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Indicators of gender equality

Indicators of Gender Equality in Lithuania

Note by Statistics Lithuania ¹

Summary

The paper reviews the work undertaken by Statistics Lithuania on producing, developing and providing for users gender statistics and indicators of gender equality. The main data sources (surveys, census, administrative records) used to produce high-quality statistical information on women and men. Gender equality indicators are presented in a way that described gender issues in the labour market, education and science, power and decision-making.

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I. Introduction

1. In the Beijing Platform for Action in its Para. 41. “*The advancement of women and the achievement of equality between women and men are a matter of human rights and condition for social justice and should not be seen in isolation as a women’s issue*”.
2. The contribution of both women and men are essential for social and economic development. To promote equality between the sexes and improve the status of women and men in society the statistics that reflect the differing realities of women’s and men’s lives are required. These statistics need to be collected, analyzed, disseminated and used.
3. One of the important tasks for Statistics Lithuania is to produce and provide to users high-quality statistical information on women and men, required for sound analysis of differences in the situation of women and men, decision-making, stimulating discussions, and to improve the provision of gender statistics to users. Gender equality means that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are equally considered, valued and favoured.
4. As gender issues move forward in national agenda, new demands are imposed on statistics. Policy-makers, researchers request additional data and argue, more generally, that the gender perspective should be a basic assumption guiding which data to collect and to analyze.
5. Statistics Lithuania is responsible for collection, production and dissemination of statistics reflecting the realities of lives of women and men. Since 1997, Statistics Lithuania started to compile and produce more detailed sex-disaggregated statistics in order to show the situation of women and men in society.
6. Statistics on women and men are published in press releases, a specific regular annual publication *Women and Men in Lithuania*. Electronic version of all publications is available for free download on the website of Statistics Lithuania, at www.stat.gov.lt.
7. More detailed sex-disaggregated statistical information is available in predefined tables, on the website (www.stat.gov.lt) and in the Database of Indicators (<http://db.stat.gov.lt>) of Statistics Lithuania

II. Data Sources

8. For the production of gender statistics, major data sources like population censuses, population-based sample surveys, business surveys, and administrative data are used by Statistics Lithuania.
9. *Population censuses* are the largest statistical data collections and one of the most important sources of information for examining differences between women and men. The last Population and Housing Census in Lithuania were carried out in March 2011. The terms, purposes and methodologies of the censuses are based on the European Union legislation and recommendations of the United Nations.
10. *Household surveys* collect the information on persons (by sex, age and etc.) living in private households. Statistics Lithuania carries out the following surveys: Labour Force Survey, European Union Survey on Income and Living Conditions, Time Use Survey, Information and Communications Technologies usage in households and individuals, etc.

11. *Business (enterprise) survey* is one of the sources of data on entrepreneurs by sex, age and education attainment. The Small and Medium Enterprises “Factors of Business Success” survey collects statistical information about small and medium enterprises.

12. *Administrative data sources* are an important source of information for studying gender differences in many fields. Statistical data provided by the Ministries of Education and Science, Social Security and Labour, Health, Justice, as well as the Prosecution Service, Prison Department, Institute of Hygiene, State Social Insurance Fund Board, National Courts Administration, Central Electoral Commission of the Republic of Lithuania and other institutions are used by Statistics Lithuania.

III. Gender Statistics Topics and Indicators

13. The purpose of gender statistics is to inform decision-makers and the public about the differences in the situation of men and women. Statistics Lithuania produces and presents the following statistical information about women and men: scope and demographic characteristics, family life, education and science, health care and social protection, labour market, participation in public administration, etc.

14. Key indicators of women’s and men’s position cover the following areas:

- a) Education and science;
- b) Labour market (economic activity, employment, unemployment);
- c) Public administration;
- d) Household income and expenditure;
- e) Health care and social protection;
- f) Education and science;
- g) Crime and criminal justice.

15. One goal of using gender indicators is to evaluate the status of women and men in society. The second goal is to assist policy-makers, designing national programmes, analyse gender equality issues today and in future.

16. In this paper the indicators of gender equality are presented in selected areas: education, science, labour market, women and men in power and decision-making.

A. Education and Science

17. *In the Beijing Platform for Action in its Strategic objective B.4.underscore”Develop education and training.”*

18. The general understanding that education is a valuable, that it is a right in itself, and promoting women’s and men’s rights in achieving gender equality in society. The importance of education is recognized as a significant factor for the socio-economic development and sustainable growth. Engendering education involves examining and making progress towards gender equity in the learning opportunities available for women and men.

19. In Lithuania at the beginning of the 2010–2011 academic year the estimated number of women in all educational institutions made 345.4 thousand, that of men – 306.8 thousand. Women students in all educational institutions made up 53 per cent, 38 per cent in vocational schools, 60 per cent in universities and 56 per cent in colleges.

20. Women have been pursuing upper secondary and further education more actively than men. In 2010, 90 per cent of women and 84 per cent of men aged 20–24 had at least upper secondary education.
21. At the beginning of the 2010–2011 academic year, women studying in the field of social services made up 94, personal services – 76 per cent, while men preferred engineering and engineering trades (99 per cent), architecture and building, transport services (96 per cent).
22. At the beginning of the 2010–2011 academic year, women make up the major share in social services (91 per cent), psychology (84 per cent), health care (79 per cent), pedagogy and humanities (76 per cent), journalism (76 per cent), men – engineering (92 per cent), transport services (91 per cent), computing (86 per cent).
23. According to Labour Force survey data in 2010, 28 per cent of residents of Lithuania aged 25–64 had higher education (women – about 30 per cent, men – 28 per cent).
24. Women successfully studied at all educational levels: bachelor’s degree was pursued by 66 per cent, master’s – 65 per cent, doctoral – 58 per cent of women.
25. In 2010, 45 thousand specialists were graduated from higher education institutions, 66 percent – women. More women (58 per cent) than men (42 per cent) acquired a doctoral degree, 64 per cent – bachelor’s degree.
26. The share of women graduates in natural, technical and applied sciences is much lower. There are 11 women and 26 men specialists in this area per 1000 population aged 20–29.
27. Most (87 per cent) teaching staff at general schools is women. At colleges and vocational schools women make up 68 per cent, while at universities – 49 per cent of the academic staff.
28. A Survey on Research and Development (R&D) on an annual basis is conducted by Statistics Lithuania. The objective of the survey is to estimate the number of employees engaged in R&D activities, R&D costs (expenditure), their structure, and funding sources. Institutions and organizations failing within the higher education, government and private non-profit sectors are surveyed through an exhaustive survey.
29. In 2010, among researchers with a scientific degree or an academic title engaging in R&D (in the general government and higher education sectors), men accounted for 3.4 thousand, while women – for 2.8 thousand (45 per cent of all researchers with a scientific degree or an academic title).
30. Men researchers with a scientific degree or an academic title accounted for the major share in technical (75 per cent) and physical (68 per cent) sciences, while women researchers with a scientific degree or an academic title – in humanities and social (59 per cent in each) and natural sciences (58 per cent).
31. The share of women researchers with a habilitated doctor’s degree made up 20 per cent, women professors – 19 per cent. There were 4.2 thousand women and 5.4 thousand men doctorate holders in Lithuania. Women accounted for 44 per cent of doctorate holders.

B. Labour Market

32. In the Beijing Platform for Action in its Strategic objective F.5. 3 underscore “Eliminate occupational segregation and all forms of employment discrimination”.
33. To ensure equal opportunities for women and men in employment the data on women’s and men’s economic activity are needful and analysed. Integration of gender

perspective at policy level required data and analytical background to evaluate and monitor changes on the labour market by sex.

34. The gender perspective is incorporated in the statistics reflecting situation in the labour market. Indicators of economic activity, employment and unemployment of the population were obtained from the Labour Force Survey. Labour Force Surveys provide basic statistics relating to employment. The above-mentioned survey results released quarterly and annually. The labour force is the most commonly used measure of the economically active population.

35. In 2010, 703.5 thousand women and 640.2 thousand men was employed, 118.8 thousand of women and 172.4 thousand of men – unemployed. Inactive women 15 years and over made 707.4 thousand, that of men – 471.8 thousand.

36. The economic activity rate of women aged 15–64 increased from 67.8 per cent in 2009 to 68.8 in 2010 (that of men increased from 72 per cent in 2009 to 72.4 per cent in 2010).

37. In 2010, the employment rate of women aged 15–64 was higher than that of men. The employment rate of women aged 15–64 decreased from 60.7 per cent in 2009 to 58.7 per cent in 2010 (that of men respectively, from 59.5 to 56.8 per cent).

38. The number of women working part-time made 65.7 thousand, or 9.3 per cent of all employed women (that of men – 6.7 per cent).

39. In 2010, women are more likely to work in human health and social work (85.4 per cent), education (80 per cent), accommodation and food service (78.4 per cent), public administration and defence; compulsory social security (51.6 per cent) activities, that of men more working in construction (86.9 per cent), transportation and storage (74.5 per cent).

40. 7.9 per cent of women worked in legislators, senior officials and manager occupational group in 2010, compared with 12.7 per cent of men.

41. The women unemployment rate was lower than the men one. The unemployment rate of women increased from 10.4 per cent in 2009 to 14.4 per cent in 2010 (that of men, respectively, from 17 to 21.2 per cent).

42. The gender pay gap is an important indicator used to monitor the inequality in pay between men and women. It represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. Gender pay gap is estimated by economic activity, sector and age class. Average hourly gross earnings are used for the calculation of a gender pay gap by the methodology of Eurostat.

43. Gender pay gap in industry, construction and services (except public administration, defence, compulsory social security) in the whole economy in 2010 against 2009 decreased by 0.7 percentage points and made up 14.6 per cent. Gender pay gap in the private sector was 4.8 percentage point higher than in the public sector and made up 19 per cent in 2010.

44. The highest decrease of gender pay gap in 2010 against 2009 was observed in arts, entertainment and recreation (by 6.1 percentage points and made up 14.6 per cent), mining and quarrying (by 4.8 percentage points and made up 0.2 per cent) and professional, scientific and technical activities (by 4.3 percentage points and made up 17.1 per cent).

45. The highest gender pay gap was observed in financial and insurance activities and manufacturing and gender pay gap decreased respectively from 47.7 per cent and 32.7 per cent in 2008 to 43.9 per cent and 29.7 per cent in 2010.

C. Women and Men in Power and Decision Making

46. *The Beijing Declaration and Platform for Action G. 181 emphasized that equality in decision-making is essential to the empowerment of women and that “Women’s equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women’s interests to be taken into account”.*

47. In Lithuania women are represented on various levels of economic and political decision making. The President of Republic of Lithuania, Speaker of the Parliament of the Republic of Lithuania, two Ministers, and among some other high level officials also General Director of Statistics Lithuania are women. Women represent 18 per cent of members of Parliament of the Republic of Lithuania, 25 percent – of European Parliament. The proportion of women in the Parliament increased from 7 per cent in 1992 to 22 per cent in 2004 (in 2004–2008, 21 per cent women were elected to the Parliament of the Republic of Lithuania).

48. In 2010, 22 per cent were elected to the municipal councils of the Republic of Lithuania. In 2010, according to the Labour Force Survey data, 41 per cent of all managers (legislators, senior officers, and managers) were women.

49. By the data of the Civil Service Department under the Ministry of Interior of the Republic of Lithuania for the year 2010, women made up 76 per cent of civil servants (except for statutory) and 60 per cent of civil servants of political confidence, however about 70 per cent of managerial positions were occupied by men.

IV. Future Plans

50. The main goal of using gender indicators is to evaluate the situation of women and men in society and to guide policy development and assessment. Gender statistics are produced in close collaboration with users to respond to the needs of policy-makers, researchers, the media, and the public. Statistics Lithuania devotes significant attention to the improvement and dissemination of gender statistics.

51. According to the Strategy of Statistics Lithuania, covering the period of 2008–2012 social statistical data should be analysed in respect to the gender equality. Further Statistics Lithuania will pay attention to gender statistics in the new strategic period of 2013–2017.

52. The nearest future plans of Statistics Lithuania are:

- a) preparation of publication of statistical information on women and men using 2011 Population and Housing Census data;
- b) explore the users’ wishes (using questionnaire) to receive more detailed statistical information on women and men;
- c) further revision and development of Key indicators;
- d) produce and provide to users high-quality statistical information on women and men;
- e) co-operation between countries and sharing the experiences on gender statistics issues and satisfy increasing user needs;
- f) compile statistical data in the Database of Indicators of Statistics Lithuania.

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