. Throughout the Presidency, Lithuania continued negotiations on the Draft Directive of the European Parliament and the Council concerning on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures. The Draft Directive suggests measures to ensure gender balance (no less than 40% of same sex individuals or total representation of both executive and non-executive directors at least 33%) on the boards of the companies listed on stock exchanges to be achieved by 2020. The Draft Directive suggests clear and straightforward mechanisms of appointment of board members, accountability and enforcement measures.

## H. Institutional Mechanism for the Advancement of Women

### a)

178. Institutionally, equality between women and men is a horizontal priority in all areas. Gender equality institutional mechanism involves several interrelated levels: parliamentary, governmental, academic, and public.

#### **Parliamentary level**

*Human Rights Committee of the Seimas (Parliament) of the Republic of Lithuania*

Initiates and considers among others draft legislation on gender equality, ensures parliamentary supervision of the activities of Equal Opportunities Ombudsman.

#### **Independent equality body**

*Equal Opportunities Ombudsman's office*

Investigates complaints regarding direct and indirect discrimination, harassment on the grounds of sex and sexual harassment, provides independent and impartial consultations in pursuing the complaints, conducts independent surveys concerning discrimination, publishes independent reports, makes recommendations and submits suggestions regarding priorities and implementation of equality policies. Equal Opportunities Ombudsman is accountable to the Parliament.

#### **Governmental level**

*Ministry of Social Security and Labour*

Coordinates gender equality issues and gender mainstreaming in all areas, ensures equal opportunities for women and men in the areas of employment and social protection. Internal structure of the Ministry –Equality between Women and Men Division is in charge of implementation of these tasks, as well as EU and international cooperation on gender equality matters. The division also serves as a secretariat for the inter-institutional Commission on Equal Opportunities for women and men.

*Inter-institutional Commission on Equal Opportunities for Women and Men*

Co-ordinates implementation of gender equality programmes, promotes integration of gender perspective in other programmes and projects, submits proposals, recommendations regarding gender equality policies, and discusses gender equality issues. The Commission is composed of the representatives of all the Ministries and the representatives of women and men organizations, selected and nominated by the NGOs themselves. Equal Opportunities Ombudsman, social partners, gender studies centres and all other interested stakeholders are invited to participate in the meetings of the Commission as observers.

*Statistics Lithuania under the Government of the Republic of Lithuania*

Compiles analyses and publishes data on gender statistics. The publication “Women and men in Lithuania” is published yearly starting from 1997.

179. There are 3 staff members in the Division of Equality between Men and Women at the Ministry of Social Security and Labour. Internal structures of the ministries have no dedicated budget. For that reason, there is no exact information on financial resources available.

180. Members of the Commission on Equal Opportunities for Women and Men serve as gender equality focal points in each ministry. Regular training for them is provided annually. For instance, in October 2013, Women's Issues Information Centre, in cooperation with the Office of Equal Opportunities Ombudsman and Šiauliai University Gender Study Centre ran 3-day training for the members of the Commission on Equal Opportunities for Women and Men. Training was supported by the Ministry of Social Security and Labour. Topics of the training included Equal Treatment of Men and Women in Every Type of Activity, Representation of Men and Women in the Lithuanian Media, etc. Members of the Commission took part in a Lithuanian Presidency conference in Vilnius on Gender Equality *de facto* as a Contribution to „Reaching Europe 2020“ targets: the Effectiveness of Institutional Mechanisms. On 21-22 November 2013, members of the Commission participated in a high-level conference on Structural Change Promoting Gender Equality in Research held in Vilnius.
181. Part of the EU gender equality mechanism is placed in Vilnius. It is European Institute for Gender Equality (EIGE), the first the EU Agency on gender equality issues. EIGE's main objectives are: to contribute to the promotion of gender equality and gender mainstreaming in all European Community policies and the resulting national policies; to reduce discrimination based on sex and to raise EU citizens 'awareness of gender equality issues; to provide technical assistance to the European Community institutions, in particular the European Commission and the EU Member States.

**b)**

182. Effective institutional mechanisms on women advancement in gender equality is a crucial precondition of acceleration *de facto* gender equality. During by the Lithuanian Presidency the EU Council Conclusions on the effectiveness of institutional mechanisms for the advancement of women and gender equality<sup>43</sup> were adopted, proposing the Member States to take concrete measures to improve effectiveness of institutional mechanisms, in order to accelerate *de facto* equality between women and men, such as cooperation, coordination, synergy of effort at all levels, sufficient human and financial resources, gender mainstreaming, gender impact assessment, monitoring and accountability, etc.
183. In addition to three indicators established on the EU level on institutional mechanisms, the Council Conclusions also include a new indicator on gender statistics for critical area Institutional Mechanisms of the Beijing Platform for Action. Other three indicators are:
- 1. Status of governmental responsibility in promoting gender equality*  
This concerns the existence and the responsibilities and capacity of the governmental gender equality body. Responsibility and accountability of the government and the body mandated with governmental power and capacities are prerequisites for the effective promotion of gender equality;
- 2a. Personnel resources of the governmental gender equality body*  
Adequate personnel resources are a critical prerequisite for the creation of effective government gender equality policies;

<sup>43</sup> [http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/lisa/139978.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lisa/139978.pdf)

*2b. Personnel resources of the designated body or bodies for the promotion of equal treatment of women and men*

Adequate personnel resources are a critical prerequisite for the effective promotion and protection of equal treatment of women and men in accordance with the Directive 2002/73/EC.

*3. Gender mainstreaming*

184. The Council Conclusions were accompanied by the EIGE's comparative report *Review of Implementation of Beijing Action Programme in the EU Member States. Institutional Mechanisms of Progress in Gender Equality*. The report provides comparative information on the institutional mechanisms of all Member States, based on the EU-level indicators in line with the objectives of relevant critical area of the Beijing Platform for Action: highest-level governmental responsibility for gender quality, human resources of governmental gender equality divisions, human resources of independent equality bodies, gender mainstreaming, and statistics segregated by sex.
185. In order to ensure gender equality on local level seminars supported by the Ministry of Social Security and Labour are run in the municipalities on how to integrate gender aspect in the programmes in progress and what specific measures dedicated to promote gender equality are to be applied on local level, as well as advantages and added value of gender equality to the communities. For instance, Social Innovation Fund arranged seminars on Steps of Municipalities towards Equality between Women and Men. 150 representatives of municipalities and NGOs attended these seminars.
186. Lithuania consistently mainstreams gender issues in international cooperation. Taking the Presidency Chairmanship of the Community of Democracies (2009-2011), Lithuania arranged a high level international conference *Women Enhancing Democracy: Best Practices* (June, 2011) with the participation of more than 130 world leaders and discussed best practices on gender issues presented gender experts from 44 countries. During its Chairmanship of the Community of Democracies, Lithuania initiated a separate permanent Working Group on Gender Equality co-chaired by Lithuania and the USA. A separate website on women's issues [www.womenindemocracy.org](http://www.womenindemocracy.org) was created in cooperation with the Gender Studies Centre at Vilnius University. Taking Chairmanship of the OSCE, Lithuania arranged conference on promotion of women's entrepreneurship and round table discussion *Making Women's Voices Heard*. During Lithuanian coordination of Nordic Baltic cooperation in 2012, the conference on Gender and Media was organized in cooperation with the Nordic Council of Ministers, with the participation of more than 100 participants from Nordic-Baltic countries.

## **I. Human Rights**

187. General principle of equality of men and women before the law is set in the Constitution of the Republic of Lithuania. According to the Constitution all people are equal before the

law, the court, and other State institutions and officers. A person may not have his rights restricted in any way or be granted any privileges, on the basis of his or her sex.

188. The Law on Equal Opportunities for Women and Men, in force for over 10 years is aimed at ensuring the implementation of equal rights for women and men guaranteed by the Constitution of the Republic of Lithuania, and to prohibit any type of discrimination on grounds of sex. The provisions of this Law shall not apply to family and private life. The principle of equality between women and men and the relevant provisions have been mainstreamed in legal acts in a variety of fields, particularly on employment and labour, social protection, education and science, culture, etc. Therefore, attention to *de facto* ensuring equal opportunities of women and men, through different programmes, measures, projects, etc. has increased.
189. The Law forbids both indirect and direct discrimination on the grounds of sex, sexual harassment and harassment on the grounds of sex and instruction to discriminate. The Law is applied in the areas of employment and the labour market, education and science, access to goods and services, social security schemes. Implementation of the Law is supervised by independent Equal Opportunities Ombudsman. Anybody, who feels discriminated on the grounds of sex, might easily apply to the Equal Opportunities Ombudsman's office or to the Court and submit the complaint. When investigating the complaints or applications of natural persons, as well as the disputes of persons concerning discrimination on grounds of sex, in courts or by the Equal Opportunities Ombudsman's office, it shall be presumed that the fact of direct or indirect discrimination occurred. A person or institution against which a complaint was filed must prove that the principle of equal rights has not been violated.
190. Codes and laws regulating judicial proceedings lay down the provision that all disputes are resolved in courts on the basis of the principle of the equality of all persons before the Law. No one may be discriminated in judicial proceedings on the grounds of gender, age, social status or any other ground. It is noteworthy that legal acts regulating judicial proceedings do not provide for any different legal status of either applicants, plaintiffs, defendants, witnesses or other participants of judicial proceedings on the basis of a person's sex.
191. The Law on Equal Treatment adopted in 2003 prohibits any discrimination on the grounds of gender, race, nationality, language, origin, social status, belief, convictions or views. The Law establishes duties of the State and local government institutions and agencies to ensure equal treatment in legislation to implement programmes and measures, designated for ensuring equal treatment regardless of age, sexual orientation, disability, racial or ethnic origin, religion or beliefs. The Law also established duties of employer to implement equal treatment at work and in public service, duty of educational institutions, science and academic institutions to implement equal treatment, and implementation of equal treatment in sphere of consumer protection.
192. The Law of Equal Treatment creates preconditions of combating multiple discrimination, where gender equality is a horizontal priority. In order to identify situation of women of

disadvantage groups, Ministry of Social Security and Labour initiated Analysis of Status Women in Rural Areas, Disabled Women, Women of National Minorities, Including Roma Women, Elderly Women (Group of 55–60 Year Old (Pre-retirement Age) and over 60 Years of Age), and Women Migrants. As recommended by the UN CEDAW Committee, status of groups of women mentioned above will be analysed with regards to employment and occupation, education, lifelong learning and culture, their abilities to gain accommodation, have access to health care services, social services, legal assistance, credits for business and take part in decision-making. The results of the study are expected until the end of 2014.

## **J. Women and Media**

193. The media has a great impact on the policies, human consciousness, attitudes, and behaviours. Not always media is gender sensitive, sometimes indifferent regarding women's issues. Stereotypical portrayal of women and men are still common. Change of the traditional stereotypes has been and remains a long-term objective under the continuous National Programmes. Objectives under the Programme 2005-2009<sup>44</sup> included an objective to eliminate stereotypes on the role of men and women in national economic activity. Numerous educational, information and training measures contributed to the change in the stereotypes, with the outcome clear from the National Programme impact assessment of 2009<sup>45</sup>. The Programme 2010-2014 introduced an objective to promote equal treatment of women and men in all areas. Change in the stereotypical treatment remains a regular topic of most training and other events when implementing the National Programme measures with the different target groups, including representatives of the media.
194. Women and the media was a Lithuanian priority during coordination of Nordic and Baltic cooperation in 2012. On 23 May 2012, a Nordic-Baltic conference was arranged for representatives of the media, discussing images of women in the media, including textual and visual expressions, as well as issues of gender balance in media organisations. The event involved members of the Nordic-Baltic working group on gender equality, gender equality and media experts, editors of magazines, representatives of European Institute for Gender Equality and other organisations. Materials from the conference were made publicly available on the Information Portal for Women [www.lygus.lt](http://www.lygus.lt) and Facebook social network page of the Women's Issues Information Centre.
195. Implementation of a Programme measure, "reparation and Implementation of a Training Course on Representation of Women and Men in the Lithuanian Media and Literature: Historic and Modern Contexts"<sup>46</sup> involved preparation of a modular training programme seeking to facilitate practical application of knowledge gained when examining an issue of manifestations of gender stereotypes in the media, issue of a gap between national and

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<sup>44</sup> Approved by 26 September 2005 resolution No 1042 of the Government of the Republic of Lithuania (Official Gazette, 2005, No 116–4202)

<sup>45</sup> [http://www.bukstipri.lt/uploads/MV\\_padeties\\_pokyciai\\_2009.pdf](http://www.bukstipri.lt/uploads/MV_padeties_pokyciai_2009.pdf)

<sup>46</sup> The training course was prepared in 2012 by the Ministry of Social Security and Labour collectively with the Women's Issues Information Centre.

regional media in Lithuania, seeking factual gender equality and offering possible ways of dealing with the same issue. The first training course under the above programme ran in October 2013.

196. Another example is the training for staff members of traditionally “masculine” companies (e.g. the Lithuanian Maritime Safety Administration, AB Lietuvos Geležinkeliai, Klaipeda State Seaport Authority, Kaunas airport etc.). The training includes promotion of equal treatment, change to the stereotypical approach on the role of women and girls. In November 2012, in Klaipėda, a seminar on Impact of the Media on Awareness of Discrimination and Personal Responsibility of a Journalist to media representatives of Western and Northern Lithuania. In December 2013, training to the representatives of regional media on Dilemma of Gender Discrimination: Role Played by the Media was arranged. The training is aimed to encourage gender mainstreaming in the media. Topics presented and discussed include: Legal aspects of equal opportunities of women and men in the EU and Lithuania; Mechanisms shaping, supporting and changing discriminatory system; Images of Femininity and masculinity in the media; (De)construction of verbal and visual gender stereotypes. Participants discussed expression of gender roles and its meanings in contemporary context as well as examined visual material in the press.

#### **K. Women and Environment**

197. The National Programmes for Equal Opportunities for Women and Men addresses issues of women and environment since 2003. Tasks in this area include promoting cooperation between NGOs through integration the issue of equality between women and men in environmental projects, and integrating the issue of equality between women and men in environmental projects of the governmental institutions including opportunity to equally profit from the results of the projects.
198. Several gender issues are identified in this area. The society lacks knowledge on gender in environment and nature protection, particularly regarding women and children's health in specific localities. Too few women participate in decision-making on environmental issues. Women organizations gave too little attention to the environmental and nature protection issues. The need to educate the society to live in harmony with nature, to develop a rational use of natural resources and the environment-friendly behaviour; to ensure awareness raising and information about the state of environment and occurring changes; to encourage women to participate in environmental decision-making are the ways of solving environment related problems.
199. The Ministry of Environment implements a number of measures. For instance, seminar on waste management and prevention (workshop on the initial sorting of household waste and gender equality) is to be held in 2014. Further investments are needed for awareness raising and educating of the society on environment protection and the role of women.



200. The Ministry of Environment implements cultural - social initiatives in cities to encourage cooperation between non-governmental organizations, public administration of the local municipalities and business sector. Currently conducted seminars promote responsible consumption of resources, eco-friendly behaviour, introduces effective waste management and principles of waste prevention. Public awareness projects incorporate a variety of socially and culturally excluded population and actively promote them to participate in discussions, familiarize with environmental problems as well as actively participate in the decision-making processes. It always takes into account gender equality. While conducting environmental education and dissemination of information, Ministry of Environment ensures its projects compliance with the gender equality principles identified by the European Union and encourages both genders equally to take advantage of public information projects' benefits: deepen their knowledge of environmental issues, participate in the decision-making processes and increase awareness regarding conserved consumptions of resources.

### **Section Three**

#### **Data and Statistics**

201. Statistics Lithuania annually collects produces and disseminates statistics segregated by sex since 1997. Gender statistics is crucial for regular assessments of changes in the situation of women and men, for analysis of gender gaps and better informed decision making. This information is available in the publication "Women and Men in Lithuania" yearly and Official Statistic Portal ([ops.stat.gov.lt](http://ops.stat.gov.lt)).
202. Data on violence against women is also available in the Register of Incidents Registered by the Police. As regards women and violence during the period from 15 to 31 December 2011, 1,712 reports on domestic violence were registered; these served as a basis for 684 pre-trial investigations, including 330 cases where pre-trial investigation was refused. Pre-trial investigations opened in 2011 based on domestic violence recognised 566 women, 62 men and 69 children as victims, while 622 men, 38 women and 2 children were recognised as suspects.
203. In the period from 1 January to 31 December 2012, the Register of Incidents Registered by the Police registered 18,268 reports on domestic violence; these served as a basis for 7,586 pre-trial investigations, including 3,604 cases where pre-trial investigation was refused. Pre-trial investigations opened in 2012 based on domestic violence recognised 6,494 women, 721 men and 637 children as victims, while 6,462 men, 286 women and 23 children were recognised as suspects.

204. In the period from 1 January to 31 October 2013, the Register of Incidents Registered by the Police registered 17,399 reports on domestic violence; these served as a basis for 8,337 pre-trial investigations, including 5,956 cases where pre-trial investigation was refused. Pre-trial investigations opened in 2013 based on domestic violence recognised 6,945 women, 947 men and 618 children as victims, while 6,854 men, 417 women and 48 children were recognised as suspects.
205. Before the Law on Protection against Domestic Violence entered into effect (until 15 December 2011), reports on domestic violence would usually be classified in the Register as “noise at home”, “domestic conflict”, etc. However, there were some reports included in the above-mentioned categories that were not related to domestic violence (e.g. conflict between neighbours, excessive noise in a flat, excessively loud music, etc.). It is, therefore, not possible to provide data on reports concerning domestic violence before the Law entered in force. Information on registered victims who suffered from family members and relatives in 2010-2011 is available in Annex 2.

## **Section Four**

### **Emerging Priorities**

206. The Programme of the Government of the Republic of Lithuania, approved by the Parliament on December 13, 2012 refers to the gender equality priorities. Elimination of gender pay gap and the promotion of non-governmental organisations are established as a call for concrete actions: “We will follow, in an undeviating manner, the principle of gender equality, protecting human rights we will reduce the differences in the work pay of women and men for the same work as well as support targeted initiatives to strengthen gender equality. We will promote the development of NGOs”. Equal opportunities for all are seen as a core value: “Equal opportunities for all Lithuanian people, the guarantee of equal rights and the fight against all forms of discrimination are the State’s duties and a pre-condition for the welfare State. Uniquely valuable, every person must feel a full member of our society, whatever his or her gender, age, disability, nationality or sexual orientation.” In line with the Programme of the Government the new National Action Plan Equality between Women and Men 2015-2020 is to be drafted by the Commission on Equal Opportunities for Women and Men and adopted before the end of 2014.

**Annexes to the  
Responses to the preliminary questions by the United Nations Committee  
on the Elimination of Discrimination against Women**

**Annex 1**

**Fig. 1. Number of institutions of social services providing social services of accommodation to persons suffering from domestic violence**

	Number of institutions*			Institution established by a municipality			Institution established by public organisation, religious community, private person		
	2010	2011	2012	2010	2011	2012	2010	2011	2012
<b>Total</b>	34	33	35	23	25	27	11	8	8
Alytus county	2	2	1	1	1	-	1	1	1
Kaunas county	8	7	7	5	4	5	3	3	2
Klaipėda county	3	3	4	2	2	3	1	1	1
Marijampolė county	1	-	1	-	-	1	1	-	-
Panevėžys county	3	5	4	1	3	2	2	2	2
Šiauliai county	4	3	3	3	3	2	1	-	1
Tauragė county	1	1	1	1	1	1	-	-	-
Telšiai county	4	3	4	4	3	4	-	-	-
Utena county	4	3	3	3	3	3	1	-	-
Vilnius county	4	6	7	3	5	6	1	1	1

\* Crisis centres institutions of temporary accommodation for mothers and children and other institutions of temporary accommodation.

*Data of the Statistics Lithuania*

**Fig. 2. Nature and duration of comprehensive assistance to women victims of violence, 2010**

Services	Number of victims of violence provided with services	Duration of services, hrs.
Information and guidance	852	1,432
Mediation and representation	349	890
Intensive crisis-management aid	175	282
Temporary housing	128	2,757
Catering	162	549
Provision of necessities	110	
Psychological assistance	500	1,323
Services of a social worker	550	1856
Legal assistance	249	479

Other assistance	123	474
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## Annex 2

**Fig. 3. Registered persons, victims from family members and relatives in 2010–2012**

	2010 m.		2011 m.		2012 m.	
	women	men	women	men	women	men
By spouse	194	29	331	35	2570	98
urban areas	101	17	199	21	1519	59
rural areas	93	12	132	14	1051	39
By cohabitant	140	29	290	31	1967	84
urban areas	78	15	175	20	1151	42
rural areas	62	14	115	11	816	42
By parents or stepparents	245	250	445	425	683	617
urban areas	132	151	241	226	369	337
rural areas	113	99	204	199	314	280
Children or adopted children	103	39	139	78	729	282
urban areas	55	18	80	43	405	122
rural areas	48	21	59	35	324	160
By brother or sister	46	43	52	50	167	123
urban areas	21	14	24	21	79	41
rural areas	25	29	28	29	88	82

*Data of the Information Technology and Communications Department under the Ministry of the Interior of the Republic of Lithuania (Data from publication of “Women and men in Lithuania in 2011” by the Statistics Lithuania)*

## Annex 3

**Fig 4. Women and men in the public and political life in Lithuania**

	Women (number)	Men (number)	Women (%)	Men (%)
Members of the Parliament of Lithuania (2012–2016)	33	108	23	77
European Parliament members elected in Lithuania 2009	3	9	25	75
Members of the Government of Lithuania (2012)	1	13	7	93
Members of municipal councils elected (2011)	342	1184	22	78
Mayors (2013)	6	60	10	90
Civil servants, statutory officers excluded (late 2013)	22,469	7,222	76	24
Legal professionals in authorities of law and order (late 2012):				
Judges*	453	315	59	41
Prosecutors	358	410	47	53
Advocates	721	1,182	38	62
Notaries	230	37	86	14
Bailiffs	62	55	53	47

\*Excluding the Constitutional Court of the Republic of Lithuania.

*Data of the Statistics Lithuania, Ministry of Foreign Affairs, the Central Electoral Commission, and the Register of Civil Servants*

**Fig. 5. Diplomatic service in 2013**

Head	Women (number)	Men (number)	Women (%)	Men (%)
Minister	0	1	0	100
Chancellor	1	0	100	0
Vice-minister	0	4	0	100
Head of a diplomatic mission	9	34	21	79
Head of consular body	5	4	56	44
Inspector General	0	1	0	100
Director of Department	8	10	44	56
Head of division	39	21	65	35
<b>Total number</b>	<b>62</b>	<b>75</b>	<b>44.7</b>	<b>55.3</b>

*Data of the Ministry of Foreign Affairs*

## Annex 6

**Fig 6. Data on investigations of human trafficking**

Year	Number of pre-trial investigations instituted	Number of human traffickers brought to criminal justice	Number of human traffickers convicted (in the court of the first instance only)	Penalties
2008	19	22 (15 men, 7 women)	14 (Lithuanians: 9 men, 5 women)	8 years, 8 years, 6 years, 5 years, 4 year 6 months, 4 years 2 months, 4 years, 3 years 2 months, 3 years, 3 years, 2 years, 1 year 8 months, 1 year 6 months, 1 year 9 months
2009	12	11 (8 men, 3 women)	13 (Lithuanians: 11 men, 2 women)	9 years, 9 years, 9 years, 7 years, 7 years, 6 years, 6 years, 5 years 6 months, 4 years 6 months, 4 years, 4 years, 2 years 6 months, 2 years
2010	17	21 (16 men, 5 women)	11 (Lithuanians: 8 men, 3 women)	11 years, 9 years, 9 years, 7 years, 7 years., 5 years 6 months, 5 years 6 months, 3 years, 2 years.
2011	21	33 (26 men, 7 women)	11 (10 Lithuanians: 8 men and 2 women, 1 Albanian male)	12 years, 8 years, 8 years, 7 years, 7 years, 5 years, 3 years 3 months, 2 years 9 months, 2 years 9 months, 2 years 3 months, 2 years
2012	11	24 (21 men, 3 women)	7 (Lithuanian males)	7 years, 6 years, 5 years, 5 years, 4 years, 4 years, 4 years

*Data of the Ministry of the Inferior*

**Annex 7****Fig. 7. Number of women and men by sex and age in Lithuania**

As of 1 January, thousand

Age group	2011			2012			2013		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>Total</b>	<b>3052,6</b>	<b>1407,2</b>	<b>1645,4</b>	<b>3003,6</b>	<b>1383,5</b>	<b>1620,1</b>	<b>2971,9</b>	<b>1368,9</b>	<b>1603,0</b>
0–4	147,6	75,6	72,0	149,0	76,5	72,5	151,0	77,5	73,5
5–9	137,7	70,6	67,1	135,1	69,2	65,9	134,5	68,8	65,7
10–14	169,1	87,0	82,1	159,9	82,3	77,6	151,0	77,8	73,2
15–19	215,6	110,3	105,3	201,9	103,3	98,6	187,7	96,2	91,5
20–24	218,8	111,8	107,0	214,7	110,1	104,6	214,9	110,4	104,5
25–29	194,2	98,5	95,7	192,4	97,8	94,6	194,7	99,5	95,2
30–34	187,7	93,5	94,2	180,3	90,2	90,1	176,0	88,3	87,7
35–39	205,6	99,8	105,8	196,1	95,3	100,8	189,2	92,3	96,9
40–44	218,9	105,3	113,6	215,8	103,8	112,0	212,3	102,3	110,0
45–49	233,3	111,6	121,7	223,7	107,1	116,6	216,9	103,6	113,3
50–54	231,1	107,3	123,8	237,3	110,5	126,8	238,5	111,2	127,3
55–59	185,0	82,8	102,2	186,4	83,5	102,9	191,4	86,1	105,3
60–64	162,6	68,5	94,1	167,7	70,7	97,0	171,6	72,4	99,2
65–69	149,5	58,5	91,0	142,7	55,8	86,9	137,0	53,6	83,4
70–74	145,2	52,7	92,5	143,5	52,1	91,4	143,2	52,1	91,1
75–79	117,6	38,4	79,2	119,2	38,9	80,3	119,0	38,8	80,2
80–84	82,7	23,8	58,9	84,2	24,6	59,6	86,0	25,1	60,9
85+	50,4	11,2	39,2	53,7	11,8	41,9	57,0	12,9	44,1

*Data of Statistics Lithuania, 2013*

**Fig. 8. Women and men by marital status and age, 2011**

As of 1 January, thousand

Age group	Total					Men					Women				
	Total	Single (never married)	Married	Widowed	Divorced	Total	Single (never married)	Married	Widowed	Divorced	Total	Single (never married)	Married	Widowed	Divorced
<b>Total</b>	<b>3052,6</b>	<b>1164,7</b>	<b>1298</b>	<b>303,3</b>	<b>286,6</b>	<b>1407,2</b>	<b>609,9</b>	<b>644,8</b>	<b>43,2</b>	<b>109,3</b>	<b>1645,4</b>	<b>554,8</b>	<b>653,2</b>	<b>260,1</b>	<b>177,3</b>
0–14	454,4	454,4	-	-	-	233,2	233,2	-	-	-	221,2	221,2	-	-	-
15–19	215,6	214,4	1,2	-	-	110,3	110,1	0,2	-	-	105,3	104,3	1,0	-	-
20–24	218,8	193,3	23,6	0,1	1,8	111,8	104,2	7,2	0,0	0,4	107,0	89,1	16,4	0,1	1,4
25–29	194,2	103,2	83,1	0,3	7,6	98,5	61,2	34,7	0,0	2,6	95,7	42,0	48,4	0,3	5,0
30–34	187,7	53,4	116,1	0,9	17,3	93,5	31,9	54,8	0,1	6,7	94,2	21,5	61,3	0,8	10,6
35–39	205,6	37,4	134,2	2,7	31,3	99,8	22,3	64,7	0,4	12,4	105,8	15,1	69,5	2,3	18,9
40–44	218,9	25,3	147,5	5,2	40,9	105,3	14,3	72,9	0,7	17,4	113,6	11,0	74,6	4,5	23,5
45–49	233,3	19,9	159,7	9,3	44,4	111,6	10,3	80,7	1,5	19,1	121,7	9,6	79,0	7,8	25,3
50–54	231,1	16,2	157,7	14,6	42,6	107,3	7,6	79,7	2,4	17,6	123,8	8,6	78,0	12,2	25,0
55–59	185,0	11,3	122,3	19,3	32,1	82,8	5,2	62,0	3,1	12,5	102,2	6,1	60,3	16,2	19,6
60–64	162,6	8,3	103,4	26,7	24,2	68,5	3,5	52,5	4,0	8,5	94,1	4,8	50,9	22,7	15,7
65–69	149,5	6,5	88,9	36,7	17,4	58,5	2,2	45,7	5,2	5,4	91,0	4,3	43,2	31,5	12,0
70–74	145,2	6,6	75,8	49,2	13,6	52,7	1,9	40,3	6,7	3,8	92,5	4,7	35,5	42,5	9,8
75–79	117,6	5,9	50,0	53,9	7,8	38,4	1,1	28,1	7,3	1,9	79,2	4,8	21,9	46,6	5,9
80–84	82,7	5,0	25,7	48,0	4,0	23,8	0,6	15,5	6,9	0,8	58,9	4,4	10,2	41,1	3,2
85+	50,4	3,6	8,8	36,4	1,6	11,2	0,3	5,8	4,9	0,2	39,2	3,3	3,0	31,5	1,4

*Data of Statistics Lithuania, 2013*

**Fig. 9. Women and men by marital status and age, 2012**

As of 1 January, thousand

Age group	Total					Men					Women				
	Total	Single (never married)	Married	Widowed	Divorced	Total	Single (never married)	Married	Widowed	Divorced	Total	Single (never married)	Married	Widowed	Divorced
<b>Iš viso</b>	<b>3003,6</b>	<b>1166,0</b>	<b>1273,3</b>	<b>287,8</b>	<b>276,5</b>	<b>1383,5</b>	<b>611,1</b>	<b>628,6</b>	<b>39,5</b>	<b>104,3</b>	<b>1620,1</b>	<b>554,9</b>	<b>644,7</b>	<b>248,3</b>	<b>172,2</b>
0–14	444,0	444,0	-	-	-	228,0	228,0	-	-	-	216,0	216,0	-	-	-
15–19	201,9	201,5	0,4	0,0	0,0	103,3	103,2	0,1	-	-	98,6	98,3	0,3	-	-
20–24	214,7	199,0	14,7	0,0	1,0	110,1	105,9	4,0	-	0,2	104,6	93,1	10,7	-	0,8
25–29	192,4	115,8	70,5	0,3	5,8	97,8	68,1	27,7	0,1	1,9	94,6	47,7	42,8	0,2	3,9
30–34	180,3	56,0	109,2	0,8	14,3	90,2	33,8	50,9	0,1	5,4	90,1	22,2	58,3	0,7	8,9
35–39	196,1	38,9	128,1	2,1	27,0	95,3	23,2	61,3	0,3	10,5	100,8	15,7	66,8	1,8	16,5
40–44	215,8	26,9	145,2	4,6	39,1	103,8	15,5	71,4	0,6	16,3	112,0	11,4	73,8	4,0	22,8
45–49	223,7	20,0	153,7	8,0	42,0	107,1	10,6	77,3	1,2	18,0	116,6	9,4	76,4	6,8	24,0
50–54	237,3	17,0	163,1	13,6	43,6	110,5	8,0	82,3	2,2	18,0	126,8	9,0	80,8	11,4	25,6
55–59	186,4	11,7	124,6	17,6	32,5	83,5	5,3	62,7	2,8	12,7	102,9	6,4	61,9	14,8	19,8
60–64	167,7	8,7	108,0	25,3	25,7	70,7	3,7	54,3	3,7	9,0	97,0	5,0	53,7	21,6	16,7
65–69	142,7	6,3	86,6	32,6	17,2	55,8	2,2	43,9	4,5	5,2	86,9	4,1	42,7	28,1	12,0
70–74	143,5	6,2	77,3	46,0	14,0	52,1	1,7	40,4	6,0	4,0	91,4	4,5	36,9	40,0	10,0
75–79	119,2	5,6	53,5	51,8	8,3	38,9	1,0	29,2	6,7	2,0	80,3	4,6	24,3	45,1	6,3
80–84	84,2	4,8	28,3	46,9	4,2	24,6	0,6	16,6	6,5	0,9	59,6	4,2	11,7	40,4	3,3
85+	53,7	3,6	10,1	38,2	1,8	11,8	0,3	6,5	4,8	0,2	41,9	3,3	3,6	33,4	1,6

*Data of Statistics Lithuania, 2013*



**Fig. 10. Women and men by marital status and age, 2013**

As of 1 January , thousand

Age group	Total					Men					Women				
	Total	Single (never married)	Married	Widowed	Divorced	Total	Single (never married)	Married	Widowed	Divorced	Total	Single (never married)	Married	Widowed	Divorced
<b>Iš viso</b>	<b>2971,9</b>	<b>1177,7</b>	<b>1253,5</b>	<b>272,3</b>	<b>268,4</b>	<b>1368,9</b>	<b>617,7</b>	<b>615,3</b>	<b>35,9</b>	<b>100,0</b>	<b>1603,0</b>	<b>560,0</b>	<b>638,2</b>	<b>236,4</b>	<b>168,4</b>
0–14	436,5	436,5	-	-	-	224,1	224,1	-	-	-	212,4	212,4	-	-	-
15–19	187,7	187,6	0,1	-	-	96,2	96,2	0,0	-	-	91,5	91,4	0,1	-	-
20–24	214,9	205,8	8,6	-	0,5	110,4	108,2	2,1	-	0,1	104,5	97,6	6,5	0,0	0,4
25–29	194,7	131,9	58,2	0,2	4,4	99,5	76,5	21,6	0,0	1,4	95,2	55,4	36,6	0,2	3,0
30–34	176,0	61,1	102,5	0,6	11,8	88,3	36,9	46,9	0,1	4,4	87,7	24,2	55,6	0,5	7,4
35–39	189,2	40,8	123,4	1,6	23,4	92,3	24,5	58,7	0,1	9,0	96,9	16,3	64,7	1,5	14,4
40–44	212,3	29,0	142,4	4,1	36,8	102,3	16,8	69,8	0,6	15,1	110,0	12,2	72,6	3,5	21,7
45–49	216,9	20,4	149,1	7,1	40,3	103,6	11,0	74,4	1,1	17,1	113,3	9,4	74,7	6,0	23,2
50–54	238,5	17,7	164,6	12,5	43,7	111,2	8,5	82,7	2,0	18,0	127,3	9,2	81,9	10,5	25,7
55–59	191,4	12,1	129,5	16,3	33,5	86,1	5,3	65,2	2,6	13,0	105,3	6,8	64,3	13,7	20,5
60–64	171,6	9,1	111,8	23,8	26,9	72,4	3,9	55,7	3,5	9,3	99,2	5,2	56,1	20,3	17,6
65–69	137,0	6,1	84,8	28,8	17,3	53,6	2,1	42,5	3,8	5,2	83,4	4,0	42,3	25,0	12,1
70–74	143,2	6,0	79,6	43,1	14,5	52,1	1,7	40,9	5,5	4,0	91,1	4,3	38,7	37,6	10,5
75–79	119,0	5,4	56,0	48,6	9,0	38,8	1,1	29,7	5,8	2,2	80,2	4,3	26,3	42,8	6,8
80–84	86,0	4,6	30,9	46,1	4,4	25,1	0,6	17,6	6,0	0,9	60,9	4,0	13,3	40,1	3,5
85–89	57,0	3,6	12,0	39,5	1,9	12,9	0,3	7,5	4,8	0,3	44,1	3,3	4,5	34,7	1,6

*Data of Statistics Lithuania, 2013*