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GOVERNMENT OF THE REPUBLIC OF LITHUANIA

RESOLUTION ON THE APPROVAL OF THE NATIONAL PROGRAMME ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN 2015–21

No. 112 of 4 February 2015
Vilnius

Pursuant to Article 3 of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania and implementing Paragraph 69 of the priority measures for implementation of the Government's Programme 2012–16 of the Republic of Lithuania, approved by the Resolution No. 228 of 13 March 2013 of the Government of the Republic of Lithuania On the approval of priority measures for implementation of the Government's Programme 2012–16 of the Republic of Lithuania, the Government of the Republic of Lithuania hereby resolves:

1. To approve the National Programme on Equal Opportunities for Women and Men 2015–21 (hereinafter referred to as the Programme).
2. To invite municipalities, Office of Equal Opportunities Ombudsman, Ethics Commission for Journalists and Publishers, Office of Journalism Ethics Inspector, National Courts Administration, NGOs, social partners (trade unions and employers' organisations), gender studies centres of universities to take part in the Programme implementation.

Prime Minister

Algirdas Butkevičius

Health Minister, substituting Minister
of Social Security and Labour

Rimantė Šalaševičiūtė

APPROVED
By the Government of the
Republic of Lithuania
Resolution No. 112 of 4 February
2015

NATIONAL PROGRAMME ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN 2015–21

SECTION I

GENERAL PROVISIONS

1. The purpose of the National Programme on Equal Opportunities for Women and Men 2015–21 (hereinafter the Programme) is to ensure consistent, complex and systematic dealing with the gender equality issues in all fields, as well as implementation of the Law on Equal Opportunities for Women and Men of the Republic of Lithuania (hereinafter the Law), in compliance with the European Union (hereinafter the EU) and international obligations in the field of gender equality.

2. The Programme was developed in the course of implementation of Paragraph 69 of the priority measures for implementation of the Government's Programme 2012–16 of the Republic of Lithuania, approved by the Resolution No. 228 of 13 March 2013 of the Government of the Republic of Lithuania On the approval of priority measures for implementation of the Government's Programme 2012–16 of the Republic of Lithuania, where initiatives for systematic and consistent implementation are specified and intended to deal with gender equality issues, to reduce differences in pay for women and men, and to implement other purpose-oriented initiatives regarding gender equality.

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

4. Articles 2 and 3 of the Treaty on European Union and Article 8 of the Treaty on the Functioning of the European Union establish that equality between women and men is one of the main values, purposes and tasks of the EU. The EU carries out actions aimed at eliminating any manifestations of inequality between women and men, promoting gender equality. This clause is

established in Paragraph 1 of the EU Council's conclusions Effectiveness of institutional mechanisms for the advancement of gender equality, adopted on 9 December 2013 during the Lithuanian presidency over the EU Council.

5. Suggestions on reduction of gender equality issues and discrimination submitted by the Office of Equal Opportunities Ombudsman (hereinafter OEEO), women's NGOs, women centres of trade unions, gender studies centres of universities were taken into consideration during the Programme development.

6. EU and international legislation and strategic documents were considered when developing the Programme:

6.1. EU legislation and resolutions on equality between women and men and EU Council's conclusions prepared during the Belgian, Danish, Irish and Lithuanian presidencies;

6.2. European pact for gender equality (2011–20) approved by the EU Council on 7 March 2011;

6.3. European Commission's communique Strategy for Equality between Women and Men 2010–15 for the European Parliament, Council of the European Union, European Economic and Social Committee, Regional Committee;

6.4. Recommendations of the Committee of Ministers of the Council of Europe on equality between women and men for the member states of the Council of Europe;

6.5. Gender Equality Strategy 2014–17 of the Council of Europe;

6.6. United Nations' Convention on Elimination of All Forms of Discrimination against Women ratified by the Resolution No. I-1035 of 10 September 1995 of the Seimas (Parliament) of the Republic of Lithuania On the ratification of the United Nations' convention on elimination of all forms of discrimination against women (hereinafter the Convention), and Optional Protocol of the Convention ratified on 29 June 2004 by the Law on amendment to paragraph 1, article 20 of the United Nations' convention on elimination of all forms of discrimination against women and on the ratification of the Optional protocol of the United Nations' convention on elimination of all forms of discrimination against women;

6.7. Final recommendations issued by the Committee on Elimination of Discrimination against Women of the United Nations for the Government of the Republic of Lithuania regarding Convention implementation in Lithuania and discussion of the Lithuanian reports (Fifth periodic report, 58th session, Geneva, 9 July 2014);

6.8. Beijing declaration and Beijing platform for action adopted at the Fourth World Conference on Women on 15 September 1995;

6.9. Draft programme of the Nordic and Baltic cooperation in the field of gender equality 2015–18;

6.10. other EU and international documents dealing with the equality between women and men.

7. The Programme contains analysis of the situation in various fields, identifies problems, strategic goal, goals, objectives, qualitative and quantitative assessment criteria and implementation mechanisms.

SECTION II GOALS AND OBJECTIVES OF THE PROGRAMME

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

9. The first goal of the Programme is to promote equal opportunities for women and men in the field of employment and occupation.

10. To achieve the first goal of the Programme, the following objectives need to be completed:

10.1. to reduce differences in pay for women and men;

10.2. to reduce sector and occupational labour market segregation based on gender;

10.3. to increase opportunities for women, especially in rural areas, to start and develop business.

Differences in pay for women and men

11. Article 5 of the Law establishes the duty of employer or employer's representative to implement equal rights for women and men at work, nevertheless different situation of women and men in the fields of occupation and employment is still observed. Despite minor differences between female and male employment rates (50.8% and 49.2%, respectively), and part-time employment rates 910.8% and 7.1%, respectively), unemployment rate 910.5% and 13.1%, respectively) and labour force activity level (70.3% and 74.7%, respectively, differences in pay between women and men still exist in both private and public sectors (according to the Lithuanian Department of Statistics).

12. Gender pay gap in Lithuania was 12.6% in 2012, which was 3.9% lower than in the EU (16.5%). In 2013, the gender pay gap in the national economy and public sector, other than public administration and national defence, compulsory insurance, accounted for 13.3%, each, and 15.8% in private sector. The largest gender pay gap in 2013 still remained in financial and insurance companies: 39.9%, information and communications businesses: 27.8%, manufacturing industry: 25.7%, human health care and social work and wholesale and retail trade, repairs of motor vehicles and motorcycles: 22.3%, each, other service industries: 20.9%. In 2013, if compared with 2010, the pay gap decreased by 1.3% in the country (according to the Lithuanian Department of Statistics).

13. The EU Council stated in its conclusions adopted on 17 December 2010 during the Belgian presidency over the EU Council that differences in pay between women and men are determined by horizontal (occupational and sectoral) and vertical labour market segregation by gender, inadequate fulfilment of the principle of equal pay for women and men for the same job

and for the job of the same value, inadequate pay transparency, etc. Specific measures were suggested to EU Member States, including: improving pay transparency, in particular components and structures of pay; promoting neutrality of classification and evaluation of occupations and posts; improving employment quality; eliminating vertical and horizontal labour market segregation through application of positive measures, changing gender stereotypes, etc., promoting gender equality planning at work, including pay issues; as well as inclusion of gender equality provisions into social responsibility of companies.

14. Since 2011, the European Commission in cooperation with trade unions and employers organisations has been implementing information campaigns in all EU Member States, aimed at promoting reduction of gender pay gap. Every year, the day of equal pay is celebrated in the European Union.

15. After analysing the Fifth report of Lithuania on Convention implementation in Lithuania, the Committee has given positive assessment of the low unemployment level of women, but recommended further promotion of equal treatment of women and men on the labour market, by revising legal regulation, programmes and measures aimed at ensuring equal rights and opportunities for women and men in the fields of employment and occupation.

The Committee recommended inclusion of mandatory gender equality plans into appropriate statutes in public and private sectors. The Committee favourably assessed decreasing gap in pay between women and men and recommended further implementation of measures aimed at reduction of gender pay differences, through involvement of the State Labour Inspectorate of the Republic of Lithuania under the Ministry of Social Security and Labour, to ensure efficient implementation of the Labour Code of the Republic of Lithuania regarding equal pay for work of equal value, establishment and application of sanctions, organising publicity campaigns in cooperation with trade unions and employers organisations.

Occupational and sectoral labour market segregation

16. The Law prohibits any type of discrimination on grounds of sex, however occupational and sectoral labour market segregation still exists. Female workers predominate in the sectors of nursing, education, social work, while men in the sectors of construction, transport, security and information communications. In 2013, greatest majority of women were employed in the fields of human health care and social work (85.9%), education (79.5%), accommodation and catering (76.8%), and financial and insurance (74.8%). While greatest majority of men were engaged in construction (92.1%), transport and security (73.9%), agriculture, forestry and fishery (63.2%), and information communications and real estate (58.5%) (according to the Lithuanian Department of Statistics).

17. In vocational and higher education institutions, more female applicants choose 'traditionally feminine' and more male applicants 'traditionally masculine' studies. In 2013, qualifications in vocational schools were acquired by 5,911 women and 9,004 men. Of them, great majority of women acquired qualifications in the fields of personal services: 40.9%,

business administration: 31.4% and arts: 5.7%. Majority of men acquired vocational qualifications in the following fields: engineering: 36.4%, architecture and construction: 22.2%. In 2013, 79% female students completed first-cycle studies and acquired BA, 77% in the field of education, and 71% in the field of social sciences and law. 79% of male students acquired BA and BS in engineering, production and constructions, 66% in agriculture and veterinary, 59.9% in mathematics and computer science (according to the Lithuanian Department of Statistics). Choice of 'traditionally feminine' and 'traditionally masculine' study branches and professions is impacted by attitude of society to the roles of women and men.

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

19. EU legislation and strategic documents encourage mass media to contribute to pursue of gender equality and prohibit discrimination on gender grounds in the mass media. The EU Council states in its conclusions adopted on 14 June 2013, during Irish presidency of the EU Council, that mass media can make positive contribution to pursuit of gender equality, for example, by building non-discriminatory image of women and men both in information published and in advertising. In its conclusions, the EU Council suggests specific actions to the EU Member States promoting gender equality in mass media, including strengthening of mass media representatives' knowledge in the field of gender equality, publicity of good practice examples and formation of non-discriminatory image of women and men.

20. Directive 2010/13/EU of the European Parliament and of the Council of 10 March 2010 on the coordination of certain provisions laid down by law, regulation or administrative action in Member States concerning the provision of audiovisual media services (Audiovisual Media Services Directive, OJ 2010 L 95, p. 1) puts an obligation on the Member States to ensure by appropriate means that audiovisual media services provided media service providers under their jurisdiction do not contain any incitement to hatred based on sex, and that commercial audiovisual communications do not contain any discrimination based on sex.

21. After analysing the Lithuanian Fifth Report on Convention implementation in Lithuania, the Committee expressed its concern about occupational and sectoral labour market segregation on sex ground and lack of consulting provided to girls and women regarding unconventional occupational choice and career opportunities. The Committee recommended implementation of specific measures designed to eliminate vertical and horizontal labour market segregation on the grounds of sex, including temporary special measures providing women, in

particular young women, with the opportunity to choose any job or occupation and career opportunities in such fields, as science, technologies, etc.

Entrepreneurship of women, especially in rural areas

22. The number of female entrepreneurs is still smaller than the number of men. In 2013, females accounted for 31% of the heads of sole proprietorships, while men 69% (according to the Lithuanian Department of Statistics). Women occupying the managerial positions in the companies belonging to the association of the Lithuanian Chamber of Commerce, Industry and Crafts account for 16% only. In 2013, the employment rate of women in rural areas was smaller than the same rate of women in the cities, while unemployment rate was higher. The yearly employment rate of rural women was 39.9%, of women living in the cities – 51.6%. If compared with 2010, employment rate of women residing in rural areas increased by 5%, in cities – by 1.7%. In 2013, the yearly unemployment rate among women in rural areas was 14.7, in the cities – 8.9%. If compared with 2010, the unemployment rate of women in rural areas dropped down by 5.6%, in the cities – by 3.6% (according to the Lithuanian Department of Statistics).

23. In March 2014, the Lithuanian Ministry of Economy signed a cooperation agreement with the Lithuanian Business Women Network established under the association of the Lithuanian Chamber of Commerce, Industry and Crafts, the key goal of which is to help female entrepreneurs in starting their own business, to encourage female business development initiatives and more active involvement of females in decision-making processes.

24. Women take active participation in the measures of the Lithuanian Labour Exchange under the Ministry of Social Security and Labour (hereinafter the Lithuanian Labour Exchange), aimed at helping to start business. Territorial labour exchange offices together with the State Tax Inspectorate under the Ministry of Finance of the Republic of Lithuania organise business basics training for women and men seeking self-employment. Training courses introducing business organisation and business basics were attended by 361 students in 2013, including 51.2% women (in 2010, the number of students was 936, including 48.3% women). Women and men seeking self-employment about business opportunities under business licence with the use of state support are individually informed and consulted at territorial labour exchange offices. In 2013, consulting services on business opportunities under business licence with the use of state support were provided to 3,038 persons, including 45% women. In 2010, consulting services were provided to 5,245 persons, including 48.8% women. Business licence subsidy in 2010 was granted to 3,636 persons, including 1,538 women (or 42%). In 2013, business licence subsidy was granted to 9,024 persons, including 40% women. Persons eligible under the requirements established in legal acts are given job subsidies by territorial labour exchange offices, when jobs are created for themselves or for unemployed person sent by territorial labour exchange offices. In 2010, 43 disabled persons with maximum 40% capacity to work, including 12 females (28%), established self-employment in 2010. In 2013, 31 disabled with maximum 40% capacity to work created self-employment, including 8 females (26%). In 2013, 11 employers (former employers),

who started their own business, including 4 females (36%), created jobs for other unemployed (according to the Lithuanian Labour Exchange).

25. The Global Entrepreneurship Monitoring study conducted in 2012 showed that both men and women have similar motives for starting business: greater independence and desire to increase or sustain incomes (according to the Ministry of Economy of the Republic of Lithuania). The communique Entrepreneurship 2020 Action Plan published by the EU Commission on 9 January 2013 states that when starting or developing business women encounter more difficulties than men: lack of access to finances, more difficult in securing loans, lack of information, entrepreneurship skills, more problems in juggling family and business obligations. Potential female entrepreneurs need to be informed about business support programmes and financing possibilities. Success stories of female entrepreneurs motivate and encourage other women to start their business.

26. After analysing the Lithuanian Fifth report on Convention implementation in Lithuania, the Committee expressed its concern about the situation of women in rural areas and recommended preparation of a thorough strategy and programmes intended to develop competences in economics for women in rural areas and to grant them greater powers in the latter field.

Decision-making

27. The second goal of the Programme is balanced involvement of women and men in decision-making and holding the top posts.

28. To achieve the second goal of the Programme, the following objectives need to be completed: promotion of females' motivation and capacities in decision-making, creation of female career friendly environment.

29. In any democratic society, both women and men must be involved in decision-making process, and interests of both genders must be equally represented. Balanced representation of both genders in decision-making is more than a measure for implementation of women's and men's goals and interests, it is an important rate of fulfilment of gender equality. However, insufficient number of females are involved in the process of making economic and political decisions, hold the top posts in public administration, business, in the boards of companies, especially engaged in stock trading on stock exchanges, science, diplomatic, mass media fields.

30. Women's participation in politics is growing. Lithuania is a very rare country, where women hold two out of three top posts of civil servants. Since 2009, the office of the President of the Republic and since 2013, the office of the Chair of the Seimas of the Republic of Lithuania are held by women.

31. The number of women in the Seimas of the Republic of Lithuania increased by 5%: from 18% in 2008 up to 23% in 2012, but this rate is still smaller than the EU average, i.e. 27% (according to the European Commission). Women in the board of the Seimas of the Republic of

Lithuania account for 25%, in the Assembly of Elders – 23%, among the chairs of the committees – 26.7% (according to the Lithuanian Department of Statistics).

32. At the elections to the European Parliament in 2014, Lithuania elected one woman and 10 men. The number of women elected to the European Parliament decreased by 24% (from 33% in 2009 down to 9%). In 2014, women elected to the European Parliament accounted for 36% (according to the European Commission).

33. The 16th Government of the Republic of Lithuania consists of 14 ministers, 3 (or 21%) of whom are women, 32 vice-ministers (including 8 women (or 25%)), 14 chancellors of ministries (including 6 women (or 42.9%)) (according to the Lithuanian Department of Statistics). In 2014, the EU average of female ministers was 27% (according to the European Commission).

34. In 2011, 342 women (22%) and 1,184 men (78%) were elected to the councils of municipalities of the Republic of Lithuania (according to the Lithuanian Department of Statistics). The EU average is 32% females in the councils of municipalities (according to the European Commission).

35. In the beginning of 2014, 75.7% females worked in public service. Top administrative posts were held by 31% females, senior posts by 47% women. The EU average of women holding the highest administrative posts is 30% (according to the European Commission).

36. In the beginning of 2014, women accounted for 60.6% of all workers of political trust (excluding statutory) and 76.6% career civil servants. Female heads of institutions accounted for 35.2%, and med 64.8%, accordingly (according to the Lithuanian Department of Statistics).

37. The system of foreign affairs had nearly the equal number of female and male diplomats. In the beginning of 2014, 46.4% women and 53.6% men worked in the diplomatic service. The number of female heads of diplomatic representative offices remains small: only 22% (according to the Lithuanian Department of Statistics).

38. Women working in the justice system outnumber men. In 2013, there were 462 (59.9%) female judges and 309 (40.1%) male judges, 230 (86.5%) female notaries and 36 (13.5%) male notaries. Nearly the same numbers of women and men hold prosecutor's offices (359 female prosecutors (48.6%) and 379 male prosecutors (51.4%)). The number of female solicitors is slightly smaller than of men solicitors: 769 (38.1%) and 1,252 (61.9%), respectively (according to the Lithuanian Department of Statistics).

39. The number of women engaged in research activities is approaching the men's number. In 2013, women accounted for 48.6% of all researchers with an academic degree. However, managerial posts in scientific research field are mainly held by men. In 2011, Lithuania was the last in the European Union by the number of women holding A-level academic post (2% in Lithuania, while the EU average is 7%), while the 'glass ceiling' index which shows obstacles for women in obtaining the top level posts in research and study system in Lithuania was among the largest in the EU (2.96 in Lithuania, while the EU average is 1.8) (according to the European Commission, *She Figures 2012*).

40. Fewer women than men are engaged in business and hold top managerial positions in the largest companies in the country. In 2010, female managers of SMEs accounted for about 32%, while the EU average was 33% at that time (according to the European Commission).

41. In the end of 2013, women accounted for 16% of board members in the companies trading on stock exchanges (the EU average is 18%), 8% of managers (the EU average is 3%) (according to the European Commission).

42. Gender balance in making economic decisions was among the gender equality priorities during the Lithuanian presidency over the EU Council in the second half of 2013. Negotiations on draft Proposal on the Directive of the European Parliament and of the EU Council intended to improve gender balance in making economic decisions were continued.

43. After analysing the Lithuanian Fifth report on the Convention implementation in Lithuania, the Committee assessed favourably that majority of civil servants are women and that two out of three top civil officers are females. The Committee expressed its concern about insufficient number of temporary special measures aimed at improving gender balance in decision-making, and surviving stereotypes preventing women from working in politics and mass media.

44. The Committee recommended adoption of temporary special measures aimed at promoting participation of women, especially from rural areas, and women of national minorities and disabled women, in political and public life, and introduction of measures aimed at eliminating gender stereotypes.

Effectiveness of institutional mechanisms

45. The third goal of the Programme is to improve effectiveness of institutional mechanisms for the advancement of gender equality.

46. To achieve the third goal of the Programme, the following objectives have been set:

46.1. to enhance the competences of gender aspect integration for civil servants and employees working under employment agreements, law enforcement officers, journalist and other employees;

46.2. to help municipalities with actions aimed at ensuring equal opportunities for women and men;

46.3. to introduce assessment of draft legislation and other decisions with impact on genders;

46.4. to improve the statistical information on the equality between women and men, to supplement it with new statistics comparable with the EU Member States.

47. Effective functioning of institutional mechanisms for the advancement of gender equality as horizontal activity in all fields (hereinafter the institutional mechanism) is a prerequisite for actual equality between women and men. The EU has established indicators of effectiveness of institutional mechanisms, which ensure comparability and assessment of the institutional mechanisms of EU Member States:

4.7.1. the highest levels of responsibility at the governmental level: subordination, powers, responsibility and accountability of the structural unit of gender equality (Lithuania received the score 10 out of 10 possible at the Effectiveness of institutional mechanisms for the advancement of gender equality report prepared by the European Institute for Gender Equality in 2013):

47.1.1. personnel resources available for the governmental gender equality body (in Lithuania: Equality between Women and Men Division of the Ministry of Social Security and Labour of the Republic of Lithuania (hereinafter the Ministry of Social Security and Labour) (Lithuania was assessed by the European Institute for Gender Equality as 1.15 point below the EU average);

47.1.2. personnel resources available to the designated body for the promotion of equal treatment of women and men (in Lithuania: Office of Equal Opportunities Ombudsman) (according to the research conducted by the European Institute for Gender Equality, Lithuania has reached the EU average)

47.2. Gender mainstreaming: legal and political provisions, structures and methods (Lithuania was scored 8 out of 16 possible in the research conducted by the European Institute for Gender Equality);

47.3. production and dissemination of statistics disaggregated by sex (Lithuania was scored 3.5 out of 6 possible in the research conducted by the European Institute for Gender Equality).

48. The primary priority of Lithuania in the field of equality between women and men during the Lithuanian presidency over the EU Council was promotion of effectiveness of institutional mechanisms. EU Council's conclusions were developed during the presidency and adopted on 10 December 2013, in which actions to increase effectiveness of institutional mechanisms were proposed to the EU Member States. The latter states were suggested to enhance the effectiveness of the governmental gender equality structures: by granting them the highest possible status in the Government, clearly defining their powers and competences, including the competence to analyse, assess policies in various fields in terms of gender equality, to draw and re-consider legislation, to shape and implement gender equality policies, to provide the latter structures with adequate personnel resources. The prerequisites for effective implementation of this policy include: cooperation, enhancement of capacities, organisation of training on gender equality, coordination of actions, increasing awareness, establishing strategic goals, clear and measurable objectives, fulfilment deadlines, assigning resources for public information, establishing monitoring and assessment indicators, accountability and other good management elements. Promotion of effectiveness of institutional mechanisms was discussed at the Lithuanian Presidency of the Council of the EU High Level Conference "Gender Equality de facto as a Contribution to reaching 'Europe 2020' targets: the Effectiveness of Institutional Mechanisms", held on 13 September 2013, in Vilnius.

49. Lithuanian institutional mechanism embraces several interrelated levels: parliamentary, governmental, academic, social partners' and public. Municipal level is missing in the institutional mechanism.

50. At the parliamentary level, the matters of equality between women and men are assigned to the Human Rights Committee of the Seimas of the Republic of Lithuania. Women's parliamentary group is in operation. Enforcement of the law is supervised by the Equal Opportunities Ombudsman accountable to the Seimas of the Republic of Lithuania.

51. At the governmental level, the task to coordinate implementation of the gender equality policies in all fields of activities is assigned to the minister of social security and labour. Every state and municipal institution or enterprise is obligated by the Law to develop and implement programmes and measures intended to ensure equal opportunities for women and men in their competence fields.

52. The sustained Programme implemented with all ministries together with NGOs, social partners, scientists, municipalities is intended for the implementation of the latter clause of the Law. Monitoring, accountability and cooperation of the Programme implementation, especially when controlling implementation of horizontal activities, are carried out by the Commission on Equal Opportunities of Women and Men formed by the Resolution No. 266 of 7 March 2000 of the Government of the Republic of Lithuania On the formation of the Commission on Equal Opportunities for Women and Men and approval of its statute (hereinafter the Commission), which has been in operation since 2000. The Commission comprises representatives of all ministries, Lithuanian Department of Statistics and NGOs. NGOs elect and delegate up to four representatives to the Commission. The latter is closely cooperating with the Office of Equal Opportunities Ombudsman, gender study centres of universities, social partners, in particular with women centres of trade unions and women's NGOs. But the office description of the delegated members of the Commission lacks the function concerning implementation of the matters of equality between women and men within the competence of the represented institution.

53. The Lithuanian Department of Statistics is producing and publishing complex statistical information on women and men in Lithuania: demographic, socioeconomic and ethno cultural characteristics, women's and men's participation in education and science, labour market, health and social security, crime and violence, participation in state government, etc. Gender statistics is produced on the grounds of statistical information held by the Lithuanian Department of Statistics and other state institutions. Consumers lack statistical information of cities, rural areas and regions on gender equality. Furthermore, various statistical indicators are needed to provide possibility to compare the situation of gender equality in Lithuania with other EU Member States.

54. At academic level, gender study centres are in operation, founded under the largest universities of the country. Largest trade unions in the country have founded their women's centres.

55. At the public level, women's NGOs, are actively working to ensure equal opportunities for women and men in various fields. Women's organisations have united into the umbrella association of women's organisations called Lithuanian Women's Lobby.

56. Information portal for women and women's electronic network supported by the Women's information centre help to ensure effective exchange of information, ideas, experiences, proposals, to discuss various issues of gender equality. This portal and electronic network are used by representatives of the political, state and municipal institutions and enterprises, NGOs, social partners, scientists and other experts of this field interested in the equality between women and men.

57. The European Institute for Gender Equality – the only specialised EU agency on the gender equality founded in Vilnius – makes significant contribution to the operation of the institutional mechanism at the EU level. The major purposes pursued by the European Institute for Gender Equality in its activities include: contribution to promotion of the gender equality and its strengthening, including

integration of the equality between women and men, as horizontal activity, established in the European Community treaties, into all EU policies and national policies developed in accordance with the latter; reduction of discrimination on the ground of sex, development of EU nationals' awareness of gender equality, provision of technical assistance to the EU institutions, first of all, to the European Commission and institutions of the EU Member States.

58. Integration of gender aspect applied for implementation of the equality between women and men, as horizontal activity, in all fields is described as (re)organisation, improvement, development and assessment of political processes in order to ensure that policy-makers integrate the aspect of gender equality into the policies at all levels and in all stages. Integration of gender aspect is inadequate, as civil servants and employees working under employment agreements in various fields, law enforcement officers, journalists and other employees have insufficient competences to integrate the gender aspect, to assess the effect of draft legislation and other decisions on women and men and in other matters on the equality between women and men.

59. Point 1, Paragraph 1, Article 3 of the Law establishes the duty for the state and municipal institutions to ensure equal rights between women and men in all legal acts drafted and adopted by them, within their competences, however draft legal acts and other decisions are not assessed in the aspect of their effect on women and men. Legal acts and programmes in various fields lack integration of gender aspect and easily-applicable gender effect assessment methods. Paragraph 2, Article 3 of the Law establishes the duty for the state and municipal institutions and enterprises to include measures aimed at ensuring equal opportunities for women and men into the strategic planning documents, but no implementation mechanism has been established in the municipalities. Point 3, Paragraph 1, Article 3 of the Law establishes the duty for the state and municipal institutions to support the programmes of public enterprises, associations and charities, contributing to implementation of equal opportunities for women and men, however not all state and municipal institutions and enterprises implement this clause. The Committee having discussed the Fifth Report of Lithuania on the Convention implementation in Lithuania, expressed its concern that employees in the ministries responsible for equal opportunities between women and men and representing their ministries in the Commission, perform the functions concerned only additionally, next to their usual tasks, and have limited powers only, that nongovernmental organisations receive inadequate financing and their involvement in the Programme implementation is insufficient. The institutional mechanism for the advancement of gender equality lacks municipal level. The Committee recommended strengthening of the Commission's powers to enable the latter to monitor implementation of the Programme effectively; ensuring allocation of adequate funds needed for effective implementation of the Programme in every ministry; sufficient financing for nongovernmental women's organisations; ensuring their stronger involvement in Programme implementation; ensuring Programme implementation in all regions after 2014 by determining implementation measures and deadlines.

60. The fourth goal of the Programme is to promote integration of the gender aspect.

61. In order to achieve the fourth goal of the Programme, the following objectives have been set in various fields:

61.1. in the field of education and science:

61.1.1. encouraging young women and men to choose studies, professions other than 'traditionally feminine and masculine';

61.1.2. encouraging men to pursue higher education;

61.1.3. promoting non-discriminatory attitude to women and men in textbooks and other teaching materials;

61.2. in the field of health care:

61.2.1. ensuring availability of cervix, breast, prostate cancer screening and screening information;

61.2.2. providing public education on reproductive health issues.

61.3. in the field of culture:

61.3.1. in the assessment of national creators' contribution into culture and arts, promoting observation of gender equality principle;

61.3.2. encouraging stronger involvement of men in cultural initiatives.

61.4. in the field of environment protection:

61.4.1. increasing social awareness of environmental issues;

61.4.2. promoting NGO' active involvement in the environmental field by integrating the gender aspect.

61.5. in the field of national defence: increasing the number of experts capable of consulting and providing training on the equality between women and men and working as advisers in international missions.

61.6. in the field of justice availability: increasing public awareness, in particular awareness of women in rural areas, of legal remedies, including of availability of free legal assistance.

61.7. in the field of international cooperation: increasing the Lithuanian contribution into the activities of international organisations concerning the implementation of gender equality policies and spreading good practice of Lithuania.

Education and science

62. Article 4 of the Law establishes the duty for educational institutions, science and higher education institutions to implement equal rights for women and men. Article 7 of the Law establishes acts of educational institutions, science and higher education institutions that breach equal rights of women and men. Educational institutions, science and higher education institutions, within their competences, must ensure elimination of any form of discrimination on sex ground in curricula or textbooks. In majority of educational and science fields, women and men have little difference in their statuses.

63. General education in Lithuania is acquired by women and men almost in equal proportions. In 2013–14, educational institutions of all levels had 551,638 students in the beginning of the academic year, females accounting for 51%. Primary education institutions had more male pupils (65.7%) than female (32.8%). At basic education institutions, boys and girls distributed as 56.2% and 43.8%, respectively. Bigger number of girls (52.9%) have secondary education if compared with boys (47.1%). Vocational qualifications were acquired by 14,915 students, including 39.6% girls and 60.4% boys. Females outnumbered boys in higher education institutions. Undergraduates consisted of 65.7% females and 37.3% males, graduates: 66.5% and 33.5%, respectively; postgraduates: 58.9% and 41.1%, respectively (according to the Lithuanian Department of Statistics). In gymnasiums and higher education institutions, there are more female students than male, while in vocational post-secondary schools, males outnumber females.

64. Females usually choose 'traditionally feminine' studies. In 2013, in vocational post-secondary schools, more females than males chose the following occupations: health care (60.4%), social services

(91.3%), personal services (77.8%), business and administration (56%). Men chose computer science (69%), architecture and construction (94.2%), agriculture, forestry and fishery (56.6%), transport (98%), environment protection (73.3%), security (82.8%), and engineering trades (98.4%). In higher education schools 79% female students completed the first-cycle studies and acquired BA in humanities and arts, 77% in education, 71% in social sciences and law. 79% male students acquired bachelor's degree in engineering, production and construction, 66% in agriculture and veterinary, 59.9% in mathematics and computer science (according to the Lithuanian Department of Statistics).

65. In the field of research and development, gender distribution is almost even. In 2013, in Lithuania female researchers with a degree accounted for 48.6% and male for 51.4%, respectively. Majority of female scientists specialised in medical sciences: 52.4%, natural sciences: 47.6%, social sciences: 30.6%. Female researchers with a degree in agriculture accounted for only 4.5%, technologies: 10.3%, physical sciences: 11.5% (according to the Lithuanian Department of Statistics).

66. The number of women working in the field of pedagogy is traditionally bigger than of men. In 2013– early 2014, female teachers accounted for 87.7% of all teachers in general education schools. Female teachers in vocational training institutions accounted for 68.8%, colleges: 68%, universities: 50.6% (according to the Lithuanian Department of Statistics).

67. The gender issue for primary school students is taught through discussion of family, culture, society and health topics. Attempts are made to provide knowledge about physiological and mental changes in younger school children. Elements of primary sexual education are integrated into the world cognition subject of the General primary education programme. Schools are free to choose to implement Family and sexual education programme, which includes also topics for primary school children. Primary education content is oriented to development respect to oneself and others, equality, equal rights, responsibility, tolerance and similar aspects. School can assign time originally allocated for informal education and satisfaction of students' educational needs for latter programme.

68. Sexual education matters are included into the syllabus of general subjects (e.g. ethics, biology) of basic and secondary education. Students consistently study the aspects of biological, social, psychological, cultural and spiritual puberty, preparation for family, sexual health, responsibility and mature relations. Information related with sexual education is provided in accordance with psychological preparation and needs of children of a certain age, highlighting the harmony of physical and spiritual development rather than abundance of knowledge.

69. After examining the Fifth report of Lithuanian on the Convention implementation in Lithuania, the Committee assessed favourably the high educational background of females. The Committee recommended elimination of the existing gender stereotypes and systematic barriers for females choosing untraditional study subjects or occupations in all stages of education, review of all textbooks and elimination of gender stereotypes from them. The Committee recommended discussing application of temporary special measures in educational institutions, including: to establish their implementation deadlines, to aspire gender balance in decision-making process in educational institutions. The Committee recommended assurance of adequate education on sexual and reproductive health for boys and girls suitable for their age, as well as on the rights and responsible sexual behaviour to prevent teenagers' pregnancy and sexually transmitted diseases.

Health

70. Women in Lithuania live longer than men. In 2013, the average life expectancy for women was 79.4 years, and 68.5 for men, respectively. The average life expectancy in Lithuania is increasing, but the difference between the female and male average life expectancies remains being 9.8 years. The average life expectancy for women in the EU is 83.1 years, for men 77.5 years (according to the Lithuanian Department of Statistics).

71. The reasons for differences in the average life expectancies for women and men are complex, determined by a number of factors. According to the survey of adult people of Lithuania, differences in female and male mortality can be divided into two groups. Health-damaging behaviours belong to the first group, including: alcohol consumption, smoking, adverse eating habits, inclination to take risks, etc. Such behaviour is more frequently observed among men, therefore male mortality caused by digestive system diseases is 0.9% higher than of women, of respiratory system diseases by 2.3%. The second group consists of health-promoting and enhancing behaviours more characteristic to females. Furthermore, men traditionally tend to work in sectors related with fast work pace, tension and stress, demand for physical powers, determining shorter life of men. Society is not informed sufficiently about the impact of health-promoting behaviour of females and males on healthy life length, society members, and in particular men, are insufficiently encouraged to lead a healthy life and take active participation in health improvement.

72. The following factors have major negative impact on females' life expectancy: circulatory diseases (60%), malignant tumours (17%), and digestive system diseases (4.9%), on males: circulatory diseases (47.6%), malignant tumours (20.8%), intentional injuries (13.4%), and digestive system diseases (5.8%) (according to the Lithuanian Department of Statistics).

73. Programme on financing selection and prevention of persons belonging to the high-risk cardiovascular disease group has been implemented since 2006. Measures under this programme are applied once a year to 40–55 year old men and 50–65 year old women. According to the State patient fund under the Ministry of Health (hereinafter the State patient fund), since the programme was launched, 487,875 persons were embraced by the programme. The number of people participating in the programme is growing with every year. If compared with 2010, in 2013 the number of people who benefited under this programme increased by 59.6%.

74. Programme on financing of cervical cancer preventive measures from the Compulsory health insurance fund has been implemented since 2004. The programme caters for 25–60 year old women, who are provided with a possibility of free cervical cancer screening every three years. Every year, about 30–35% eligible women benefit under this programme.

75. Selective breast cancer screening programme catering to prevent malignant breast tumour in 50–69 year old females has been implemented since 2005. Measures of this programme apply once in two years. The programme is financed from the Compulsory health insurance. About 83% of the target age-group of women benefit from this programme every year.

76. In pursuit of balanced attitude of women and men to health, attention needs to be focused on male reproductive health in Lithuania. Prostate cancer early diagnostics programme targets 50–75 year old men and men of over 45 year old if their fathers or brothers had prostate cancer. Services under this programme are available to men every two years. According to the State patient fund, since the programme was launched until 2014, 371,540 men benefited from this programme. If compared with the data of 2010, 46.4% more men were checked in 2013 (according to the State patient fund).

77. Health care specialists, experts of public health bureaus and NGOs are implementing sexual education and reproductive health improvement programmes and measures intended to educate society on family planning and reproductive health. Therefore, in 2008–2013, the rates of unplanned pregnancy

prevention improved, for example, the number of induced abortions decreased by 64.5% in 2010–13 (according to the Lithuanian Department of Statistics).

78. After analysing the Fifth report of Lithuania on the Convention implementation in Lithuania, the Committee assessed favourably the measures implemented in the field of reproductive health, including continued sexual education and information on reproductive rights, but expressed its concern regarding the draft law presented in 2013, aimed at curtailing safe and legal abortions and access to contraceptives. The Committee also criticised failure to adopt a law which would regulate reproductive health and failure to finance in-vitro fertilisation treatment in Lithuania. The Committee suggested exerting measures to refrain from passing laws or amendments thereto, which would restrict women's rights to legal and safe abortion, and adopting laws on reproductive health and assisted fertilisation and ensuring availability and affordability of modern contraception for women and young girls.

Culture

79. Culture in Lithuania is horizontal field of public policy impacting social and economic progress of the country. Through promotion of culture and creativity, attempts are made to deal with urgent problems of economic competitiveness, social cohesion and sustained development relevant for the Lithuanian social and economic development.

80. Lithuanian artists receive national culture and art awards for their long-term creative contribution to the Lithuanian culture and art. Women and men are unevenly represented in the pursuit of awards: in the last 10 years, women accounted for only 22% of all creators who received the national awards. Female contribution into the culture and arts of the country is underestimated, there is a lack of motivation and promotion from the cultural community, NGOs, creative unions and the state. In 2012 and 2013, the major national awards in the field of culture were given to men only. Considering the fact that legal entities have the right to propose nominees for culture and art awards, culture and art organisations need to be encouraged to motivate and assess the activities of professional female artists and creators.

81. Females and males are unevenly represented in the cultural and artistic activities in Lithuania. According to the survey 'Population participation in culture and satisfaction with cultural services' commissioned by the Ministry of Culture, significantly fewer men than women attend cultural activities: 41% men and 27% women have no intention to attend cultural events and initiatives. One of the reasons for such non-participation is a lack of male interest in culture. 36% of male respondents stated that they have interests other than in culture, 54% named personal reasons (shortage of time, health problems), while others named insufficient supply of cultural services and products and other obstacles. Men are less frequent visitors of museums, galleries or exhibitions than women, they are less active in stage arts and crafts.

82. 'Population participation in culture and satisfaction with cultural services' survey commissioned by the Ministry of Culture in 2014 showed that the main participants of cultural events are women, of younger age (under 40 year old), in better economic situation, residents of medium-sized cities and families with children (mainly women with children). Women tend to participate in volunteering more often than men (22% women and 6% men on average), as well as in cultural initiatives, non-governmental organisations and choose culture-related studies. Besides, women are more interested in books and press than men (71% women and 53% men read books for pleasure), women have more books at home than men (47% women and 39% men have over 50 books at home). Interest in books and literature is one of the features of educated society, directly related with higher literacy level of society.

Men more often than women see obstacles for joining cultural life, women are more proud of the Lithuanian nationality and believe that their participation in cultural activities enhances their patriotism and promotes creativity.

Environmental protection

83. According to the latest poll conducted by Eurobarometras in 2014, 64% of male respondents consider themselves to be well-informed on environmental issues, while among women this per cent is smaller: 60%. Based on the data of social and demographic studies, women worry more than men (45% and 40%, respectively) about the effect of daily products on our health, environment and increasing amount of waste (46% and 41%, respectively). Bigger per cent of women than men (45% and 40%, respectively) completely agree that they can play an important role in environmental protection. Slightly bigger per cent of female respondents than male started exerting environmental measures (36% and 30%, respectively). It is obvious that both genders have different understanding, consumption habits and attitudes to environment. Women more than men tend to preserve natural resources, but they are less informed about available possibilities to do so. Public education and information on environmental issues must encourage both women and men to take more active involvement in sustainable resource use, inform them about the impact of their behaviour and possibilities to choose more sustainable modes of activity.

84. Men working in environmental protection field outnumber women. Men tend to choose life sciences and environmental protection to study more often than women. In 2013, 40.1% women and 59.9% men acquired bachelor's degree in life sciences. In the same year, environmental protection studies in colleges were chosen by 47.7% women and 52.3% men (according to the Lithuanian Department of Statistics). Women's and men's interests are unequally represented when making decisions in the field of environmental protection. There is a smaller number of female heads of institutions working in the field of natural resources than male. Women's NGOs are little involved in environmental protection, especially, in educational, informative and consulting activities on environmental issues.

85. In its national sustainable development strategy Lithuania set itself the target of reaching the average rate of 2003 of the 'old' EU Member States by its economic, social and efficient use of natural resources indicators by 2020. In order to achieve the target, the perspective of gender equality must be applied in the environmental protection. Earlier involvement of women's organisations in environment protection would contribute to the inclusion of the gender aspect into this field and to more sustainable and effective policy implementation, therefore NGOs need to be encouraged to act in this field.

National defence

86. Legislation of the Republic of Lithuania guarantees equal career rights and opportunities for women and men working in the national defence system. Both genders have the right to serve in all types of armed forces, to acquire any military profession or hold any military position. When assigning to international missions and training, no gender-based quota system is applied.

87. In order to ensure equal opportunities for women and men and considering biological (physiological) differences between women and men, as well as taking the experience of other NATO countries into account, the army applies different requirements for soldiers' physical training based on gender. Pursuant to Paragraph 4, Article 6 of the Law, it is not a breach as the purpose of such differentiation is to preserve women's health.

88. According to the Ministry of National Defence of the Republic of Lithuania, in 2013, 9.8% women were admitted to professional military service training, 10.6% to basic military service training and 17.9% women became volunteers. Women accounted for 11.5% of the total number of soldiers and cadets. In 2013, women accounted for 4.3% of all military officers deployed in the NATO operations (3.47% in 2012).

89. Article 59 of the Law on the organisation of the national defence system and military service of the Republic of Lithuania regulates parental leave and paternity leave for both genders. In order to ensure female soldiers' possibility to balance motherhood with career and soldiers' possibility to balance child care and career, the Military Service Statute was approved by Order No. V-163 of 29 February 2008 of the Minister of National Defence of the Republic of Lithuania On the approval of the military service statute. Paragraph 52 of the latter statute establishes that new and expectant, breastfeeding mothers soldiers, single parents with children under 14 or disabled children under 18, can be assigned to serve on duty, and if necessary, perform tasks outside the usual service hours, on public holidays and weekends only with their prior consent.

90. The statute of military discipline of Lithuania defines sexual harassment as outrage of military discipline subject to disciplinary sanction. Joint headquarters of the Lithuanian army has one officer with the gender equality issue included into his/her responsibilities.

91. Cadets of the General Jonas Žemaitis Military Academy of Lithuania are provided with basic knowledge of equal opportunities for women and men, while soldiers of professional military service during their training for international operations receive legal information on special protection of children and women during armed conflicts. Lithuania is taking active part in international peacekeeping missions and operations. Women usually serve in medical, financial, logistic and administrative squads.

92. In order to implement the UN Security Council's Resolutions No. 1325 (2000) and 1820 (2008) on Women, Peace and Security, all civil experts and soldiers before being sent on international missions and operations must receive training regarding the impact of armed conflicts on females' situation, their specific needs during the armed conflicts, and women's participation in peacekeeping missions. At present, Lithuania does not have adequate number of experts who can consult and train on the latter issues and work as advisers on gender issues in international missions.

Access to justice

93. Access to justice is one of the fundamental human rights and integral feature of any legal state defined by the Lithuanian, EU and international legislation. It is established in Article 30 of the Constitution of the Republic of Lithuania that the person whose constitutional rights and freedoms are violated has the right to apply to court. Article 2¹ of the Law establishes that when courts or other competent institutions are trying natural persons' complaints and statements, as well as persons' disputes regarding discrimination based on sexuality, the fact of direct or indirect discrimination is presumed to exist. The person or institution against whom/which a complaint was made must prove that the principle of equal rights was not infringed. Paragraph 1, Article 18 of the Law establishes that any natural and legal person has the right to submit a complaint to the equal opportunities ombudsman regarding the breach of equal rights, while Paragraph 2, Article 11 thereof stipulates that the OEEO observes the principles of legality, impartiality and justice in its activities. But knowledge of legal remedies at local and national level, including the access to free legal assistance and data by gender about access to justice, is still inadequate.

94. Residents of any region of Lithuania can apply to the OEEO. Over 50% of all complaints are received from Vilnius city residents. People residing in small towns and villages apply for OEEO's consulting by phone, sent written inquiries by electronic mail. But data on complaints based on sexuality received by the OEEO by regions and adopted decisions is still missing.

95. In 2013, the OEEO conducted 34 investigations regarding presumed discrimination based on sexuality, which was nearly half the figure of 2012. Since 1999, sex-based discrimination accounted and still accounts for the great majority of all complaints received and investigations conducted, with the exception of 2008 and 2013. In 2013m, complaints for sex discrimination distributed as follows: by women (56%) and men (32%), and groups of individuals or organisations (12%). In 2013, 70% of complains for discrimination on all grounds were submitted by men, while women's complaints accounted for 30% (according to the OEEO). But information, in particular in remoter areas, about the OEEO activities, services, causes and manifestations of sex discrimination is still inadequate.

96. Number of cases on sexual discrimination in the Lithuanian courts is small. In 2012–13, judgements in the Lithuanian courts of appeal were made in four cases regarding equal opportunities for women and men. In 2012–13, there was not a single case with reference to the Convention, while in 2014 there was one case related with the Convention (according to the Ministry of Justice of the Republic of Lithuania).

97. After analysing the Fifth report of Lithuania, the Committee assessed favourably the references made by the Supreme Court of Lithuania to Article 2 of the Convention, and public accessibility of the Convention and its Optional protocol, while the final recommendations of the Committee were forwarded to appropriate ministries, state institutions and non-governmental organisations. The Committee expressed its concerns regarding inadequate awareness of the procedures of the Optional protocol laid down in the Convention regarding submission of complaints for infringement of women's rights, as well as the General recommendations of the Committee on individual communication and queries and the final recommendations. The Committee recommended publicising the Convention, its Optional protocol and General recommendations of the Committee regarding individual communication and queries, organising training for lawyers, judges, prosecutors, police and other law enforcement officers.

98. The Committee expressed its concern regarding visibility of the OEEO, small number of complaints based on sexual discrimination (14%), lack of statistics of the regional distribution of complains and data on adopted decisions, inadequate accessibility of the OEEO in the regions, limited application of administrative fines in the cases based on sexual discrimination, failure to appoint a permanent Equal opportunities ombudsman during half year and restricted human resources available at the OEEO. The Committee recommended increasing women's awareness of legal remedies available when making a complaint about infringement of their rights under the Convention, collecting data by geographical distribution of complaints about sexual discrimination by gender, outcomes of investigations of such complaints and establishing regional and local branches of the OEEO.

International cooperation

99. Equality between women and men in all fields of activities is one of the fundamental EU values and prerequisite for pursuit of EU growth, employment and social cohesion goals. Granting more powers to women and gender equality represent the goal and horizontal activity of many international organisations, including: United Nations, Council of Europe, Organisation for Security and Cooperation

in Europe, Organisation for European Economic O-operation, etc. Lithuania, being a member of the EU and other international organisations, is focusing its consistent and systematic attention on the equality between women and men. Being a Member State of the United Nations Convention on the elimination of all forms of discrimination against women and its Optional protocol, Lithuania is reporting on a periodical basis to the UN Committee on the Elimination of Discrimination against Women, which in its turn assesses the progress made by our country in fulfilling its commitments under the Convention, identifies problem areas and submits recommendations on further implementation of the Convention. Lithuania is consistently implementing the goals laid down in the United Nations strategic document on women's empowerment and gender equality – Beijing Platform for Action – in all 12 critical areas of concern and submits reports on achievement of goals very four years.

100. Lithuania takes active participation in the activities of the 3rd Committee of the United Nations General Assembly, United Nations Commission on the Status of Women, Human Rights Council, Council of Europe, other international organisations, by participating in sessions, debates, various yearly and thematic events concerning women's rights, women's empowerment, assuring equal opportunities for women and men. Lithuania is a co-author of majority of resolutions on women's rights and gender equality and is continuously providing information to the United Nations Secretary, UN Office of the High Commissioner for Human Rights, other international organisations on the implementation of the resolutions in question in Lithuania.

101. Lithuania participates in international initiatives and discussions regarding the agenda of the UN Millennium development goals after 2015. At the discussions, Lithuania express its strong and active support to the agenda initiatives of women's empowerment and inclusion of gender equality issues into the agenda of the development after 2015.

102. Lithuania, as a non-permanent member of the United Nations Security Council, makes active contribution to promotion of the implementation of the UN Security Council's resolution No. 1325 (2000) on women, peace and security in all member states, by ensuring greater representation of women at decision-making at all levels: national, regional, in international institutions, and in mechanisms of conflict prevention, management and settlement; collecting and providing information on the status of women during armed conflicts, including sexual crimes; increasing the role of women played in implementation of all peace-keeping peacebuilding measures.

103. Lithuania participates in the activities of the Community of Democracies uniting over 100 member states and being the largest coalition of democratic countries and countries building their democratic societies. When presiding over the Community of Democracies in 2011–12, Lithuania focused special attention on strengthening of woman's role, established a working group Women and Democracy together with the USA. Lithuania with its partners are trying to rally the countries of the Community of Democracies to focus their ongoing attention on the status of women in democratic society, their involvement in social, political and economic space, in decision-making. This international institution plays an important role in spreading the Lithuanian experience in the fields of equality between women and men, in particular, women's participation in politics and implementing the decisions.

104. In September 2014, President of the Republic of Lithuania Dalia Grybauskaitė was elected to chair the Council of Women World Leaders for the period of four years. This Council unites the most influential female leaders in the world: existing and former presidents and prime ministers of the countries. The key goals of this organisation are related with the place of female leadership in the world and in the state. Female state leaders are interested in problems of female visibility in public life, their involvement in decision-making processes in the fields of legislation, labour market, gender equality,

culture, education, environmental protection, improvement of democracy quality in all member states of the United Nations. Responsibilities and activities of the Lithuanian President, who was elected to chair the Council of Women World Leaders, improve visibility of Lithuania and encourage intensifying activities of Lithuania in international institutions and groups of states and organisations, organising events, implementing projects, carrying out other activities related with female leadership, development of women's competences in economics, women's empowerment in this field, involvement in prevention of conflicts, intermediation processes and in other fields related with the equality between women and men.

105. In 2012, Lithuanian representative – Director of Gender Studies Centre of Vilnius University Prof. Dalia Leinartė for the first time in our country's history was elected to the UN Committee on the Elimination of Discrimination against Women. For her active involvement and contributions in the Committee, the Lithuanian representative was elected to hold the post of Deputy Chair of the Committee. At the meeting of the Commission on Equal Opportunities for Women and Men held on 25 November 2014, Prof. Leinartė was unanimously nominated for the second term of office. In order to make proper preparations and to secure support of other countries, actions of nominating the Lithuanian representative for the elections to be held in 2016 will be launched in 2015.

106. Law on development co-operation and humanitarian aid of the Republic of Lithuania stipulates that one of the key goals of development co-operation policy is contribution to the development of human rights and gender equality in partner countries. Implementing the tasks within the framework of the development co-operation 2014–6 of the Republic of Lithuania, approved by the Resolution No. 41 of 15 January 2014 of the Government of the Republic of Lithuania On the approval of directions of the development cooperation 2014–16 directions of the Republic of Lithuania, our country is supporting developing countries, encourages equality between women and men in the latter countries, as well as women's social and economic activity. Furthermore, attempts are being made to include Lithuanian state and municipal institutions and enterprises, NGOs and business structures into bilateral, EU and international projects on development co-operation and to make them share their good experiences with partners from other countries.

107. Assessment criteria of the implementation of the programme goals and their expected values are presented in Annex to the Programme.

SECTION III IMPLEMENTATION AND FINANCING OF THE PROGRAMME

108. Actions plans 2015–17 and 2018–21 will be developed for the programme implementation and will be subject to approval by the Minister of Social Security and Labour. Institutions involved in Programme implementation plan financing demand for implementation of measures, assessment criteria and their values in their planning documents.

109. Programme implementation is coordinated by the Ministry of Social Security and Labour. The progress of the implementation of measures is discussed at the quarterly meetings of the Commission, conclusions and suggestions are made if needed.

110. Reporting on the Programme is carried out following the procedure established in the Strategic planning methods approved by the Resolution No. 827 of 6 June 2002 of the Government of the Republic of Lithuania On the approval of Strategic planning methods.

111. Programme results are published by the Ministry of Social Security and Labour on its website. Every institution or enterprise involved in the implementation of measures informs society and if needed – other institutions about implementation of appropriate measures by publishing the information on their websites, Information portal for women (<http://lygus.lt/mic/>), on electronic network of women organisations, or through similar channels.

112. Other programmes, action plans and projects contribute to the implementation of goals and objectives of the Programme, e.g. Programme for Increasing Employment 2014–20 approved by the Resolution No. 878 of 25 September 2013 of the Government of the Republic of Lithuania On the approval of the Programme for increasing employment 2014–20, Action plan on increasing social inclusion 2014–20 approved by the Order No. A1-588 of 22 October 2013 of the Minister of Social Security and Labour of the Republic of Lithuania On the approval of the Action plan on increasing social inclusion 2014–20, plan of implementation measures of the UN Security Council’s Resolution No. 1325 (2000) approved by the Order No. V-263 of 28 December 2011 of the Minister of Foreign Affairs of the Republic of Lithuania On the approval of the plan of implementation measures of the UN Security Council’s Resolution No. 1325 (2000), and other programmes, plans and projects.

113. The Programme is financed from general assignments from the national budget of the Republic of Lithuania approved in appropriate years for ministries and institutions responsible for the implementation of measures, from EU funds and other funds received in accordance with the laws of the Republic of Lithuania.

Annex

To the National programme on equal opportunities for women and men 2015–21

LIST OF ASSESSMENT CRITERIA OF THE IMPLEMENTATION OF THE NATIONAL PROGRAMME ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN AND THEIR VALUES

No.	Goal	Assessment criterion	Values of assessment criterion			Institution monitoring the assessment criterion fulfilment
			2014	2017	2021	
	Strategic goal is consistent, complex and systematic promotion of the equality between women and men in all fields, elimination of any differences in status between women and men	Per cent of society positively assessing changes in terms of the equality between women and men in all fields	50	52	55	Ministry of Social Security and Labour of the Republic of Lithuania (hereinafter the Ministry of Social Security and Labour)
1.	Goal – promoting equal opportunities for women and men in employment and occupation	Pay gap between women and men (in %)	13.3 (2013)	13.29	13.25	Ministry of Social Security and Labour
		Number of female heads of SME (in %)	26.04 (2013)	28	30	Ministry of Social Security and Labour
		Segregation of women and men in employment by types of economic activities (in %)	32	31.5	30	Ministry of Social Security and Labour
2.	Goal – aspiring balanced participation of women and men in decision-making holding top management posts	Number of women involved in decision-making and holding top management posts (in %)	19.24	19.34	20	Ministry of Social Security and Labour
3.	Goal – improving effectiveness of institutional mechanisms for the advancement of gender equality	Number of draft legal acts and other decisions subjected to assessment in gender aspect	2	10	15	Ministry of Social Security and Labour
4.	Goal – promoting integration of the gender aspect	Number of men with higher education (in %)	40	42	44	Ministry of Education and Science of the Republic of Lithuania
		Per cent of society positively assessing access to birth control measures	-	40	50	Ministry of Health of the Republic of Lithuania

No.	Goal	Assessment criterion	Values of assessment criterion			Institution monitoring the assessment criterion fulfilment
			2014	2017	2021	
		Number of men checked for prostate cancer	107,789 (2013)	108,000	108,000	
		Number of women checked for cervical cancer	109,816 (2013)	110,000	111,000	
		Number of women checked for breast cancer	80,348 (2013)	81,000	81,000	
		Male participation in the initiatives supported by the Ministry of Culture of the Republic of Lithuania (% of all participants)	-	20	25	Ministry of Culture of the Republic of Lithuania`
		Social awareness of environmental protection (in %)	60	62	64	Ministry of Environment of the Republic of Lithuania
		Number of experts able to consult, train on the equality between women and men and working in international missions	2	3	4	Ministry of National Defence of the Republic of Lithuania
		Number of valid complaints submitted to the Office of Equal Opportunities Ombudsman	34 (2013)	40	45	Office of Equal Opportunities Ombudsman
