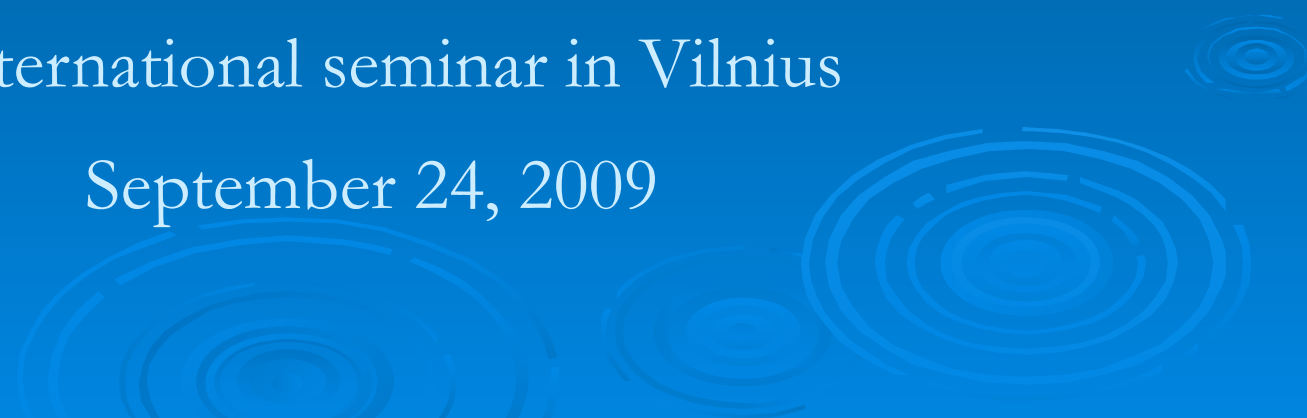


Equal Opportunities and Gender Equality situation in Lithuania labour market

Aušrinė Burneikienė
The Ombudsperson of Equal Opportunities

International seminar in Vilnius

September 24, 2009

A decorative graphic consisting of several sets of concentric circles, resembling ripples in water, is positioned in the bottom right corner of the slide. The circles are light blue and vary in size, creating a subtle background element.

Introduction

Lithuania has been the first and only country in Eastern and Central Europe region, which adopted the Law on Equal Opportunities for Women and Men in 1998 and established specialized equality body - Office of Equal Opportunities Ombudsmen.

The background of the slide features several faint, concentric circles in a lighter shade of blue, creating a ripple effect that is most prominent in the lower right quadrant.

Office of Equal Opportunities Ombudsmen (OEEO)

- Established in 1999 by the Parliament of Lithuania
- Independent state body, accountable to the Parliament
- Monitors implementation of two laws:

Law on Equal Opportunities of Women and Men (1999)

Law on Equal Treatment (2005)

- The Ombudsman investigates individual complaints on direct and indirect gender discrimination and sexual harassment as well as discrimination based upon race, nationality, language, origin, social status, belief, convictions and attitudes, age, sexual orientation, disability, ethnicity, religion may start investigations on his own initiative.

Gender Equality structure

- Parliament

Human Rights Committee

- Government

Minister of Social Affairs and Labour

Advisor to Prime Minister on Equal Opportunities

Department of Statistics

- Office of Equal Opportunities Ombudsmen

- Non-governmental sector

More than 80 women's NGOs, social partners (employers, etc.)

Legislation

- The general principle of equal opportunities is enshrined in Constitution of Republic of Lithuania 29
- Law on Equal Opportunities for Women and Men obliged all state institutions to deal with gender issues in all relevant areas, prohibits discrimination by sex in employment and education areas, forbids sexual harassment and discriminatory advertisements.
- According to the Law, employer is obliged to guarantee equal rights for women and men at work and discriminatory employment, education areas and in the field of protection of consumers rights including advertising of goods and services.

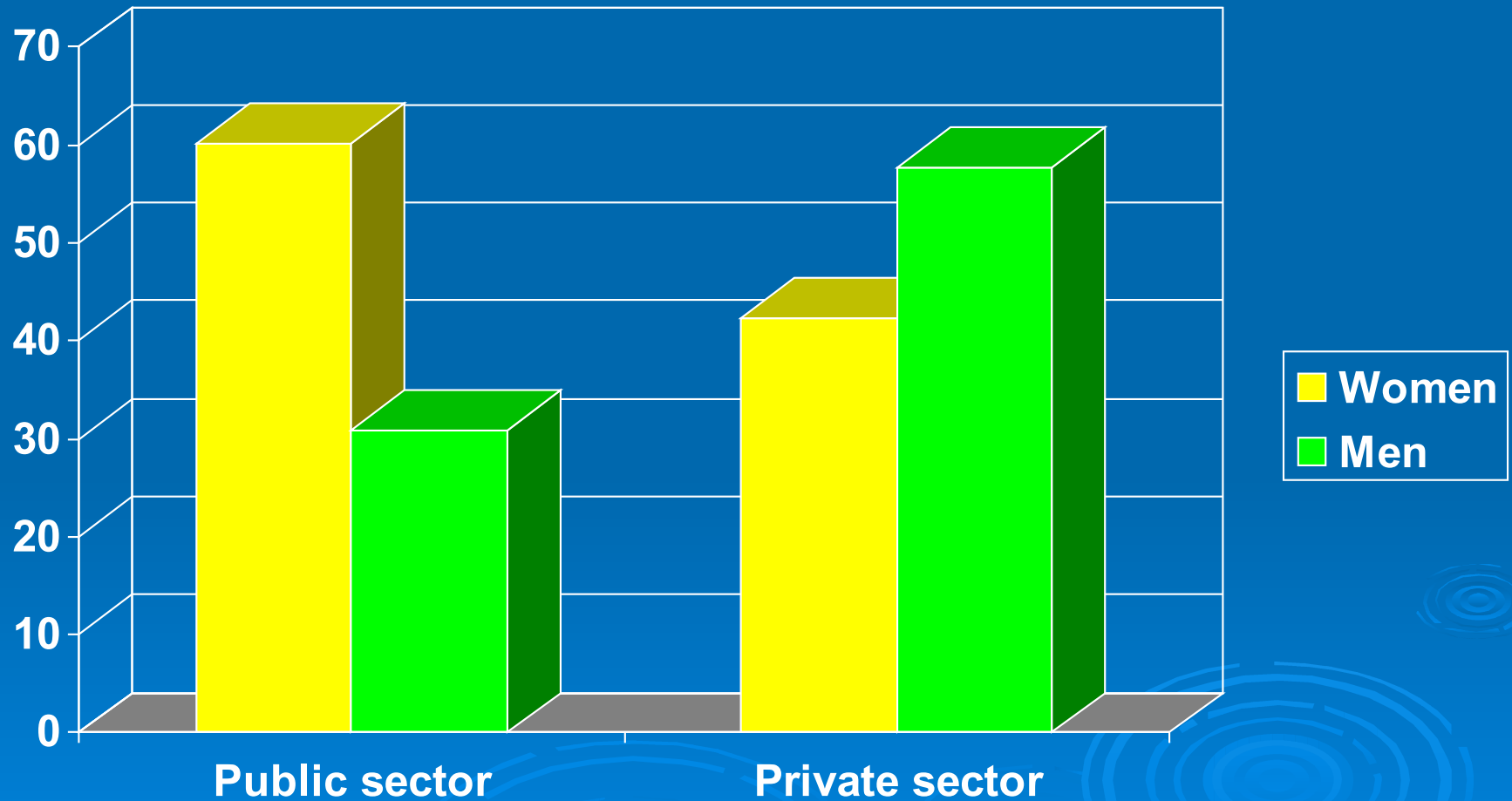
Gender Equality Indicators

- Almost for 10 years gender equality has been given priority in Lithuania.
- The highest recognition of the achievements of Lithuania in gender equality has been the EU decision to establish the European Institute for Gender Equality in Vilnius.

Statistical data

- In 2008 women's employment rate reached 60.9 % (exceeded Lisbon target for 2010);
- Gap between men's and women's employment rate almost equal:
61 percent men and 60.9 percent women in 2009;
- Gender pay gap remains like EU average - women make only 81 % that men earn in public sector and 84% in private sector;
- More than 76 percent of civil servants are women

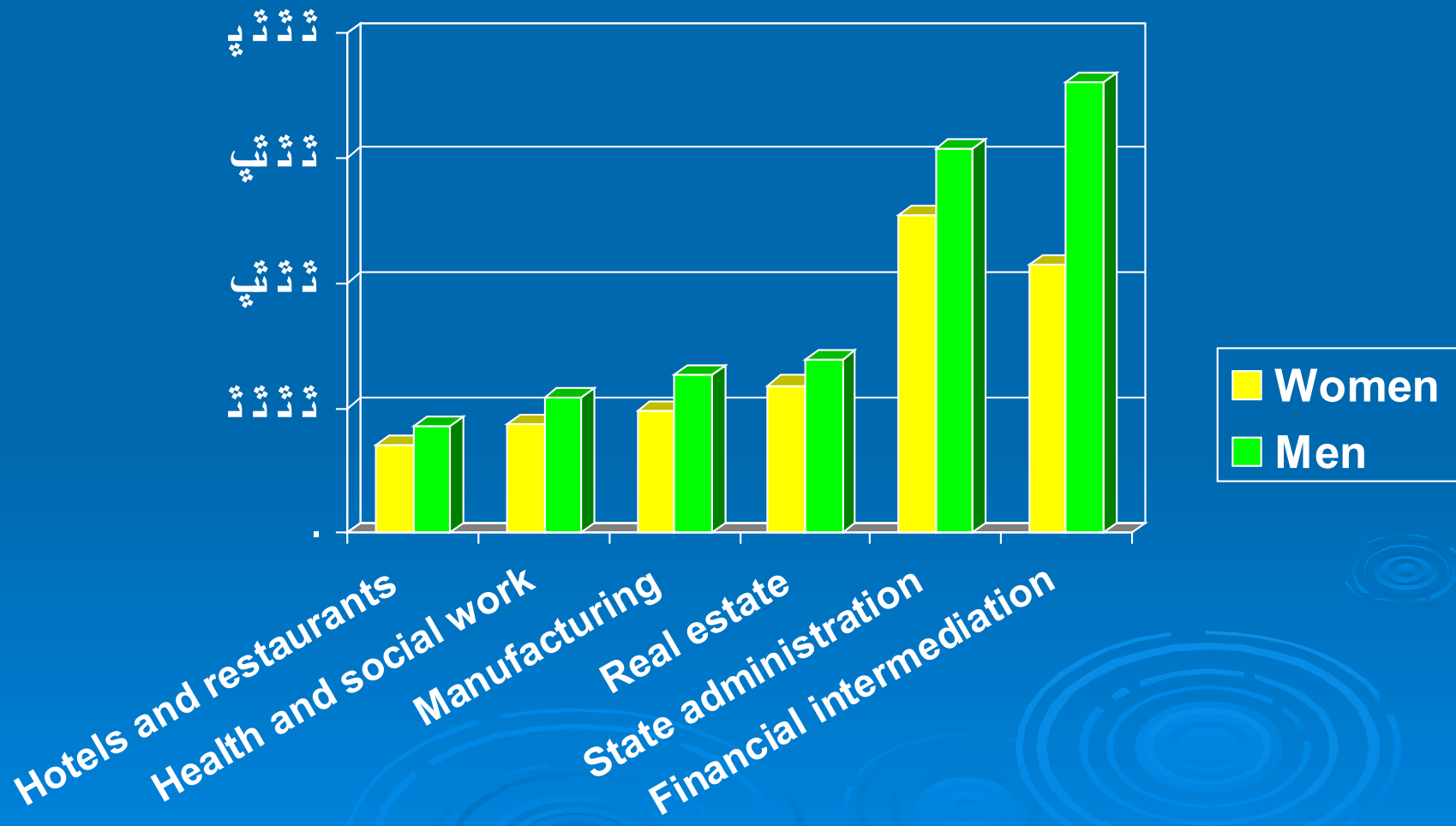
Women and men in public and private sectors, 2008



Average gross monthly earnings of women compared to average gross monthly earnings of men (Gender Pay Gap)

Economy in general	Public sector	Private sector
82,1	81	84

Gender pay gap by economic sector



Gender Equality and Economic Crisis

- The gender impact of the economic crisis in terms of unemployment rates is expected to be more difficult for females than for males.
- Women's lower employment rates, weaker control over property and resources, concentration in informal and vulnerable forms of employment with lower earnings, and less social protection, all place women in a weaker position than men.
- Men's unemployment rate is growing, but still gender paygap is increasing and worsen sharply women's situation.

Policy measures

- Sustainable and quality jobs open to both men and women;
- Social protection including unemployment benefits and insurance schemes that recognize women's vulnerable position in the labour market;
- Promotion of family friendly work environment;
- Welfare systems, cultural institutional and interpersonal factors to reconcile family and professional life;
- Active social dialogue between decision making institutions, NGO's, academic society and social partners.

Gender equality challenges for the future work in Lithuania

- Low representation of women in decision making process
 - Discrimination in employment, segregation of labour market and education, pay differentials
 - Difficulties in reconciling family and work life
 - Stereotyping
 - Violence against women
- 
- The background of the slide features several sets of concentric circles in a lighter blue shade, resembling ripples on water. These circles are positioned in the lower right and bottom center areas of the slide.

Thank you for your attention.

