



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**  
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**Responses to the list of issues and questions with regard to  
the consideration of the third and fourth periodic reports**

**Lithuania\***

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\* The present report is being issued without formal editing.

***Constitutional, legislative and institutional framework***

**1. According to paragraph 23 of the Core Document, under Part 3, article 138 of the Constitution of the Republic of Lithuania, “international treaties ratified by the Seimas of the Republic of Lithuania are a constituent part of the domestic legal system.” Please provide details of any court cases in which the Convention has been used or referred to.**

Resolution No. 306 of 17 December 2004 of the Courts Council On the Classification of Administrative, Criminal and Civil Cases as well as of Procedural Decisions Adopted by Courts in the Said Cases, adopted classifiers of administrative, criminal and civil case categories, as well as classifiers of categories of procedural decisions adopted by courts in administrative, criminal and civil cases. On the basis of the said classifiers it is not yet possible to identify cases examined at courts which would have applied or been based on the United Nations Convention on the Elimination of All Forms of Discrimination against Women. Nevertheless, this issue has already been submitted for consideration to a working group established on the basis of Resolution No. 13P-187 of 16 November 2007 of the Courts Council “For the purpose of amending classifiers of categories of cases investigated during judicial proceedings and classifiers of categories of procedural decisions adopted in such cases”.

**2. The fourth periodic report states that “constitutional law experts are of the opinion that the setting of special measure in a law might constitute a conflict with the Constitution of the Republic of Lithuania” (CEDAW/C/LTU/4, para. 43). Please provide information on why this is so in the light of the State party’s obligations under article 4, paragraph 1, of the Convention, which is a constituent part of the domestic legal system, and of general recommendation 25 elucidating this Article? Please also elaborate whether there has been any progress regarding the proposal to amend the Constitution (CEDAW/C/LTU/4 para. 43), and what exactly such an amendment would cover.**

Article 2 (4)(6) of the Law on Equal Opportunities for Women and Men provides for that temporary special measures established by the Law should not be treated as discriminatory. Opinion of the constitutional law experts mentioned in para. 43 was an opinion expressed in relation to the suggestion to establish quotas in the lists of candidates. Experts were of an opinion that this suggestion might be in direct conflict with the constitutional principle of equality, therefore the amendments of the Constitution might be needed. It does not mean that such amendments of the Constitution have already been drafted and submitted for consideration, rather it was an opinion that such amendments might be necessary, considering that the international law, the European Union law and the Lithuanian Law on Equal Opportunities for Women and Men clearly state that temporary special measures do not violate the equality principle and shall not be regarded as direct discrimination. Following this the Equal Opportunities Ombudsman has proposed all political parties to discuss the issue of establishing quotas in the Law on Elections.

However, no common agreement has been reached as yet. Nevertheless, several parties, e.g. the Social Democratic Party, do apply quotas in their electoral lists both in general and municipal elections.

**3. The reports provide information regarding the work and mandate of the Office of the Equal Opportunities Ombudsman. Please inform the Committee as to whether the 10 positions in the Office are currently occupied (CEDAW/C/LTU/3, para. 105) and elaborate upon the powers of the Ombudsman, as well as action taken to follow-up on the Ombudsman's recommendations and to monitor their implementation. Please provide disaggregated data by sex and on complaints lodged on the basis of discrimination on the grounds of sex as well as on the areas and rights for which such complaints were lodged (CEDAW/C/LTU/3, para. 149; CEDAW/C/LTU/4, para. 22).**

Not just ten, but even thirteen positions in the Office of the Equal Opportunities Ombudsman are currently occupied; the total number of the office staff is 13. The mandate of the Office of the Equal Opportunities Ombudsman includes the monitoring of two laws: the Law on Equal Opportunities for Women and Men and the Law on Equal Treatment. The purpose of the Law on Equal Opportunities for Women and Men is to prohibit all kinds of discrimination on grounds of sex, in particular if it is connected to family or marital status in employment, education and science, access to and provision for goods and services, and to ensure gender mainstreaming. The purpose of the Law on Equal Treatment is to prohibit all kinds of discrimination on grounds of age, sexual orientation, disability, race or ethnic origin, religion or beliefs.

Article 24 of the Law on Equal Opportunities for Women and Men entitles the Office of the Equal Opportunities Ombudsman to adopt one of the following decisions:

- to refer the material to investigative bodies if indications of an offence have been established;
- to address an appropriate person or institution with a recommendation to discontinue the actions violating equal opportunities or to repeal a legal act relating to that;
- to hear cases of administrative offences and impose administrative sanctions;
- to dismiss the complaint if the violations mentioned in it have not been corroborated;
- to discontinue the investigation if the complainant withdraws the complaint or when objective information concerning the violation, which has been committed, is lacking or when a peace agreement has been reached between the complainant and the offender, or when an act violating equal opportunities is discontinued, or when a legal act violating the equal opportunities is repealed;
- to admonish regarding a violation which has been committed;
- to temporarily halt the investigation, if the person, whose complaint or actions, in reference to which a complaint has been made, are under investigation, is ill or away;
- temporarily, pending the final decision, prohibit the dissemination of advertisements if there are sufficient information that an advertisement which is already in circulation or is about to be released into circulation may be qualified as instigating hate on the grounds of

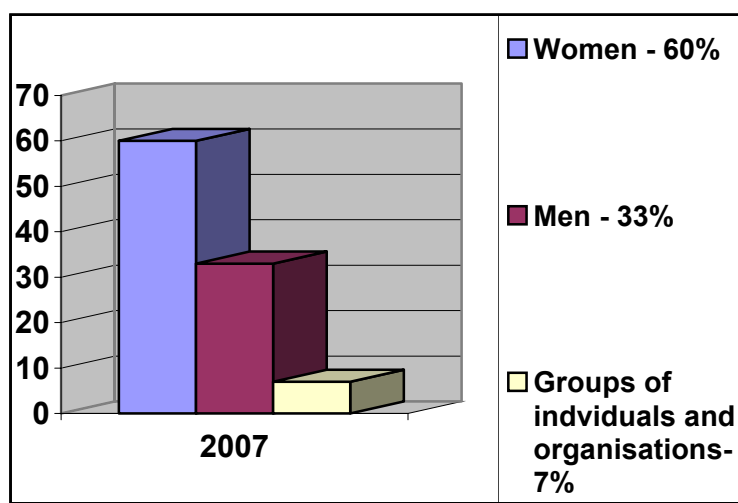
sex, race or ethnicity, religious and beliefs, age, disability, sexual orientation, and as such could cause material damage to the interest of the public, would humiliate human honour and dignity and would violate the moral principles of the society;

- oblige operators of advertising activity to discontinue prohibited advertisements and fix the terms and conditions for the implementation of such an obligation.

A vast majority of decisions adopted by the Office of the Equal Opportunities Ombudsman is made up of proposals to annul or amend certain legal provisions which have been proved to be discriminatory on the basis of one or another reason stipulated in the Law on Equal Opportunities for Women and Men or the Law on Equal Treatment (or whose implementation places one or other group of individuals in a less favourable position), as well as to supplement legal acts with adequate provisions or adopt new legal acts aimed to abolish discrimination in a certain field. Moreover, a rather substantial part of the adopted decisions – warnings about committed violations of the Law on Equal Opportunities for Women and Men or the Law of Equal Treatment.

The practice of the Office of the Equal Opportunities Ombudsman demonstrates that over a decade of the effective Law on Equal Opportunities for Women and Men the issues of gender equality have not lost their relevance. A conclusion can, thus, be drawn that people are better aware of inequality cases and dare to stand up against violations.

Compared to complaints on other types of discrimination, complaints on violations of equal opportunities of women and men, including sexual harassment, take the first place in 2007. The Office of the Equal Opportunities Ombudsman received 44 complaints about violations of equal opportunities of women and men, which were mostly submitted by women.



Data on individuals who have submitted complaints on the basis of discrimination on the grounds of sex, disaggregated by sex (percentage).

In 2007 women mostly complained about possible discrimination in the area of acquiring goods and services and labour relations (access to employment, inequality in seeking promotion, labour conditions etc.).

In 2007, just like in previous years, few complaints were submitted on the basis of sexual harassment. One of the reasons - difficult process of proof or absence of evidence whatsoever. Indeed, most often sexual harassment happens in the absence of other people, i.e. when nobody hears or sees it, which makes it all the more difficult to prove the existence or non-existence of such actions. The existence of sexual harassment is very difficult to prove due to absence of evidence.

**4. While persons affected by discrimination on the grounds of sex have the right to address courts, “no cases directly related to the discrimination on the grounds of sex were investigated by national courts in 2005-2006” (CEDAW/C/LTU/4, para. 23). Please explain why this may be so and compare and contrast the different procedures and outcomes of cases dealt with by the Ombudsman until the end of 2007 and those investigated by national courts.**

In the nine years of its successful operation and as a result of implemented educational initiatives, the Office of the Equal Opportunities Ombudsman has become widely known in Lithuania as an institution dealing with complaints about discrimination. Article 18 of the Law on Equal Opportunities for Women and Men provides for the procedure of lodging complaints. According to the said article, every natural or legal person has the right to file a complaint with the Equal Opportunities Ombudsman about the violation of equal rights. The complaints have to be submitted in writing. The procedure of registration and assignment of complaints is laid down by the Regulations of the Office of the Equal Opportunities Ombudsman approved by the Equal Opportunities Ombudsman. If the complaint has been received orally, by telephone or if the Equal Opportunities Ombudsman has found indications of violation of equal rights in the press, other mass media or other sources of information, the Equal Opportunities Ombudsman may initiate investigation on his or her own initiative. Anonymous complaints are not investigated, unless the Equal Opportunities Ombudsman decides otherwise.

Thus, the procedure for submitting a complaint with the Office of the Equal Opportunities Ombudsman is more simple than submitting of the complaints to a court. Pursuant to Article 24 of the Law on Equal Opportunities for Women and Men, the Office of the Equal Opportunities Ombudsman has the right, *inter alia*, to hear cases of administrative offences and impose administrative sanctions, i.e. in certain cases the Office enjoys the powers which are similar to the powers of administrative courts. Moreover, the Office investigates only complaints about discrimination therefore is a highly specialised service, whose staff dealing with complaints specialise further by the type of discrimination and thus have excellent qualifications. In addition, on the basis of Article 12 of the Law on Equal Opportunities for Women and Men, the Equal Opportunities Ombudsman provides impartial

and objective consultations on direct or indirect discrimination, sexual harassment or harassment on grounds of sex.

Despite the fact that no research has been conducted in Lithuania on the reasons of addressing the Office of the Equal Opportunities Ombudsman, the above-listed aspects could explain why people are eager to address the Office.

**5. The third periodic report states that from 2001 the Minister of Social Security and Labour also became the Minister for Gender Equality (CEDAW/C/LTU/3, para. 103). Please describe the financial and human resources dedicated to the promotion of gender equality within this Ministry and elaborate on how this move strengthened the “existing governmental national mechanisms of women” as requested by the Committee in its previous concluding comments.<sup>1</sup>**

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

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

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<sup>1</sup> See *Official Records of the General Assembly, Fifty-fifth Session, Supplement No. 38 (A/55/38)*, para. 103.

**6. The third periodic report acknowledges that “funding of non-governmental and women’s organisations is still insufficient.” (CEDAW/C/LTU/3, para. 108). The fourth periodic report describes the funding of NGO projects in several instances. Please indicate what has been done to address the funding situation of Lithuanian NGOs in a general, including institutional way.**

The Law of the Republic of Lithuania on the Budget Structure provides for that the state budget shall be formed on the basis of the Government programme, national long-term development strategy, principles of strategic planning, laws and other legal acts, macroeconomic forecasts of development of national economy, strategic documents of EU assistance, strategic activity plans of ministries and public bodies, key forecasted indicators of the national budget approved by the Government, as well as programmes and estimate budgets thereof submitted by appropriation managers of the state budget. Appropriation managers of the state budget are managers of budgetary bodies listed in the state budget approved by the Seimas (in the case of ministries – ministers or their authorised representatives). The budget is, therefore, formed on the principle of programmes and is allocated not to institutions but rather to specific programmes, while managers of budgetary institutions running these programmes (appropriation managers) are in charge of the disbursement of budgetary funds.

Non-governmental organisations have every possibility without any limitation to participate in the implementation of programme measures, submit their own projects or receive financial assistance from various other programmes. For instance, already since 2003, measures aimed at reaching the objectives raised in the National Programme on Equal Opportunities for Women and Men are mostly implemented with women organisations on a contractual or tender basis. The disbursement of budgetary funds for these measures is, however, the responsibility of appropriation manager. Moreover, measures aimed at reaching programme objectives receive substantial assistance from EU structural funds, women organisations are active participants in the call for projects to be funded from EU structural funds and their projects are recognised as very successful. By actively participating as fully-fledged members in activities of the Commission for Equal Opportunities for Women and Men which, *inter alia*, coordinates the elaboration and implementation of programmes, women organisations have their strong voice in defining the priorities of gender equality and management of financial means for these purposes, and organising the implementation thereof. In addition, every person in Lithuania might support non-governmental organisations transferring 2 per cent of their income taxes.

Women NGOs are extremely active in the area of elimination of violence against women. Therefore, since the end of 2006 activities of women NGO’s on elimination of violence every year are supported by the means of the National Strategy for the Elimination of Violence against Women. In 2007 the activities of 13 women organisations received financial assistance, while in 2008 this number has reached 19.

## Violence against women

**7. The fourth periodic report describes a number of legal and other measures that have been put in place to combat violence against women including the creation of a working group to “pave the way for a Law of the Republic of Lithuania on the Protection against Domestic Violence” and amendments of other Acts (CEDAW/C/LTU/4, para 21). Please indicate the current status of this work, including the availability of protection orders against perpetrators from the affected families as well as their rehabilitation, and a timeframe for the enactment of these legal provisions.**

For the purpose of implementing measures provided for in par. 1, 2, 3, 4.1 and 11 of the Action Plan of the National Strategy for the Elimination of Violence against Women for 2007-2009, by his Order No. 1R-352 of 13 September 2007 the Minister of Justice established a working group to review legal acts dealing with domestic violence against women, to identify problems related to the application of these legal acts and seek solutions to eliminate them. The working group consists of representatives of the Ministry of Justice, Ministry of the Interior, Ministry of Social Security and Labour, Office of Prosecutor General, National Court Administration, Law Institute, 1st District Court of Vilnius, Office of Vilnius District Prosecutor General, Chief Police Commissariat of Vilnius, Women Information Centre, Vilnius Shelter for Battered women and Children. The working group worked in two stages. During the first stage the working group held 5 meetings (on 16 October and 6, 9, 16 and 29 November 2007) dedicated for the analysis of provisions of legal acts related to domestic violence against women, problems related to the application thereof, and drafted preliminary conclusions and proposals on the solution of identified problems. During the second stage these conclusions and proposals served as the basis for drawing up a draft law amending and supplementing Articles 34, 132, 151, 409, 412 of the Code of Criminal Procedure which was considered by the working group during its meeting of 8 February 2008. At the moment the working group is finalising the conclusions and the said draft law.

As a means of implementing par. 4.2 of the Action Plan of the National Strategy for the Elimination of Violence against Women, in November 2007 the Office of Prosecutor General drafted recommendations on the application of a court order to live in separation from the affected person. At present these recommendations are considered by the Ministry of Justice and Ministry of the Interior.

Moreover, the implementation of measures of this strategy this year will entail an analysis of criminal cases dealing with domestic violence against women in Lithuania aimed at establishing the effectiveness of enforcement of legal acts.

In 2007 a working group established by the Seimas of the Republic of Lithuania elaborated a draft Concept of Protection against domestic violence whose aim was to create preconditions for drafting the Law on Protection against domestic violence. Following



deliberations in Seimas committees, the Government opinion was sought. On April 9 the Government expressed positive opinion about the Draft Concept and submitted it to the Parliament.

**8. The Special Rapporteur on violence against women, its causes and consequences has expressed concern that there are no consultative centres, phone lines offering psychological help, or other services specifically dedicated to victims of rape and sexual crimes (E/CN.4/2003/75/Add.1, para. 2,030). The fourth periodic report provides details of a toll-free telephone hotline for battered women and plans to establish further social services for victims of domestic violence (CEDAW/C/LTU/4, paras. 12 and 13). Please indicate whether such services have been established, including special attention to and services for victims/survivors of rape and other forms of sexual violence, and trends in their use.**

Specialised complex help, consultations and information by phone to women-victims of violence is being offered since 2003 by Klaipėda Centre of Psychological and Social Help, which is a member of the Lithuanian association of psychological services by telephone. It has to be admitted, though, that such help was not available all around the clock seven days a week. Therefore, since 2007 the National Strategy for the Elimination of Violence against Women was supplemented with a new measure aimed to ensure a toll-free telephone line operated all around the clock seven days a week providing specialised complex help (psychological help, consultations, information, intermediation) to women-victims of domestic violence in the whole territory of Lithuania. An annual state budget appropriation of 100 thousand LTL is foreseen for the implementation of this measure in 2008-2009. This help is provided by qualified specialists who have been trained to work also with victims of sexual violence and rape. Help is offered to women who have become victims of any type of violence against them.

Moreover, 20 out of 29 women NGOs and municipality projects received financial support in 2007 and 2008 respectively; the purpose of those projects was to ensure a complex help to women-victims of domestic violence, including temporary shelter, legal and psychological consultations, intermediation and information. A complex support is allocated an annual appropriation of LTL 500 thousand. In 2007 various full-ranged services were provided to 1,838 women-victims of various types of violence.

**9. Please provide details regarding crimes tried as “private prosecution cases” and indicate the number of times the prosecutor has exercised her or his discretion to apply public charges in a “private prosecution case”(CEDAW/C/LTU/3, paras. 37-39).**

The provisions of Article 409(2) of the Code of Criminal Procedure (CCP), establishing the obligation for a prosecutor to present to court a declaration of public charge when the circumstances laid down in Article 407(1) of the CCP are disclosed during an investigation of a private prosecution case in a moment are complicated. A prosecutor does not take part in the hearing of a private prosecution case and is not supposed to be aware of the disclosed circumstances. For this reason a draft law amending and supplementing

Articles 34, 132(1), 151, 409 and 412 of CCP has been elaborated which proposes the following new version of Article 409(1): “In the event it has been disclosed that criminal acts listed in Article 407 of the present Code have public relevance or where such criminal acts have caused damage to a person who, on account of important reasons, is unable to defend his or her lawful interests, a court shall submit an argued ruling notifying the prosecutor thereof, and the latter shall institute criminal proceedings for such criminal acts, regardless of the existence or non-existence of a complaint of the victim or declaration by his/her lawful representative”.

**10. The third periodic report notes that “official statistics of offences registers only a minor portion of all domestic violence misdemeanours.” (CEDAW/C/LTU/3, para. 49). Please indicate what the Government is doing to improve data collection on domestic violence and other forms of violence against women. In particular, indicate whether a population-based survey on violence against women has been conducted, its results, and public policy response to the findings.**

Since 1997 the Lithuanian Department of Statistics annually updates the publication “Women and Men in Lithuania”. Since 2006, following the launch of the National Strategy for the Elimination of Violence against Women the publication includes and annually updates information provided by the Department of Information and Communications of the Ministry of the Interior on registered people (women and men) affected by criminal acts. Thematic statistical tables published on the website of the Department of Statistics include statistics of domestic violence and crimes, and the basis of indicator data deposits statistics on crimes and criminal justice.

During implementation of the said Strategy a scientific research is being conducted in 2008 aimed to analyse and assess prevalence of domestic violence against women (categorised by various forms of violence, the status of a victim and perpetrator, etc.), and the condition of victims of domestic violence. Moreover, as part of the implementation of the said Strategy, as of 2007 the Police Department has been charged with conducting an annual analysis of instances of domestic violence against women reported by territorial police offices (number of police calls, registered declarations, etc.) as well as submit proposals on a more effective legal protection of victims of domestic violence.

### **Trafficking and exploitation of prostitution**

**11. The fourth periodic report describes a number of amendments to the Criminal Code regarding trafficking in human beings, exploitation of forced labour and of women in prostitution, a number of pre-trial investigations and court actions started under the new provisions as well as a strengthening of law enforcement institutions (CEDAW/C/LTU/4, paras. 65-70). Please provide data disaggregated by sex regarding action taken in relation to these new provisions. Please, give also data on the countries of origin of the women who have been trafficked into prostitution.**

According to the data of the Criminal Acts Register of the Ministry of the Interior, in 2005–2006 only women became victims of criminal acts listed in paras. 68–70 of the fourth report, one of such victims was a citizen of the Russian Federation (Article 307 of the Criminal Code), the remainder – citizens of Lithuania.

In 2007 number of pre-trial investigations was 15, 4 actions in the courts started and decisions were taken in 3 cases.

**12. Please provide sex-disaggregated data on the number of persons who have been granted temporary residence permits as “an alien who cooperates with a pre-trial investigation body or a court in combating trafficking in human beings or other crimes involving trafficking in human beings.” (CEDAW/C/LTU/4, para. 73) as well as on the situation of such women after the expiration of the temporary permit. Please also describe the process of dealing with victims/survivors who do not wish to cooperate with authorities. Also provide information about results achieved with the pilot Programme of Psychological Rehabilitation, Professional Training and Employment for Victims of Prostitution and Trafficking in People for 2003-2004 (CEDAW/C/LTU/3, para. 148), whether such measures become a national policy, including the integration of former prostitutes into the labour market (CEDAW/C/LTU/4, para. 79).**

According to the data of the Migration Department under the Ministry of the Interior, no public bodies of Lithuania have been requested so far to issue a temporary residence permit for an alien on the basis of Article 49 of the Law on the Legal Status of Aliens.

Positive results of the pilot Programme of Psychological Rehabilitation, Professional Training and Employment for Victims of Prostitution and Trafficking in People for 2003-2004 made it possible to start programmes in a broader area. Therefore, since 2005 in the framework of the Programme on the Prevention and Control of Trafficking in Human Beings, every year the Ministry of Social Security and Labour supports projects containing programmes of rehabilitation and reintegration of victims of trafficking to the society and labour market. Since 2005 more than 60 victims of trafficking have acquired vocational training, professional skills and have been employed. Since 2006 following the Law on Support for Employment, reintegration to victims of trafficking to the labour market is additionally supported by subsidised employment.

### **Participation in political and public life**

**13. In 2004, 31 women (20.57 per cent) and 110 men (79.43 per cent) were elected to the Seimas and in 2007, 337 (22 per cent) women were elected to municipal councils (CEDAW/C/LTU/4, para. 96). Please provide information about the impact of the “[s]eminars and training courses organised by the Office of the Equal Opportunities Ombudsman and NGOs” referred to in the fourth periodic report (CEDAW/C/LTU/4, para. 98). Please describe whether the presence of these women has contributed to more women-oriented policy work in the Seimas, also indicate steps taken to**

**implement the Committee's recommendation<sup>2</sup> that the Government offer or support special training programmes for current and future women leaders; conduct, on a regular basis awareness-raising campaigns regarding the importance of women's participation in political decision-making; and "involve the mass media in promoting positive images of women leaders".**

As part of implementation of the referred Committee's recommendations, already since 2003 one of the major directions of the National Programme for the Equal Opportunities for Women and Men is politics and decision-making. Continuous measures which are implemented every year and are aimed at ensuring the gender balance in politics and decision-making include seminars, training, as well as other awareness-raising events. The majority of such measures, funded both from the state budget and the EU structural funds, are implemented in cooperation with one of the most active women NGOs in this field – the Kaunas Women Employment Information Centre. The aims and objectives of the National Programme for the Equal Opportunities for Women and Men seeking a balanced gender representation in decision-making have laid the legal preconditions for supporting projects of women NGOs or other competent organisations, targeted for a balanced representation in politics and decision-making, by means of the EU structural funds. As a result of projects a network of women politicians has been established, moreover, almost all municipalities now have such clubs. The Office of the Equal Opportunities Ombudsman is partner of many of these projects and/or actively participated in their implementation.

Despite a visible positive development seen in the results of elections to the Seimas in 2000 and 2004, the results are not yet satisfactory. It is expected, that the mentioned long-term continuous measures will entail a better result during the 2008 autumn elections to the Seimas.

**14. In 2006, women constituted 70 per cent of career civil servants and 60 per cent of civil servants of political (personal) confidence while 70 per cent of senior managers of public authorities were men (CEDAW/C/LTU/4, para. 100). Similarly, while women account for over 53 per cent of the diplomatic service, women have consistently held less than 16 per cent of leading diplomatic positions (CEDAW/C/LTU/3, p. 48; CEDAW/C/LTU/4, para. 102). Please describe measures that the Government has taken, including temporary special measures taken in accordance with article 4, paragraph 1, of the Convention apart from quotas, to increase the number of women in management positions in the civil service and leading positions in the diplomatic service, and the impact of such measures.**

The diplomatic service of Lithuania, just like the entire civil service, is based on a non-discrimination principle. The number of women heading diplomatic missions is gradually increasing every year. In 2006 4 women were heading embassies, missions, or

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<sup>2</sup> Ibid., paras. 156 and 157.

other diplomatic representations, in 2007 this number almost doubled – 7 women, in 2008 – already 9 women.

### **Employment and reconciliation of work and family life**

15. **The reports acknowledge that “wages in female-dominated sectors of the economy are lower than in male-dominated sectors” (CEDAW/C/LTU/4, para. 148) and that there is “vertical segregation of the labour market, where more men than women occupy leading positions” (CEDAW/C/LTU/3, para. 244). The wage differential between women and men is also greater in the public sector than in the private sector (CEDAW/C/LTU/3, para. 242). Please indicate what measures have been taken to increase wages in female-dominated sectors of employment and to eliminate occupational segregation, as recommended by the Committee in its previous concluding comments<sup>3</sup> and whether there is any consideration of obligating the Office of the Equal Opportunities Ombudsman to regularly and systematically investigate employers’ pay practices through a reporting system by employers.**

The Law on Equal Opportunities for Women and Men as well as the Labour Code require an equal pay for an equal work and a work of an equal value. In order to ensure implementation of this provision and taking into consideration the Committee’s comments given at the end of 2004, an analysis of the wage differentials between women and men as well as the reasons thereof was carried out, the Evaluation Methodology for Types of Work and Job Descriptions was drafted in consultation with social partners, its draft was discussed in the special seminar. The methodology was presented for consideration to the tripartite council of the Republic of Lithuania, which gave its favourable opinion for the application thereof. When applied, this methodology should increase transparency of wages in companies and organisations and would undoubtedly contribute to increase in women wages. As part of the National Programme for the Equal Opportunities for Women and Men, every year since 2005 this methodology is presented to social partners, in particular trade unions, and such training received a lot of attention. Continuous measures are implemented to eradicate other reasons for wage differentials between women and men. Every year seminars are organised to encourage social dialogue, stimulate women’s motivation to participate in decision-making, other measures and projects implemented with Gender studies centres and women organisations seeking to combat gender stereotypes. All these activities are funded both from the funds of the state budget and EU structural funds. One of the most successful projects is a project implemented by Vilnius University Gender Studies Centre, which was mentioned in the fourth report. Long-term strategies for wage increase of social workers, pedagogues, cultural workers, i.e. the most female-dominated areas, have been drafted. The minimum wage is subject to regular increase.

It should be underlined that according to the Report of the European Commission to the Council and European Parliament on Gender equality 2008 (Eurostat data) Lithuania

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<sup>3</sup> Ibid., para. 144.

number of women-managers in Lithuania is the highest in the EU countries, (41 per cent). The number of women-managers of small and medium-sized businesses is on a growing trend. Nevertheless, the horizontal segregation of the labour market within sectors and professions remains a serious obstacle to close gender gap. One of the key reasons for this is stereotypical gender roles, whose eradication is a time and effort consuming process, heavily dependant on awareness-raising activities.

**16. The fourth periodic report describes the promotion of women's entrepreneurship under various national plans and through a variety of counselling and training measures (CEDAW/C/LIT/4, paras. 132-141). Please, provide data on the nature of the businesses women establish, whether women can sustain these businesses and whether such businesses provide sufficient income to these women. If possible, disaggregate the data according to age and length of unemployment before becoming an entrepreneur.**

The Ministry of Agriculture runs awareness-raising and promotion of entrepreneurship initiatives in rural areas in partnership with one of the most active umbrella organisation of women of rural areas, i.e. the Association of Lithuanian Women Farmers and the Chamber of Agriculture. The Association of Lithuanian Women Farmers (hereinafter – ALWF) is an independent public organisation, established in 1939 and re-established again in 1992, for 15 years now has continued the activities. ALWF unites a large group of women living in rural areas and women farmers. At present the Association's membership lists 3,000 real members and almost twice as many supporters of its activities; it has 188 local branches. ALWF is member of the Chamber of Agriculture and the World Association of Women Farmers. The Association has successful cooperation with Norwegian, German, Polish, English NGOs and is a partner of joint projects. The objective of the ALWF is to promote initiative helping to improve women's social welfare, education, health, as well as physical, emotional and spiritual development. The ALWF seeks to make women of rural areas stronger, boost their self-confidence, develop their skills, provide them with knowledge, particularly in the area of alternative branches of entrepreneurship.

Stereotypical prejudices of men being better business managers than women are becoming less widespread in Lithuania. The public opinion poll conducted by market research and polling company *Spinter tyrimai* UAB in July 2005 showed that as many as 65 per cent of Lithuanian population shared the notion of women and men being equally good business managers, while 49 per cent of the respondents claimed they would not prefer men to women if they had to choose a manager. The number of women corporate managers is increasing, the majority of women managers is in two age groups of 41-50 and 51-60. This fact alone allows to make an assumption that women of mostly extensive experience occupy managerial positions in business.

The publication of Lithuanian Business Leaders 2004/2005 announced a list of 600 largest Lithuanian companies in terms of sales and volume of services, of which 48 had

women managers. Compared to 2002/2003, only 12 women managers led 400 leading companies. In 2004, of 200 fastest growing companies 15 were run by women managers.

In 2005 the Lithuanian Agency of Small and Medium-Sized Businesses (hereinafter – LASMSB) collected information and issued a publication on 54 successful women entrepreneurs. They all had to answer a number of questions about the field of activity of their company, the start of operation, reasons which encouraged them to open up their own business and success factors, obstacles to business development, reconciliation of family life and business, what they would like to wish other women planning to start their business, etc. As many as 32,5 per cent of the women started their business in their early fifties. The average age of becoming an entrepreneur – 36,7 years.

Active in business women is one of the preconditions for a rapid economic growth. Nevertheless, due to the gender stereotypes women face additional obstacles to find employment, seek career, start or expand business. Women wishing to start or expand business have to face such specific obstacles as lack of self-confidence, fear of risk, lack of specific business-related knowledge, etc. None of the women included in the LASMSB publication named problems in reconciling family life and business as an obstacle to start a business. All of them agreed it was not easy, yet possible. All women noted they received family back-up and support, some of them work together with their husbands and children. Moreover, it is noteworthy that the interviewed women mentioned a good team of qualified fellow colleagues as a precondition for a successful business. Statistical and scientific research conducted in Lithuania has shown that for women entrepreneurs the most important measures of financial support are as follows: financial support for business start-up, specialised loan funds, loan guarantees, soft loans for business start-up, support for investments into business.

Women entrepreneurship is consistently encouraged through the implemented 2005–2009 National Programme on Equal Opportunities for Women and Men by means of expanding possibilities for women to start and expand business. Training sessions and dissemination of information focus on raising awareness and self-confidence of women, consultations and necessary information and other issues.

In view of the Committee's wish to have a more detailed information on the status of women entrepreneurship than could be provided from the official information of the Department of Statistics, the desired aspects of women entrepreneurship will be included into the nearest research of the state of play of small and medium-sized businesses. Such research is regularly conducted by the Ministry of Economy in partnership with the Department of Statistics. Attention should be drawn to the fact that since 2000 the average wage gap between women and men has been smaller in the private sector than in public sector.

**17. According to the data of the State Social Insurance Fund Board provided in the third periodic report, only about 1 per cent of men took parental leave out of 17.8**

**thousand who were eligible (CEDAW/C/LTU/3, para. 217). Please provide information about the impact of “educational events aimed at informing families on the possibilities to take parental leave” and of efforts to encourage fathers “to take not only paternity leave but also parental leave until the child is three years old.” (CEDAW/C/LTU/4, para. 60).**

One of continuous measures of the National Programme of Equal Opportunities for Women and Men targeted for reconciliation of family and professional life has been implemented every year since 2005, public information campaigns are organised aimed at informing families about possibilities of maternity, paternity and parental leave as well as encouraging fathers to take paternity and parental leave.

One of the most successful, projects was held in October 2005 to December 2006 by the Office of Equal Opportunities Ombudsman in cooperation with partners from Lithuania, Denmark and Iceland “Modern Men in Enlarged Europe: Family-Friendly Policies”. The aim of the project was to encourage men reconcile professional and familial duties, be more active in family life, avail of the entitlement to parental leave established by the law. In addition, another purpose of the project was to stimulate public discussion on male role in gender equality, emphasising equal relevance of reconciliation of family and professional life for women and men; this discussion has stimulated positive developments in the society. Employers, politicians, trade unions were actively represented in the seminars on the issues of reconciliation of family and professional life and gender stereotypes. Information campaign was run in the mass media, social advertisements were shown on television, publications on the reconciliation of family and professional life were drafted for the press. The project was funded by the European Commission under its Community Framework Strategy on Gender Equality for 2001-2005 and the Government of the Republic of Lithuania.

The results of these implemented measures and projects are obvious. Paternity leave is becoming more popular. Ever since the effective law until the end of 2006 paternity leave was taken by 3,085, while in 2007 this number grew to 9,185. By contrast, the number of men who have taken parental leave is growing very slowly. In 2006 and 2007 the number of such men accounted for 2,01 and 2,74 per cent respectively.

**18. The fourth periodic report describes a number of legal changes and other initiatives to promote men’s sharing in family responsibility and to encourage employers to introduce innovative working arrangements (CEDAW/C/LIT/4, paras. 56-64). Please, provide information on the number of enterprises disaggregated according to size that currently provide family-friendly working arrangements.**

The measures mentioned in the para’s above have been applied during the last few years. Today a network of enterprises of corporate social responsibility involves 51 Lithuanian companies which apply measures of corporate social responsibility, including family friendly and gender friendly measures. In 2007 and 2008, in cooperation with the



United Nations Development Programme, elections of socially responsible companies were carried out in three nominations:

1. The Workplace of the Year – this nomination includes companies with the safest, healthiest as well as high-quality and attractive working conditions. One of the factors assessed is implementation and application of family-friendly working arrangements.
2. The Partner of the Year – this nomination covers companies who have mostly contributed towards partnership building with community and public organisations. One of the factors assessed is cooperation in gender equality issues.
3. Socially Responsible Company 2007 awards companies most advanced in the area of corporate social responsibility, which have successfully proved their involvement in seeking solutions to issues of social responsibility.

Among members of the Network are business companies (both national and multinational) from financial, insurance, telecommunications, textile, chemical and other industries, consultative bodies and other sectors, business and professional associations, trade unions, academic institutions, NGOs and international organisations. Among 51 member the majority (42) is business representatives, followed by civil society organisations (7) and academic institutions (2). Approximately half of business companies are SMEs.

**19. According to the fourth periodic report, ‘a mother/father or a guardian who has taken a parental leave until the child is three years old is also insured for the basic part of the state social insurance pension with the state budget funds’ (para. 161). Please provide information on the proportions of mother, father and guardian who have taken parental leave in recent years and whether the mother has been able to return to her job or a new job. Please also provide information as to whether the break period for childcare brings any effect on her social security schemes.**

Men willingly take paternity leave. Since the law came into force until the end of 2006 paternity leave was taken by 3,085 men, while in 2007 this number grew to 9,185. Number of men who took parental leave is still growing slowly. In 2006 and 2007 the number of such men accounted for 2,01 and 2,74 per cent respectively.

In 2005, 45.8 thousand individuals were insured by the means of State budget, in 2006 the number of the insured individuals accounted for 53.1 thousand and according to preliminary data of 2007 - 50.7 thousand, the planned figure for 2008 is 49.5 thousand individuals. The Social Insurance Fund Board does not have data disaggregated by sex or by the status of a parent or guardian, because this type of insurance is equal both for men and women.

The number of persons who have received maternal (paternal) benefits until a child reaches one year is given in the table below:

Year	Women	Men	Total	Percentage of men
2005	19.371	241	19.612	1,23
2006	20.227	414	20.641	2,01
2007	20.890	588	21.478	2,74

The periods during which a person receives maternal (paternal) benefit are fully covered by all social insurance guarantees. If a mother or father chooses to stay with the child until the age of three, this person is insured by the means of state budget for full state social insurance pension and sickness social insurance. Thus, the period of child care does not reduce other social insurance guarantees.

Article 180 (2) of the Labour Code provides for that during parental or maternal leave the employee shall keep his or her workplace (duties), except for the liquidation of a company. According to the data of the State Labour Inspectorate since the effective Labour Code (as of 2003) no complaint has been received so far with regard to returning to the former workplace after maternal (parental) leave.

### Education and stereotypes

20. **The third periodic report acknowledges the existence of a “traditional public attitude to the role of the man and woman.” (CEDAW/C/LTU/3, para. 217) and the fourth periodic report points to the main tasks of the National Programme for Equal Opportunities for Women and Men to change traditional stereotypes of women’s and men’s roles in economic activity. Please, provide information on whether the initiatives taken have led to a change in the selection of occupations by women and men and give details on figures and the kinds of occupations that are currently being chosen by each sex. Please elaborate upon initiatives that have been undertaken to challenge this stereotypical attitude and list concrete policies formulated to promote the sharing of responsibilities between women and men in family and society and their impact. In particular, please provide details/results of the work of the Office of the Equal Opportunities Ombudsman to “analyse the image of a woman and a man portrayed in the mass media and the developments in the men’s and women’s roles in the modern society” and to organise “trainings for police officers, public authorities and municipal staff on the issue of gender equality” (CEDAW/C/LTU/4 para. 51).**

As part of implementation of the National Programme on Equal Opportunities for Women and Men, already since 2005 regular seminars are organised in partnership with Vilnius University Gender Studies Centre for special target groups on stereotypes of female and male roles. As part of the objectives of the National Programme on Equal Opportunities for Women and Men for 2004-2007, a few awareness-raising projects dedicated to challenging gender stereotypes were implemented or are still on-going, that are supported from the European Union structural funds. One of the most successful projects is a Project run by Vilnius University Gender Studies Centre and a the Project run by Kaunas Women

Employment Information Centre, both of which have already been described in great detail in the fourth report.

The Office of Equal Opportunities Ombudsman has implemented international project Equality for Local Development: Gender Mainstreaming in Municipalities which was co-financed by the European Commission under the European Community Framework Strategy on Gender Equality. The project was run from October 2006 to December 2007 (15 months). The aim of the project was to stimulate equal gender participation in various walks of economic and social life, reinforce gender equality in municipalities. The project was implemented in cooperation with the Ministry of Social Security and Labour and the Centre for Equality Enhancement. It involved participation of educational staff of Šiauliai municipality, administration staff of Širvintos and Ukmergė regional municipalities, who were all trained how to apply the gender equality principles and conduct gender equality analysis in their daily work. It was an international project, involving participants from Estonian and Bulgarian organisations.

The Social Innovation Foundation implemented the project Implementation of Equal Employment Opportunities for Women and Men: Measures, Practice, Changes (2006-2008) from the European Union structural funds in partnership with the Office of Equal Opportunities Ombudsman. As a result of this project public commissions of equal opportunities for women and men were established in ten pilot Lithuanian municipalities. The commissions composed of representatives of municipalities, labour market institutions, NGOs and social partners will seek to ensure practical implementation of the objectives and priorities of the National Programme on Equal Opportunities for Women and Men on a regional level. The establishment of such commissions on a voluntary basis in municipalities is one of the first attempts to institutionalise the implementation of equal opportunities in local government of Lithuania.

From December 2007 to November 2008 the Office of Equal Opportunities Ombudsman is implementing the project Gender Mainstreaming: from Concept to Action, supported by the Ministry of Social Security and Labour and the EU programme PROGRESS. The target groups of this project are civil servants, members of the Seimas and office staff of the Seimas committees. The aim of the project is to train the target groups on the laws and programme documents of the EU and Lithuania regulating gender equality issues, to provide information and tools allowing to integrate gender mainstreaming in the areas of activity and competence in the public sector of the project's participants.

Challenging gender stereotypes is long lasting process and requires continuous efforts. Following the National Programme on Equal Opportunities for Women and Men (Par. 69.7) Impact assessment study of the implementation of the programme and comparative survey of situation will be completed in 2009. To this end an exhaustive comparative study and analysis will be carried out on the changes in the situation of women and men in all areas. The study will cover the entire period of the Programme; its findings will be compared with the previous study on Women in the Lithuanian Society, held in 2001.

**21. The fourth periodic report states that the “Law on Equal Opportunities of Women and Men prohibits such advertising of goods and services which would make the public to form an opinion that one sex is superior to another; the Law also prohibits discrimination of consumers on the grounds of sex.” Although according to the fourth report advertising is not yet gender-neutral in Lithuania, the Law has stimulated complaints and consultation with the Office for Equal Opportunities. Please, state whether the Office can identify a positive trend toward more ethical advertising and whether further efforts are undertaken, including referring such offences to courts.**

In 2007 the number of complaints about goods and services advertisements based on the ground of sex did not decrease. Women image continues to be demonstrated in a stereotypical way. Positive developments in the field of advertising can be noted in frequent consultations of the Ombudsmen’s Office staff sought by contractors and producers in advance of creating advertisements with regard to the ethic principle of an advertisement; they often ask how to create advertisements, how to depict products advertised and in so doing avoid forming public attitudes of a certain group of individuals being superior to another.

**22. The fourth periodic report notes that “in certain professions...like IT, engineering, manufacturing and processing, architecture and construction, agriculture, forestry and fishery, and transport, male students dominated over female students” (CEDAW/C/LTU/4, para. 111). Please provide information regarding the outcome of the “action plan for encouraging women to seek a scientist’s career” (CEDAW/C/LTU/3, para. 194) and details of any other initiatives to encourage women to pursue study in non-traditional areas.**

The Ministry of Education and Science, seeking solutions to problems related to under-representation of women in technical science and certain physical sciences, has drafted a Strategy “Women and Science” aimed at promotion of balanced participation in science, in particular in the highest positions and to ensure gender mainstreaming in sciences. The implementation of this strategy will entail attracting larger number of scientists into under-represented branches of sciences, thus seeking solution to insufficient women’s participation on the highest managerial levels of scientific establishments. Moreover, the Ministry of Education and Science is widely implementing measures of science promotion strategy, seeking to draw young and creative minds, regardless of their sex, to seek career in science. In addition, one of the tasks of the National Programme on Equal Opportunities for Women and Men is to increase number of women in science and research.

**23. The reports describe girls as having a “lower motivation ... for exercise and sports. Girls are more particular about the quality of hygiene conditions; furthermore, they are often more diligent and therefore spend more time on studying” (CEDAW/C/LTU/4, para. 125). Please provide information on action taken by the Government to facilitate the further participation of girls in sport at school. Please also**

**provide information on the results achieved in the Lithuanian implementation of the project ‘Women and Men in Sports and Media’ (CEDAW/C/LTU/4, para. 188).**

The Ministry of Education and Science has drafted complex proposals on how to improve participation of school pupils in sports, which has been submitted for the Government of the Republic of Lithuania. The proposed measures are to improve pupils’, including girls’, participation in sports at schools, establish an adequate sports basis at schools, ensure fostering of appropriate sport skills of all age-groups of children, promote a healthy lifestyle, establish an attractive and safe environment for sport. It is also foreseen to draft a national programme for the expansion and upgrading sport bases at schools. Upgraded sport bases at schools (e.g. changing rooms, installation of a necessary number of showers, etc.), better hygiene conditions would be created for girls, thus enhancing their motivation to exercise. One of the most important measures which would facilitate girls’ motivation to take part in sports is the promotion of more attractive sports (e.g. aerobics, gymnastics, badminton). The drafted project of Joint Programmes devotes a lot of attention to non-traditional classes of physical culture, aimed at encouraging pupils, and girls in particular, to exercise, as well as to development of new forms of education through children’s participation in sport.

## **Health**

**24. More than half the women aged 15 to 25 have been found not to use any contraception (CEDAW/C/LTU/3, para. 302; CEDAW/C/LTU/4, para. 182) and according to data from health care institutions, as few as 12 per cent of women of childbearing age use contraceptives (CEDAW/C/LTU/3, para. 302). The third periodic report states this as a reason “why abortions are still frequent in Lithuania.” Please indicate what actions the Government is taking to raise awareness of, and provide of wide access to contraception, particularly in rural areas and whether all methods of contraception are free of charge.**

Seeking solutions to this problem has become one of the key objectives of the National Programme on Equal Opportunities for Women and Men for 2005-2009. Par. 5.15 of the programme provides for ensuring awareness raising and information on the issues of family planning and reproductive health, particularly in rural areas. Two measures are foreseen in the Programme to implement this objective: “54.3. to publish articles, make television and radio broadcasts on reproductive health and family planning” and “54.4. to organise awareness raising of women, particularly women living in rural areas, on contraception and precautions from sexually transmitted diseases”. The body in charge of implementing the measures financed from the state budget funds is the Ministry of Health.

As part of implementation of these measures all major dailies (the *Lietuvos rytas*, the *Respublika* and the *Kauno diena*) and regional mass media regularly run articles of informative and consultative nature. Awareness raising programmes have been broadcast on the Lithuanian national radio programme *Sveikata* (Health) under the headline of Patient’s

Interest. A booklet for families about family planning has been drafted and is distributed through public health educational centres. Another booklet on family planning and sexually transmitted diseases, first published and distributed in 2004, was reprinted in 2006 and is now again in circulation.

Moreover, by his Order No. V-245 of 3 April 2006 the Minister of Health of the Republic of Lithuania approved the Lithuanian Medicine Norm MN 40:2006. Rights and Duties, Competence and Responsibility of Midwives. Under this norm midwives are obliged to provide information and advice on family planning issues.

In addition, in 2006 methodological material was drafted for teachers on Elaboration of Programmes for Preparation of Children and Youth for a Family Life. This methodological material is recommended for use at schools.

**25. More than one quarter of pregnant Lithuanian women suffer from anaemia (CEDAW/C/LTU/3, para. 320). Please provide detailed information on what action the Government has taken to “fully implement a life-cycle approach to women’s health” as recommended in the Committee’s previous concluding comments.<sup>4</sup>**

Considering that such a large number of pregnant women suffering from anaemia may be due to hyperdiagnostics, the Ministry of Health has launched an initiative seeking that family doctors and midwives-gynaecologists applied uniform criteria for diagnosing anaemia in pregnant women. These criteria were covered by the Requirements for Health Screening of Pregnant Women approved by Order No. V-1135 of 29 December 2006 of the Minister of Health. On the basis of data of the information system on birth medical record, the number of pregnant women suffering from anaemia is decreasing. In 2004 the number of such women accounted for 6 153, in 2005 – 5 397, in 2006 – 4 713. The data for 2007 will be aggregated in April, 2008.

**26. Persons with disabilities in Lithuania are entitled to technical aids under the Strategy for Supplying the Disabled with Technical Aids for 2004-2010 (CEDAW/C/LTU/4, para. 162). What percentage of disabled persons benefited from this strategy are women? Are there any differences in the patterns of technical needs of women and men? Is any assistance given to women with disabilities during pregnancy and/or after childbirth, or in their housework?**

The percentage of disabled women and men who have benefited from technical aids under the above-referred strategy is 60 and 40 per cent respectively. Men have a larger demand for wheelchairs, women more often need bath appliances and hygiene aids. There are no individual aids for pregnant women with disabilities, they benefit from the same aids which are available to the entire group of the disabled, e.g. food dosage tools, aids for putting on stocks, aids for gripping, etc. which all come handy in domestic life. People with

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<sup>4</sup> Ibid., para. 159.

hearing impairment with children under the age of three are supplied with electronic nannies.

### **Situation of particular groups of women**

**27. The fourth periodic report states that the implementation of the National Action Plan for Combating Poverty and Social Exclusion for 2004-2006 accords particular attention “to single mothers, battered women, victims of trafficking in human beings and vulnerable women groups” (CEDAW/C/LTU/4, para. 29). Please provide further details on how the Plan addresses such groups of women, the benchmarks set and the results achieved.**

National Action Plan for Combating Poverty and Social Exclusion for 2004-2006 is an umbrella complex programme. It integrates a number of different programmes and measures aimed at combating specific problems, for instance, measures of the National Action Plan for Combating Poverty and Social Exclusion for 2004-2006, aimed at improvement of situation of battered women, victims of domestic violence, victims of trafficking in human beings closely related to the relevant special programmes: National Strategy for the Elimination of Violence against Women and National Programme for the Prevention and Control of Trafficking in Human Beings. Measures which address situation of older women and single mothers are explicitly supported both from the state budget and the EU Structural Funds.

In 2005 proficiency training courses were organised under the educational programme Peculiarities of Work with Victims of Trafficking in Human Beings and Means of support, aimed at briefing social workers, social pedagogues, police officers and other social partners on the concept of trafficking in human beings, dynamics and prevalence of this phenomenon, and means of help. In 2006 a seminar was organised titled Prevention, Reintegration of Victims and Legal Issues. The seminar was attended by 46 social workers of municipalities, social pedagogues, staff of services protecting children's rights. In 2005-2007 every year a tender is organised to select projects for funding which are targeted at victims of trafficking in human beings, their protection and reintegration to the society. In 2006 the sum of LTL 455 thousand was spread among 13 projects which provided help to 402 victims of trafficking in human beings. Out of 402 of project participants 90 victims of trafficking in human beings acquired general secondary education and (or) vocational training, 245 attended retraining and computer literacy courses, continued earlier studies, attended lectures and consultations on various topics. 149 victims were reintegrated into the labour market. A total of LTL 1.285 million was allocated from the state budget for the implementation of all these measures in 2005–2007.

In 2006 a survey was conducted titled Analysis of the Situation of Minors – Victims of Trafficking in Human Beings in Lithuania and Framework for the Rehabilitation Programme for Minors – Victims of Trafficking in Human Beings. The aim of the survey

was to identify the dynamics of the number of minors – victims of trafficking in human beings and the patterns of this phenomenon.

In 2006 recommendations were drafted and distributed among social pedagogues and class mentors on How to Talk with Parents about Risks of Trafficking in Human Beings, information leaflets titled This Is not Going to Happen to Me were published and distributed among graduates as a preventive measure (circulation of 13,000 copies).

A full-range help (temporary safe shelter, psychological and legal consultations, emergency medical and social services) was provided to 314 women in 2005, in 2006 this figure rose to 1 212 women, in 2007 – to 1 838 women-victims of domestic violence. Measures of domestic violence prevention are implemented very active. In 2007 an information campaign was organised to combat violence against women, 52 seminars and 4 conferences were held, drawing over 1,000 participants. Training was organised for volunteers, staff of women crises centres, police officers, methodology of work with women-victims of violence was drafted, legal awareness-raising training was organised for women. A total of LTL 1.5 million was allocated from the state budget for the implementation of all these measures in 2005-2007.

A survey of the need for vocational training and professional guidance programmes for the elderly was carried out. The survey findings have revealed that almost one third of the elder population of Lithuania would like to remain socially active citizens. Approximately 15 per cent of the respondents, the majority of whom are younger than 70, would like to find employment, an equal percentage would like to take part in activities of NGOs, clubs, amateur art, to learn and educate themselves. The findings have shown that vocational training and professional guidance services are of low interest among the population of Lithuania above 60. Most of them, nevertheless, would like to learn something for a pure pleasure of learning and for additional opportunities of contact and personal fulfilment offered by education.

In view of these findings 10 educational and guidance programmes have been elaborated for the elderly. Educational programmes have been drafted taking into account the recommendations on educational and guidance services for the Lithuanian population above 60.

A non-formal professional guidance programme of 64 hours has been elaborated titled the Social Integration of the Elderly, aimed at stimulating activity, occupation, learning drive and motivation to participate in the labour market of the retired population above 60.

Educational methodology for training information technology skills in the elderly was elaborated; elderly women can take part in various courses: courses aimed at boosting their motivation, training courses, they can acquire new qualifications and professional competences or take part in retraining, computer literacy, nursing and social work courses,



courses on self-presentation to employers, drafting of and implementing a business plan, courses of the English and German languages.

As a result of projects which have been implemented and supported under the EU EQUAL Initiative, the models assisting the disabled, people close to the retirement age, long-term unemployed, ethnic minorities, sexual minorities, victims of trafficking in human beings and other target groups in labour market integration have been developed and tested. Direct beneficiaries of the activities of EQUAL projects were 3,000 target group members; measures have been implemented which were intended to combat negative stereotypes and promote social tolerance. Round-table discussions, open-door days, conferences have been organised targeted to local and national politicians, employers, interested organisations and the public at large.

While implementing projects supported under the EU EQUAL Initiative and aimed at reconciliation of family and professional life, models and support mechanisms have been developed and tested for women, and single mothers raising children or looking after other dependants, seeking to integrate them into the labour market. Schemes of child care, care for the elderly and disabled have been developed; information is being collected and distributed on the balance of working time and flexible work arrangements. In addition, measures have been elaborated enabling to find in-house and external social services to non-working members of the household unable to reconcile family and professional life because of dependants – a person with disability (whether a child or an adult) or an elderly unable to look after himself or herself, to avail of such services and return to the labour market. A total of LTL 4.4029 million was allocated for this measure in 2005–2006.

Moreover, 2006 saw an improvement of the Law on Cash Social Assistance for Low-Income Families (Single Residents). The purpose of the law is to fix the size and conditions for providing state social assistance, the rights and duties of beneficiaries, and the sources of funding for low-income families or adult single residents after having assessed the assets and income of such persons, provided they have exhausted all other available sources of income.

**28. The Human Rights Committee has expressed concern about the social and economic situation of the Roma minority and continued discrimination, poverty and unemployment suffered by the Roma (CCPR/CO/80/LTU, para. 8). Please provide statistical data on the status of Roma women and girls and indicate what targeted measures are being taken to prevent discrimination against them in education, employment, health, housing and other areas, including an assessment of the results of the first phase of the Programme for Roma Integration into Lithuanian Society.**

On the basis of the 2001 population census, 2 571 individuals were registered as Roma. However, the census might not have covered all the Roma actually residing in Lithuania, the real number can, thus, be larger, around 3 000. The Roma population is scattered over the entire territory of Lithuania, with the largest and most impoverished pocket (counting as

many as 670 of population) located on the outskirts of Vilnius, close to Kirtimai. This settlement is home to a few Roma who, due to various reasons have no official documents and cannot exercise full rights as citizens. However, the majority of Roma do have the Lithuanian citizenship and the problems of their employment are not related to the lack of official rights.

As part of the measures under the Programme for Roma Integration into Lithuanian Society for 2000 – 2004, the Department of National Minorities and Lithuanians Living Abroad to the Government of the Republic of Lithuania (hereinafter – the Department) organised a series of lectures on a healthy lifestyle and damage of narcotic substances to health. Moreover, since 2000 – 2002 Roma received consultations of a paediatrician and therapist working at Naujininkai ward out-patient clinic and providing consultations on health issues at the public body Roma Community Centre. Meanwhile, on 26 of March 2008 the Government of the Republic of Lithuania approved the new programme for Roma Integration into Lithuanian Society for 2008-2010. The new programme has a threefold approach: 1) ensuring a fully-fledged integration of Roma population into Lithuanian society and reduction of social exclusion, 2) preservation of Roma national identity, having regard to their specific conditions of life, 3) promotion of public tolerance and trust in Roma national minority.

Drug addiction prevention is one of the highest priorities of all the programmes focussing on Roma integration. In this area individual measures are also foreseen in the newly approved programme for Roma integration. The programme provides for organisation of competitions for Roma on prevention of psychoactive drugs' use, implementation of measures targeted at the reduction of demand for and supply of drugs and psychotropic substances among Roma population. The body in charge of implementation of these measures is the Drug Control Department under the Government of the Republic of Lithuania.

Moreover, the programme attaches a lot of attention to health issues. It provides for elaboration and implementation of educational projects about healthy lifestyle, organisation of events promoting healthy lifestyle in areas densely populated by the Roma minority as well as educational establishments with numerous Roma pupils, organisation of a series of lectures on sanitary and hygiene issues for Roma girls and women. It is planned to organise health screening of Roma population not covered by the state mandatory health insurance (within the competence of a family doctor) and submit the aggregated data on the condition of health of the Roma population. The body in charge of implementation of these measures is the State Public Health Centre of Vilnius County, and the Department together with the Ministry of Health.

The Office of Equal Opportunities Ombudsperson has received quite a few complaints about Roma employment during recent years. In 2007 13 per cent of all complaints were lodged by Roma population. The complaints noted that potential employers refused to provide employment only because a potential candidate was of a Roma origin. In

employment relationship the employee is the weaker party: all employers claimed they had already agreed to employ other candidates, in one case a vacancy was filled by the decision of another administrator, etc. Investigation of one complaint resulted in a court case still pending in Vilnius 2nd District Court. A high unemployment rate among the Roma population has been noted by the European Commission Against Racism and Intolerance (ECRI) in its third report about Lithuania, in which it strongly recommends “to take measures to improve employment conditions of the Roma population”.

**29. Information is provided regarding efforts to engage rural women in agriculture and alternative enterprises (CEDAW/C/LTU/4, paras. 189-191). Please provide information on the impact of such efforts, including the number and nature of new enterprises as well as on the general health situation of older rural women, their access to free health care services and social and cultural opportunities.**

In 2007 alone the Ministry of Agriculture allocated LTL 97 thousand from the Special Rural Support Programme to finance events organised by the Chamber of Agriculture and the Association of Lithuanian Women Farmers. This amount was used to organise 3 conferences, 23 seminars, covered participation in 3 exhibitions (a total of 29 events). Seminars were organised in rural areas having most active women who demonstrated the highest motivation to get information. The seminars helped to train about 440 people, 80 per cent out of whom were rural women. The annual international conference Rural Women Around the Baltics: Problems and Challenges drew participation of 90 rural areas of Latvia, Estonia and Lithuania (each state was represented by approximately 30 conference participants), while the conference on the Role of Rural Women in Sustainable Rural Development was attended by 335 women from Lithuanian rural areas.

The Lithuanian Rural Development Programme for 2007–2013 (hereinafter – the Programme) stipulates that the distribution of funds of the European Agricultural Fund for Rural Development (hereinafter – EAFRD) should give priority to rural women applying for support. In particular, this is relevant when funds are distributed for measures under Axis 3 titled Quality of Life in Rural Areas and Diversification of the Rural Economy: Measure 1) Diversification to Non-Agricultural Activity (the description of this measure lists as one of prioritised selection criteria that “an applicant and (or) manager of a small enterprise is a woman”; Measure 2) Business Creation and Development; Measure 3) Encouragement of Rural Tourism Services and Measure 4) Renovation and Development of Rural Areas. Activeness of women and youth is supported through Measure 1 Implementation of Local Development Strategies under Axis 4 Implementation of the *LEADER* Method, Measure 2 Inter-territorial and Trans-national Cooperation and Measure 3 Support for Acquiring of Skills and Animating Inhabitants of Local Action Group. In 2007–2013 the implementation of the *LEADER* method will receive a much larger allocation of support (up to 6 per cent of all funds from the European Agricultural Fund for Rural Development).

### **Optional Protocol**

**30. Please provide information about measures taken to make the Optional Protocol to the Convention, which Lithuania ratified on 5 August 2004, widely known.**

It should be noted that Lithuania ratified the Optional Protocol on 29 June 2004 by the Law No IX-2300, the law ratifying the Protocol came into effect as of 5 August 2004. An official translation into Lithuanian of the Optional Protocol has been distributed through gender equality electronic network covering women NGOs, all structures of the institutional gender equality mechanism, women politicians, women scientists, women centres of trade unions as well as other interested parties of equal opportunities. Moreover, the full text of the Optional Protocol was uploaded on the Women information portal at [www.lygus.lt](http://www.lygus.lt) as well as the official website of the Ministry of Social Security and Labour, where it is widely available to all interested parties. Opportunities offered by the Protocol were presented to participants of many seminars and trainings, in particular those held in the second half of 2004 immediately after the ratification of the Protocol in the framework of the project *Gender Mainstreaming in Lithuania*, coordinated by Women's Issues Information Centre.

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