

**Republic of Lithuania national-level review on the  
Implementation of the Beijing Declaration and  
Platform for Action (1995)**

**For the Period from 2014 to 2019**

## **Section One: Priorities, achievements, challenges and setbacks**

### ***1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?***

Gender equality in Lithuania is enshrined *de jure* in formally adopted legislation, but implementation of gender equality *de facto* is an ongoing and never ending process. Human rights in the area of gender equality have an increasing attention in Lithuania, but violations of equal opportunities between women and men are still noticeable in many areas.

The aspect of equality between women and men is enshrined in many laws of national importance, governing various areas of society. The principle of equality is enshrined in the laws of the Civil Service, Elections, Referendum, Education, as well as in the Labour, Criminal and Administrative Offenses Codes. Gender mainstreaming in the national legal framework has been greatly influenced by EU legislation.

In global rankings indicated at the Global Gender Gap Report, held annually by the World Economic Forum, Lithuania stood at 24 place in 2018. In a global context, Lithuania is one of the more advanced states ensuring equal opportunities for women and men in the field of work. Lithuania moved up several places due to progress on gender equality in the economic participation and equal opportunities areas.

According to the Gender Equality Index made by the European Institute for Gender Equality (2017), that measures the complex concept of gender equality, Lithuania has 56,8 points out of 100 (which is an increase of 1.0 point), whereas EU average stands at 66,2 points. Lithuania's Index rank currently stands in 19<sup>th</sup> place out of 28 EU countries.

### **Equal access to employment and good working conditions**

There has been an improvement regarding equal opportunities at **work**, which is Lithuania's second-highest scoring in EU. The score for the sub-domain of women's and men's participation in the labour market is the fourth best in the EU. More participation of women in employment and the narrowing gender gap contributed to an increase in gender equality in this field.

The employment rate (20-64) is 77,2 % for women versus 79,7 % (2019 II Q). The total employment rate is 78,4 % and Lithuania has already reached its national Europe 2020 strategy (EU2020) target (72.8 %).

Gender segregation in the labour market remains a reality for both women and men. Nearly 27 % of women compared to 6 % of men work in education, human health and social work activities (EHW). Four times more men (31 %) than women (8 %) work in science, technology, engineering and mathematics (STEM) occupations.

### **Access to financial resources and women's and men's economic situation**

Gender equality has improved in earnings and income, but has not changed much in relation to poverty and distribution of wealth. Mean monthly earnings of women and men have increased, but women continue to earn less. Women earn nearly 16,6 % less than men every month. The gap in earnings between women and men is even greater among lone parents: lone mothers earn 33 % less than lone fathers every month.

The population of women and men at risk of poverty in 2018 stood at 22,9 %. 14 % of women were living below the absolute poverty line and 6% of men. Women are more exposed to the risk of poverty, which is due to the income gap between men and women. For example, at the age of retirement, the average old-age pension for men is one fifth higher than the average pension for women. In addition, the average life expectancy of women after retirement is 7 years longer than that of men, which means that women have to spend longer with a lower pension.

### **Access participation in education and training over the life course**

Gender equality in educational attainment and participation has slightly improved, whereas the situation concerning segregation in study fields among women and men has stagnated.

The number of tertiary graduates has increased, especially for women. 33 % of women and 25 % of men have a tertiary degree, and the gap is becoming wider. Among people aged 65+, the gender gap is reversed and more men have tertiary education. In Lithuania, 68 % of people aged 30-34 have a tertiary degree, which means that Lithuania has already met its national EU2020 target of 48.7 %.

14 % of women and men with disabilities have attained tertiary education, compared to 36 % of women and 27 % of men without disabilities.

Participation in lifelong learning has decreased for both women and men (14 % for women and 15 % for men).

Gender segregation in study fields remains a major challenge. 37 % of women students are concentrated in the fields of education, health and welfare, humanities and the arts, compared to 15 % of men.

### **Allocation of time spent doing care and domestic work and social activities**

The amount of time women and men dedicate to care activities has become more unequal. Women are more likely to spend time caring for their family than men (41 % of women and 24 % of men spend at least 1 hour per day on caring activities).

90 % of women in a couple with children take care of their family on a daily basis, compared to 73 % of men. This gap tends to become narrower with age.

The difference in time women and men spend on cooking and housework is almost three times bigger than caring activities: 79 % of women compared to 29 % of men do the cooking

and housework every day for at least 1 hour. This gap has also increased and is greater in couples with children, where 97 % of women do the cooking compared to 23 % of men. Unequal time-sharing also extends to social activities. Men are more likely than women to participate in sporting, cultural and leisure activities outside the home, whereas women are slightly more involved in voluntary or charitable activities.

### **Gender equality in decision-making positions across the political, economic and social spheres**

The representation of women on the corporate boards of publicly listed companies has slightly increased (up to 15 %). On the contrary, the presence of women on the board of the central bank has decreased (25 % in 2005 and 20 % in 2015).

Gender balance in political decision-making has pushed the score up. There are more women in the parliament (23 %) and in local assemblies (25 %).

32 % of the board members of research-funding organisations, 28 % of the board members of publicly owned broadcasting organisations and only 10 % of members of the highest decision-making bodies of national Olympic sport organisations are women.

### **Health status, health behaviour and access to health services**

There is a quite big improvement in access to health services in Lithuania. 95 % of women and 96 % of men are able to meet their medical and dental needs. The situation has become more gender equal.

Life expectancy has increased for both women and men. Women live 11 more years than men, and this is one of the biggest differences in life expectancy between women and men in the EU-28. The number of healthy life years has also increased for both women and men (by 4 years and 3 years, respectively).

49 % of men and 38 % of women rate their health as ‘good’ or ‘very good’. Health satisfaction increases with a person’s level of education.

55 % of men smoke and/or drink excessively, compared to around 18 % of women. Slightly more women than men (34 % and 28 %, respectively) engage in healthy behaviour (doing physical activities and/or consuming fruit and vegetables).

### **Violence against women**

In Lithuania, 32 % of women have experienced physical and/or sexual violence since the age of 15. This is similar to the EU-28 average (33 %).

10 % of women who have experienced physical and/or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is below the EU-28 average of 13 %.

To review the progress of gender equality and to commemorate the 20th Anniversary of the adoption of Republic of Lithuania Law on equality between women and men, on 30 November 2018 a joint Conference was organised together with the Human Rights

Committee of the Seimas of the Republic of Lithuania, the Office of the Equal Opportunities Ombudsperson, human rights activists and member of and former Chair of the UN Committee on the Elimination of Discrimination against Women (CEDAW) Mrs Dalia Leinartė. During the Conference it has been looked through the achievements and difficulties in the area of gender equality as well as possible opportunities and perspectives in this field. Human rights defenders, former and current members of the Seimas, distinguished scientists have been honoured for their significant contribution to the establishment of equal opportunities for women and men in Lithuanian society over the past twenty years.

**2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)**

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

The Government's of the Republic of Lithuania Programme for 2016-2020 sets the goal to review and, where appropriate, amend legislation to implement the principle of gender equality at every political level. It is also enshrined that innovations in the fields of education, culture and creation, health, and social security must ensure equal opportunities to seek a better quality of life, and reduce exclusion of socially vulnerable groups.

The National Programme on Equal Opportunities for Women and Men for 2015–21 (herinafter –

the Programme for 2015–21) is one of the main gender equality policy documents in Lithuania, with the aim of systematically and consistently implementing the issues for the equal opportunities of women and men in all areas in accordance with EU and international commitments in the field of equality between women and men. Main objectives of the Programme for 2015–21 are to promote equal opportunities for women and men in the field of employment and work; to seek a balanced participation of women and men in decision-making and in occupying the highest positions; to increase the effectiveness of institutional mechanisms for equality between women and men; to promote gender mainstreaming in education, culture, healthcare, access to justice and other areas.

The following tasks should contribute to the integration of the gender perspective: encouraging young women and men to choose the areas of study, occupations “non traditional for women and men”; encouraging men to acquire higher education; promoting non-discriminatory attitudes towards women and men in textbooks and other teaching materials; ensuring the possibility of checking for cervix, breast, prostate cancer and providing information on such checks; conducting public education on reproductive health issues; promoting the application of the principle of gender equality in assessing the contribution of creators to culture and the arts, and promoting greater participation of men in cultural initiatives; raising public awareness of environmental issues; increasing the number of professionals who can advise and teach on the issues of equality between women and men and serve as advisers in international missions; raising awareness among the public, especially women in rural areas, of remedies, including the possibility of obtaining free legal aid; increasing Lithuania’s contribution to the activities of international organisations related to the implementation of the policy of equality between women and men and to disseminate best practice in Lithuania.

This Programme for 2015–21 is being implemented by the periodic action plans, which ensure effective implementation of the goals and objectives set out in the Programme for 2015–21.

### **Equality and non-discrimination under the law and access to justice**

The strategic goal of the Programme for 2015–21 is consistent, complex and systematic promotion of the equality between women and men and elimination of discrimination between women and men in all areas.

Article 3 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania establishes the duty for all state and municipal institutions and enterprises to ensure equal rights for women and men to be established in all legislation developed and adopted by the latter, to develop and implement programmes and measures aimed at ensuring equal opportunities for women and men, to provide administrative and public services without infringing equal rights of women and men, to support the programmes implemented by public institutions, associations, charities and other NGOs, which help to ensure equal opportunities for women and men. This way, gender equality is established through horizontal activities of all policies.

Seeking to ensure more effective protection of individuals from discrimination, the Law on Equal

Opportunities for Women and Men was amended in 2016, clarifying that discrimination includes discrimination against women due to pregnancy and maternity, and that not only sexual, but other forms of harassment are also prohibited at work.

In order to further improve the legal protection against discrimination on the basis of gender, since 2017 Article 81 of the Code of Administrative Offences established administrative liability for breach of equal rights and equal opportunities for women and men. The Criminal Code provides for the following grounds for prohibition of discrimination or incitement to hatred — gender, sexual orientation, race, nationality, language, descent, social status, religion, convictions or views. It also provides for criminal liability for crimes and criminal offenses against the equal rights of persons and freedom of conscience. A person suffering discrimination based on gender, sexual or other forms of harassment has the right to demand compensation from the guilty persons for pecuniary and non-pecuniary damage.

### **Eliminating violence against women and girls**

Implementation Plan of the Government's of the Republic of Lithuania Programme for 2016-2020 sets the target to create a family-friendly environment, strengthening communities and reducing violence in all areas of life. To achieve this, it was envisaged to develop prevention of violence and complex assistance to victims and perpetrators of violence by developing the recommendations for recognition of domestic violence criteria and actions for suspected violence. The goal to implement preventive measures to combat violence was indicated, as well as the establishment and implementation of the system of joint actions providing assistance for victims of domestic violence by specialised assistance centres, NGOs and other institutions providing special assistance in the municipalities. It was also envisaged to gather special teams working in the prevention of domestic violence and strengthen their competence and cooperation (NGO staff, social workers, child protection units, psychologists, social educators, medics, prosecutors, investigators, police officers).

### **Access to health care, including sexual and reproductive health and reproductive rights**

Implementation Plan of the The Government's of the Republic of Lithuania Programme for 2016-2020 as one of its directions indicates improving quality of health care and access to services.

Furthermore, Programme for 2015–21 sets the goal to promote integration of the gender aspect by increasing the per cent of society positively assessing access to birth control measures targeting the numbers of men checked for prostate cancer, women checked for cervical cancer, women checked for breast cancer. Ensuring access to, and information on cervical, breast and prostate cancer screening it is envisaged to constantly disseminate science-based information on the benefits of participation in prevention programmes for life expectancy for women and men, to implement prevention programmes for cervical and breast cancer, to implement a programme for early diagnosis of prostate cancer.

Public education on reproductive health is also constantly conducted under the responsibility of the Ministry of Health.

### **Right to work and rights at work**

One of the priorities targeted in the Implementation Plan of the The Government's of the Republic of Lithuania Programme for 2016-2020 „Cohesive, responsible and healthy society“ is the development of active and promoting employment forms of assistance by, inter alia, strengthening equal opportunities and incentives for women and men to take up non-traditional professions and facilitating women's access / reintegration into the labor market through specific practical measures.

Programme for 2015–21 sets the goals to foster gender equality in relation with employment and rights at work. It is envisaged to promote equal opportunities for women and men in employment and occupation by reducing pay gap between women and men (up to 13.25 % by 2021), increasing the number of female heads of SME (up to 30 % by 2021) and to reduce the segregation of women and men in employment.

Article 5 of the Law on Equal Opportunities for Women and Men establishes the duty of employer or employer's representative to implement equal rights for women and men at work. Nevertheless different situation of women and men in the fields of occupation and employment is still observed. Despite minor differences between female and male employment rates (53,5% and 62,9%, respectively), and part-time employment rates 8,9% and 5,2%, respectively), unemployment rate 5,4% and 6,8%, respectively) and labour force activity level (57% and 68,3%, respectively), differences in pay between women and men still exist in both private and public sectors, according to the Lithuanian Department of Statistics.

Going towards the achievement of the goal related to gender equality at work Article 26(1) of the Labour Code that entered into force on 1 July 2017 established the principles of gender equality and non-discrimination on other grounds. This Article implies that in any employer's relationship with employees, direct and indirect discrimination, harassment, sexual harassment, instruction to discriminate on the grounds of gender, race, nationality, language, origin, social status, age, sexual orientation, disability, ethnicity, membership of a political party, or in association with religion, belief, faith or convictions, except in the case of religious beliefs, faith or convictions of a person in religious communities, societies or centres where the demand to the employee for a confession of religion, faith or conviction, taking into account the ethos of the religious community, society or centre, is normal, legitimate and justified, on the grounds of the intention to have a child (children), due to circumstances not related to the professional characteristics of employee or other grounds established by law, are prohibited. Article 26(6) of the LC obliges employers having an average number of employees of more than fifty, to adopt and publish, in the normal ways in the workplace, the measures implementing and enforcing the principles of equal opportunities policy.

In 2016, the Office of the Equal Opportunities Ombudsperson, in co-operation with the Association of Municipalities of Lithuania and the Lithuanian Women's Lobbying Organisation, has started to implement the project "Municipal Success Code — Gender Equality", initiated by the Ministry of Social Security and Labour, and financed by the European Structural Funds. The purpose of the project is to systematically seek to reduce the gender gap in municipalities by raising public awareness of gender equality issues, identifying the factors determining the equality of women and men and developing and implementing targeted measures to ensure equal opportunities. The project provides for performing gender analysis in municipalities, developing practical recommendations for municipalities on targeted measures, and organisation of trainings for representatives of municipal administrations and enterprises subordinate to municipal administrations on the integration of equal opportunities, planning of targeted measures, implementation and monitoring of the effects. In order to assess the situation of women and men in municipalities, a list of gender equality indicators in municipalities was prepared in 2017, on the basis of which an electronic map would be developed to identify gender gaps and define the need for appropriate targeted measures in 9 areas: demography, knowledge, participation in the labour market, access to social services, economic power (resources), authorities and decision-making, health and health services, domestic violence and time. The project will continue until December 2019.

### **Changing negative social norms and gender stereotypes**

While setting the priority to target gender stereotypes, it was envisaged to reduce sectoral and occupational segregation in the labor market on the grounds of gender, to promote non-discriminatory approach of women and men in the textbooks and other teaching materials, to support the dissemination and mainstreaming of gender equality initiatives that promote non-stereotypical attitudes towards women and men according to the Action Plan for the Implementation of the National Programme of Equal Opportunities for Women and Men for 2018–2021. The established goals are to reduce sectoral and occupational segregation by gender, to increase women's, especially in rural areas, business opportunities and development, to encourage women's motivation and ability to participate in decision-making, to create women's career friendly environment, to encourage girls and boys to choose "unconventional women and men" fields of study, professions. To achieve these goals it is envisaged to support initiatives to reduce gender segregation and its causes and effects; to identify the reasons why students are still gender-segregated in technology lessons and make suggestions to teachers on measures to help them tackle gender issues in technology lessons; to disseminate information on equal opportunities at work to the social partners through channels available to the State Labour Inspectorate; to implement regional initiatives to increase women's entrepreneurship, financial literacy and other competences; to encourage women to start their own businesses; to encourage low-skilled women to obtain qualifications or competences needed in the labour market; to support initiatives for work-life balance.

Furthermore, the Law on Equal Opportunities for Women and Men prohibited specification of

preferred gender in job advertisements, unless a candidate is to be recruited for a specific job which can be performed by the specific gender only, when the nature of specific types of occupational activity or performance conditions make the gender necessary (unavoidable) and decisive professional requirement, provided such treatment is lawful and the requirement is adequate (proportional). Seller, manufacturer of goods or service provider exercising equal rights of women and men, when providing information on products, goods and services must ensure absence of any humiliation, contempt or restriction of rights or prioritisation on the grounds of sex, or formation of social opinion of superiority of one gender against the other.

To address occupational segregation and increase women participation in high-income sectors, that are traditionally occupied by men, Lithuania has introduced „Women go tech“ programme. Women Go Tech is an initiative by Global Shapers Vilnius Hub with the goal to attract more women to the ICT (Information Technology Sector) through mentorship from top industry leaders. The mentorship programme has attracted highly influential tech companies to become official Women Go Tech partners: leading ICT association in Lithuania, INFOBALT, and partners known in Lithuania and across Europe including Barclays, TransferGo, WIX, and Telia. The mentorship programme has a cycle of six months through which selected young women who successfully pass interviews and a background check are paired with successful C-level professionals who can guide them through the many possibilities and opportunities in the technology sector. Tête-à-tête meetings between the mentor and mentee are accompanied by monthly Women Go Tech community gatherings and events where women can network, learn new skills and share insights in the primarily man-dominated tech sector.

**3. *Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)***

- Women living in remote and rural areas
- Indigenous women
- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other

## **Women living in remote and rural areas**

One of the objectives of the Action Plan 2018-2021 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021 is to increase opportunities for women, especially in rural areas, to start and develop business. Implementation of regional initiatives has been planned that are aimed at improvement of entrepreneurial skills, financial literacy and other competencies (organisation of events, seminars) of women and support of projects of diversification of activities and small non-agricultural business of rural residents, women and men, in rural areas. When implementing the Measure ‘to support projects of diversification of activities and small non-agricultural business of rural residents, women and men, in rural areas’, the projects of creation and development of non-agricultural businesses were financed according to the Lithuanian Rural Development Programme 2014-2020, the assignments stipulated to the Measure in 2018 amounted to EUR 18,500. The support was allocated to 252 projects in 2018.

In order to ensure the gender balance in local activity groups when making decisions on the development of activity initiated by the communities in rural areas, the Ministry of Agriculture allocates a sum of EUR 2,355 each year. The processes initiated and developed on the rural area LEADER approach are crucial and provide opportunities for the rural women to be involved in the decision-making process as regards the investments related to the promotion of economic growth and solution of employment challenges as well as various social problems – ensuring of childcare, supply of basic services in rural areas, organisation of rich, thematic leisure time, provision of income and aid to the most deprived ones, etc.

In order to encourage the implementation of local projects of higher quality and focused more on rural topics, the related authorities in cooperation with non-governmental organisations prepared the guidelines for social business development in rural areas and a spreadsheet for the measurement of social impact. When expanding the social business on various topics and solving the problems characteristic to the rural areas on the basis thereof, the breakthrough is also expected in promoting the activity of rural women (in various areas) in solution of problems, because the spreadsheets of social impact stipulate the impact indices related to ensuring of equal opportunities and solutions of inequality problems.

## **Racial, ethnic or religious minority women**

The Research and Assessment of the Situation of Roma Woman in the Areas of Employment, Education and Culture as well as Opportunities to Receive Various Services and Participate in Decision-Making was carried out in 2014 establishing that the situation of Roma women in terms of employment is worse than a situation of men. As the researchers noted, lower activity of women is conditioned not only by the long-standing stereotypes of their role in the society and family, but also unfavourable attitude of employers and the lack of public care services. Integration of Roma women to the labour market is also complicated by early marriages –

approximately one fourth (25%) of Roma girls give birth when still being minors (younger than 18).

The Action Plan for Roma Integration into Lithuanian Society 2015-2020 was approved in 2015. The Action Plan is financed out of the Lithuanian budget and the European Union structural funds. During the 2014-2020 European Union financial perspective period – the sum of approximately 867,000 euro is planned for this project. The measures stipulated in the Action Plan are aimed at promoting the integration of Roma people into education system, increase in the accessibility of health services to the Roma people, promoting the occupation of Roma people, seeking the empowerment of Roma women, improving the housing conditions of the Roma people and encouraging intra-cultural dialogue. When implementation the aim to seek empowerment of the Roma women stipulated in the Action Plan, the specific actions have been taken: organisation of training to Roma women on the matters of discrimination, entrepreneurship and other topics, financing of projects aimed at empowerment of women, research of the predominance of early marriages in the Roma community and preparation of methodological recommendation regarding the prevention of early marriages, financing of projects aimed at prevention of early marriages, research of the situation of Roma women serving imprisonment sentences and their reintegration into the society.

In 2016–2017, measures for the Roma women were included in two EU-funded projects: ‘The Roma Platform – a Road to Cooperation with Municipalities’, implemented by the DoNM, and the project ‘Working Together with the Roma – New Job Opportunities and Challenges’, implemented by the Centre for Roma Society and their partners. The main objective of the first project was to create a mechanism for cooperation between the Roma communities and local authorities, which ensures the effective inclusion of local municipality in the process of Roma integration. In the course of the project, Roma platforms were set up in five municipalities of Lithuania, which are home to the largest Roma communities, and in 2016, Roma women worked as coordinators of the platforms in Vilnius, Panevėžys and Šiauliai; in 2017–2018, Roma women work as coordinators of the Roma platform in Šalčininkai district and Panevėžys.

### **Women living with disabilities**

Implementing the Measure ‘Research of the Situation of Disabled Women in Performance of the Monitoring of Implementation of the United Nations Convention on the Rights of Persons with Disabilities’ of the Action Plan 2018-2021 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021, in 2018, the Lithuanian Association of People With Disabilities, by the purchase of the Department for the Affairs of Disabled, conducted the Analysis of the Situation of the Disabled Women and Girls – 800 disabled women and 150 disabled girls were interviewed. The survey was performed in order to find out the areas of life where women and girls with disabilities suffer discrimination and to identify the measures that would help to reduce and eliminate such discrimination.

## **Migrant Women**

When implementing the Action Plan for 2018–2020 on the Integration of Foreigners into Society, the information is prepared for the foreign women in the language they understand on domestic violence, their rights and assistance in Russian, English languages and, due to orientation to women refugees, the Arabic language. The information will be distributed in the form of leaflet with illustrations and references for help.

Furthermore, it is planned to organise training to the employees providing education and healthcare services aimed at deepening the knowledge on various cultures, elimination of stereotypes and formation of respect to the values of variety and equality; the information campaigns on the promotion of public tolerance to the foreigners and understanding of the variety as well as promotion of intra-cultural dialogue are conducted (e.g. articles, publications, TV and radio shows and/or other); the information platform (website) is supported where information on the relevant matters of integration of foreigners in Lithuania and foreign countries is provided to the specialists, the public and the foreigners and is regularly updated.

In 2017-2018, the trainings were organised to the employees working in the area of integration of foreigners, who were granted the asylum in Lithuania, as well as educational events on their integration into society and the matters of ensuring of equal opportunities and radicalisation. A specific focus was on the employees of municipality and non-governmental organisations, other institutions and authorities working in the area of social integration of foreigners, who were granted the asylum, cooperation with international organisations, foreign institutions and non-governmental organisations, dissemination of good practice of the matters of integration, non-discrimination and equal opportunities as well as radicalisation of the persons granted the asylum. Analogous training is planned in 2019.

### ***4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?***

YES/NO

### ***5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)***

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and

- reproductive rights
- Political participation and representation
  - Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
    - Women's entrepreneurship and women's enterprises
    - Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
    - Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
    - Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
    - Strengthening women's participation in ensuring environmental sustainability
    - Gender-responsive budgeting
      - Digital and financial inclusion for women
      - Gender-responsive disaster risk prevention, reduction and resilience building
      - Changing negative social norms and gender stereotypes
      - Other

### **Equality and non-discrimination under the law and access to justice**

Seeking further development of non-discrimination and ensuring equal opportunities for women and men it is envisaged to further implement the Action plan for the implementation of the national programme of equal opportunities for women and men for 2018–2021 by to promoting women's motivation and capacity to participate in decision-making, creating a career-friendly environment for women, analysing gender balance in the collegial bodies of public companies admitted to trading on the regulated market and, if necessary, to make proposals for improving existing regulations, organising events to encourage women to set up innovative businesses, providing training for targeted groups, supporting work-life balance initiatives, supporting initiatives to promote the participation of women and girls with disabilities in society or reduce multiple discrimination, funding NGO institutional capacity building projects and other.

### **Poverty eradication, agricultural productivity and food security**

International organisations identify poverty and income inequality as the major social policy problems in Lithuania. In 2017, the income of the 20% richest residents exceeded the average income of the 20% poorest residents by more than 7.3 times (the EU average was 5.2). In 2018, income inequality showed a slight decrease in Lithuania – down to 7.1 times. For this reason, the National Progress Strategy stipulates the improvement of environment for the family, in order to increase the birth rates and the quality of life and to form the conditions for coordination of works and family obligations. As a result, it is important to form the conditions for the family to receive

the necessary services, to ensure their accessibility (that they are provided as closest to the place of residence of the family as possible), thus, forming a possibility for the family to conquer the arising crises and coordinate family and work obligations. It is also important to form favourable conditions for ensuring equal opportunities for women and men in the area of public life and family. Seeking for equal opportunities of women and men, it is important not only to promote the economic independence of women, but also to reduce the difference in pay for women and men. The implementation of these objectives is planned to include the promotion of creation and development of flexible jobs, positive attitude of employers to such jobs and motivation to create them, accessibility of wider childcare services to the working parents, to develop and ensure the accessibility and supply of the basic services to families, especially families with children, to reduce the difference in pay for women and men, to increase the accessibility of social housing, to reduce the average duration of waiting for the rent of social housing to a person (family). The aim will be to reduce the level of poverty of households with children from the current 18.8% down to 12% by 2030.

### **Eliminating violence against women and girls**

The level of domestic violence is still quite high in the country. 19% of Lithuanian population (25% of women and 13% of men) admitted to have suffered domestic violence, however, many people still avoid asking for help. For this reason, the state stipulates the necessity to increase the availability and effectiveness of help as well as to educate the society on the possibilities for help. In order to solve an increasingly more relevant problem of trafficking of human beings, it is important to ensure effectively coordinated help to the persons of this group.

Keeping the issue of the elimination of violence as one of the top priorities, it is envisaged, according to the Action Plan for the Implementation of the National programme on equal opportunities for women and men for 2018-2021, to carry a statistical research on violence on the grounds of gender according to the European Statistics System Work Programme. This should help to better identify the root-causes of gender based violence and to have more targeted preventive measures in this field.

### **Right to work and rights at work**

Seeking for equal opportunities between women and men, it is planned to continue to reduce the gender pay gap. The obligation is set in the National Progress Programme to reduce the difference in pay from the current 14% down to 7% by 2030. To implement the objective set, it is planned to continue to implement the measures stipulated in the Action Plan 2018-2021 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021: to carry out the researches of the difference in pay, to organise informational campaigns, training, educational events, to organise thematic inspections, including the pay audit, in view of the Commission Recommendation of 2014 on strengthening the principle of equal pay between

men and women through transparency.

When promoting equal opportunities of women and men in the areas of occupation and employment, it is planned to continue to reduce sector and occupational labour market segregation based on gender, to increase opportunities for women, especially in rural areas, to start and develop business.

### **Gender-responsive budgeting**

Gender-responsive budgeting is not included in any strategic planning documents yet. However, Lithuania understands the need to have gender-responsive budgeting and is going to prioritize it in the fifth National Programme on Equal Opportunities for Women and Men.

## **Section Two: Progress across the 12 critical areas of concern**

### **Critical areas of concern:**

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

### **Inclusive development, shared prosperity and decent work**

#### **6. *What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?***

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other

Seeking to strengthen laws that prohibit discrimination in the recruitment and at the workplace, Article 26(6) of the Labour Code since 2017 enshrined the obligation for employers having an average number of employees of more than fifty, to adopt and publish, in the normal ways in the workplace, the measures implementing and enforcing the principles of equal opportunities policy.

Furthermore, the Labour Code sets out more favourable conditions for annual leave for pregnant workers before and after pregnancy and maternity leave, to the parents during the pregnancy and maternity leave of the child's mother, before or after the parental leave. The sick ones for granting such an old leave in the workplace will be prepared by giving preferences for these employees (as a matter of priority) — for pregnant workers and workers who raise at least one child under three years of age, the employees who, as single parents, are raising at least one child before he has reached the age of fourteen or a disabled child before he has reached the age of eighteen, employees raising two or more children.

According to the Law on Employment of the Republic of Lithuania, pregnant women, the child's mother (adoptive mother), the child's guardian, caretaker and persons who actually raise a child (adoptive child) under the age of 8 years or a disabled child (adoptive child) under the age of 18, and persons caring for the sick or disabled family members who have been established with the need for regular care or nursing, victims of human trafficking who have completed psychological social and/or vocational rehabilitation programmes are assigned to the group of individuals receiving additional support. These target groups could be subject to active labour market policy measures: employment subsidies, work rotation, public works, support for self-employment, vocational training. The Law on Employment provides that these groups of people may be trained in employment promotion programmes.

In 2017 the the Law on Equal Opportunities and the Law on Equal Opportunities for Women and Men were adopted, obliging the employer to ensure protection against sexual harassment not only to term-contract employees, and to civil servants, but also to job seekers.

During the implementation of the Fourth Programme Action Plan, educational, informational or training activities aimed at reducing the gender pay gap were carried out to address labour market segregation issues. Consultations were organised on the provisions of the new Labour Code, including information campaigns, such as selection of the most equal workplace, the most equal municipality, supporting the activities of women's clubs, the operation of the electronic network of women's organisations and the information portal [www.lygus.lt](http://www.lygus.lt). In December 2017, the Ministry of Social Security and Labour together with the Ministry of Education, Science and Sport, Ministry of Economy and Innovation and other institutions organised an expert seminar on gender segregation issues in education, training and labour market in order to reduce gender segregation and its possible consequences in the future.

The State Labour Inspectorate under the Ministry of Social Security and Labour conducted over 60 thematic inspections of implementation of equal rights of women and men in the

area of labour relations. These inspections were carried out according to the control questionnaire of implementation of equal rights of women and men in the labour relations approved by the Chief State Labour Inspector of the Republic of Lithuania. In the inspected companies, the requirement for the employer having an average number of employees of over 50 to accept and publish by ordinary methods in the place of work the means of implementation of the principles of implementation of equal opportunities policy and supervision of performance were usually breached (7 cases were established). To eliminate the breaches, the inspectors of the STI wrote mandatory requests to eliminate the breaches or provided recommendations the implementation whereof is controlled.

By reducing the sector and occupational labour market segregation based on gender, the dissemination of information to social partners regarding equal opportunities of women and men at work was conducted.

The Ministry of Social Security and Labour of the Republic of Lithuania, the Mykolas Romeris University and Association Women's Information Centre implement a project aimed at reduction of the gender pay gap. The project is aimed at informing the public on the impact of difference in pay and pensions of women and men on their daily life. In implementation of project, it is planned to publicise policy recommendations and notices on the differences in pay and pensions for women and men, thus, providing the nationals with a possibility to seek progress in the labour market under equal conditions, to promote the current and future employees and employers to use the created Practical Guidelines of Reduction of the Difference in Income, to include the matter of differences in pay for women and men and insufficient application of the principle of equal pay in the political agenda of Lithuania as well as to promote the good practice of project and the results on the EU level. The project activities will reach more than 197,000 of Lithuanian population, representatives of state authorities, business media, self-government and non-governmental organisations. Selection of profession and career ambitions have a considerable influence on the possible amount of pay, thus, a particular focus will be on the increase of information of the youth and teachers in the course of project. Among the main Project activities, is the analysis of difference in pay especially pensions for women and men on the Lithuanian scale, creation of monitoring and evaluation tools and adaptation in reducing the difference in pay and especially pensions for women and men in Lithuania. The national publicity campaign is carried out during which the society is informed on the current problems of complex elimination of difference in pay and pensions for women and men and introduced to the methods for making changes in this situation, discussions and seminars are organised in the Lithuanian municipalities for the representatives of self-government, business and non-governmental organisations, journalists, teachers and other specialists.

**7. *What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?***

- Included unpaid care and domestic work in national statistics and accounting (e.g.

- time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
  - Expanded support for frail elderly persons and others needing intense forms of care
  - Introduced or strengthened maternity/paternity/parental leave or other types of family leave
  - Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
  - Promoted decent work for paid care workers, including migrant workers
  - Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
  - Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
  - Other

In Lithuania, the right to receive parental leave allowance is granted to one of the parents (adoptive parents) or a guardian and, from 1 April 2018 – to one of the grandparents of the child. It can be paid until the child is one or two years old. Allowance for the same child can be granted to one of the parents (adoptive parents), therefore, the parents have a possibility to receive such allowance in rotation. The maximum period of parental leave is three years, however, the allowance is not paid during the third year. Despite the foregoing, the employer must reserve the place of work for the person, who is in parental leave. Such allowance is calculated according to the previous wage. Having selected the payment of parental leave allowance in one year, its amount constitutes 77.58% of the compensated wage of the receiver of allowance, in two years – during the first year 54.31 % is paid, and during the second – 31.03% of the compensated wage of the recipient of allowance. Since 1 April 2018, the parental leave allowance was granted to 125 grandparents. A gradually increasing number of men choosing the parental leave has been noticed. In 2014, the parental leave allowance was received by 29.9 thousand women and 6.3 thousand men, in 2015 – 30.2 thousand women and 7.8 thousand men, in 2016 – 32.2 thousand women and 8.9 thousand men, in 2017 – 33 thousand women and 9.7 thousand men, in 2018 – 32.3 thousand women and 10.1 thousand men.

In order to protect maternity the Labour Code provisions provided for more favourable conditions of vacation leave regarding the working year in which the annual leave includes work days not worked due to temporary incapacity for work, sick leave for family members, pregnancy and maternity leave, parental leave.

Furthermore, the employer shall ensure the employee's right to return to the same or an equivalent job (position) after special leave under the conditions of work no later than the previous conditions of work, including the wage, and use all better conditions, including the increase of wage, to

which he might have been entitled if he had worked.

According to the Labour Code, women are granted maternity leave of 70 calendar days before giving birth and 56 calendar days after delivery (in case of complicated childbirth or the birth of two or more children — 70 calendar days). If the employee does not use the pregnancy and childbirth leave, the employer must grant fourteen days of leave immediately after birth, regardless of the employee's request. During the leave, employees will receive benefits in accordance with the Law on Sickness and Maternity Social Insurance.

A long-term or short-term social care is also provided in Lithuania – it is an entirety of services whereby a fully dependent person is provided with complex aid requiring constant care of specialists. Long-term social care services are provided to the disabled adult persons residing at social care homes, social care homes for the elderly persons, specialised social care homes. The persons, who are determined with the need for long-term social care, require constant nursing and care and for whom the social care services provided at home are not effective, are sent to social home. In this way, their closed ones are provided with a possibility to stay on the labour market instead of nursing a relative at home. In 2017, the home care and social care services at person's home were provided to 21.3 thousand people, or 14.3% more than in 2016. At the end of 2017, 29 social care establishments for elders with disabilities were operating in the country and 125 social care establishments for the elders – 6.4 and 5.8 thousand people lived there, respectively. 2.3 thousand people were accommodated at the social care home for the elders over a year. Approximately half (52.6%) of persons arrived to social care homes from their own home or the home of relatives.

**8. *Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?***

YES/NO

***If YES, have assessments on their impact on women and men, respectively, been conducted?***

- Yes, their impact on women/men was estimated before measures were put in place.
- Yes, the impact was assessed after measures were put in place.
- No, the impact on women/men has not been assessed.

## Poverty eradication, social protection and social services

### **Critical areas of concern:**

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women L.  
The girl child

### 9. *What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?*

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities
- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other

In Lithuania active labour market policy measures aimed at assisting job seekers in increasing their employment opportunities and achieving the balance between labour supply and demand include support for learning, support for mobility, supported employment, support for job creation. When referring persons to participate in specific active labour market policy measures, the Lithuanian Employment Service selects the measures and refer persons to the relevant target groups under the Law on Employment, in accordance with the priorities of assigning the active labour market policy measures to relevant groups of the unemployed, set by the Government of the Republic of Lithuania or an institution authorised by it. Specific governmental employment policy initiatives for women and men with disabilities in rural areas and remote communities: Support for unemployed territorial mobility; Support for self-employment; Support for job creation; Support for local employment initiative for remote and unemployed communities.

Implementing the measure 'Encouragement of Women to Start Their Own Business', 104,201 people started their individual business in 2018, of which – 47,365 women (45.5%). When implementing the measure 'Promotion of Low-Qualification Women to Acquire the Qualification or Competency Demanded on the Labour Market', the share of women participating in professional training measure (%) accounted for 16,663 participating in vocation training mean in 2018, of which – 7,043 women (42.3%).

Implementing the initiatives stipulated in the Action Plan 2018-2021 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021 aimed at

enhancement of entrepreneurial skills, financial literacy and other competencies of women, Public Institution 'Versli Lietuva' organised an event 'A Woman in Business: Possibilities and Challenges' in 2018, which took place in Tauragė co-working centre Spiečius. When supporting projects of diversification of activities and small non-agricultural business of rural residents, women and men, in rural areas, the projects of creation and development of non-agricultural businesses were financed, the assignments stipulated in 2018 amounted to EUR 18,500 thousand. In 2018, the support was allocated to 252 projects (of which 191 business start projects and 61 business development projects). Business projects are selected by giving a non-discriminating advantage to women, by applying the selection criteria: business development projects – the applicant is a woman or the main shareholder of the applicant (legal person) is a woman; business start projects – the applicant (natural person) is a woman or the main shareholders of the applicant having over 50% of legal person's shares, agricultural company shares is a woman. According to the data of received and selected projects, out of 1,163 projects submitted in 2018, 792 business start projects and 51 business development projects were submitted by women, of which the support agreements were signed with 14 women planning business development, and 85 women planning to start the business.

In order to support families raising children universal child benefit amounting to 0.79 Basic social benefit (30.02 Eur) started to be paid for every child from birth to the age of 18 years and over, if he/she is studying under the general education curriculum, but not longer, until he reaches the age of 21, without regard to a family income. For low income families raising one or two children and families raising three or more children child benefit is paid additionally. Since 1 January 2019 the amount of universal child benefit increased from 30.02 Eur to 50.16 Eur per month, while for the disabled children - from EUR 30.02 up to EUR 69.92 (1.84 of the amount of the basic social benefit). 520 thousand children should be granted with this benefit. It is estimated that at risk of poverty level in the group of children aged 0–17 will decrease by 4.3 percentage points. For families raising three and more children at risk of poverty level will decrease by 9.2 percentage points. An additional amount of funds for amendments related to the payment of "universal" child benefit is 130 million Eur.

Since 1 January 2017 two new benefits (benefit for multiple births and child care benefit for persons in training or education) are paid. When two or more children are born, one of the parents (or the only parent) is granted a benefit for multiple births. If two children are born at a time, a monthly benefit amounts to 4 Basic social benefits (152 Eur). If more than two children are born at a time, the amount of benefit is increased by 4 Basic social benefits respectively. This benefit is paid from the moment of birth of children until they reach the age of two years. One of the child's parents (or the only parent), adoptive parents, or a guardian who raises a child is entitled to a monthly benefit in the amount of 4 Basic social benefits during the period of training or studies and for 12 months after completion of training or studies, if the person studies (studied) according to the formal vocational training programme or is (was) a full-time student at a higher education institution until the age of 26, or is (was) a doctoral or medical residency student until the age of 30, and if the person is not entitled to a child care benefit in accordance with the Republic of

Lithuania Law on Sickness and Maternity Social Insurance. This benefit is paid during the period of child care from the date of birth of the child until one year of age.

Furthermore, since 1 January 2018 child adoption benefit is paid. In case of the adoption of a child, one of the adoptive parents, following 24 months from the day of the court's final decision on adoption (or, in urgent cases, from the execution date of the court decision), will be entitled to a monthly benefit equal to 8 basic social benefit which will be paid until the child turns 18 years of age, except in cases when under the Law on Sickness and Maternity Social Insurance of the Republic of Lithuania the adoptive parents are entitled to a child care benefit the amount of which is no less than a child adoption benefit.

***10. What actions has your country taken in the last five years to improve access to social protection for women and girls?***

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women's access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

In order to increase the number of insured persons entitled to unemployment insurance benefit, the Law on Unemployment Social Insurance was amended, which came into force on 1 July 2017. In order to qualify for unemployment benefit, a jobseeker is required to have been employed for at least 12 months in the last 30 months prior to registration with the Public Employment Service (instead of the previous 18 months within 36 months). Moreover, unemployment insurance benefit period was extended up to 9 months.

The Law on Unemployment Social Insurance, which came into force on 1 July 2017, established a new formula for calculating unemployment social insurance benefit, linking the amount of benefit to the minimum monthly salary. The fixed part of the benefit consists of 23.27 percent of the minimum monthly salary and amounting to EUR 129.15, which is the same for everyone. The variable part takes account of unemployment insurance contributions. The variable part of the benefit is 38,79% of the average monthly insured income of the unemployed for the first 3 months; 31,03% for the next 3 months and 23,27% for the following 3 months. The average monthly insured income of the unemployed person is calculated over the 30 months prior to registration with the Public Employment Service. From 1 July 2017, unemployment benefit cannot be less than 30% of the minimum monthly wage, but cannot exceed 75% of the average

national wage.

Amendments to the Law on Unemployment Social Insurance resulted in a 10 percentage point's increase in the coverage of persons receiving unemployment insurance benefit: from 30 percent up to 40 percent of all registered unemployed persons. The number of beneficiaries increased by almost a third - from 45.1 thousand during the last quarter in 2017 up to 59.5 thousand during relevant period in 2018. The average unemployment insurance benefit increased by more than 30 percent compared 2018 with 2017. To ensure the financing of unemployment insurance benefits, the rate of unemployment social insurance contribution from 2017 July 1 was increased by 0.5 percent points up to 1.6 percent.

Seeking to improve the implementation of cash social assistance, including assurance of adequacy of cash social assistance, amendments of the Law on Cash Social Assistance for Poor Residents came into force on 1 January 2018. According to these amendments, part of the work income of working person (15–35 per cents depending on the composition of the family and the number of children) is not included in a family income establishing person's (family) right to social assistance. The amendments helped to create more favourable conditions for residents to receive social assistance and affected the level of benefits. Due to these amendments the average amount of social benefit increased from Eur 65.5 to Eur 81.0 per person per month. Since 1 January 2017 two new benefits - benefit for multiple births and child care benefit for persons in training or education - are paid for one of the parents.

***11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?***

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

National Child health monitoring information system was developed and implemented in all 60 municipalities in Lithuania. National Child health monitoring information system intended for the analysis of preventive medical check-up data and health-related factors by ensuring access to

health data to a broader circle of specialists at the national and municipal levels was developed and gives possibility to compare statistical data at all levels (national, regional, municipal, etc.). The developed unified system for monitoring health inequalities enables systematic assessment of inequalities in population health on different levels (national, regional, municipality, sub-districts of municipality), this alongside with practical guidelines and strengthened administrative capacities creates prerequisites for improved planning and implementation of inter-sectoral actions for addressing disparities in population health.

Modernization of student health offices in schools and pre-schools has improved quality and accessibility of health care services provision in more than one third of Lithuanian schools and pre-school educational institutions. This allowed to create and to foster healthy environment in schools/pre-schools, improving physical and mental health of children and youth. This contributes to the improvement of youth quality of life, reduction of inequalities in youth health.

In Lithuania, the programme for the selection and prevention measures of persons prone to cardiovascular diseases in the high-risk group is further implemented. In addition, the Cervical Cancer Prevention Programme and the Breast Cancer Prevention Programme are continuing. Preventive health check-ups can be obtained from the general practitioner or obstetrician-gynaecologist in primary health care centres. Vaccination is one of the most reliable preventive measures in controlling some infectious diseases including sexually transmitted infections. From 2016, a new vaccine has been included in the Lithuanian preventive vaccine calendar - 11-year-old girls are vaccinated against the human papillomavirus infection. In the near future, the volume of vaccination is expected to reach more than 90 percent.

According to the data of the Centre for Communicable diseases and AIDS, majority of HIV cases are registered among men in Lithuania. In 2018, cases among women accounted a quarter of newly reported HIV cases. In the last five years, number of HIV cases among women decreased from 51 to 42 in 2014 and 2018 respectively. There is no phenom of gender inequality in providing HIV disease prevention and treatment services. There is a screening for HIV among pregnant women in the country. All HIV infected pregnant women and their born children receive adequate health care. During the entire period of HIV reporting in the country, seven cases of perinatal transmission (MTCT) were registered (with an average of 45,000 HIV tests performed among pregnant women annually). The ‘Treat all’ approach for HIV-diagnosed people was adopted in February 2018 and funding through the National Health Insurance Fund has been allocated. The number of women on ART increased more than third (31.5 %): from 222 in 2017 to 292 in 2018.

To guarantee women’s ability to use high-quality free health care services during pregnancy, childbirth and postpartum period, the project “Improvement of Pregnancy, Maternal and Newborns Health Care in Lithuania” was implemented during the period of 2012–2017 as part of the programme for collaboration of the Republic of Lithuania and the Swiss Confederation. Newborns and their mothers receive the same high-quality and top-notch modern services regardless their place of residence - in the city or in a remote area of the country. To achieve this, Lithuanian and Swiss funding of 27 million euro was used.

Lithuanian hospitals that provide health care services for pregnant women and new-borns were equipped with essential medical equipment, equipment for screening test for new-borns and the latest technology for the provision of specialised obstetric and neonatal services worth more than 21.4 million euro. Three modern, spacious and comfortable reanimobiles with modern equipment specifically designed for the transportation of new-borns were provided to the three largest Lithuanian hospitals: the Children's Hospital, Affiliate of Vilnius University Hospital Santaros Klinikos, the Hospital of the Lithuanian University of Health Sciences Kaunas Clinics and the Klaipėda University Hospital.

Personal and public health care institutions have been actively carried out the health education and teaching of pre-school and school-age children and children at risk, in order to ensure adequate age-appropriate education for boys and girls about sexual and reproductive health and rights, responsible sexual behaviour, how to prevent teenage pregnancy and sexually transmitted diseases, and tuberculosis prevention.

In implementation of the Action Plan 2018-2021 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021, the health checks for cervical, breast and prostate cancer were performed.

In order to provide the best information to the Lithuanian population on the possibility of cost-free health checks, the social project 'Raising for the Fight Against Cancer' started to be performed from 2017 until February 2018. It is one of the first projects in the European Union inviting the Lithuanian population by SMS to undergo health checks.

When implementing the Action Plan on the Integration of Foreigners into Society 2018-2020, it is planned to organise training to the employees providing healthcare services for deepening knowledge on various cultures, elimination of stereotypes and formation of respect to the values of variety and equality. This training is expected to improve the quality of healthcare services provided, service of foreign patients, to increase the mutual trust and cooperation.

***12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?***

- Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially

STEM (science, technology, engineering and math) and digital fluency and literacy

- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other

Action Plan for the Implementation of the National Programme of Equal Opportunities for Women and Men for 2018–2021 includes measures designed to dispel stereotypes in the education system. The Action Plan includes such measures as – Perform the Mentorship Programme “Grow”, the goal of which is to improve the competencies of employees, to encourage non-stereotypical thinking, to promote female leadership and the professional and personal growth of less experienced employees, as well as to develop their the capacity to manage ongoing changes; Support the Public Dissemination and Establishment of Gender Equality Initiatives Designed to Promote Non-Stereotypical Attitudes towards Women and Men; Conduct an Analysis of 7th Grade Workbooks from the Perspective of Equal Opportunities and Provide Recommendations for the Authors of Educational Materials; Organise a Seminar for Authors of Textbooks and Educational Materials, Entitled “How to avoid Stereotypical Attitudes towards Different Genders in Textbooks and other Educational Materials”; Organise an International Conference for the Exchange of Best Practices in Fighting Stereotypes and Segregation.

The Ministry of Education, Science and Sport of the Republic of Lithuania has approved the General Programme for Education in Health and Sexuality, and Family Education. The implementation of this programme in schools of general education commenced at the beginning of the school year of 2017. The Programme was developed by having regard to developmental psychology and adjusted to different age groups, and encompasses grades 1 through 12. The implementation of the Programme in 2017–2019 included the organisation of public consultations, conferences, and qualification seminars for teachers, public health specialists and other educators responsible for the implementation thereof. Total number of participants was 1,150. Furthermore, the Programme included the development of the methodological measure The Development of Respect for others in Primary School – a methodological publication for the school community designed to assist teachers, the school community, and parents in understanding diversity, the meaning of respect for others and the relevance and state thereof in Lithuania, the origins of stereotypes, as well as which of them are still prevalent in our schools and society at large, the importance of recognising stereotypes, and what to do in order to promote a more tolerant, democratic, and humane society. When implementing social justice in relation to gender, it is important to eliminate gender stereotypes and to encourage the media to promote positive images of women and the equal status of women and men both in private and public life. One of the means of achieving the above is by reducing the effects of stereotyped femininity and masculinity

on the educational process and ensuring that textbooks and other educational materials are free of negative gender stereotypes.

The Office of the Equal Opportunities Ombudsperson also implements pro-active educational and preventive measures designed to fight gender stereotypes in education. In 2019, the the Equal Opportunities Ombudsperson performed a review of the assessment of (self)educational materials in relation to gender equality. The review, which included 32 (self)educational materials intended for sixth-seventh grade pupils, showed that said materials contain significantly divergent representation contexts and social roles for women and men. Women are often depicted in the background, as lacking financial resources, and their creative input typically remains underappreciated or ignored. Men, on the other hand, are depicted as active, dominant, engaged with many different interests, and their activities are often represented as important and significant. Textbooks are lacking in the depiction of women's historical experience and roles where they assumed positions of power, as well as representations of women and men in different professions. The emphasis put on stereotypical gender roles in the reviewed (self)educational materials entrench divergent social expectations for girls and boys which have a long-term impact on pupils' vocational choices, career opportunities, and unequal pay.

In order to promote young girls and boys to select fields of non-traditional studies and professions for women and men, the Lithuanian Centre of Non-formal Youth Education prepared the 'Gender Equality Aspect in the Education of Students for Career'. Non-formal education of Lithuania students in cooperation with the Lithuanian University of Educational Sciences prepared recommendations for the career education specialists regarding the educational means and didactic provisions enabling the solution of the matter of equal opportunities, by educating the student career competencies. The Lithuanian Centre of Non-formal Youth Education with the Vilnius Territorial Military Service and Completion Unit organised informational events to the students to promote gender equality: 'Why Is it Worth Choosing Military? Military – a Choice of Girls and/or Boys?'. The informational event to students 'Engineering Professions – a Choice of Girls and/or Boys?' was organised together with the lecturers of the Vilnius Gediminas Technical University.

**Critical areas of concern:**

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

**Freedom from violence, stigma and stereotypes**

*13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?*

- Intimate partner violence/domestic violence, including sexual violence and marital rape
- Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls
- Other

In 2016, in order to ensure more effective prevention of domestic violence and all assistance and protection for victims of violence, including children, the Seimas of the Republic of Lithuania adopted a resolution proposing to the Government, ministries, institutions under the ministries and the Association of Municipalities of Lithuania for better assistance to children affected by domestic violence, improvement of the collection of statistics on the prevalence of domestic violence, strengthening of inter-institutional cooperation, improving the efficiency of assistance for victims of domestic violence, improving the prevention of domestic violence, raising public awareness and intolerance to domestic violence, protecting victims, cooperation between municipalities, best practice exchange and other issues.

To tackle the problem of sexual harassment and violence, national legislation has been amended, providing the obligation for educational institutions to ensure that pupils, students and employees of educational institutions, science and academic institutions would not be subject to sexual harassment. Obligation for the employer to ensure protection against sexual harassment is also enshrined in the laws. In any employer's relationship with employees, direct and indirect discrimination, harassment, sexual harassment, instruction to discriminate are prohibited. A person suffering discrimination based on gender, sexual or other forms of harassment has the right to demand compensation from the guilty persons for pecuniary and non-pecuniary damage.

In 2016, the Government defined the task of the National Rapporteur on the fight against

trafficking in human beings. The National Rapporteur was charged with collecting and publishing statistics and other information on the situation of trafficking in human beings and the measures and actions against it, analysing and evaluating the results of it on the website of the MoI, preparing proposals for further progress in Lithuania in the fight against trafficking in human beings and to provide them to the MoI and the Commission. The MoI prepared and approved the Description of the procedure for the collection and publication of statistical data and other information on the situation of trafficking in human beings, measures against it and actions, and appointed a National Rapporteur.

***14. What actions has your country prioritized in the last five years to address violence against women and girls?***

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

National legislation is used to combat violence and implements national measures that contribute to reducing domestic violence and violence against women, improving the quality of assistance provided to victims of domestic violence and violence against women, increasing the scope of this assistance (for example, by establishing a system of support for all women who have suffered from domestic violence) and its funding by improving the means of preventing violence. In order to improve national legislation and address violence in a gender sensitive way, amendments to the Law on Protection against Domestic Violence have been prepared, introducing the definition of the gender based violence.

Throughout Lithuania the Specialised Assistance Centers (SACs) provide specialised, integrated assistance to people experiencing domestic violence (more than 80% of those

who have experienced domestic violence are women). If necessary, the SACs cooperate with the State Children's Rights Protection and Adoption Service, their employees, municipalities, sub-municipal areas and other institutions. In order to provide specialised complex assistance, the SACs' funding has increased from 168 thousand euro in 2012 up to 750 thousand euro in 2018.

Throughout the territory of the Republic of Lithuania there are women's crisis centres that provide assistance to female victims of violence experienced from their spouses and partners. Women's crisis centres are working on critical crisis intervention and prevention, providing immediate and continued support to women who have experienced violence. Organisations act as lobbyists in order to improve the legal framework of Lithuania in the area of the combating violence against women, to formulate appropriate policies and implement good practices. Organisations can also provide temporary shelter for women who are subjected to domestic violence. Victims of domestic violence can stay in municipally operating crisis centres, temporary accommodation establishments for mothers and children. In 2017, there were 49 crisis centres in Lithuania with 790 places for accommodation.

National Programme for the Prevention and Assistance of Victims of Domestic Violence for 2014-2020 sets out the objective to ensure the protection against all forms of violence against women, the domestic violence which disproportionately affects women. It is indicated to carry out legislation analysis in the area of the domestic violence and to make proposals on the possibility of applying a warrant for protection against domestic violence in all cases, including the cases related with more effective eviction of perpetrators from the premises owned by a woman or a family, punishment for perpetrators and tightening of punishment; to organise seminars, lectures for women's legal education (legal remedies, legal proceedings, etc.); to increase the funding of SACs.

In 2018, judges were provided with trainings organised in accordance with the "Prevention of, and the Fight Against, Sexual Violence, Gender-Based Violence, and Human Trafficking, the Response thereto within the Context of Asylum and Migration" programme, approved by the Judicial Council. The aforesaid trainings, which concerned sexual violence and gender-based violence within the context of asylum and migration, were organised once in 2018. It should be noted that, during the period of 2017–2018, the Lithuanian National Courts Administration had also provided judges with the opportunity to take part in international trainings related to the topics of gender equality and the fight against discrimination in the European Union. The above trainings were organised abroad. Judges improved their knowledge during a total of 11 different trainings.

Association Women's Information Centre together with partners implement a three-year long project 'Domestic Violence – Prevention, Protection, Help and Cooperation' co-financed from the European Social Fund. The aim of project financed out from the European Social Fund is to raise public intolerance to violence, to promote the recognition

of the forms of violence, to improve the professional competence of employees working in this area, thus, increasing the accessibility and quality of help for the victims of violence. The project activities are based on the survey of the public on the possibilities of provision of help and on the scientific research regarding the quality and accessibility of such help. In view of the current situation, the informational campaign is organised with an aim to raise public intolerance to violence, encourage its recognition, change the stereotypical attitude to the victims of violence, publicise the help and services provided by specialised help centres to the victims of violence. The aim is to increase the accessibility and quality of the help provided – the trainings are organised for all employees of Lithuanian municipalities, state institutions and non-governmental organisations working in the area of the issues of violence in close environment. To ensure the quality of help to the victims of violence, specialised training and supervisions are organised to the employees of specialised help centres. In order to evaluate the quality and accessibility of help provided to persons suffering from violence in close environment and to prepare recommendations for their improvement, representative surveys of public opinion and a research will be organised. Recommendations on the quality and accessibility of help provided to persons suffering from violence in close environment will also be prepared.

The activities supplementing each other will seek for a change – the intolerance of society to the expressions of domestic violence will increase, the knowledge on the provided help to the victims of violence in the public will increase up to 83% and the quality of aid will increase as well as the competencies of help providers.

***15. What strategies has your country used in the last five years to prevent violence against women and girls?***

- Public awareness raising and changing of attitudes and behaviours
- Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- Working with men and boys
- Perpetrator programmes
- Other

National Programme for the Prevention and Assistance of Victims of Domestic Violence for 2014-2020 sets out the measures strengthening the women's protection and assistance opportunities in the context of domestic violence. Objectives of the programme targeted to the prevention of violence include educating the public on prevention and intervention issues, teaching to recognise the manifestations of violence, and developing an intolerance

for all forms of violence, improving the competence of professionals involved in the prevention and provision of assistance to children and adults affected by violence, strengthening inter-institutional cooperation between state institutions, municipalities and NGOs.

When implementing the measure ‘Allocation of Funds to Projects of Non-Governmental Organisations Aimed at Prevention of Domestic Violence’ set in Action plan 2017-2020 for the Implementation of the National Programme for Prevention of Domestic Violence and Support for Victims 2014-2020, projects of 23 organisations aimed at prevention of domestic violence were financed. More than 400 events took place that were attended by 14 thousand people, of which over 4 thousand participants attended the international campaign ‘16 Days of Activity Against Violence’.

The working group was formed on the basis of decree of the Prime Minister of 2019, which was assigned the coordination and solution of the matters related to the prevention and minimisation of violence against women and domestic violence, preparation and submission of proposals regarding the improvement of laws regulating the prevention and reduction of violence against women and domestic violence to the responsible authorities, and improvement of cooperation between state authorities and non-governmental institutions in these areas.

Implementing the project “Stop Violence Against Women: From (A)wareness to (Z)ero Victims Blaming” funded by the Rights, Equality and Citizenship Programme of the European Union and the Lithuanian government, participating together with libraries, paper bookmarks with the information regarding violence against women have been prepared. They are given for free in the libraries and bookshops. Around 70 thousand bookmarks had already been distributed in all over Lithuania. Particular attention was paid to smaller cities of Lithuania, seeking to reach women who are hardly reachable by social networks, television video clips, and outdoor advertising.

***16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?***

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

For the past 13 years Lithuania has implemented European Commission Safer Internet programme that started in Lithuania in 2005. Since July 2012 Safer Internet consortium in Lithuania increased its activities and there are four officially involved partners: the Centre of Information Technologies in Education under the Ministry of Education and Science of the Republic of Lithuania, the Communications Regulatory Authority of the Republic of Lithuania,

NGO “Vaikų linija” and association “Langas į ateitį”. In cooperation with other partner organisations from public and private sectors, consortium have implemented recent project “Safer Internet Centre Lithuania: draugiskasinternetas.lt” co-financed by the European Union under the new Connecting Europe Facility programme.

The hotline was established by the Communications Regulatory Authority of the Republic of Lithuania (RRT) in 2007 within the framework of the Safer Internet Programme of the European Commission. Since then the hotline continues its work. Reports are accepted and processed according to the operational procedures manual approved by The Police Department under the Ministry of the Interior of the Republic of Lithuania and by The Office of the Inspector of Journalist Ethics of the Republic of Lithuania under agreements with the RRT. Report on illegal or harmful content, such as pornography or child sexual abuse material, content inciting racial or ethnic hatred, content leading to violence or making other negative influence on minors can be submitted by completing a special online report form at the website of the hotline. The new website of the hotline was created in 2017 <https://pranesk.draugiskasinternetas.lt/>.

In order to change the practice of widespread victim blaming in the media and society, and to change the prevailing belief that violence and the fight against it are the responsibility of the women who have been the victims of violence, the Office of the Equal Opportunities Ombudsperson launched a project in 2017 funded by the European Commission “Stop Violence Against Women: from raising awareness to a zero-tolerance to victim blaming”.

***17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?***

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

In 2016, in order to eliminate gender stereotypes and encourage media outlets to portray a positive image of women and equal status of women and men in private and public life, the Description of procedure for assessment of the contents of general education curriculum textbooks has been adopted that requires the content presented in textbooks to be fair in terms of gender, sexual orientation, beliefs or faith, while a stereotypical approach to

different sexes must be avoided. To ensure this requirement, the textbook evaluation criterion is provided to ensure that text and video material should not contain negative gender stereotypes, and that girls and boys, women and men are represented impartially. Textbook publishers also take responsibility through their request to evaluate the textbooks so that their materials meet this criterion.

Lithuania has old-established provisions in the Criminal Code, the Law on the Provision of Information to the Public and the Law on the Protection of Minors against the Detrimental Effect of Public Information that contribute to the establishment of gender equality, elimination of discriminatory provisions and stereotypical images of women in the media. In Lithuania, it is prohibited to publish (a) pornography, (b) information whereby the intolerance, mocking, scorn, promotion of discrimination, violence, physical destruction of a group of persons or person belonging to such group is encouraged due to age, gender, sexual orientation, disability, ethnicity, race, nationality, citizenship, language, origin, social situation, disability, faith, beliefs, attitudes or religion, (c) information promoting sexual abuse and exploitation of minors and/or promoting violence in itself. Promoters, spreaders of public information, journalists and publishers are obliged to observe the principles of respect to a person, humanism and quality in their activities. Furthermore, the minors have restricted access to the information of erotic, violent nature, promoting aggressiveness, disrespect to life or humiliation of human dignity.

The rules have been established in 2019, whereby the publications of erotic and/or violent nature were not subject to reduced rate of value-added tax set in the Law on Value-Added Tax. In 2016, a new media self-regulation code was adopted – the Lithuanian Code of Ethics of Information of the Public wherein, in addition to other professional rules of conduct, it is stipulated that (a) it is prohibited to make fun of human gender, last name, race, nationality, ethnicity, his religious beliefs, age, sexual orientation, disability or physical defects, physical data even when such person committed a crime, b) publish last name of the person suffering sexual aggression or any other details identifying the person.

The national broadcaster of Lithuania – the Lithuanian National Radio and Television (the LRT) implemented various measures aimed at improvement of gender equality and position of women. The LRT Rules for Implementation of Equal Opportunities Policy and Monitoring of Implementation of Principles were approved. These Rules detail the principles of implementation of equal opportunities policy, the means of implementation of such policy as well as the principles and means of monitoring. The rules of procedure of LRT employees include the provisions establishing the obligations assumed by the LRT in this area, i.e. all employees of the LRT are subject to equal employment selection criteria, formed equal employment conditions and possibilities for improvement of qualification, seek for professional improvement, acquisition of practical work experience, use equal work evaluation and dismissal criteria for men and women having the same qualification, competencies and reaching the same results, the equal wage is paid for the same or adequate work, the measures to protect the employee submitting a complaint regarding discrimination from persecution and from hostile attitude or negative consequences.

In 2015-2019, the LRT informational programmes broadcasted reports aimed at the difference in pay for women and men wage and also LRT showed a film on the global women leaders; the LRT show 'Anapus čia ir dabar' discusses the religion and feminism, media and similar topics related to human rights. The LRT broadcasted the National Equality and Diversity Awards organised by the Office of the Equal Opportunities Ombudsmen together with the National Equality and Diversity Forum and the Embassy of the Kingdom of Norway and also a discussion for ensuring gender equality on the labour market that took place in the Seimas.

The LRT introduces the proven initiative of the Great Britain public broadcaster BBC – in 2016, BBC took initiative to equalise the representation of men and women in its programmes (project '50:50'). This project was exported by BBC to other countries and LRT plans its implementation. Via special funds (Press, Radio and Television Support Fund and the Lithuanian Council for Culture), the State financially supported the media projects aimed at presentation of women contribution to the history of the State of Lithuania (e.g. projects 'All', 'Women Creating the State of Lithuania').

***18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?***

**YES/NO**

When implementing the Action Plan for 2018–2020 on the Integration of Foreigners into Society, the information is prepared for the foreign women in the language they understand on domestic violence, their rights and assistance in Russian, English languages and, due to orientation to women refugees, the Arabic language. The information will be distributed in the form of leaflet with illustrations and references for help. Furthermore, it is planned to organise training to the employees providing education and healthcare services aimed at deepening the knowledge on various cultures, elimination of stereotypes and formation of respect to the values of variety and equality; the information campaigns on the promotion of public tolerance to the foreigners and understanding of the variety as well as promotion of intra-cultural dialogue are conducted (e.g. articles, publications, TV and radio shows and/or other); the information platform (website) is supported where information on the relevant matters of integration of foreigners in Lithuania and foreign countries is provided to the specialists, the public and the foreigners and is regularly updated.

Seeking to prevent and reduce violence against children, Recommendations to the child care institutions on the protection of the rights and interests of the child and organization of support in the event of an emergency have been prepared. These guidelines help to better indicate various forms of violence, including physical and sexual violence against children, and provide recommendations on how to react in various cases.

**Critical areas of concern:**

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

***Participation, accountability and gender-responsive institutions***

***19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?***

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
  - Implemented capacity building, skills development and other measures
  - Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
  - Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
  - Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

The Action Plan 2018-2021 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021 stipulates the objective to promote the motivation and skills of women to participate in making the decisions, create an environment favourable to women career. 11 measures are dedicated to the achievement of this objective, including the women entrepreneurship and leadership events, situation analysis research, structural change (gender balance ensuring in community groups, preparation of recommendations and group of means aimed at support of various initiatives: support of professional and personal life balance initiatives, support initiatives contributing to the participation of disable women and girls in public life, support of means of involvement of men into the gender equality promotion).

In implementing the measures, the aim of a balanced participation of women and men in decision-making and in the highest positions was being further pursued. In order to promote women's motivation and ability in decision-making and to build a female career friendly environment, the following were organised: businesswomen and society leader awards, women's leadership conferences, the women's information portal, activities of women's political groups aimed at increasing the participation of women in politics at local and national levels, raising awareness

among women politicians and promoting influence on political decision-making in the area of gender equality, regardless of political views.

With a view to enhancing women's leadership and participation in decision-making, leadership events and training are organised and support is provided to the activities of clubs of women politicians. In 2017, the Ministry of Social Security and Labour organised a conference on women's leadership in society and business called 'Cherchez la Femme –Look for the Woman' aimed at achieving a balanced participation of women and men in decision-making and high-ranking positions, promoting women's motivation and creating an environment favourable for careers. The event gave an opportunity for representatives of business, politics, culture, sports and the public sector to share good practice, success stories and problems and challenges in combining a career with personal life.

Agency for Science, Innovation and Technology ('the MITA') organised the event 'Social Innovations for Business and Public' reviewing the mentoring and consultancy programme 'Women Go Tech', which is aimed at girls and women pursuing their career in technology sector. The opportunities for improvement of information technology skills for women were presented. The topic of dissemination and development of social and technological innovations was also discussed during the event. The event was organised on the basis of project 'Popularisation of Technologies and Innovations', which was financed from the European Regional Development Fund; the sum of EUR 3,509 was allocated. In order to promote the creation of innovative businesses among women, the discussion 'Become a Creator' was organised on the technological education of girls. The technologies camp for girls was introduced during the event.

The implementation of local development strategies financed according to the Rural Development Programme measure 'LEADER programme' was promoted and supported when implementing the Action Plan. The major focus was on the gender balance in collegial management bodies of local activity groups, having a right to make decisions important to rural settlements (on the local territorial level local activity groups, which, in the usual case, coincides with the limits of municipality territories) and related to investments, strategic planning, activity of residents, setting of aims and trends of the use of support funds. Gender equality in local activity groups is mandatory and constantly controlled, because the management body is dynamic and characterised by constant rotation.

The Ministry of Economics and Innovations together with Public Institution 'Versli Lietuva' implemented various initiatives aimed at promotion of entrepreneurial skills, financial literacy and other competencies of women. One project that received the major focus in 2015 was 'Smart Woman' the main goal of which was to help women to develop their ideas and create businesses. Women received support in development of businesses by experienced mentors, who, in the course of project, directly and remotely consulted on the topics such as development of business ideas, formation of the team, marketing, sale, control of finances, business law, management of processes, strategic business planning, market and competition, attraction of external financing, effective presentation of product, preparation of business plan. 36 events were organised in 2015.

In 2016-2018, Public Institution ‘Versli Lietuva’ organised events ‘Business Woman’ dedicated to the auditorium of women that took place in the regions of the country. The regional ‘Business Woman’ events were aimed at inspiring women to start business, familiarise with the proposed financial possibilities. During the meetings, the means and business creation and development services of Public Institution ‘Versli Lietuva’ were also presented.

In view of Beijing Declaration and Platform for Action Recommendations, the aforementioned measures are used to increase the economic education of women, improvement of new skills and dissemination of good practice.

On 3 December 2018, the permanent representative office of Lithuania in the EU organised a high-level discussion on the topic ‘2019 Elections to the European Parliament: from Empowerment of Women to the Women in Power’. The event was aimed at commemoration of the 100<sup>th</sup> anniversary of granting of right for women to vote in Lithuania. This event contributed to the maintaining of the issue of gender equality and more active participation of women in the policy in the EU agenda, as well as cooperation of the EU and the national authorities, non-governmental organisations and businesses.

In 2015, the project ‘Reduction of Difference in Situation of Women and Men in Making Economic Decisions in Lithuania’, which was aimed at examining, evaluating and discussing the respective measures dedicated to the improvement of representation of women in management and managerial positions and encourage equal representation for men and women on various hierarchical levels, first of all, in state and private companies of Lithuanian sectors. A complete research of position in Lithuania related to the ensuring of men and women equality in economic decision-making process was carried out by applying the most advanced methods, on the basis of which the recommendations were prepared regarding the enhancement of participation of women in corporate management by making decisions on all levels, by applying balanced attitude and set of effective measures and mechanisms that would be used to consider the necessary political, economic and social conditions.

## Women and men in the public and political life in Lithuania

	Women (number )	Men (number )	Wome n (%)	Me n (%)
Members of the Parliament of Lithuania (2016–2020)	30	111	23	77
European Parliament members elected in Lithuania (2017)	2	9	18	82
Members of the Government of Lithuania (2017)	2	12	14	86
Members of municipal councils elected (2019)	441	1061	29	71
Mayors (2019)	5	55	8	92
Civil servants, statutory officers excluded (late 2018-01-01)	22286	6308	78	22
Legal professionals in authorities of law and order (late				

2017):				
Judges*	476	293	62	38
Prosecutors	339	333	50	50
Advocates	839	1358	38	62
Notaries	223	37	86	14
Bailiffs	65	53	55	45

\*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*

**20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other

Lithuania expressed support for ensuring the safety of female journalists in the Digital Age and contributed financially to the OSCE Representative on Freedom of the Media office project “Safety of Female Journalists Online”. The project is dedicated to draw attention to the increasingly escalating security threats to women journalists online and find solutions that will ensure female journalists freedom of expression and security online.

Lithuania actively supports female journalists’ safety online and in military conflict zones. On 27 May United Nations Security Council unanimously adopted a resolution on safety of journalists in conflict zones, which was initiated by Lithuania (no. 2222). For the first time, the freedom of expression and independent media was associated with security of journalists (including women journalists) and the protection of civilians in the context of armed conflicts.

**21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

YES/NO

***If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?***

*Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets gender-responsive.*

***22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?***

**YES/NO**

**Not applicable**

***If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.***

***23. Does your country have a valid national strategy or action plan for gender equality?***

**YES/NO**

***If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.***

With a view to solving the problems of equality between women and men in a consistent, integrated and systematic manner, the National Programme on Equal Opportunities for Women and Men 2015–2021 is being implemented. It is already the fourth programme. The goals of the Programme on Equal Opportunities for Women and Men are to promote equal opportunities for women and men in the employment and labour sectors, seek a balanced participation between women and men in economic and political decision-making, enhance the efficiency of institutional mechanisms for the equality between women and men, promote the integration of the gender aspect in the spheres of availability of education and science, culture, health care, the environment, national defence and justice. To achieve the programme goals, targets have been set forth that are closely related to Goal 5 of the United Nations 2030 Agenda for Sustainable Development –promote women’s motivation and abilities to participate in decision-making, create an environment favourable for women’s careers, support an information portal for women, implement activities promoting women’s leadership, educate society on reproduction health issues, and raise awareness of society, especially of rural women, on remedies, etc. In implementing the Programme, support is granted to projects of non-governmental organisations,

training is organised for civil servants, representatives of the judicial system and social partners, information campaigns and the selection of the most equal employer, most equal municipality are conducted, and the functioning of the electronic network of women's organisations and the information portal [www.lygus.lt](http://www.lygus.lt) is ensured.

The Action Plan for the Implementation of the National Program of Equal Opportunities for Women and Men for 2015-2021 for the period of 2018-2021 sets out measures for the period 2018-2021 to implement the Program's objectives.

***If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?***

For the implementation of the Action Plan 2018-2021 in 2018 was allocated 21 345,8 thousand Eur, in 2019 23 091,8 thousand Eur, in 2020 it is planned to allocate 17 197,8 thousand Eur from the State budget and EU funds.

***24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?***

**YES/NO**

***If YES, please provide some highlights of the action plans and timeline for implementation.***

The last assessment of Lithuania in the session of the United Nations Human Rights Council's Universal Periodic Review was in 2016 (the next assessment of Lithuania is planned in 2021). In view of the fact that implementation of recommendations requires not only the actions of the Government and individual Ministries, but also the Seimas and independent human rights institutions (Seimas Ombudsmen, Equal Opportunities Ombudsmen, etc.), as well as actions of municipalities, from 2012, once a year, the coordination meetings of institutions and non-governmental organisations are organised regarding the implementation of recommendations received during the review, and additional thematic meetings regarding implementation of individual recommendations in responsible institutions are also organised. The discussion on the progress of implementation of recommendations adopted in Lithuania will also be organised in the Government on a yearly basis. The Plan for Implementation of Recommendations is public and filled by the responsible institutions online, thus, providing the public with a right to familiarise with the report of implementation of recommendations and the plans and to submit their own opinions and proposals.

CEDAW Recommendations for Lithuania are also considered in various formats in order to ensure its full implementation. Last Concluding observations on the fifth periodic report of Lithuania, received in 2014, were discussed at the meeting of the Commission on Equal Opportunities for Women and Men. On 28 August 2018, to implement the decisions of this meeting, the Ministry of Social Security and Labour asked the ministries to assess the Recommendations for Lithuania and provide measures for the implementation of these Recommendations by the programmes developed and implemented in accordance with their competence. The Recommendations for Lithuania were distributed in Lithuanian to state institutions of all levels. CEDAW Recommendations are also taken into account when drafting strategic documents related to equal opportunities between men and women, especially the National Programme and its Implementation Plans.

**25. *Is there a national human rights institution in your country?***

**YES/ NO**

***If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?***

On March 23, 2017, in line with the Paris Principles of the United Nations Resolution, the Seimas Ombudsmen's Office was accredited as a National Human Rights Institution and got an A status; however, this status also had to be consolidated by the amendments to the Law on Seimas Ombudsmen. The amendments granting the status of the National Human Rights Institution to the Seimas Ombudsmen's Office came into force on January 1, 2018. Main functions of the NHRI, formulated in the Paris Principles, are: (a) monitoring of human rights; (b) advice to authorities on human rights issues; (c) education and information of the public on human rights, dissemination of information on human rights; (d) presentation of the assessment of the human rights situation at international organisations; (e) preparation of reports on human rights; (f) seeking harmonisation of national legislation regulations and practices with the international human rights instruments.

Implementation of equal opportunities is monitored in Lithuania by the Office of Equal Opportunities Ombudsmen. The Equal Opportunities Ombudsmen of the Republic of Lithuania are delegated the control of the supervision of performance of the Law on Equal Opportunities of the Republic of Lithuania and the Law on Equal Opportunities for Women and Men of the Republic of Lithuania. After the entry into force of the new wording of the Law on Equal Opportunities from 1 January 2017, the Equal Opportunities Ombudsmen were delegated additional functions – performance of preventive and educational activity and dissemination of

ensuring of equal opportunities.

The Equal Opportunities Ombudsman of the Republic of Lithuania is an independent, state officer directly accountable to the Seimas of the Republic of Lithuania. Pursuant to the principles of legality, impartiality and justice, based on the competency defined in Article 17 of the Law on Equal Opportunities of the Republic of Lithuania, the Ombudsman examines the complains, performs investigation on its own initiative and submits consultations on the enquiries, performs independent examinations related to the cases of discrimination and independent overviews of the situation of discrimination, publishes independent reports, submits conditions and recommendations as well as proposals to the state and municipality institutions and authorities regarding the improvement of laws and priorities of equal rights implementation policy, performs preventive and educational activities, dissemination of ensuring of equal opportunities. The Office is a national equality institution the purpose of which is not only to examine individual complains regarding possible discrimination within the competency provided to the Ombudsman by the Law on Equal Opportunities for Women and Men and the Law on Equal Opportunities of the Republic of Lithuania, but also to ensure that all legal acts, public policy means and decisions adapted on the state and municipality level ensure effective application of the principles of non-discrimination and equal opportunities in practice. In practice, that means that the Office is a mixed-type equality institution, which performs quasi-judicial and equality dissemination activity in parallel.

***If YES, please provide up to three examples of how the NHRI has promoted gender equality. (2 pages max.)***

Carrying out educational and preventive activities, dissemination of ensuring of equal opportunities, the Office of Equal Opportunities Ombudsmen organised training on equal opportunities, public events, prepared publications and press releases, participated in TV and radio shows, submitted comments to the media. The 5<sup>th</sup> anniversary National Equality and Diversity Awards were organised together with partners in the Palace of the Grand Dukes of Lithuania.

In 2016, the Office of Equal Opportunities Ombudsmen prepared a project ‘The Code of Success of Municipality – Equality of Genders’, which was approved for financing by the European Union Structural Fund according to the measure ‘Promotion of Women and Men Equality’ of priority ‘Promotion of Quality Employment and Participation on the Labour Market’ of Operational Programme for European Union Structural Funds Investments for 2014-2020. The aim of project is to seek the systematic reduction of difference in position of women and men in municipalities, by educating the consciousness of entities of public sector on the matters of gender equality, abilities to recognise the factors conditioning the (in)equality of women and men, develop and install target measures for ensuring equal opportunities.

In 2017, the Office of Equal Opportunities Ombudsmen launched the project ‘Stop Violence

against Women: From Raising Awareness to Zero Tolerance to the Blaming of Victims’ co-financed by the funds of the Justice Programme of the European Union. The objectives of this project are as follows: 1) to encourage women, who suffered violence, to apply for help; 2) to deepen knowledge of specialists working with women suffering violence (family doctors, gynaecologists, social workers, children rights specialists) on the methods of target help to the victims of violence within their competency; 3) to encourage public intolerance to violence against women, change the practices of blaming women suffering violence that is currently wide spread in the media and the public, change the established provisions that the women suffering violence are the ones responsible for the violence and fight against violence.

In order to fight the violence against women, in 2018, the Office of Equal Opportunities Ombudsmen continued the project ‘Stop Violence against Women: From Raising Awareness to Zero Tolerance to the Blaming of Victims’ co-financed by the funds of the Rights, Equality and Citizenship Programme of the European Union. Two social campaigns were prepared and implemented in 2018 – ‘This is also Violence’ and ‘Support’. The social campaign ‘This is also Violence’ that took place in 2018 was aimed at focusing the public attention on the fact that domestic violence against women can be done in various forms, not only physical violence. The campaign relied on the results of performed representative survey of Lithuanian population which showed that the mostly recognised form of domestic violence is physical (when answering the question what forms of violence come to your head when thinking about domestic violence against women, physical violence was indicated by 72% of interviewed persons), fewer respondents indicated psychological violence (this form of violence was mentioned by 25% of respondents), whereas sexual and economic violence – are almost not recognised at all (these forms of violence were mentioned by 6% and less than 1% of respondents, respectively). The video clips were created during the campaign to familiarise with various forms of violence against women, to present psychological, sexual and economic violence individually.

**Critical areas of concern:**

E. Women and armed conflict I.  
Human rights of women L. The girl  
child

**Peaceful and inclusive societies**

***26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?***

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-

- ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
  - Taken steps to reduce excessive military expenditures and/or control the availability of armaments
  - Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
  - Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
  - Other

Lithuania is involved in the implementation of the United Nations Security Council Resolution No. 1325 (2000) on Women, Peace and Security (hereinafter - UNSCR 1325).

Since 2011 The Lithuanian National Action Plan (hereinafter - the NAP) for the Implementation of UNSCR 1325 was adopted. The NAP is prepared by the Ministry of Foreign Affairs of Lithuania.

The subject of gender equality (including UNSCR 1325) is incorporated into education programmes of all levels of military personnel (the General Jonas Žemaitis Military Academy of Lithuania, the Division General Stasys Raštikis Lithuanian Armed Forces School and the General Adolfas Ramanauskas Warfare Training Centre of the Lithuanian Armed Forces).

The curricula of the General Jonas Žemaitis Military Academy of Lithuania include the subject-matters of gender equality in different study programmes. All bachelor degree study programmes include a subject which is aimed at providing the cadets with knowledge on the main categories of law, human rights, principles of international law and their application in conflicts. The subjects of the *Humanitarian Law* and the *International Organisations and International Operations* which are included in all bachelor degree study programmes teach about the application of the international law provisions in conflict and humanitarian crisis zones, provide basic knowledge about the content and implementation of UNSCR 1325 □ The subject of the *Fundamentals of Political Science* of the bachelor study programme *International Relations* contains a few topics on female movements, types of feminism, development of women's political rights and their representation in parliaments all over the world. The subject of the *Theories of International Relations* of a master degree study programme *Military Diplomacy* analyses the theoretical feminist perspective of international relations and the problem of visibility of women in international politics. The subject-matter of "Moral Problems in Modern-day Society" of the subject *Ethics and Courtesy* which is included in all study programmes examines the issue of equality between men and women taking into consideration the qualification requirements for NATO officers' training. The Department of Foreign Languages (DFL) has included a subject-matter related to the issues of equality between men and

women in its English Language Study Programme; lecturers of the DFL of the Academy teach the cadets gender-neutral terms.

In 2018 the representatives of the Defence Staff of the Lithuanian Armed Forces have delivered 18 lectures (1 hour each) on the UNSCR 1325 and on the requirements of other related resolutions and implementation measures to the soldiers on official missions/international operations in the General Adolfas Ramanauskas Warfare Training Centre of the Lithuanian Armed Forces. During the lectures, the main differences in cultural, social and economic requirements for women and men and boys and girls, possible outcomes of different situations were discussed. The participants were familiarised with the importance of gender aspects in international operations, the main terms and definitions, the situation of women and children in the area of military conflicts and in the district of a specific operation, the activities of peacekeepers, which could change the situation. Lectures were given to servicemen preparing for international operations (missions) in Afghanistan, Mali, Somalia, Kosovo, Turkey, and the *Mediterranean Region*. The total number of attendees in the lectures amounted to around 269 soldiers (16 women and 253 men).

In 2018 no practical training on the implementation of the provisions of the UNSCR 1325 intended for civilians assigned to international operations (missions) was organized. It should be noted that after the Lithuanian military and civil contribution in Afghanistan reduced, the need for such training became less relevant.

Lithuanian Armed Forces Joint Staff has two officers with a supplementary function of gender adviser. Also from 2017 to the beginning of 2018 one CIMIC officer (female) was participating in MINUSMA international operation (Mali), who actively participates in projects development. One of the key preconditions for the projects is Gender equality promotion, female enhancement. At the same time this officer conducts supplementary task as gender focal point. From the beginning of 2018, another CIMIC officer (female) filled the same position.

On 27-30 November 2018, the international conference of experts took place in the Seimas of the Republic of Lithuania and the Ministry of Foreign Affairs aimed at improving the skills of Lithuanian institutions and civil society to implements the UN Agenda 'Women, Peace and Security'. Two topics of Agenda were set in the discussion, which are currently the most important to the progress of the Lithuanian society – fight with violence against women and girls and fight with trade in women and girls. The solution of these problems could include the actions and resources of the implementation of Agenda in Lithuania and support to the Eastern neighbouring countries. The conference laid informational grounds to the new Lithuanian Operational Plan for the Implementation of Agenda, which is prepared by the intra-institutional working group formed in 2019.

***27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?***

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Integrated a gender perspective in the prevention and resolution of armed or other conflict
- Integrated a gender perspective in humanitarian action and crisis response
- Protected civil society spaces and women's human rights defenders
- Other

From 2017 to the beginning of 2018 one CIMIC officer (female) was participating in MINUSMA international operation (Mali), who actively participated in local projects development. One of the key preconditions for the projects was Gender equality promotion, female enhancement. At the same time the officer conducted supplementary tasks as gender focal point.

***28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?***

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

In 2015 the Seimas has adopted amendments to the Criminal Code and the Code of Criminal Procedure, which made it possible for the police to respond more effectively to domestic violence - stipulating that pre-trial investigation of such crime should be initiated without the victim's complaint or statement by his legal representative (i.e., in the case when the violent act was committed against a former spouse or a person connected with a partnership, marriage or other close relationship).

In 2016 the Methodological guidelines for police officers on combating domestic and gender-based violence have been developed and published.

In 2017 an alarm (help button) system has been introduced in police system seeking to protect victims of domestic violence from repeated violence - help buttons are available for potential and actual victims to call police assistance with a single click.

In 2015 recommendations approved by a joint order of the Ministers of the Interior and the Social Security and Labor and of the Attorney General, aimed at improving the quality of pre-trial investigations of trafficking in human beings and ensuring smoother delivery of assistance to victims of trafficking. Major non-governmental organizations providing assistance to victims of trafficking have signed a Declaration of Cooperation endorsing and committing to the above recommendations. Police officers receive training on the prevention of trafficking in human beings every year.

During 2016-2017 preconditions for intensifying the fight against trafficking in human beings, ensuring more effective involvement, planning and coordination of actions and responsible institutions and institutions, municipalities, non-governmental organizations, churches and Lithuanian communities abroad have been made. Interinstitutional Action Plan for Combating Trafficking in Human Beings 2017-2019 has been prepared and approved, which includes strengthening of interdepartmental and intersectoral cooperation and coordination of national institutions and municipalities, monitoring, prevention (information campaigns, targeted measures for social risk groups and children, etc.) measures to enhance prosecution, provide assistance to victims of trafficking, train specialists in the field of trafficking detection, conduct such investigations. The National Rapporteur on Trafficking in Human Beings was appointed and his tasks and procedures for collecting and disseminating information on trafficking in human beings were determined.

In 2017 in Lithuania, especially in 13 municipalities with the highest number of victims of trafficking, an information campaign was carried out on the threats of human trafficking and assistance to victims of trafficking in Lithuanian, Russian and English languages, in cooperation with competent authorities and institutions, municipal administrations and social partners. During the campaign information on human trafficking and assistance reached more than one million Lithuanian residents and guests. Preventive and information measures to prevent trafficking in human beings were also organized in municipalities in 2018.

***29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?***

- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children

- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life
- Other

In 2017, the study “Early Marriages in the Lithuanian Roma Community: Situation Analysis, Conclusions and Recommendations” was performed. The aim of the study was to analyse the international law and the national law of the Republic of Lithuania regulating the institute of marriage. The main focus was made on an in-depth analysis on the concept of early marriages in the Roma community, an understanding of the attitudes of the community members, and the main causes and consequences of early marriages. In 2017, to implement the recommendations in the study, the sexual education training and early marriage prevention training, involving 30 boys and girls, were organised for the Roma youth in the Aukštaitija region.

Personal and public health care institutions have been actively carried out the health education and teaching of pre-school and school-age children and children at risk, in order to ensure adequate age-appropriate education for boys and girls about sexual and reproductive health and rights, responsible sexual behaviour, how to prevent teenage pregnancy and sexually transmitted diseases, and tuberculosis prevention.

In 2016, in order to eliminate gender stereotypes and encourage media outlets to portray a positive image of women and equal status of women and men in private and public life, the Description of procedure for assessment of the contents of general education curriculum textbooks has been adopted that requires the content presented in textbooks to be fair in terms of gender, sexual orientation, beliefs or faith, while a stereotypical approach to different sexes must be avoided. To ensure this requirement, the textbook evaluation criterion is provided to ensure that text and video material should not contain negative gender stereotypes, and that girls and boys, women and men are represented impartially. Textbook publishers also take responsibility through their request to evaluate the textbooks so that their materials meet this criterion.

In view of the fact that the problem of bullying, especially in educational environment, is still one of the most topical in Lithuania, the amendments were made to the Law on Education regarding the prevention of bullying and violence in educational establishments; the Recommendations for Implementation of Prevention of Violence at Schools were prepared. The number of preventive programmes proposed to the schools was increased, the assessment of their implementation was

carried out, target European Social Fund resources were allocated for financing of preventive programmes. The service providers implementing preventive programmes at schools are not capable of introducing preventive programmes at all schools at the same time, therefore, they are introduced gradually and will be introduced at all schools of Lithuania by 2021.

The Strategic Operational Plan of the General Prosecutor's Office 2018-2020 was approved in Lithuania, wherein one of the priority fields of the prosecutor's activity is stipulation of the enhancement of criminal prosecution not only for criminal activities related to sexual exploitation of children, but also for other violent criminal acts affecting the children. When implementing this priority field of activity, it is aimed at intensifying the actions of pre-trial investigation, maximally shortening the period of collection of necessary material for expertise and its appointment, implementation of the principle of one-time interview with a child, reduction of the duration of pre-trial investigations. In cooperation with the State Children Protection Agency of Iceland, the Centre for Support of Children Suffering from Sexual Violence was opened in Vilnius in 2016. Each child suffering from sexual violence and his relatives are guaranteed a complex help in an environment favourable (friendly) to the child (psychological, social, legal, medical aid, psychological evaluation of the child, surveys, medical inspection).

In 2017, the Ministry of the Interior started informational campaign regarding sexual violence online. It was based on material (two comic styles – 'story of a boy' and 'story of a girl'), which was prepared by the Europol according to #SayNo! campaign. In cooperation with other institutions, the material including a short movie in the Lithuanian language was distributed to the subordinate authorities, schools and other organisations preparing and implementing the means in the area of children rights protection in order to raise the awareness of teachers and parents of the children.

**Critical areas of concern:**

- I. Human rights of women
- K. Women and the environment
- L. The girl child

**Environmental conservation, protection and rehabilitation**

***30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?***

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources

- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
  - Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
  - Other

In order to raise public awareness by forming the environmental awareness of populations and to integrate the aspect of gender equality in public awareness projects by monitoring the different habits of consumption of women and men, their understanding and the level of awareness, the Ministry of the Interior increased the public awareness on the environmental matters. In 2018, it was undertaken to reach 64% of men and 60% of women informed on the environmental matters pursuant to the data of Eurobarometer research 'Attitude of Population to the Environment'. The representative survey of the Lithuanian population was conducted in 2018 at the order of the Ministry of Environment (1,033 respondents of the age of 15-74 were interviewed), which disclosed that equal percentage share of men and women is well informed on the environmental matters, i.e. by 50% of men and women. Pursuant to this investigation, 35% of men and 37% of women are feeling insufficiently informed.

When promoting the activity of non-governmental organisations in the area of environment by integrating the aspect of genders, the Ministry of Environment encouraged the activity of women in the area of environment, organised the seminars wherein local communities were informed on the sustainable development and perception of environment on the aspect of gender equality. 13 seminars were organised in total in 2018. The duration of this project – 36 months (2016-2019).

By implementing public awareness projects financed by the funds of various programmes (European Union, Waste Management, Environment Protection Support, Forest Programme funds), the Ministry of Environment prepares and publishes information on the environment through various media channels (TV shows, news reports, articles and reports on internet news portals, articles in regional and national press). This material is used to maintain the balance of genders, in view of the information relevant to women.

Impact of men and women on the environment is diverse – according to social-demographic data of the Eurobarometer research of 2014, more women (45%) than men (40%) think that their role in protecting the environment is important. Furthermore, women choose organic means slightly more often than men. For example, 36% of women recycle waste more common

as compared with 30% of men, whereas 64% of men consider themselves well-informed about the environment, whereas only 60% of women can tell the same. Cognitive and practical discussion of the matters on environmental protection and other in the seminars and practical activities enable the local community members to personally feel their contribution in the solution of sustainable development matters, as well as allows for better cognisance of differences of this target group men and women attitudes to environment protection and provide them with necessary knowledge.

**31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

In 2015 new edition of the Description of the Procedure for Organizing the Evacuation of the Population was approved by the Government Resolution, which stipulates that pregnant women must be evacuated from the population collection points by means of transport as a matter of priority. (<https://www.e-tar.lt/portal/en/legalAct/TAR.45067B48CDB3/asr>)

Adopted Recommendations for the Preparation of Collective Protection Structures for the Protection of Evacuated Residents also established special conditions of temporary collective housing protection that must be provided to pregnant women and breastfeeding women, and women with infants and children under 2 years of age. (<https://www.e-tar.lt/portal/en/legalAct/56d66890af9811e5b12fbb7dc920ee2c>)

Lithuanian policy on climate change is formed on the basis of international agreements (UN Framework Convention on Climate Change, Paris Agreement, etc.), EU strategic documents and legislation on goals and targets. In 2012 the National Strategy for Climate Change Management Policy was adopted in 2012. The Strategy lays down legally binding short-term and indicative medium and long-term targets and objectives for climate change mitigation and adaptation by 2050. To implement the Strategy, in 2013 the Interinstitutional Action Plan on the implementation of targets and objectives for 2013-2020 of the Strategy was approved and is updated annually. The plan defines measures for reduction of GHG emissions and adaptation to

climate change in all sectors of the Lithuanian economy (industry, energy, agriculture, transport, waste management, etc.). The measures of the plan are also implemented and the funds for their implementation are allocated by the ministries municipalities, state research institutes and universities, enterprises, institutions, organisations and other persons within their respective competence. However, these strategies and plans are gender neutral and doesn't provide any specific provisions regarding the women empowerment.

### **Section Three: National institutions and processes**

#### ***32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.***

The permanent national body in charge of overall coordination of the implementation of equal opportunities policy for women and men is the Division of Equal opportunities and Equality between Women and Men within the Ministry of Social Security and Labour. Furthermore, the Interministerial Commission of Equal Opportunities for Women and Men, which comprises of representatives of various ministries and other state institutions, non-governmental organisations, the Office of the Equal Opportunities Ombudsperson and other relevant stakeholders, has a mandate to promote gender equality and to ensure gender mainstreaming in the institution they represent. The Chair of Commission currently is the Vice Minister of Social Security and Labour, that is responsible for gender equality. The Division of Equal opportunities and Equality between Women and Men serves as the secretariat to the Interministerial Commission on Equal Opportunities for Women and Men. The Government of the Republic of Lithuania is currently developing a draft amendment of its Order Regarding the Establishment of the Commission on Equal Opportunities for Women and Men, and the Approval of the Provisions Thereof, whereby the composition of the Commission on Equal Opportunities for Women and Men will be changed not only by expanding the range of subjects entitled to delegate their representatives thereto, but also by establishing that state authorities must delegate representatives at a level no lower than that of vice ministers, as well as in order to strengthen the mandate and the decision-making power of the Commission. The amendment also includes revisions of the goal, tasks, functions, and operational structure of the Commission by emphasising its advisory and coordinating role in order to integrate the issues related to equal opportunities for women and men into all areas of public policy at all levels. In order to improve the competencies of the members of the Commission in the area of gender equality, said members are provided with annual trainings which include such topics as violence against women and the basics of non-discrimination; integrated political measures and the collection of data; prevention; protection and assistance; the law and what must be criminalised; investigation, persecution, procedural law, and protective measures; other parts: migration and asylum, international cooperation, and supervisory mechanisms; the international undertakings of Lithuania in the area of gender equality; the jurisprudence of the European Court of Human Rights, and other relevant topics. Trainings for members of the Commission were also included into the new Action Plan for the implementation of the Programme of Equal opportunities for Men and Women.

As already indicated earlier, the Office of Equal Opportunities Ombudsman is an autonomous publicly funded state authority responsible for ensuring the activities of the Ombudsperson in supervising the implementation of the Law on Equal Opportunities for Women and Men, and the Law on Equal Treatment.

#### ***33. Is the head of the national machinery a member of the institutional process for SDG***

*implementation (e.g. inter-ministerial coordinating office, commission or committees)?*

**YES/NO**

**There is no national process for SDG implementation**

Lithuania has established a National Commission for Sustainable Development (hereinafter – NCS) which is headed by the Prime Minister of the Republic of Lithuania and includes the ministers (Minister of Social Security and Labour is the Deputy Head of the Commission) and representatives of non-government organisations, business associations and research institutions. The main functions of the NCS are to analyse and assess biennial reviews on the implementation of the National Strategy for Sustainable Development and make proposals to the Government of the Republic of Lithuania concerning the updating of the NNSD and sustainable development priorities with account of the environmental, social, economic and cultural indicators of the state. Under the Government resolution approving the NNSD, the Ministry of Environment is obliged to coordinate the implementation of the NNSD. With a view to ensuring the appropriate implementation of the NNSD, the Ministry of Environment has established a working group of experts which in cooperation with other national authorities help the Ministry of Environment to prepare NNSD implementation reviews for presentation to the NCS.

***34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?***

**YES/NO**

**If YES,**

***a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?***

**Beijing Declaration and PfA  
Development**

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Other actors, please specify .....

**2030 Agenda for Sustainable**

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary
- Private sector
- United Nations system
- Other actors, please specify .....

*b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?*

**YES/NO**

*35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?*

- Yes
- No
- There is no national plan/strategy for SDG implementation

One of the long-term objective in the National Strategy for Sustainable Development are to promote employment of the population, investments in the human capital and creation of new high-quality jobs, to ensure equal opportunities for everyone to participate in the labour market and public life, and to reinforce social cohesion. As the main long-term tasks indicated to increase the average annual employment rate in the country to 68.8 percent, while maintaining the already achieved employment rates of 61 percent for women and 53 percent for the elderly (people aged 55-64) at least at the same level and to reduce the health differences among Lithuanian regions as well as between men and women. The Strategy's implementation is based on the principle of promoting and protecting the fundamental rights. In politics, attention shall be focused on the people with the aim of supporting their fundamental rights, fight all forms of discrimination, reduce poverty and eliminate social exclusion.

## Section Four: Data and statistics

### 36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

From May to June 2016, Statistics Lithuania analysed the possibilities of developing gender equality indicators by municipalities and counties. The Plan for the Development of the Indicator Database was supplemented in 2017 and since 2017 it has published more detailed gender statistics indicators on the Official Statistics Portal (<http://osp.stat.gov.lt>).

In 2018, an interactive map of statistics on the basis of gender was installed on the Official Statistics Portal on the basis of cooperation with the Lithuanian Department of Statistics.

When implementing the means of the Operational Plan *‘Prepare and Publish Statistical Information on Gender Equality’* and *‘Develop and Improve the Statistics of Gender Equality in the Areas of Labour Market, Education, Agriculture, Women Entrepreneurship’*, the Lithuanian Department of Statistics carried out the measures of the National Programme on Equal Opportunities for Women and Men 2015–2021 published in 2018 and prepared and published the statistics leaflet *‘Women and Men in Lithuania 2017’*, informational report *‘For Commemoration of the International Women’s Day’* (<http://osp.stat.gov.lt/informaciniai-pranesimai?articleId=3238834>), informational report *‘Representation of Women in Decision-Making in the Baltic States’*, which was prepared in cooperation with the specialists of the Estonian and Latvian Statistics Officers to commemorate the 8<sup>th</sup> of March (<https://osp.stat.gov.lt/informaciniai-pranesimai?eventId=155153>).

It participated in the preparation of the Eurostat's digital interactive publication 'Life of Women and Men in Europe' providing the statistics on the life of women and men in Europe. The publication was translated into 24 European languages, including the Lithuanian language (<https://osp.stat.gov.lt/infographs/index.html>).

The statistical information on the gender equality is published in the Indices Database of the Official Statistics Portal, the information is provided to be published on the Eurostat and the United Nations Economic Commission (UNECE). The statistical information on the gender and equality published on the Official Statistics Portal is supplemented with indices describing the gender equality (labour market, education, women entrepreneurship, violence on the basis of gender, etc.). The Lithuanian Indices of the United Nations Organisation Sustainable Development Agenda by 2030 were also prepared and published on the Official Statistics Portal (Objective 5 – Gender Equality).

Statistical information on the social-demographic statistics by regions and municipalities is published in the Interactive Atlas on the Official Statistics Portal (<https://osp.stat.gov.lt/interaktyvus-atlasas>).

The possibilities of preparation of gender equality indices by regions and municipalities were analysed. The possibilities of creation of subtopic of gender equality in the Interactive Atlas (<https://osp.stat.gov.lt/interaktyvus-atlasas>) were analysed, it was stipulated to represent at least 30 gender equality indices according to the municipalities and to publish more detailed gender statistics.

**37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?**

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics

- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

**38. *Have you defined a national set of indicators for monitoring progress on the SDGs?***

- Yes
- No

***If YES, how many indicators does it include and how many of those are gender-specific<sup>1</sup>?***

***If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?***

With the aim of contributing to implementation of the UN sustainable development goals, Statistics Lithuania compiled the sustainable development indicators for monitoring the progress of Lithuania. These goals are based on three aspects of sustainable development (environmental, social and economic) covering poverty, inequality, food safety, health, sustainable consumption and production, growth, employment, infrastructure, sustainable management of natural resources, combating climate change, gender equality, peaceful and inclusive society, etc.

A working group set by Statistics Lithuania, with participation of the representatives of the ministries and institutions responsible for compilation of specific indicators, analysed the UN sustainable development indicators, their definitions and methodologies, availability of the indicators in the databases of the national and international authorities, and prepared a list of the national indicators on sustainable development which specifies authorities responsible for each indicator. The harmonized list of indicators was provided to the National Commission on Sustainable Development.

Since 2017, Statistics Lithuania, with participation of the ministries and other institutions, has been publishing the UN and national indicators on sustainable development for 2010–2016.

At the beginning of 2018, 61 per cent of the UN sustainable development indicators were published on the Official Statistics Portal; 16 per cent of the indicators are non-relevant to Lithuania. Indicators which are relevant to the country but not published yet as their methodologies are not prepared and definitions are unknown account for 23 per cent.

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<sup>1</sup> The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

Statistics Lithuania, in cooperation with international and national authorities, will continue further improvement of the accessibility of the indicators to users. The information published is a prototype of the national reporting platform.

National indicators of the UN 2030 Agenda for Sustainable Development are available at <https://osp.stat.gov.lt/nacionaliniai-darnaus-vystymosi-rodikliai>.

*If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?*

**39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

- Yes
- No

*If YES, please describe which indicators have been prioritize*

Statistics Lithuania, together with ministries and other institutions, has prepared a national list of sustainable development indicators. Only indicators relevant to Lithuania are included in the list. Some indicators are already calculated in the country today, others are expected in the future. The values of the indicators are taken from various sources - the Official Statistics Portal, national institutions' databases, United Nations Sustainable Development Goals database and other international organizations.

National indicators under the SDG 5 are the following: 5.1.1, 5.2.1, 5.3.1, 5.4.1, 5.5.1, 5.5.2, 5.a.1(b), 5.b.1, 5.c.1.

*If NO, explain the main challenges for collecting and compiling data on these indicators*

**40. Which of the following disaggregations<sup>2</sup> is routinely provided by major surveys in your country?**

- Geographic location
- Income
- Sex
- Age
- Education
- Marital status
- Race/ethnicity
- Migratory status
- Disability

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<sup>2</sup> As specified in A/RES/70/1, with the addition of education and marital status.

- Other characteristics relevant in national contexts

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