

**The implementation of the Beijing  
Declaration and Platform for Action  
Comprehensive national review report for  
the period from 2019 to 2024  
THE REPUBLIC OF LITHUANIA**

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## **Highlights**

The country-level review process in Lithuania is voluntary, respecting national realities, capacities, and levels of development. It emphasizes engaging civil society organizations, and other relevant entities. The review process is evidence-based, utilizing accessible data to track progress and identify challenges. Additionally, it ensures that findings are openly shared and discussed.

Over the past five years, Lithuania has made significant strides in advancing gender equality, driven by both national initiatives and alignment with European Union standards, as well as the broader goals set by the United Nations to achieve gender equality and empower all women and girls. Lithuania has made notable progress in the Global Gender Gap Report<sup>1</sup> over the past five years. In 2024, Lithuania ranked 11th with a score of 79.3%. This is an improvement from its 2019 ranking, where it was placed 22nd. The country's consistent efforts in closing gender gaps, particularly in areas like health and survival, economic participation and opportunity and political empowerment have contributed to this upward movement.

Lithuania has shown a steady improvement in the Gender Equality Index<sup>2</sup> by the European Institute for Gender Equality (EIGE). In the 2024 Gender Equality Index by EIGE, Lithuania scored 65.8 points out of 100, placing it 16th among EU countries. Since 2020, the country's score has risen by 5.2 points. While Lithuania's score is still 5.2 points below the EU average but its progress is faster compared with the other EU countries. The main factor behind this improvement was the change in the power domain (the score increased by 6.9 points), particularly in the area of economic decision-making. Lithuania ranks highest in the work domain, where it scored 76.2 points and ranks 15th among EU member states. In this area, Lithuania stands out particularly in the field of labour force participation, scoring 92.8 points and ranking 3rd in the EU for the second consecutive year.

The implementation of the Law on Strategic Management in 2021 has established gender equality as a fundamental principle in strategic planning processes. The National Progress Plan for 2021-2030 aims to ensure that all political goals and legislation are aligned with principles of sustainable development, innovation, and equal opportunities. National institutions are mandated to incorporate gender equality into their strategic planning efforts. Furthermore, the 2023-2025 Action Plan for Equal Opportunities for Women and Men is designed to systematically promote gender equality, address disparities between genders, raise public awareness about equal opportunities, and enhance inter-institutional cooperation. The Ministry of Social Security and Labour supports initiatives by non-

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<sup>1</sup> <https://www.weforum.org/publications/global-gender-gap-report-2024/>

<sup>2</sup> [Lithuania | Index | 2024 | Gender Equality Index | European Institute for Gender Equality](#)

governmental organizations to advance these measures, with the Commission for Equal Opportunities for Women and Men operating under an annual action plan.

In Lithuania, gender equality is further promoted through various initiatives and programs, which include training and education on gender equality and discrimination prevention. Legal measures are also applied to ensure equal rights and opportunities for women and men, including equal pay for equal work. Additionally, women's entrepreneurship is encouraged through programs that provide financial and consulting support to women who want to start their own businesses. Balancing work and family is also an important measure, helping women to manage work and family commitments through flexible working hours, remote work, and childcare services.

Despite the progress made, Lithuania needs to improve in the areas of EIGE Gender Equality Index of time, knowledge, and power. Several challenges and setbacks continue to hinder full equality between men and women. Gender inequality is still a structural problem that requires societal change. Women in Lithuania continue to take on a larger share of unpaid care work, including housework and the care and education of children, grandchildren, the elderly, and people with disabilities, compared to men. According to the Global Gender Gap Report 2023, the gender pay gap in Lithuania is 9.33%. Men also take less and shorter parental leave than women. This makes it more challenging for Lithuanian women to maintain positions of importance, skills, and recognition in the labour market. There is still room for improvement in the representation of women in top and decision-making positions.

The Government has addressed the specific needs of women and girls from marginalized groups in line with the principle of leaving no one behind through several initiatives. As the OECD<sup>3</sup> indicated, the government has responded swiftly to the Covid 19 crisis through a number of measures to safeguard incomes and jobs and protect the needy. These include short-time working schemes, support for non- standard workers, more funds for activation policies, as well as increases in social benefits. Reforms increased the adequacy of key cash benefits, especially for families, while strengthening incentives to work and making labour market more flexible. The government's social agenda continue reform efforts, including eradicating poverty, reducing inequalities and discrimination. For further details, please refer to the answers in the report.

**1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?**

Legal improvements

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<sup>3</sup> [Reducing poverty and social disparities in Lithuania | OECD](#)

In recent years, Lithuania has made significant legal advancements to address contemporary challenges. The Law on Strategic Management, adopted in June 2020, introduced a new model for planning documents, integrating national, territorial, regional, and local self-government processes. It defined the roles and responsibilities of participants in the strategic management system and enshrined governance principles to ensure sustainable progress and effective use of public finances. Since 2022, Article 4 of this law has mandated the integration of gender equality, equal opportunities, and non-discrimination into all planning documents. This aims to prevent obstacles or limitations that could negatively impact women, men, or any social groups experiencing discrimination.

Article 5 of the Law on Equal Opportunities of the Republic of Lithuania mandates that state and municipal institutions create legal acts promoting equal rights and opportunities. They are encouraged to support programs from religious communities, public institutions, associations, and charity funds. Amendments to the law require employers to ensure non-discrimination in the workplace related to paternity, childcare, or unpaid leave for family care, and to provide flexible work schedules.

Article 4 of the Law on Equal Opportunities for Women and Men mandates that state and municipal institutions ensure all legal acts promote equal rights for women and men. They should develop and implement measures for equal opportunities, support relevant programs, and ensure administrative and public services respect these rights. Additionally, equal opportunity measures should be included in state and municipal strategic planning documents.

Significant amendments to the Labour Code of the Republic of Lithuania<sup>4</sup> (Labour Code) were introduced in 2022. In August 2022, amendments to Article 26 of the Labour Code expanded the criteria for prohibiting discrimination to include an employee's use or prior use of rights provided in the Labour Code. Employers must ensure equality and non-discrimination on various grounds, such as sex, race, and nationality, preventing direct and indirect discrimination, harassment, and sexual harassment. The new version also introduced measures to prevent psychological violence in the workplace. In November 2022, amendments defining mobbing, violence, and harassment, including those based on sex, came into effect, prohibiting these actions in all work-related contexts. Employers with more than 50 employees must implement a policy for preventing violence and harassment.

In September 2020, the Government of Lithuania approved the National Progress Plan for 2021–2030.<sup>5</sup> This plan includes the principle of "equal opportunities for all," ensuring that everyone, regardless of their background, has equal rights and access to services,

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<sup>4</sup> [XII-2603 Lietuvos Respublikos darbo kodekso patvirtinimo, įsigaliojimo ir įgyvendinimo įstatymas](#)

<sup>5</sup> [998 Dėl 2021–2030 metų Nacionalinio pažangos plano patvirtinimo](#)

infrastructure, and public life. The plan requires that national development programs consider the needs of various groups, including people with disabilities, different age groups, and national minorities. Legal acts must assess their impact on sustainable development, innovation, and equal opportunities. The plan uses two main indicators to monitor "equal opportunities for all": the quality of life index for people with disabilities<sup>6</sup> and the gender equality index<sup>7</sup>. The Ministry of Social Security and Labour coordinates this principle, offering methodological assistance and consultations while monitoring progress. The goal is to foster changes in behaviour and attitudes within public sector institutions.

### *Focus on men's issues*

For the first time, a measure to support NGOs in aiding men facing emotional and psychological crises was included in the Plan for the Implementation of the Provisions of the 18th Government Programme, highlighting a significant focus on men's issues and reducing stigma. Two umbrella associations have been established to unite men's organizations: the Lithuanian Men's Association and the National Association of Psychosocial Support for Men. The Ministry of Social Security and Labour is actively working to enhance the competencies of these associations, focusing on advocacy and lobbying to improve their skills and competencies.

Close cooperation with the Nordic countries strengthened the impact of the 2022-2023 project 'Strengthening Services of Men's Crisis Centres/Men's Organizations and Competencies of Their Staff in Baltic Countries.' The project aimed to enhance the skills of employees in men's organizations and crisis centres, focusing on men's emotional well-being, gender equality, and domestic violence prevention. Implemented by the Ministry of Social Security and Labour and the Nordic Council of Ministers Office in Lithuania, it included study visits to Finland and Sweden, local training sessions in Lithuania, Latvia, and Estonia, and a final event to discuss men's emotional health services. The project facilitated the exchange of good practices, development of services for domestic violence victims and perpetrators, and the establishment of a Nordic-Baltic network for ongoing collaboration.

### *Unpaid care work*

Lithuania has highlighted the issue of unpaid care work, with the 2023 EIGE Gender Equality Index revealing that only 29% of men and 65% of women engage in daily cooking and housework, indicating a significant burden on women. In 2024, funding was allocated to an NGO project to raise awareness about women's unpaid care work, publish analytical information, and change public attitudes. The project included creating a sub-page on unpaid work, organizing a national campaign, developing educational activities and an impact

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<sup>6</sup> [Asmenų su negalia gyvenimo kokybės indeksas by Socialinės apsaugos ir darbo ministerija - Infogram](#)

<sup>7</sup> <https://eige.europa.eu/gender-equality-index/2024/country/LT>



assessment tool, and conducting a national opinion survey. Given the importance of this topic, funding for projects on women's unpaid care work will continue in 2025.

#### *Protection against domestic violence and complex assistance*

In 2023, the Law on Protection of Domestic Violence introduced the emergency barring order, which requires individuals posing a threat to temporarily leave the shared residence and avoid contact with the victim and their family for 15 days to ensure safety and prevent further violence.

In 2023, the Minister of Social Security and Labour approved regulations for Specialized Complex Assistance Centres (SCACs) to provide targeted support to individuals with disabilities, especially those at risk of or experiencing domestic violence. SCACs focus on high-quality assistance, cooperation with disability organizations, and transparency. A methodological centre was established to offer consultations, organize training, produce methodological papers, and coordinate awareness campaigns.

In 2023, the National Council for Prevention and Protection from Domestic Violence<sup>8</sup> was established to carry out monitoring and improve system efficiency. The Council, comprising fifteen members from state institutions, the Association of Lithuanian Municipalities, and non-governmental organizations, reviews domestic violence issues and proposes policies for protection, prevention, and assistance. In 2024, the Council developed an algorithm for handling perpetrators with intellectual or mental disabilities, issuing emergency barring orders to all perpetrators and ensuring appropriate assistance. This algorithm will be publicly available in early 2025. Another significant outcome was the adoption of an algorithm by the National Sexual Violence Information Centre, providing protection, assistance, and services to individuals who have experienced or are at risk of sexual violence. This aims to support all victims and make the system as victim-friendly as possible.

Lithuania has taken significant steps to enhance inter-institutional cooperation at the local level to support victims of domestic violence. Each municipality now has a Domestic Violence Prevention Commission, which includes representatives from non-governmental organizations. These Commissions address domestic violence issues, propose policies, and provide assistance.

#### *Combating sexual violence*

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<sup>8</sup> [Smurto artimoje aplinkoje prevencijos ir apsaugos nuo smurto artimoje aplinkoje taryba - Lietuvos Respublikos socialinės apsaugos ir darbo ministerija](#)

Since July 2023, the Ministry of Social Security and Labour has been funding a project led by non-governmental organizations to combat sexual violence. This initiative aims to develop an algorithm and methodology to assist victims of sexual violence and enhance the competencies of professionals in this field. Lithuania has established five specialized centres in hospitals to provide medical and forensic services to victims of sexual violence. Additionally, informational campaigns on sexual violence have been organized in collaboration with the Ministry of Social Security and Labour.

In 2023, an information website, [www.prabilk.lt](http://www.prabilk.lt), was created, reaching about 10,000 Lithuanian residents. The publicity campaign of the National Information Centre on Sexual Violence was organized, with approximately 60 messages reaching 372,618 Lithuanian residents. Furthermore, the competencies of 199 specialists from across Lithuania were strengthened at an event focused on the prevention of sexual violence for professionals working in this field.

#### Women's empowerment

In 2023, Lithuania's Ministry of Social Security and Labour funded NGOs to promote gender equality, focusing on empowering women in politics. The Lithuanian Women Lobby Organisation's project, "Women's Political Participation: From Analysis to Action," aimed to increase women's political involvement and reduce gender stereotypes through various activities. The project included an information campaign reaching 270,000 users, podcasts, online TV programs, articles, and radio shows. It analysed electoral programs and municipal election results, leading to recommendations for training and outreach. National discussions and advocacy supported temporary special measures to boost women's political participation, aligning with UN recommendations.

During the reporting period, significant attention was given to economic violence. A 2023 study revealed that 95% of domestic violence cases could be classified as economic violence, yet less than 2% of society recognizes it as such. The "Economic Violence Solutions Model for Lithuania" project, part of the "Create for Lithuania" program, prepared educational materials on integrating economic violence into financial literacy programs and reviewed best practices in the financial sector. An analysis of economic violence in Lithuania was conducted, and training sessions were planned for 2025-2027. Despite increased visibility, economic violence remains challenging to identify due to gender stereotypes.

In 2024, Lithuania has successfully transposed the Directive of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (Women on Boards Directive) into the national law. The aim was chosen to ensure that persons of the underrepresented sex occupy at least 33% of all director positions on the boards of large listed and unlisted companies, including both

executive and non-executive directors. To make a more significant change, Lithuania has decided to extend the Directive scope beyond listed companies to large companies. The cooperation with the business sector in the process of transposing the Directive was improved.

### Gender budgeting

Over the past five years, one of the most significant achievements in gender equality has been the introduction of gender budgeting measures into the Government's action plan. This initiative marked the beginning of efforts to develop tools and methods for gender budgeting. A comprehensive study was conducted to explore the possibilities of implementing budgeting based on the principle of gender equality in Lithuania. The strategic proposals resulting from this study were submitted to the Government Office of the Republic of Lithuania. Despite this progress, challenges remain. Further steps are needed to incorporate gender budgeting into national legislation and begin its actual implementation.

However, despite all efforts, gender inequality still presents a challenge in Lithuania. Stereotypes about the division of labour between women and men still persist in society. A 2020 survey by the Centre for Development of Equal Opportunities revealed that 40% of women and 48% of men still believe a man's career should take precedence over childcare. Conversely, only 6% of men and 11% of women think a woman's career should be prioritized over caring for children.

Addressing the challenges of domestic work distribution and the impact of public policies is crucial. To maintain women's empowerment and representation in politics, sustainable measures, such as changing the legal framework, need to be implemented. The 19th Lithuanian Government's program includes the possibility of introducing quotas. In 2025, Lithuania plans to host a seminar on women's empowerment in politics under the European Commission's Mutual Learning Programme.

To address gender stereotypes, Lithuania is focusing on developing robust strategies for gender equality and raising awareness beyond specialists. Promoting gender equality and empowering women and girls requires a broader societal effort. Gender studies can play a crucial role in breaking down these barriers. Additionally, more attention should be given to monitoring Sustainable Development Goal 5 (SDG 5). Regular surveys to monitor indicator 5.4.1a, which measures the "share of time spent on unpaid domestic work and care by gender and age group," would help assess the distribution of domestic work between men and women and the impact of public policies.

It is essential to emphasize that policy-making is based on facts, data, and analytics. The Commission for Equal Opportunities for Women and Men, operating under the Ministry of Social Security and Labour, aims to integrate the horizontal principle of gender equality across

all areas of public policy and effectively implement the Law on Equal Opportunities for Women and Men. Composed of high-level officials and representatives of non-governmental organizations, the Commission's annual work plan is based on the EIGE Gender Equality Index domains where Lithuania needs to achieve the most progress.

In 2025, the preparation of the Action Plan on Equal Opportunities for Women and Men for the next period will take place. This development aims to achieve ambitious goals that will impact equal opportunities for women and men, improve Lithuania's performance in the EIGE Gender Equality Index, and meet the objectives set out in the Government's program.

**2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

Priority 1 Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)

According to the European Institute for Gender Equality (EIGE), the full-time equivalent employment rate of women and men in Lithuania in 2021 exceeded the overall EU average. Both women and men in Lithuania tend to work full-time much more often than their EU counterparts, with women working full-time over 11% more and men over 5% more. The data also shows that men in Lithuania choose to work full-time more often than women, with a difference of over 10% in Lithuania compared to 16% in the EU.

A 2020 study by the Office of the Equal Opportunities Controller, titled "Incentives for Modern Men and Gender Equality and Obstacles for Men to Engage in Child Care," revealed that strong social norms supporting traditional gender roles in the family persist in Lithuania. According to men, tasks like small repairs and car maintenance are still seen as a man's responsibility, while other unpaid work, such as laundry, housekeeping, cooking, and daily childcare, especially for sick children, is more often done by their partners. As a result, many women continue to bear a disproportionate share of unpaid housework, child-rearing, and care for other family members.

Data from a 2020 representative public survey by the Equal Opportunity Development Centre showed that 40% of women and 48% of men still believe that a man's career should take precedence over childcare. Only 6% of men and 11% of women agreed that a woman's career should be more important than childcare.

One of the most crucial steps to address these issues is tackling the gender pay gap, which in Lithuania was still 8.5% in 2023. The Action Plan on Equal Opportunities for Women and Men 2023-2025 in Lithuania is a comprehensive strategy aimed at combating the wage gap between genders. Key measures include the collection and publication of annual statistical data on

wage disparities by sector and occupation, and conducting annual checks to ensure the principle of equal pay is applied. The plan also emphasizes career guidance to help low-skilled women gain higher qualifications and encourages job seekers to make career choices free from traditional gender stereotypes. Additionally, it focuses on educating social partners, media, and policymakers about gender pay, income, and pension gaps, and promoting women's entrepreneurship through events and training in business creation and financial literacy. The plan also aims to raise awareness about non-transferable parental leave, ensuring a more equitable distribution of caregiving responsibilities. These initiatives collectively aim to create a more inclusive and fair labour market in Lithuania.

Measures have been taken at the national level to ensure transparency by conducting annual audits and raising public awareness on the matter. As mentioned earlier in question 1, Lithuania's transposition of the Women on Boards Directive into national law in 2024 aims to ensure at least 33% of director positions in large companies are held by the underrepresented sex, enhancing gender diversity and organizational outcomes.

To promote professional guidance for women with low qualifications, the Ministry of Education, Science and Sports amended the Vocational Training Law, effective since September 2023. The term "initial vocational training" was clarified to allow certain groups to acquire new qualifications if their previous ones are outdated or non-competitive, thereby increasing their competitiveness and providing equal opportunities for state-financed training.

During the implementation of the LEADER program under the Lithuanian Rural Development Program 2014-2020 and the Strategic Plan for Lithuanian Agriculture and Rural Development 2023–2027, gender equality was mandated in the formation of the governing bodies of local activity groups (LAGs). These groups, responsible for making decisions on local projects and development strategies, must have a gender ratio of 40:60, ensuring at least 40% representation of any gender. In 2023, there were 621 members in the management bodies of 49 LAGs, with a gender balance of 52% women and 48% men, maintained through member rotation.

In 2023, the State Labour Inspectorate conducted 30 investigations into equal opportunities and non-discrimination in companies with significant wage gaps. These investigations focused on wage systems and equal opportunity policies. While no direct discrimination was found, some companies lacked specific criteria for evaluating employees, leading to potential gender-based discrimination. The investigations also highlighted a persistent gender distribution in job positions, with women often in lower-paid roles and men in higher-paid positions. However, a positive trend was noted in the IT sector, where more women specialists are emerging. These trends help reduce the wage gap between male and female employees.

In 2023, the Employment Service under the Ministry of Social Security and Labour provided labour market services and organized employment support measures. They held two entrepreneurship workshops for women aspiring to start businesses, featuring inspiring stories and professional advice. Additionally, job-seeking women were invited to participate in the "Moms Learn" project, offering free educational opportunities for mothers with children under three to enhance their skills and employability.

For additional information, please refer to the questions 1 and 6.

### Priority 2. Eliminating violence against women and girls

Domestic violence remains a significant concern in Lithuanian society. In 2022, 5,872 crimes related to domestic violence were registered, up from 5,801 in 2021. There were 6,119 victims of these crimes, with 64.2% in urban areas and 35.8% in rural areas. Statistical data confirm that women are predominantly the victims of domestic violence, a phenomenon closely linked to gender inequality. In 2022, 78.8% of adult victims were women, and 10.3% of all victims were children under 18. Domestic violence remains a hidden issue, with its full extent lacking comprehensive research.

In recent years, Lithuania has implemented a significant reform to create a robust support system for victims of domestic violence, establish appropriate legal regulations, and enhance inter-institutional cooperation at both national and local levels. The primary objective was to develop an effective strategy to combat domestic violence. The Law on Protection from Domestic Violence introduced a new preventive measure: the emergency barring order. This order requires an adult posing a risk of domestic violence to temporarily move out of the shared residence, avoid visiting the victim's residence, and refrain from approaching or contacting the victim and any children or adults living with them. The order lasts for 15 days. Since the law's implementation, over 31 000 protection orders have been issued. This indicates increased awareness, effective legal measures, and the ongoing prevalence of domestic violence in Lithuanian society.

The institutional cooperation mechanism has been strengthened with the establishment of the National Council for Prevention and Protection from Domestic Violence, which monitors and enhances system efficiency. Lithuania has also improved inter-institutional cooperation at the local level by creating Domestic Violence Prevention Commissions in each municipality, including representatives from non-governmental organizations. Additionally, the National Information Centre on Sexual Violence was established to provide assistance information to victims and their relatives, as well as methodological support to specialists working with victims.

For persons with disabilities who are victims of domestic violence and whose sole carers are the abusers, municipalities have been advised to organize crisis support. Accredited Specialized Comprehensive Assistance Centres (SCAC) offer specialized support to those at risk or who have experienced domestic violence. These centres are funded by the state budget and operate in 10 Lithuanian counties.

Additionally, significant attention was given to the issue of economic violence during the reporting period. Following a 2023 study, measures to address economic violence were planned for 2025-2027. These include training on economic violence, focusing on economic empowerment and specific assistance for survivors. An online course aims to equip domestic violence survivors with the knowledge to resolve economic violence issues, increase economic independence, financial control, and literacy. Training for institutions in contact with potential victims will raise awareness about economic violence, its manifestations, and how to avoid secondary victimization while providing necessary assistance. Practical training for specialized comprehensive assistance centres will improve the support they offer to survivors. A national informational campaign on economic violence is planned.

Measures taken during the reporting period are also described in detail in questions 1 and 15-19.

### *Priority 3. Changing discriminatory social norms and gender stereotypes*

Cultural norms slow the process of women's economic empowerment globally, making it crucial to address these issues in our societies. Despite significant progress, traditional gender roles and cultural norms still pose barriers to full gender equality. According to an EIGE survey, 65% of women still do housework and cooking, and 27% work in education, health, and social work. A public survey revealed that 40% of women and 48% of men believe a man's career should take precedence over childcare, while only 6% of men and 11% of women think a woman's career should be more important. To combat gender stereotypes, Lithuania invests in training and campaigns. In 2023, 13,818 women took maternity leave compared to 1,112 men.

Lithuania implements a strategy for advancing gender equality that focuses on reducing stereotype-based attitudes towards the roles of women and men in the family and society. This strategy includes capacity-building for journalists and educational staff on gender equality issues, a communication campaign to promote an equal share of unpaid work and childcare responsibilities, and analytical activities on how men and women use their time within the family.

Lithuania has implemented flexible work arrangements through national laws to support women's return to the labour market and encourage equal parental responsibilities. Parents

are entitled to more time with their children, including mother's/father's day, longer vacations, and other guarantees like choosing shift times, remote work, and job protection. Both parents get one additional day off per month when raising two children under 12 or a disabled child under 18. Priority for annual leave is given to pregnant employees, those raising young or disabled children, or multiple children. Employers must allow remote work for pregnant, recently given birth, or breastfeeding women, and employees raising young children or single parents.

Lithuania invests in training and campaigns to combat gender stereotypes and gender-based violence, aiming to change long-standing sexist attitudes. Civil society is crucial, so funding is provided to NGOs to promote equal opportunities for women and men. Recognizing the need for progress in the Power domain of the EIGE Gender Equality Index, Lithuania focuses on empowering women in politics. The goal is to encourage women's participation in political life and elections and reduce gender stereotypes in political activity through educational, informational, analytical, and advocacy activities.

In 2020, the State Labour Inspectorate (SLI) developed training materials on implementing equal opportunities and non-discrimination in employment relations. Information about SLI's research on the wage gap in the financial and insurance sectors was also publicized.

In 2022, the Ministry of Social Security and Labour funded an NGO project to reduce gender segregation in education and the labour market. The project investigated factors influencing gender-specific choices in studies and careers, and the impact of education and labour experts. Recommendations were developed to address gender segregation. The project also aimed to strengthen education staff's competencies in gender equality, educate children and young people about gender-atypical career opportunities, and raise public awareness of gender segregation issues.

Measures taken during the reporting period are also described in detail in questions 6, 20 and 23.

#### *Priority 4. Political participation and representation*

The Action Plan for Equal Opportunities for Women and Men 2023-2025 aims to promote gender equality, eliminate disparities, inform the public about equality measures, and strengthen inter-institutional cooperation. The plan focuses on increasing labour market equality, reducing the gender pay gap, integrating gender equality into educational programs, promoting work-life balance, encouraging equal participation in decision-making and top positions, promoting health and well-being, and improving the situation of vulnerable women and girls.



The Ministry of Social Security and Labour, in cooperation with NGOs, implements measures to reduce stereotypes and discrimination, encouraging women to participate in political life and elections. Educational, informational, analytical, and advocacy activities aim to reduce gender stereotypes in politics.

Measures taken during the reporting period are also described in detail in question 22.

*Priority 5. Unpaid care and domestic work / work-family conciliation*

Women are responsible for a large share of unpaid care work, which poses challenges for balancing family and work commitments. Reducing this burden is crucial to enable women to join full-time jobs and engage in social activities. According to the 2023 EIGE Gender Equality Index, only 29% of men and 65% of women do cooking and housework daily, highlighting the disproportionate burden on women.

In 2024, an NGO project was funded to educate society on women's unpaid care work, publish analytical information, and change public attitudes. Due to the importance of this topic, funding for such projects will continue in 2025.

Legal tools in Lithuania's Labour Code promote equal parental responsibilities. Parents are entitled to more time with their children, such as mother's/father's day, longer vacations, flexible shift times, remote work, job retention, and protection from dismissal without fault. Both parents get one additional day off per month when raising two children under 12 or a disabled child under 18, and two days off if raising three or more children under 12. Parents with one child under 12 get mother's/father's day every three months. Employers must also provide free time off for urgent family reasons related to illness or accidents.

For additional information, please refer to the questions 1, 6 and 7.

**3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?**

In recent years, starting from February 2022, there have been many efforts to support and integrate Ukrainian refugees. By 1 December 2024, 49,100 Ukrainian citizens found employment in Lithuania, of which 21,700 were women, making up about 44% of all employed Ukrainians. Most Ukrainian women were employed in the manufacturing sector (5,600), accommodation and food services (3,900), and administrative and support services (2,900). 11.9% of Ukrainian women found jobs requiring high qualifications, mainly as teachers (primary education, art, foreign languages), logistics specialists, administrators, HR specialists, sales managers, and accountants. The largest portion of women (51.9%) were

employed in medium-skilled jobs, often as cooks in food production, assemblers and operators in industry, and teacher assistants in educational institutions. 36.2% of women were employed in low-skilled and unskilled jobs, mostly as cleaners and maids, sales floor workers, kitchen workers, and packers.

From 24 February 2022 to 1 December 2024, 9,800 Ukrainians participated in the Active Labour Market Policy measures, of which 80% (7,900) were women. The most significant impact on women's employment came from the learning support measure, which involved 4,700 Ukrainian women. Most of them, 4,100, engaged in Non-Formal Adult Education. This measure was significant as it allowed women to acquire new skills and increase their competitiveness in the labour market. Another important measure was subsidized employment, which benefited 4,000 Ukrainians, of which 3,000 were women. In the ESF projects "Support for War Refugees from Ukraine," 2,300 women participated, and in "Next Stop-Job," 1,000 women participated. Learning support and subsidized employment were the main mechanisms that significantly contributed to the integration of Ukrainian women into the labour market and their employment growth.

In November 2024, the Seimas of the Republic of Lithuania passed the Law on National Minorities, which defines the status of citizens of the Republic of Lithuania belonging to national minorities and establishes the fundamental rights and freedoms of persons belonging to national minorities. The law enshrines the principle that persons belonging to national minorities, regardless of their gender, race, nationality, citizenship, language, origin, social status, faith, beliefs or views, age, sexual orientation, disability, ethnic affiliation, or religion, have the right to protection against discrimination.

Roma women are an important target group that needs attention to encourage their active participation in public life and empowerment. In April 2023, a seminar "Integration of Roma Women: Towards Professional Development" was held aimed to introduce self-employed Roma women to the basics of accounting. Roma women participated in training sessions for Baltic Roma women held in Riga in May 2023. The two-day training focused on developing women's competencies and creating new collaboration networks. In 2024, training sessions were organized for Roma women, aiming to promote their integration into the labour market. Additionally, empowerment measures for Roma continued, including the establishment of a Roma music studio in Vilnius and funding for Roma youth camps.

To meet the Sustainable Development Goals, Lithuania fosters social inclusion and independence for women and girls with disabilities. In 2024, Lithuania started implementing disability policy reform. It is focused on improving disability assessment, targeted support, enhanced access to essential services, and accessible public information for all. Moreover, support has been provided to displaced Ukrainians with disabilities due to the Russia's war of

aggression against Ukraine, ensuring their rights and opportunities align with those of Lithuanian citizens with disabilities.

The disability assessment and social inclusion system have fundamentally changed. The disability assessment model has been improved to ensure more targeted support for people with disabilities, increasing the availability of services and assistance, providing individualized services and support more promptly, and making public information more accessible to people with disabilities. These positive changes affect the daily and social lives of more than 221,000 people with disabilities.

From 2024, a coordination function for assistance to people with disabilities has been introduced, which includes the development of an assistance plan that determines the extent of individual assistance needs for a person with disabilities, coordination of meeting these needs by mobilizing responsible institutions, and monitoring the implementation of the assistance plan.

State-guaranteed financial social assistance is consistently provided, taking into account the country's social and economic development and the state's financial capabilities. In 2023, expenditures on financial social assistance increased by 18.2 percent compared to 2022.

The independence of people with disabilities is enhanced by the personal assistant service, which has been provided for four years. All people with disabilities who have this need identified by social workers, regardless of age, severity, or type of disability, can receive this service. Relatives of children and adults with disabilities who require constant care and cannot devote time to their cared-for relative for personal reasons for a certain period, or who wish to take a break from constant care, can receive a temporary respite service. The temporary respite service can be provided at people's homes, day centres, or social care institutions.

Since 2022, people with mobility, hearing, vision, communication, or sensory impairments can receive assistance from mobile team specialists. Currently, there are four such teams operating in Lithuania, and this year they have already provided services to nearly 400 people. Specialists who come directly to the home help the person select the technical aid that meets their needs, train them on how to use it, periodically collaborate, and maintain contact with the recipients of the technical aid.

More people with disabilities can have their housing and its environment adapted to their individual needs. Independent housing adaptation is encouraged – municipalities have the right to cover the expenses incurred by a person with disabilities for purchasing necessary goods and equipment for housing adaptation. Housing adaptation can be organized by the municipality, not just by the person independently. Compensation for housing adaptation

costs can also be provided when changing non-adapted housing to adapted or partially adapted housing.

To significantly reduce the need for institutional care, a case management model has been introduced in 59 municipalities across the country. This model aims to timely identify the needs of people with disabilities living in the community, proactively organize and provide services from different sectors, and plan the infrastructure of missing community and alternative services to institutional care at the local government level. In the context of these reforms, protected housing, group living homes, and social workshops are rapidly being developed in the country. To ensure the legal capacity of people with disabilities, a decision-making assistance service is being introduced nationwide.

From September 2024, important changes in social security allow people with disabilities and people of retirement age to work without losing their entitlement to a social security pension. Disability pensions will also be granted to people who have been recognised as having lost 45-55% of their working capacity after the age of 24. Prior to these changes, only those who were recognised as disabled before the age of 24 could work and receive a supplementary pension, which could be seen as discriminatory. These changes are welcome and will allow more people with disabilities to participate in the labour market without fear of losing their financial support. This will make a significant contribution to their economic participation and to reducing social exclusion.

The Labour Code of Lithuania now includes discrimination based on an employee's use or prior use of rights provided in the LC. Employers must ensure equality and non-discrimination on various grounds, including sex, race, nationality, and more. Amendments effective from November 1, 2022, prohibit mobbing, violence, and harassment, including sex-based violence, in the workplace and related activities. Employers must implement prevention policies.

**4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?**

Two extraordinary events – the COVID-19 pandemic and the Russian aggression against Ukraine have led to an unexpected rise in inflation throughout the world, including Lithuania. In 2022, average annual inflation reached 18.9 per cent in Lithuania, a level which had not been seen for more than two decades. Rising energy prices were the main contributor to the increase in annual inflation. Food prices became the main item of inflation in the context of declining annual growth in energy prices. Since reaching its peak in 2022, the annual inflation rate has been steadily declining. For detailed projections on GDP, inflation, wages, and other key economic indicators, it can be referred to resources such as the Bank of Lithuania's economic

projections<sup>9</sup> and the European Commission's economic forecast for Lithuania<sup>10</sup>. These sources provide comprehensive insights into the country's economic trends and future expectations.

Following the unprecedented crisis caused by the COVID-19 pandemic, Lithuania's recovery and resilience plan<sup>11</sup> has responded to the urgent need to foster a strong recovery, while making Lithuania's economy and society more resilient and future ready. The economic activity has recovered rapidly.<sup>12</sup>

In order to contribute to the preservation of the real income level of minimum wage earners due to rising prices of essential consumer goods, including energy products, and also in order to partially reduce the financial burden on residents for heating, the following measures apply in Lithuania:

**1. The non-taxable income amount was increased.**

In 2022, the non-taxable income amount increased from EUR 460 to EUR 540 (17.4 per cent). In 2023 it increased to EUR 625 (15.7 per cent). In 2024, it is expected to be increased to EUR 747 (19.5 per cent). In order to make a higher part of the minimum monthly wage non-taxable, in the past few years, the growth rate of the non-taxable income amount has exceeded the growth rate of the minimum monthly wage. The income of a person receiving the minimum monthly wage in 2024, compared to 2021, will be EUR 240 (EUR 170.6 due to the increase in the minimum monthly wage and EUR 69.4 due to the increase in the non-taxable income amount) or 51.2 per cent higher.

**2. The value added tax (VAT) for heat energy and hot water supplied centrally to residential premises was temporarily compensated from the state budget.**

In Lithuania, a preferential VAT rate of 9 per cent is applied to heat energy and hot water supplied centrally to residential premises, and the VAT calculated at this rate is temporarily compensated for consumers from the state budget in the periods from 1 January 2022 until 30 April 2022, from 1 October 2022 until 30 April 2023 and from 1 October 2023 until 30 April 2024. For example, an owner of a standard unrenovated 2-room 60 sq. meter apartment for payment of heating bills due to 9 percent VAT rate compensation spends about EUR 44.5 less in 2023.

**3. Compensation of part of electricity and gas prices for domestic and non-domestic (business) consumers.**

To mitigate the impact of the energy crisis due to the increase in global electricity and gas prices, Lithuania compensated part of the electricity and gas prices for domestic and non-domestic (business) consumers. According to the data of 27 November 2023, m EUR 959.1 were used for the compensation, of which:

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<sup>9</sup> <https://www.lb.lt/en/of-economic-analysis-and-projections>

<sup>10</sup> [Economic forecast for Lithuania - European Commission](#)

<sup>11</sup> [Lithuania's recovery and resilience plan - European Commission](#)

<sup>12</sup> [Economic forecast for Lithuania - European Commission](#)

In 2022 – m EUR 796.2 (for domestic users – m EUR 688.9 and for non-domestic users (business) – m EUR 107.3).

In 2023 – m EUR 162.9 (for domestic users – m EUR 157.9 and for non-domestic users (business) – m EUR 5.0).

The new Lithuanian government plans measures to combat poverty, ensuring a dignified life for all, and improving access to healthcare services so that everyone receives necessary medical care. Additionally, the government aims to address the rising cost of living by introducing policies to mitigate its impact on households. Strengthening social support systems is also a priority, with plans to expand and improve programs that assist vulnerable populations.

**5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

At the end of 2024, the new Government of the Republic of Lithuania set forth its main priorities for gender equality over the next four years.

**Key Priorities:**

1. **Preventing Gender-Based Violence:** Lithuania plans to strengthen mechanisms for preventing gender-based violence, including cyber and sexual violence, by incorporating Directive (EU) 2024/1385 into national law.
2. **Increasing Women's Participation in Politics:** The government aims to enhance women's involvement in decision-making and representation by analysing the current situation and introducing temporary special measures where necessary.
3. **Implementing the Women on Boards Directive:** In 2024, Lithuania transposed the Directive on improving gender balance among directors of large companies into national law, ensuring that at least 33% of director positions are occupied by the underrepresented sex. Monitoring the progress of these provisions will continue.
4. **Reducing Unpaid Care Work:** Women bear a significant share of unpaid care work, which challenges their ability to balance family and work commitments. Funding has been allocated to NGO projects aimed at educating society about women's unpaid care work, publishing analytical information, and changing public attitudes. This funding will continue in 2025.
5. **Improving Statistical Data:** The Ministry of Social Security and Labour will work on improving statistical data to more effectively monitor equal opportunities and gender equality. Expanding the parameters of statistical indicators will provide more accurate data on the situation of people with different identities, helping to combat discrimination and exclusion of vulnerable groups. Efforts are underway to develop equality data collection as part of the action plan for 2024-2026, with a working group preparing a strategy for this development.

These priorities aim to promote gender equality, reduce disparities, and ensure equal opportunities for all.

**6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?**

In Lithuania, employers are required to avoid any discrimination at work<sup>13</sup>. They should design their pay system in such a way as to avoid any discrimination on the grounds of sex and other grounds: equal pay for equal work or work of equal value. In order to ensure the principle of equal pay for work of equal value in all sectors of the economy, the median, standard deviation, 25 per cent and 75 per cent quantum of the estimated income from which social security contributions are to be calculated are disclosed by employer who has more than 20 employees. Measures to close the gender pay gap have been implemented including amendments to the Law on State Social Insurance in 2021, which allow the Social Security Fund to publish gender-differentiated earnings of enterprises.

The gender pay gap in Lithuania has remained relatively steady at around 13 percent over the past couple of years. However, it varies by age group. For instance, the gap is particularly pronounced between the ages of 31 and 40. This might be related to family formation, as this is a typical period for starting a family, raising children, and the resulting career breaks, which are mostly experienced by women. The pay gap is a problem of many Lithuanian organizations, which some of them are already solving really strongly, while others are still moving forward in small steps, because it is not an issue that can be solved easily and quickly. Solving the problem is helped by the greatest possible reward transparency, a clear and documented reward system, periodic review of the reward, and participation in market reward research. women make more and more active efforts to negotiate, start using various negotiation strategies.

Several measures from the Action Plan on Equal Opportunities for Women and Men 2023-2025 have been implemented. These include collecting and publishing annual data on the wage gap by sector and occupation, and conducting annual checks on the application of the principle of equal pay. Events have been organized to discuss gender wage, income, and pension differences and their causes. Career guidance has been promoted to help low-skilled women acquire higher professional qualifications or competencies in demand in the labour market, and to encourage job-seeking individuals to make career choices that do not conform to traditional gender stereotypes. Target groups such as social partners, media, and policymakers have been educated on gender pay, income, and pension gaps through various events. Women's entrepreneurship has been promoted by organizing events and training in business creation, motivation, and capacity building, including financial literacy and

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<sup>13</sup> [Valstybinė darbo inspekcija](#)

innovative businesses. Additionally, awareness has been raised about the possibility of non-transferable parental leave.

Progressive parental leave policies help balance work and family responsibilities. The amendment to the Labour Code on non-transferable parental leave establishes that each parent (adoptive parents, guardians) taking parental leave until the child reaches the age of 2 years shall, in the first instance, be entitled to a two-month non-transferable part of the parental leave. The Labour Code has increased the labour inspectorate's competences regarding pay discrimination. As it expressly prohibits discrimination on various grounds, the State Labour Inspectorate under the Ministry of Social Security and Labour of the Republic of Lithuania is obliged to consider a violation of equality rights as a violation of labour rights and should act accordingly.

An important step towards gender equality in the workplace was the transposition of Directive (EU) 2019/1158 on work-life balance for parents and carers, which replaced Council Directive 2010/18/EU. This led to amendments in the Labour Code regarding flexible working conditions, such as part-time work, remote work, flexible working hours, and unpaid time off. Employers must accommodate requests for these conditions from pregnant employees, new mothers, employees raising children up to eight years old (previously three), single parents with children up to fourteen, or disabled children up to eighteen, unless it causes excessive costs due to production or work organization needs.

Employers must also provide time off for urgent family reasons, such as illness or accidents. From January 1, 2023, parents can choose to receive childcare benefits until their child is 18 or 24 months old. There are non-transferable months of leave—two months each for fathers and mothers or guardians. Single parents can receive an additional two months of leave, but grandparents are not eligible for non-transferable months.

Gender quotas have been established to ensure women's representation in leadership positions. For instance, it is required that at least 33% of board members in publicly listed companies must be of the underrepresented sex. Comprehensive anti-discrimination laws protect employees from gender-based discrimination in hiring, promotion, and workplace practices.

The Employment Service has been providing support for women to establish themselves in the labour market. From 2021 to December 1, 2024, most women participated in:

- **Learning support measures**, where they acquired or improved their qualifications and/or competencies or gained work skills needed to find employment in available job positions or start working independently (vocational training, employment under an apprenticeship contract, internship, recognition of competencies acquired through non-formal education and self-education, non-formal adult education, acquisition of



high value-added qualifications and competencies). Participant statistics: 2021 – 3.38 thousand, 2022 – 9.69 thousand, 2023 – 11.35 thousand, 2024 (until November) – 8.50 thousand.

- **Supported employment measures**, during which employers who hired them were paid wage subsidies, and employers who hired women with disabilities who needed a work assistant were paid subsidies for work assistant expenses. Participant statistics: 2021 – 5.08 thousand, 2022 – 10.39 thousand, 2023 – 9.30 thousand, 2024 (until November) – 6.36 thousand.
- **Mobility support measures**, during which travel expenses to and from the place of work, job interviews, internships, or consultation sessions were reimbursed. Participant statistics: 2021 – 1.07 thousand, 2022 – 5.85 thousand, 2023 – 2.92 thousand, 2024 (until November) – 2.72 thousand.

About 80% of women found employment after participating in ADRP measures.

Since July 2022, Lithuania has been implementing employment system reforms, providing comprehensive assistance to long-term jobseekers and those unmotivated to work. In 2023, municipalities began offering services to people with complex barriers through their employment promotion programs. Broader opportunities have been created for people with disabilities to participate in the labour market, with support following the individual regardless of the employer's status.

The reform is showing promising results, with a 10% increase in employment among registered job seekers with disabilities over five years. A new vocational rehabilitation model offers personalized services, including a coupon system for training, assistance during training, and "job carving" to match job tasks with individual abilities. The Employment Service provides vocational guidance and employer matching. The number of disability case managers has doubled from 2022 to 2023. Another priority is abolishing the incapacity institute to ensure equal access to human rights and fundamental freedoms for individuals with mental or behavioural disorders.

Initiatives to encourage women to pursue careers in STEM or start businesses are crucial. In Lithuania, the Innovation Agency<sup>14</sup> promotes women's economic empowerment through entrepreneurship measures, including consultations on business start-up, digital tools, e-guides, and mentoring programs. Targeted events for women's entrepreneurship are organized annually within the Spiečiai network, with women making up the majority of participants. The Innovation Agency is led by women, with efforts to ensure gender balance on the board.

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<sup>14</sup> [Inovacijų Agentūra](#)

To promote high-value jobs, the Ministry of Economy and Innovation of Lithuania enhances the digital competence of small businesses through learning programs, mainly in e-commerce, aimed at SMEs and individual entrepreneurs in Spiečiai coworking spaces. Subsidies are provided to Spiečiai members for investments in business digitization solutions, including production or service optimization, customer management, international quality standards, and business processes. According to the Global Entrepreneurship Monitor<sup>15</sup>, compared to other developed economies, Lithuania leads in women's involvement in entrepreneurship, with more female entrepreneurs than male. Among developed economies, Lithuania has the highest Total Early-stage Entrepreneurial Activity (TEA) rate, with 119 female entrepreneurs for every 100 male entrepreneurs in 2023. The Gender Equality Scoreboard<sup>16</sup> reflects the main aspects related to gender equality.

The Office of the Equal Opportunities Ombudsperson, in collaboration with the Ministry of Social Security and Labour, launched the "Everybody's Talking: Work-Life Balance Goes Mainstream" (BALANCE) project. This initiative aimed to challenge traditional gender roles in work-life balance and address related attitudes and practices. The project revised work-life balance legislation, proposed recommendations for policymakers, and developed practical solutions for organizations to create employee-friendly workplaces. It promoted shared parental leave, raised awareness of maternal guilt and unfriendly attitudes towards working mothers, and emphasized self-care and work-life balance. The project created an informational platform at [www.daugiaubalanso.lt](http://www.daugiaubalanso.lt), developed the Work-Life Balance Formula tool, provided evidence-based recommendations for employers, and established a social media presence to share information and promote equal parenthood.

**7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?**

The national study "Free Work at Home" revealed that the majority of unpaid care and domestic work in Lithuania continues to be performed by women. Unpaid care and domestic work receive more and more attention in society. In 2024, the Ministry of Social Security and Labour funded the project "Reducing the Gender Care Gap" by the Lithuanian Women's Lobby Organization. The project<sup>17</sup> aimed to educate the public on the topic of unpaid care work by women, using analytical, educational, informational, and advocacy activities. Analytical information about unpaid work by women was published to change public attitudes. The project included activities such as investigating the situation of unpaid care work by women in Lithuania, educating the public, publicizing factual information, and changing attitudes. It also

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<sup>15</sup> [GEM Global Entrepreneurship Monitor](#)

<sup>16</sup> „Microsoft Power BI“

<sup>17</sup> <https://www.lmlo.lt/kieno-pareiga/>

encouraged discussions in municipalities, assessed the impact of educational measures, and promoted the understanding, recognition, and evaluation of unpaid work by women. Proposals for policymakers were prepared as part of the advocacy efforts.

As provided for in the Labour Code of the Republic of Lithuania, an employer is obliged to ensure work-life balance<sup>18</sup>. Family-friendly provisions in the Labour Code have been amended to offer flexible working conditions, such as part-time work, remote working, and flexible time arrangements. Employers must accommodate requests from pregnant workers, those who have recently given birth or are breastfeeding, workers with children up to eight years old, single parents of children under 14 or disabled children under 18, and workers with health-related needs or caregiving responsibilities. Employers must allow part-time or full-time remote work and flexible working arrangements unless it incurs excessive costs. Additionally, unpaid time off must be granted for family emergencies related to sickness or accidents.

#### New parental leave regime

Under the Labour Code, parents are entitled to stay longer with their children through parent's days and, in some cases, longer annual leave. Since January 2023, a new parental leave regime allows parents of children born after January 1, 2023, to take non-transferable parental leave: two months for the mother and two months for the father. Each parent can take their two-month leave until the child turns two, and this leave cannot be transferred.

The Law on Sickness and Maternity Social Insurance now requires only six months of service in the last 24 months, instead of 12, to be eligible for the paternity benefit, encouraging more fathers to take leave. Parental leave of 30 days can be divided into two parts and taken anytime before the child turns one. Parents with one child under 12 are entitled to one parental day every three months, while those with two children under 12, including at least one with a disability, are entitled to two days per month.

#### Reduced working week for parents with children under 3 in the public sector

A reduced working week of 32 hours for employees of budgetary institutions with children under 3 years old has been introduced. This applies to employees of state and municipal institutions, state and municipal enterprises, public institutions owned by the state or municipality, and the Bank of Lithuania. The guarantee is limited to the public sector to avoid burdening businesses and to make the public sector more attractive. It is hoped that the private sector will adopt the 4-day week voluntarily if it proves successful in the public sector. This

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<sup>18</sup> <https://vdi.lrv.lt/en/work-life-balance/?lang=lt>

legislation aims to encourage early return to work without losing qualifications or workplace connection and to allow effective child care.

#### The temporary respite service

The temporary respite service is available for those caring for people with identified needs for individual assistance, allowing caregivers to rest and regain their physical and emotional strength. It has been established as a separate special service, funded by both municipalities and the state budget. This service can be provided by social service institutions or individuals.

#### Opportunities to improve working conditions for staff

Both public and private sector workers can still bargain with their employers to reduce their working time by changing their working time patterns or by agreeing to lower working time (part-time), or to take additional days off.

### **8. In the past five years, what actions has your country taken to reduce the gender digital divide?**

More than 90 percent of services are available online in Lithuania. Citizens routinely file taxes, access various digital service portals, sign documents remotely, and benefit from excellent collaboration between business and the public sector through the GovTech laboratory<sup>19</sup>. The digital level of key public services for citizens reached 84%, and for businesses – 94% (EU average being respectively 77% and 84%).

Supporting Women in Tech. Women Go Tech<sup>20</sup> mentorship program helps women start and accelerate their careers in IT and engineering. It offers guidance through mentorship sessions, tech content, events, and a supportive community. Since its inception in 2017, it has expanded its activities across the Baltic region, Poland, and Ukraine. 700 + women have successfully transitioned into IT fields with the help of the mentorship program and over 19.000 women participated in the introduction course “Discover Tech”.

In 2021-2023, Lithuania participated in the project Empower Girls Creativity Through Use of Digital Technologies (SparkDigiGirls)<sup>21</sup>, which was funded by the Erasmus+ strategic partnership in the youth field. Over the course of the project the consortium of partners tackled stereotypes and societal beliefs on gender and technology, strengthening girls’ digital literacy

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<sup>19</sup> <https://govtechlab.lt/>

<sup>20</sup> [IT Courses Online for Women | Women Go Tech](#)

<sup>21</sup> <http://www.digigirls.eu/>

skills, opening up new opportunities for creativity, and encouraging girls to pursue IT or STEM after school.

Based on the Digital Decade Country Report 2024 by the European Commission<sup>22</sup>, almost half of the Lithuanian population master at least basic digital skills, slightly below the EU average (52.9% vs 54%). The data on above basic digital skills show a similar difference, where Lithuania scores 23% against the EU average of 26%. The share of ICT specialists in total employment is 4.4%, below the EU average of 4.6% but significantly higher than in 2022 (3.8%) and thereby converging quickly with the EU average. ICT graduates account for 4.7% of all graduates in Lithuania. Notably, the country remains significantly above the EU average in terms of gender balance among in the ICT workforce.

As for the digital skills, their development in population is being supported by various initiatives: from providing digital competences trainings through the extensive public internet access network established in 1200 public libraries, to implementing national initiatives such as “Lithuania connected”, which involved 700 local communities, 1,500 e-scouts, and 2,000 digital consultants, and reached over 500,000 citizens, representing a remarkable 20% of Lithuania’s population.

### **Project "Lithuania Connected: Efficient, Safe, and Responsible Digital Community"**

**Project Goal:** To encourage Lithuanian residents to acquire the necessary skills to use the internet efficiently, diversely, safely, and responsibly, actively involving local communities in these activities.

**Project Budget:** The total project value is €5,988,156.64.

**Project Duration:** Start date: 2018-04-03, End date: 2021-09-30.

#### **Activities Conducted During the Project:**

- 691 local communities were involved in the project activities.
- An e-scout network was established, uniting 1,601 young people.
- 1,767 digital leaders and 1,254 digital consultants (public libraries) were gathered, whose goal is to develop ICT usage skills among Lithuanian residents.
- More than 104,000 Lithuanian residents were trained to use ICT through direct and remote training sessions, and over 145,000 residents participated in thematic campaigns organized during the project. Statistics show that **80% of all participants were women, who attended training sessions both in cities and rural areas**. Older residents were also active in the training sessions – those aged 50 and over made up 60% of the participants, and those aged 65 and over made up 20% of all participants.

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<sup>22</sup> <https://digital-strategy.ec.europa.eu/en/factpages/lithuania-2024-digital-decade-country-report>

Special attention was given to youth in the project. Young people participated in the following activities:

- Educational video lectures encouraging the choice of ICT professions – a total of 20 video lectures were held, with girls making up more than 50% of all participants.
- Creative workshops (hackathons). The goal of the hackathons was to encourage young people to actively engage in creative activities related to ICT usage, programming, computer design creation, etc. Special attention was given to encouraging girls to participate in ICT activities, thus helping to ensure their equal digital opportunities.
- Motivational programming sessions, whose main goal was to encourage participants to learn about programming, its advantages, and future job market prospects, improve digital skills, and choose professions related to ICT usage, with special attention given to encouraging girls to engage in ICT activities. A total of 150 sessions were held.
- Digital content creation competition for youth. More than 2,000 young people participated in the competition.
- Evaluating the scope of the project implementation from 2018 to 2021, about 500,000 Lithuanian residents participated in direct and indirect project activities aimed at improving ICT usage skills.
- More than 40 self-directed ICT competency development programs were created or updated during the project. Lithuanian residents can use these learning programs even after the project ends on the website [www.prisijungusi.lt](http://www.prisijungusi.lt).

For more information about the project, visit: <https://www.prisijungusi.lt>

**9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?**

Lithuania's macroeconomic and fiscal policies during 2020-2021 were heavily influenced by the need to respond to the COVID-19 pandemic, focusing on economic stabilization and recovery. In 2020, the GDP contracted by approximately 0.8%. However, the economy showed resilience and rebounded in 2021 with a growth rate of around 4.8%. The unemployment rate rose due to the pandemic, peaking at around 8.8% in 2020. By 2021, it had decreased to approximately 7.1% as the economy began to recover. In 2023, the GDP growth rate was around 1.9%, with projections indicating an increase to 3.1% in 2025<sup>23</sup>. Inflation rates were relatively high in the early part of the period but began to stabilize towards the end of 2024. This stabilization was driven by a combination of falling energy prices and tighter monetary policies. Lithuania's fiscal policy<sup>24</sup> is focused on maintaining sustainable economic growth. The government set medium-term expenditure ceilings and balance targets to ensure fiscal

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<sup>23</sup> [https://www.lb.lt/uploads/publications/docs/46347\\_b8852ddd4b14756c7eb54887893a886a.pdf](https://www.lb.lt/uploads/publications/docs/46347_b8852ddd4b14756c7eb54887893a886a.pdf)

<sup>24</sup> [Stability Programme of Lithuania - Ministry of Finance of the Republic of Lithuania](#)

discipline. The Lithuanian government implemented several fiscal measures to mitigate the economic impact of the pandemic. This included increased spending on healthcare, social support, and economic stimulus packages. There was a significant emphasis on public investment, particularly in infrastructure and digital transformation, to boost long-term economic growth. Lithuania's fiscal policies were aligned with the European Union's Stability and Growth Pact, ensuring compliance with EU fiscal rules. Overall, Lithuania's economic and fiscal policies over the past three years have aimed at fostering economic stability, promoting growth, and ensuring fiscal discipline. While the immediate fiscal environment posed challenges, Lithuania's policies during the past five years aimed to support economic recovery and social stability, indirectly contributing to the goals of the Beijing Declaration.

Lithuania is actively working towards introducing gender budgeting as part of its commitment to gender equality. More detailed information about Lithuania's efforts and the importance of gender budgeting can be found under questions 1 and 34.

**10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?**

The most vulnerable groups in Lithuania<sup>25</sup>, in terms of poverty risk, have been the unemployed, single individuals, single parents raising children, old-age pensioners, people with health issues, and children. As the overall at-risk-of-poverty rate in the country decreases, the situation for most vulnerable groups has improved. The largest reduction in poverty risk was observed among single parents raising children (a decrease of 6.5 percentage points), single individuals (a decrease of 4.3 percentage points), and old-age pensioners (a decrease of 3.9 percentage points).

As of 2018, the basic amounts (basic social benefit, state-supported income, social assistance pension base, target compensation base) that affect the number of social benefits was linked to the amount of the Minimum Consumption Needs Level (MCNL). This has ensured a steady increase in the base rates, irrespective of political decisions. From 2019, a basic package of family services has been adopted, consisting of 14 basic services for family members of different ages, to be provided by and accessible to all Lithuanian municipalities on their territory. Part of the earned income is no longer considered in the entitlement to social benefits for the poorest – these changes are aimed at reducing the risk of poverty among the working population.

A consistent increase in the minimum monthly wage (MMA) has been observed for several consecutive years. Comparing 2021 and 2024, MMA increased by 282 Euros (from 642 Euros to 924 Euros) or 44%. Due to indexation, all types of pensions have increased. Over four years

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<sup>25</sup> [eapn-LT-EN Poverty-Watch-6030.pdf](#)



(2020–2024), the growth in pensions amounts to nearly two and a half hundred Euros – the average old-age pension increased by 229 Euros, and the average old-age pension with the required work experience increased by 244 Euros. From the beginning of 2024, changes in pension calculations for old-age pension recipients with disabilities came into effect. According to these changes, seniors with the most severe disabilities can receive higher social insurance old-age pensions for persons with disabilities if they are determined to have a 70–100% loss of capacity. The consistent increase in the MMA is important and significantly contributes to improving the living conditions of working individuals.

One of the most important developments in poverty reduction has been the adoption of the legal work package. It not only provides for stricter controls on employers to reduce undeclared work, but also for a reduction in deductions from those in arrears. Deductions for people in debt earning up to the MMW have been reduced from 30 to 10 percent (with an exception for deductions relating to maintenance, damages, maiming or other bodily injury or deprivation of life of the survivor), to 30 percent for those earning between the 1 MMW and 2 MMW, and to 50 percent for those earning above the 2 MMW. Also, from now on, unemployed people with debts who are registered with the Employment Service and have started working will be able to take a 6-month “debt holiday”.

Although measures to mitigate inflation and increase wages and social benefits have helped reduce the poverty rate, Lithuania still faces challenges compared to other EU countries. In 2025, Lithuania plans to increase the income of people living in poverty. The government has approved the 2025 budget project, which includes raising the MMW to €1038 before taxes, representing a 12.3% increase. Pensions are also planned to be increased by an average of 12%, and social benefits, including child benefits, will be indexed as well. These changes should help reduce the risk of poverty and improve living conditions for low-income individuals.

**11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?**

Poverty and income protection are still an issue in Lithuania. One way to solve those problems would be state intervention in redistributing income through the social protection (SP) system. Two main SP components are crucial to mitigate poverty and inequality: social insurance (SI) system and social assistance (SA) one. Three main elements should be kept together when analysing the social protection system: coverage, adequacy, and incentives to work<sup>26</sup>.

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<sup>26</sup> <https://www.journals.vu.lt/ekonomika/article/view/33943/34032>



In 2023, Amendments to the Law on Sickness and Maternity Social Insurance have been adopted to entitle individuals to maternity and childcare benefits in cases when owners of individual enterprises, members of small partnerships and true members of general partnerships, despite having the statutory insurance record, lose insurance coverage due to suspending their activities or attaining the status of a person in liquidation or bankruptcy.

The Seimas has decided to legalise childcare compensation benefits and provide partial reimbursement for childcare expenses incurred by parents or guardians of preschool-age children under the care of nannies, commencing in 2025.

Approval has been given to projects aimed at increasing accessibility and quality of social services, especially for people with disabilities and their relatives. In view of the growing need for social services, the Law on Social Services stipulates that the services of respite care and social care may also be provided by natural persons. The Law also regulates the status of a permanent carer and the procedure for paying for social services, including the formal recognition of the provision of certain social services free of charge.

The balanced budget of the State Social Insurance Fund Board (SODRA) for 2024 has been approved by earmarking nearly 78 per cent of expenditure for social security pensions. Nearly EUR 519 million were planned for increasing pensions. The average old-age pension grew by about EUR 66 and reached EUR 605. For individuals who have acquired the obligatory insurance record, the average old-age pension increased by EUR 70 and amount to EUR 644.

The Seimas has resolved to increase the tax-exempt income threshold by 20 per cent to correspondingly EUR 122. From 2024, individuals earning up to one average wage benefited from this adjustment, with the new threshold set at EUR 747, up from the previous EUR 625. This is expected to provide stronger incentives to work and reduce income inequality.

The Law on Approving the Indicators of the Budget of the Compulsory Health Insurance Fund for 2024 was adopted. It provided for additional EUR 400 million in funding for the health care system. As a result, increased emphasis was placed on supporting general practitioners, nursing and mental health, providing sufficient funds to pay for new health care services, and higher salaries for employees of health care institutions.<sup>27</sup>

In the 2025 budget<sup>28</sup>, EUR 1.9 billion will be allocated to raise personal income. This will include almost EUR 800 million allocated to increase the income of the employed population. The largest share of this amount, i.e. EUR 394 million, will be used to increase the salaries of

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<sup>27</sup> [https://www.lrs.lt/sip/portal.show?p\\_r=35403&p\\_k=2&p\\_t=287187&p6=25](https://www.lrs.lt/sip/portal.show?p_r=35403&p_k=2&p_t=287187&p6=25)

<sup>28</sup> [The Seimas approved the state budget for 2025 - News](#)

teachers, lecturers, scientists and other teaching and non-academic staff. EUR 230 million will be allocated to increase the salaries of doctors, and EUR 112.8 million will go to increase the salaries of the staff of the Fire and Rescue Department, prosecutors, investigators, as well as the salaries of culture and art workers and other public sector employees. It is estimated that, compared to 2024, the average increase in salaries next year will be EUR 305 (10%) for doctors, EUR 141 (10%) for nurses, EUR 144 (10%) for resident doctors, EUR 83 (7.6%) for culture and art workers, with EUR 142 (8.2%) for teachers and EUR 164 (8.2%) for lecturers, as from 1 September.

The Government has already decided to increase the minimum monthly wage (MMW) by 12.3%, from EUR 924 to EUR 1 038. This change will translate into an additional EUR 68.97 increase in income for lowest-income earners. The state budget will provide an additional EUR 487 million to support the most vulnerable. Of this, EUR 425 million will be allocated to the indexation of social benefits, which includes child benefits, reimbursement of costs of individual assistance and social assistance benefits.

Starting from January, child benefits will increase by 27.3% (EUR 26.25) up to EUR 122.5. In addition, the budget provides for a 10.6% increase in the single-person benefit, which will make up EUR 42.29. About 230 000 individuals receive the single-person benefit in Lithuania. At the same time, decisions on the indexation of state pensions, the increase of small pension supplements and the increase of victims' state pensions were approved, with a total allocation of EUR 52 million. The budget provides for the increase in old-age pensions by 12.7%, with EUR 616 million allocated for this purpose, which will translate into an average monthly increase of EUR 81 for senior citizens with the required length of the obligatory insurance record (their pensions will increase from EUR 640 to EUR 721). This decision will affect 637 000 persons.

**12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?**

Lithuania is implementing comprehensive reforms to address the inefficiencies of the health system and improve access to health services. Strengthening access to health services is of paramount importance given that Lithuanians' life expectancy is 5 years lower on average than the rest of the European Union. As part of the Recovery and Resilience Plan, Lithuania is therefore implementing reforms to improve access to an efficient healthcare system. The revision of the framework for ambulance services has improved emergency response times. In addition, several measures are being taken to support the digitalisation of the health system, addressing administrative barriers that were preventing an efficient delivery of health services. Furthermore, the long-term care model is being gradually implemented to better integrate social and health services and support patients more. The ongoing reforms are to be followed by targeted investments, for example in five centres of expertise in the cluster of infectious diseases and in the emergency units of seven regional hospitals. This will improve the country's ability to react to an emergency and deliver higher quality health services.

To improve the prevention of postpartum depression in pregnant women and new mothers, a series of actions were taken. In 2023, an action plan<sup>29</sup> was developed and presented to the public, summarizing the planned actions in this area, defining responsibilities, timelines, indicators, and resources. Strengthening the abilities of specialists to recognize and provide assistance to pregnant women, new mothers, and parents with symptoms of postpartum depression is included in the 2024 measures of the Public Health Strengthening Fund. Under this measure, at least 500 specialists must be trained in accordance with newly approved legal requirements.

The 2024 priority measures of the Public Health Strengthening Fund also include initiatives to promote breastfeeding by increasing health literacy among mothers and family members and enhancing the competencies of health specialists in encouraging breastfeeding and timely introduction of other foods for infants.

Starting from July 2024, a new mental health care service – specialized psychological counselling provided by medical psychologists – will be available. This service will offer psychological assistance to parents in cases of birth trauma, foetal respiratory and cardiovascular system disorders typical of the perinatal period, foetal and newborn bleeding and haematological disorders, unexplained foetal death, and more.

National legal acts regulating the provision of personal health care services have been amended and updated to ensure the early recognition of postpartum depression and timely referral to specialist assistance when needed.

The Institute of Hygiene is a coordinator of a website Help Yourself<sup>30</sup>, a national mental health website providing up-to-date and reliable information on emotional health and available psychological support in one place. Separate pages are dedicated to:

- Mothers' emotional wellbeing with detailed information about possible postpartum issues, test for post-partum depression made in accordance to Edinburgh Postnatal Depression Scale (EPDS) and where to get help.
- Crisis Pregnancy with detailed information about how to handle mental issues during this period and where to get help.
- Domestic violence with detailed information about what mental health issues might arise from this experience and where to get help.

In Lithuania, preventive programs funded by the Compulsory Health Insurance Fund are implemented for women, including cervical cancer and breast cancer screenings, and for men,

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<sup>29</sup> [https://sam.lrv.lt/uploads/sam/documents/files/Veiklos\\_sritys/Psichikos%20sveikatos%20skyrius/Depresija%20po%20gimdymo/Depresija%20po%20gimdymo.pdf](https://sam.lrv.lt/uploads/sam/documents/files/Veiklos_sritys/Psichikos%20sveikatos%20skyrius/Depresija%20po%20gimdymo/Depresija%20po%20gimdymo.pdf)

<sup>30</sup> <https://pagalbasau.lt>

prostate cancer screenings. Additionally, preventive programs for colorectal cancer and cardiovascular diseases are conducted for both women and men.

**13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?**

Equal opportunities in education are guaranteed by the Education Law of the Republic of Lithuania. This law ensures that the education system is socially just, upholds individual rights, and guarantees access to education, general education, and the acquisition of the first qualification for every person. It also provides opportunities to improve existing qualifications or acquire new ones. Thus, girls in preschool, pre-primary, general education, and all other levels of education are guaranteed equal rights to participate in the educational, learning, and study processes, in accordance with the provisions of the Education Law.

In 2023, the Student Career Education Information System <sup>31</sup> (MUKIS) was significantly updated. The system provides information at three levels – for students, career specialists, and parents—related to students' career guidance, helping them properly assess their suitability for professional activities.

The Ministry of Education, Science, and Sport, aiming for quality, non-discriminatory, and non-segregated student information about career choices, along with the Lithuanian Agency for Non-Formal Education, organised 200 academic hours of training for career specialists. This was based on the "Description of Career Specialists' Education and Professional Knowledge Requirements," approved by the Minister of Education, Science, and Sport in April 2022, and implemented through the project "Providing Quality Career Services in Real and Virtual Environments." The training programme was designed for individuals providing or planning to provide career guidance services in general education schools, vocational training institutions, career guidance centres, higher education institutions, and other educational institutions.

In August 2022, the Government of the Republic of Lithuania approved the "Description of the Procedure for Providing Career Guidance". One of the principles of this description, the principle of accessibility, states that career guidance is provided to all individuals, ensuring equal opportunities. This aims to facilitate smoother integration of women into the labour market.

To address and reduce gender stereotypes in STEM and promote equal opportunities, several events were organized over the past years. These included a conference focused on reducing gender stereotypes in STEM education, and another event highlighting the importance of skills

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<sup>31</sup> [Mukis](#)

in opening doors to success, featuring a presentation on pursuing careers without stereotypes. Additionally, a conference explored various career choices and opportunities to be who you want to be, regardless of gender. Online events were also held to discuss strengthening talent unrestricted by gender stereotypes and ensuring gender equality in educational materials.

The Women Go Tech mentorship program, supported by the ICT and engineering industries, actively promotes women's careers in IT and engineering. It offers mentorship to hundreds of women transitioning from other professions or advancing within these sectors. By the end of 2020, the program had facilitated over 400 career changes. Impressively, 70% of former mentees reported securing tech jobs within a year of completing the program, and 52% found employment in the tech sector during the program.

The Action Plan on Equal Opportunities for Women and Men 2023-2025 includes several key measures. It aims to provide career counselling and guidance to challenge gender stereotypes. It also ensures the integration of gender equality, domestic violence prevention, respect for dignity, mutual assistance, socio-emotional skills, non-violent conflict resolution, and the right to personal integrity into the curricula of pre-school, pre-primary, and general education, tailored to students' abilities and ages. Additionally, the plan focuses on developing critical thinking and media literacy skills to enable young people to challenge media stereotypes.

In 2022, the NGO project "Start for an Equivalent Career" aimed to promote gender equality by reducing gender segregation in education and the labour market. The project investigated factors influencing young people's choices of studies and careers, developed recommendations to reduce gender segregation, strengthened the gender equality competences of education staff, and raised awareness among children and young people about gender stereotypes. It also aimed to increase public awareness of the issues and consequences of gender segregation in education and the labour market.

The National Education Agency organized training sessions for textbook authors to ensure gender equality in educational materials. These sessions addressed gender stereotypes and their impacts on personal, interpersonal, and public life. They also explored the effects of gender inequality on professional life, emphasizing both textual and visual teaching values. The training clarified key points to help authors create materials that promote gender equality and inclusivity.

**14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?**

Lithuania's recovery and resilience plan<sup>32</sup> will play a key role in enabling Lithuania to emerge stronger from the COVID-19 pandemic. It is designed to address the challenges posed by the COVID-19 pandemic and lay the foundation for long-term growth. The plan emphasizes investments in green and digital technologies, including sustainable power generation, energy storage, green mobility, and the rollout of 5G and fiber infrastructure in rural areas. Healthcare system improvements focus on modernizing facilities, developing expertise in infectious diseases, and digitalization. Education system challenges are addressed by consolidating the school network, modernizing general education, improving vocational and adult education, enhancing higher education funding, and promoting research and internationalization. The merger of innovation promotion agencies aims to make research and innovation policies more efficient. Social safety net reforms include improving minimum income protection, expanding unemployment insurance coverage, revising benefits, and enhancing the pension indexation mechanism to reinforce social resilience.

### **Social protection**

Lithuania has implemented measures to improve social and employment services. The country reformed its social worker training system, with a consortium of organizations providing training and support. This aims to increase the number, quality, and diversity of training for social workers, enhancing social services.

Lithuania also reformed the integration of employment, social, and other services. About 20-24% of registered unemployed people face barriers like caregiving, psychological issues, or lack of transport. The Public Employment Service now offers these individuals the status of "persons getting ready for the labour market," providing personalized services and consultations.

An accreditation scheme for social care aims to improve service quality. Additional benefits for disabled and elderly single persons have been introduced to tackle poverty. Legislative steps have optimized Employment Service operations and launched training and employment support schemes. Two pilot schemes support job creation in the twin transition and circular economy, and help people acquire skills for high-value jobs, including digital skills.

### **Education**

To compensate for learning losses caused by the COVID-19 pandemic, the Well-being Program was implemented. From September to December, 170,263 students from 664 schools participated in 273 programs delivered by 90 providers, focusing on social, emotional, collaboration, and stress management skills. About 50% of the allocated funds were used due

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<sup>32</sup> [Lithuania's recovery and resilience plan - European Commission](#)

to the short implementation period and COVID-19 restrictions. Sessions for educational psychological services and support groups helped reduce psychological burnout.

In 2021, educational institutions were equipped with necessary computer equipment and digital content for remote learning. Schools received over 4,200 computers, 619 projectors, and 449 interactive screens, worth over 3.4 million euros. Additional technical equipment and hybrid learning tools were also provided. The electronic student achievement assessment system was developed, and teachers' digital skills were improved through training. Schools purchased 275,871 digital platform licenses, and 9,392 teachers participated in digital skills training.

## **Health**

In 2023, the average life expectancy in Lithuania increased to 81.7 years for women and 72.9 years for men, with healthy life expectancy also rising by nearly 3 years for both genders since 2021.

The National Progress Plan 2021-2030, approved in 2020, outlines key changes in social, health, economic, environmental, and security fields, integrating funds from the EU, international sources, and the national budget. The plan's health sector goals include promoting health preservation, strengthening psychological resilience, and increasing the availability of quality healthcare services.

To implement the plan, the Ministry of Health prepared two National Development Programs: one on health preservation and strengthening, and another on improving healthcare quality and efficiency. Action plans focus on managing health threats, strengthening mental health, improving public health services, and developing long-term care services in the regions.

A total of EUR 965 million is planned for the implementation of all 5 Progress Action plans of progress by 2030: 798 million EUR EU funds (EUR 530 million 2021-2027 EU Structural Funds and EUR 268 million Economic Recovery and Resilience Enhancement Facility (RRF) funds) and EUR 166 million funds from the state budget (EUR 110 million for the implementation of Progress Action Plans and EUR 56 million for covering the VAT tax on projects financed with RRF funds).

The investment program of EU funds 2021-2027 was approved on 3 August 2022 by EC decision No C (2022)5742, in which EUR 530.8 million is planned for the Lithuanian health sector.

## **15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?**

Despite various measures and reforms, domestic violence continues to be a prevalent and serious problem in Lithuania. According to the State Data Agency, 5,872 domestic violence

crimes were registered in 2022<sup>33</sup>, up from 5,801 in 2021. In 2022, there were 6,119 victims of domestic violence crimes, with 64.2% in urban areas and 35.8% in rural areas. Statistical data confirm that women are predominantly the victims of domestic violence, a phenomenon closely linked to gender inequality. In 2022, the majority of adult victims were women (4,300 or 78.8%), and 10.3% of all victims were children under 18 years of age.

Domestic violence often remains a hidden issue, with its full extent lacking comprehensive research. A 2020 public opinion survey by the Ministry of Social Security and Labour revealed that 60% of those who experienced domestic violence did not seek help (80% of men and 54% of women). A 2019 study by Dr. G. Purvainė and Dr. I. Stonkuvienė noted that intimate violence statistics primarily record physical violence, with few cases of psychological, economic, or sexual violence reported. For instance, data from the Department of Informatics and Communications showed a one-third increase in sexual violence crimes in 2022 compared to 2021, including 67 rapes.

Recent reforms in Lithuania have established a robust support system for domestic violence victims, including appropriate legal regulations and strong inter-institutional cooperation. The Law on Protection of Domestic Violence, effective from 1 July 2023, introduced an emergency barring order. This order requires an adult posing a risk of domestic violence to temporarily move out of the shared residence and avoid contact with the victim and their family for 15 days. Since the law's implementation, over 22,000 protection orders have been issued.

Since July 2023, the Ministry of Social Security and Labour has funded a project led by non-governmental organizations to combat sexual violence. The National Centre for Information about Sexual Violence, "Prabilk" (Speak Up), provides methodological support to specialists and offers confidential emotional and informational support through phone calls and chat. The project also includes informational campaigns and the development of assistance methodologies for diverse victim groups.

The "Economic Violence Solutions Model for Lithuania" project, implemented in 2023, prepared educational materials on integrating economic violence topics into financial literacy programs and reviewed best practices in the financial sector's response to economic violence. The project also developed training concepts on economic violence to be conducted from 2025 to 2027.

Municipalities have been encouraged to organize crisis help for disabled victims of domestic violence and their sole carers. Accredited Specialized Comprehensive Assistance Centres

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<sup>33</sup> [News releases - Oficialiosios statistikos portalas](#)



<sup>34</sup>(SCACs) provide support to those at risk or who have experienced domestic violence, funded by the state budget in 10 Lithuanian counties.

**16. In the past five years, what actions has your country prioritized to address gender-based violence?**

In 2023, Lithuania enacted a comprehensive reform aimed at addressing domestic violence, establishing a strategic framework to protect victims. The reform has led to a strengthened support system featuring updated legal regulations and enhanced collaboration among national and local authorities. Key components of the reform include clarified roles for local governments, emergency barring orders, accreditation for specialized assistance centres, and the formation of national and municipal councils dedicated to domestic violence prevention. Additionally, a data exchange mechanism has been established to improve inter-institutional communication, with an emphasis on addressing the needs of both victims and perpetrators.

The figures from 2024 indicate that Lithuania saw a substantial increase in reporting of domestic violence, with 54,676 incidents reported and 6,991 pre-trial investigations initiated, indicating growing awareness and willingness among victims to seek help. Authorities issued approximately 21,101 emergency barring orders, showcasing proactive measures to protect those at risk. Support services were robust, with psychological and legal assistance provided to around 25,000 women, highlighting a strong commitment to victim recovery. The data also enabled targeted interventions, focusing on women aged 40-59 and over 60, and men aged 30-49, who were identified as the primary perpetrators. Additionally, the receipt of 1,735 complaints about emergency barring orders underscored the importance of accountability and monitoring. These trends illustrate Lithuania's dedication to creating a safer environment through comprehensive support, proactive measures, and targeted interventions.

The newly implemented action plan for 2024-2026 emphasizes both prevention efforts and support for at-risk individuals, survivors, and potential future victims. A critical aspect of these measures is the support for persons with disabilities who are victims of domestic violence, particularly when their primary caregiver is the abuser. An algorithm has been developed to assist municipalities in organizing crisis support for these vulnerable individuals. Specialized Comprehensive Assistance Centres (SCACs) are designated to provide adequate help to both persons at risk and those who have suffered from domestic violence. For SCACs accreditation, organizations must demonstrate compliance with specific legal criteria, including the ability to offer specialized assistance to people with disabilities. These centres receive funding from the state budget distributed across ten counties, amounting to approximately 3.0551.5 million EUR annually.

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<sup>34</sup> [Specializuotos Pagalbos Centras - Specializuotos pagalbos centras](#)

In May 2023, a ministerial order was issued to outline the activities of Specialized Complex Assistance Centres (SCACs), highlighting the need for both qualitative and quantitative performance indicators. This order mandates SCACs to disclose information regarding the specialized support provided to persons with disabilities at risk of or who have faced domestic violence, and encourages collaboration with disability organizations. To facilitate the effective execution of this law, key principles and structures are visually articulated through implementation algorithms shared with municipal administrations and social partners. A methodological centre has been established to offer consultations and guidance to SCACs on delivering support services, while also conducting training sessions for professionals in SCAC and related state institutions. This centre further develops methodological materials for service integration and coordinates awareness campaigns to enhance service visibility and prevention initiatives.

The National Council for Prevention and Protection from Domestic Violence has been established to enhance the effectiveness of the domestic violence response system in Lithuania. The Council, comprising fifteen members from state institutions, non-governmental organizations, and local municipalities, addresses domestic violence issues and provides policy proposals to the Seimas and Government. In support of this initiative, each of Lithuania's 60 municipalities has formed a Domestic Violence Prevention Commission, with at least one-third of its members from non-governmental organizations. This Commission is responsible for implementing domestic violence protection policies at the local level, overseeing prevention efforts, providing assistance to victims, and organizing training programs aimed at changing violent behaviour.

In the past three years, the Ministry of Social Security and Labour has initiated a strategic project focused on enhancing inter-institutional cooperation and methodological assistance related to equal opportunities, gender equality, and domestic violence protection at the local government level. In 2022 and continuing into 2023, the Ministry has consistently conducted activities to bolster the competencies of municipal administration personnel, guided by a thorough needs analysis. This initiative aims to empower these employees and managers in their roles through various formats, including information meetings, training sessions, conferences, and the exchange of both national and international best practices. In 2022, there were 12 competency-building activities involving nearly 700 participants from 60 municipalities. Furthermore, the Ministry has dedicated a specific position to oversee these functions, underscoring its commitment to strengthening municipal capacities.

In 2022, international experience exchange was facilitated through a project funded by the Nordic Council of Ministers Fund's Public Administration Mobility Program. This involved collaboration with the Ministry of Social Affairs and Health of Finland and the Ministry of Labour of Sweden. In 2023, the exchange continued with the Directorate of Equality of Iceland and the Department of Gender Equality of Denmark.

To promote equal opportunities, gender equality, and policies against domestic violence at the municipal level, it is essential to establish a coordinator position. Reporting directly to the director of administration, this role ensures the implementation of horizontal policies within municipal administrations. A model job description for this role was approved in January 2023 by ministerial order, and the coordinator model was tested in five selected Lithuanian municipalities. Based on the results, a concept was developed to ensure the continuity and applicability of these coordinators' activities across all Lithuanian municipalities. This model aims to foster inter-institutional cooperation and provide methodological assistance at the municipal level, supporting policies on equal opportunities, gender equality, and protection from domestic violence.

In 2022, a Quality Standard was developed for municipal administrations to enhance equal opportunities, gender equality, and domestic violence prevention and assistance policies. This standard aims to facilitate systematic self-evaluation of political activities and their efficiency. A study was conducted in 60 municipalities, resulting in a summary and general recommendations. The recommendation tool will enable municipalities to systematically evaluate the formation and implementation of these policies every two years.

The Ministry of Social Security and Labour, with the support of social partners, has developed a program to change violent behaviour in individuals at risk of domestic violence. This program, funded by the Ministry, supports NGOs working with this target group. The program aims to alter violent behaviour preconceptions, foster emotional recognition and empathy, and identify personal assistance measures for those at risk. It includes voluntary group consultations and offers individual consultations tailored to personal needs. An algorithm, created with other institutions and social partners, helps direct potential participants to the program.

Training on economic violence and general violence with social partners will be implemented, with the competency enhancement grid being planned. Training will be organized for six target groups: employees of state and municipal institutions working in violence prevention, members of municipal commissions for violence prevention, specialists providing comprehensive assistance, employees offering behaviour change services in men's crisis centres, social services sector employees, and individuals who have experienced or are at risk of domestic violence. The training will be tailored to each group's needs, covering topics such as economic violence prevention, domestic violence dynamics, best practices, and specialized training for SCAC and men's crisis centre employees. Additionally, three information campaigns will be conducted to inform target groups about available assistance and services, focusing on economic violence, psychological violence, and motivating behaviour change.

During the Covid-19 lockdown, domestic violence crimes in Lithuania increased by around 20%, making it a primary focus. In response, a large-scale information and education campaign was launched. In 2021, the Ministry of Social Security and Labour funded the "I Cannot Stay Silent" campaign to strengthen domestic violence prevention. The campaign aimed to inform society about various types of domestic violence (emotional, physical, sexual, and economic), their consequences, and prevention measures, highlighting harmful stereotypical gender roles as a key cause. The campaign was highly successful. The TV show "I Cannot Stay Silent" became the most-watched program on Lrytas TV after the news, with economic and sexual violence being the most engaging topics. The campaign included 8 TV shows, 4 short films shown in outdoor ads, Facebook ads, a series of articles in the "Lrytas+" column, and short reports. It was recognized in the 2023 EU Gender Equality Report as a good practice example.

To combat sexual violence, the national centre for information on sexual violence is funded, and the website prabilk.lt ("Speak up") is operated. This site includes a hotline for victims. Awareness campaigns addressing physical, psychological, sexual, and economic violence are conducted annually. An advancement measure for domestic violence prevention and assistance is included in the 2021-2030 development program managed by the Ministry of Social Security and Labour. This measure aims to develop an effective system for domestic violence prevention and assistance, strengthening interinstitutional collaboration. Funding is planned from the state budget and the EU's 2021-2027 investment program.

In 2024, amendments to the Law on State-Guaranteed Legal Aid of the Republic of Lithuania (LSGLA) came into force<sup>35</sup>, aimed at improving the quality of state-guaranteed legal aid. Measures to improve service quality include organizing specialized training for lawyers who provide state-guaranteed legal aid in specific areas. The 2024 training programs also included training for lawyers representing victims in criminal cases, focusing on the characteristics and needs of victims in different cases, such as domestic violence and gender-based hate crimes. Lawyers who complete this training and represent such cases receive double compensation. The LSGLA also stipulates that the Lithuanian Bar Association provides recommendations to lawyers on how to effectively deliver legal services in specific cases and the steps to take. It is expected that the best practices (guidelines) of the Lithuanian Bar Association, particularly regarding the representation of vulnerable individuals (including women), will contribute to quality representation.

In January 2025, amendments to the legal regulations will come into force, aiming to balance judges' workloads, ensure specialization opportunities for all district court judges, and guarantee that cases in different courts are heard within similar and reasonably short

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<sup>35</sup> [Valstybės garantuojamos teisinės pagalbos įstatymo pakeitimo įstatymas](#)

timeframes. While these changes will be relevant to all individuals regardless of gender, provisions for using the information and electronic communication technologies (such as video conferencing and teleconferencing) of the court to which the case is assigned, or the judge traveling to the district court premises or other hearing locations closer to the person's residence or place of business if a remote hearing cannot be organized, may positively impact the realization of vulnerable women's rights to access the court.

Additionally, Article 4, Paragraph 9 of the Law on Protection Against Violence of the Republic of Lithuania stipulates that the National Courts Administration, which serves the courts and judicial self-governance institutions, may organize training and professional development courses for judges on topics such as the prevention and recognition of domestic violence, and providing assistance to individuals at risk of or experiencing domestic violence, in accordance with the provisions of the Law on Courts of the Republic of Lithuania and the Rules for the Organization of Judicial Training. For example, training for judges is planned for the year 2025<sup>36</sup>, the topic "Application of Criminal Law Provisions on Gender-Based Violence Against Women."

In May 2020, the Law amending the Code of Criminal Procedure of the Republic of Lithuania (CCP) was enacted to strengthen the protection of victims' rights, including those of women victims of violence. Accordingly, Article 38 (Family Members) of the CCP was amended to expand the circle of persons considered family members of a criminal procedure participant, introducing the new concept of "dependent" to reflect real familial and similar factual relationships in Lithuania, thereby ensuring the legitimate interests of all criminal procedure participants.

Additionally, the law stipulates that victims have the right to refuse information about the status of the criminal proceedings related to them, unless such refusal would hinder the criminal process. This provision aims to protect victims from secondary victimization by not sending information that could cause them to relive the trauma of the crime, unless necessary for the smooth conduct of the criminal process and to ensure the rights of the suspect or accused are not violated.

From 1 February 2025, the Law amending the Criminal Code of the Republic of Lithuania will significantly increase the penalties for rape and sexual assault – from 3 months (with a maximum of 7 years) to the minimum term to 1 year. For aggravated cases involving group rape and sexual assault, the minimum penalty will rise from 3 months to 2 years, and the maximum from 8 years to 10 years. If these crimes are committed against minors, the minimum term will increase from 2 years to 3 years (with the maximum remaining unchanged). Finally, if the crime

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<sup>36</sup> 2025 m. teisėjų mokymo programos, patvirtintos Teisėjų tarybos 2024 m. rugsėjo 27 d. nutarimu Nr. 13P-134-(7.1.2.) „Dėl 2025 m. teisėjų mokymo programų patvirtinimo ir Teisėjų tarybos 2024 m. sausio 26 d. nutarimo Nr. 13P-12-(7.1.2) „Dėl teisėjų įvadinio mokymo programų patvirtinimo“ pripažinimo netekusiu galios“

is committed against a child under 14 years old, the minimum imprisonment term will rise from 3 years to 4 years, and the maximum from 13 years to 15 years. It is believed that these changes will ensure greater justice for victims of sexual violence, including cases of violence against women.

**17. In the past five years, what strategies has your country used to prevent gender-based violence?**

The revised law on the Protection of Domestic Violence clearly defines the interaction between national and local authorities. It emphasizes the crucial role of municipalities in addressing domestic violence at the community level. Domestic Violence Prevention Commissions have been established and are operational in all 60 municipalities. The Ministry of Social Security and Labour supports these commissions by providing training, methodological support, consultations, and tools to evaluate their effectiveness. A strong emphasis has been placed on strengthening the competences of local government representatives. On 30 January 2023, the Minister for Social Security and Labour issued an order approving the model job description of a local government administration employee responsible for shaping and implementing policies on equal opportunities, equality between women and men, and protection against domestic violence<sup>37</sup>. A pilot coordinator model has been developed in 5 municipalities of Lithuania. The project ensures that a specialist responsible for coordinating mentioned policy areas is employed in the participating municipalities. In 2022-2023, the competencies of the employees of municipal administrations responsible for shaping and implementing policies on equal opportunities, equality between women and men, and protection against domestic violence at the municipal level are consistently strengthened. Informational meetings, training sessions, conferences, knowledge sharing, and consultations have been conducted.

With the amendment of The Law on Protection of Domestic Violence, effective from 1 July, 2023, addressing the needs of individuals with disabilities has become a priority. One of the key requirements for Specialized Complex Assistance Centres (SCACs) is to provide comprehensive support to persons with disabilities, regardless of the nature of their disability. A Ministerial order has outlined the activities of SCACs, emphasizing both qualitative and quantitative performance indicators. SCACs are required to publish information about the specialized assistance they offer to persons with disabilities at risk of or experiencing domestic violence. The goal is to foster close cooperation with disability organizations. Additionally, SCACs must develop and review plans to improve the accessibility of their services for persons with disabilities at least every two years.

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<sup>37</sup> <https://e-tar.lt/portal/lt/legalAct/38a3c970a09611ed8df094f359a60216>

The Ministry of Social Security and Labour is committed to preventing domestic and gender-based violence. To this end, the Ministry funds targeted projects by non-governmental organizations aimed at preventing domestic violence and changing violent behaviour. In collaboration with social partners, the ministry has developed a program to help individuals who pose a threat of domestic violence and voluntarily seek help. The program aims to change preconceived notions about violent behaviour, develop emotional recognition and empathy, and identify personal support measures for those at risk of committing domestic violence. It includes group consultations, which participants can join voluntarily after receiving information from responsible institutions, and an initial individual consultation. Additional individual consultations are available based on individual needs. Based on the latest available data, 39 out of 60 municipalities provide residents with the opportunity to voluntarily attend the program.

**18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

Lithuania has laws in place to address various forms of gender-based violence, including those facilitated by technology. According to Article 2, Clause 5 of the Law of the Republic of Lithuania on Protection from Domestic Violence, domestic violence includes intentional physical, mental, sexual, economic, or other harm caused by action or inaction in a close environment, resulting in physical, property, or non-pecuniary damage. This definition also encompasses cyber violence and its manifestations.

Since January 2024, in Lithuania operates 25 accredited Specialized Comprehensive Assistance Centres, funded with 3.055 million EUR annually. These centres support all victims of gender-based violence, including technology-facilitated violence.

The Law of the Republic of Lithuania on Protection from Domestic Violence mandates municipalities to offer a voluntary violent behaviour change program. The Ministry of Social Security and Labour approved this program, trained 70 managers, and monitors its implementation. To promote the program, the Ministry provided municipalities with publicity templates, shared best practices, and organized inter-institutional meetings to address challenges. Currently, 39 out of 60 municipalities offer residents the opportunity to attend the program voluntarily.

The Lithuanian police have been actively involved in training programs to improve their response to domestic and gender-based violence. A training was conducted through the project "Improving the Quality of Work and Strengthening Competencies in the Justice Chain to Protect Victims of Domestic and Gender-Based Violence," funded by the European Economic Area and Norwegian Financial Mechanisms Program. During the training, officers

gained knowledge and competencies needed to respond to reports of domestic and gender-based violence, collect evidence of stalking, and improve communication with victims. They also learned about the links between gender stereotypes and gender-based violence.

Community officers raise awareness during meetings with communities by discussing actions to protect oneself online (not sharing personal information). In meetings with youth, they emphasize the dangers of sexual exploitation and provide knowledge on how to avoid it (not sending intimate photos, not engaging in personal conversations with strangers, not meeting strangers, and seeking help if personal information is shared online and leads to intimidation or blackmail). This information is also shared on social media to increase awareness.

The police actively cooperate with non-governmental organizations, including the National Centre for Information on Sexual Violence (NISSC), funded by the Ministry of Social Security and Labour. This centre provides information on assistance options for victims of sexual violence and their relatives, as well as methodological assistance and training for various specialists, including police officers. (NISSC website: [www.prabilk.lt](http://www.prabilk.lt)).

The Women's Information Centre organized trainings on "Violence, Harassment, and Stalking on the Internet" for members of the Lithuanian Association for the Assertion of Women's Rights and Helpline for Women volunteers, funded by the Ministry of Social Security and Labour. In early 2024, the Centre conducted "Safe and Visible in Cyberspace" trainings for European Parliament and Seimas candidates, with participation from the Lithuanian Women's Rights Association. Later, two "Only YES Means YES" trainings were held for the Lithuanian Women's Lobby Organization, covering the EU Directive on violence against women, funded by the European Commission and the European Women's Lobby. In 2025, the Ministry of Social Security and Labour plans to transpose the EU Directive on combating violence against women and domestic violence into national legislation, enhancing measures to tackle cyber-violence.

**19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?**

Financial allocations for NGOs working to prevent and respond to gender-based violence are outlined in the 2024-2026 Action Plan for the Prevention of Domestic Violence and Assistance to Victims.

Over the past year, funding for specialized complex assistance has doubled to 3.55 million EUR. An annual allocation of 100,000 EUR now supports the National Centre for Information on Sexual Violence, and 75,000 EUR is designated for the methodological assistance centre of specialized complex assistance centres. Additionally, nearly 2 million EUR from the 2021-2027 EU funds investment program (2025-2027) has been allocated to enhance employee



competencies and raise public awareness in domestic violence prevention. Furthermore, 170,000 EUR is allocated for prevention efforts.

**20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?**

A change in gender relations, women's empowerment and abolishing negative gender, sexist and sexual stereotypes are key to achieving gender equality. In Lithuania, active work has been done to dismantle harmful stereotypes by creating content that portrays women and girls in a variety of roles and contexts. This can help shift societal perceptions and norms, starting with youth education. **The Project "Youth for Equality: Building Resilience Against Gender Stereotypes among Youth in Lithuania"** <sup>38</sup> aims to address the prevalence of gender stereotypes and the problems arising from them among Lithuanian youth, by cooperating with young people and qualitatively developing the competencies of specialists working directly with them – educators and municipal employees – who participate in shaping youth-related policies at the national and local levels.

Project objectives:

1. To improve the abilities of educators and municipal representatives working with youth to identify, reflect on and combat gender stereotypes, as well as to enable them to use these abilities in their daily work using documentary film.
2. To develop the resilience of Lithuanian youth to gender stereotypes and their impact;
3. To raise public awareness about gender stereotypes and their impact on everyday life, especially among young people, in order to achieve long-term prevention of gender-based violence and gender equality.

Main activities:

1. Training for educators and municipalities;
2. Development of the Inconvenient Cinema Class platform and strengthening of learning activities;
3. Inclusive activities for young people;
5. Discourse analysis to identify prevalent gender representations in social media used by Lithuanian youth<sup>39</sup>;
6. Roundtable discussions with decision-makers;
6. Youth-focused communication campaign.

Project duration: April 2023 - March 2025

Project value: EUR 275,655.54

The project is co-financed by the European Union's Citizens, Equality, Rights and Values Programme.

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<sup>38</sup> [Lietuvos Žmogaus Teisių Centras | Projektas „Youth for Equality: Building Resilience Against Gender Stereotypes among Youth in Lithuania“](#)

<sup>39</sup> <https://ztcentras.lt/lyciu-stereotipai-socialinese-medijose-koki-turini-vartoja-jaunuoliai-es/>

In 2023, a project supported by the Ministry of Social Security and Labour was implemented to co-finance the "Youth for Equality" project (valued at EUR 19,548).

Another **project "Kieno Pareiga?" (Whose Duty?)**<sup>40</sup> by the Lithuanian Women's Lobby Organization (LMLO) focuses on addressing the challenges faced by working families in Lithuania. It highlights the impact of neoliberal social policies on family well-being, emphasizing the need for better work-life balance and social solidarity. The project aims to promote gender equality and improve the socio-economic conditions for families by advocating for policies that support both employment flexibility and strong social protection. Similarly, the **project "Daugiau Balanso" (More Balance)**<sup>41</sup> focuses on helping individuals achieve a better work-life balance. The website provides useful tips and resources for balancing work and personal life, regardless of one's situation—whether you have young children, care for elderly or sick relatives, or are trying to balance studies and work. The project aimed to encourage fathers to get involved in family life. The **radio show "Feminizmo dozė"**<sup>42</sup> financed by the Ministry of Social Security and Labour discusses various topics related to feminism and women's rights. For example, one episode explores the deep-rooted issue of violence against women in Lithuania, examining the impact of stereotypes and social media, and discussing the support and measures needed to address this problem. Another episode debunks myths surrounding the Istanbul Convention and explains how it protects women's rights and combats domestic violence.

Empowering women in leadership also requires a proactive and concerted effort. The Ignitis Group developed an **internal initiative "Women in Leading Positions and Gender Equality"**<sup>43</sup> which focuses on promoting gender equality and increasing the representation of women in leadership positions. **A podcast on Spotify "Courage to Be a Leader"**<sup>44</sup> was developed featuring nine episodes of interviews with female politicians, women's rights activists, and leaders who are familiar with women's political participation. The podcast's interviewees explore more nuanced, contextual aspects, such as factors that promote or hinder political participation, the impact of cultural sexism on women's representation in politics, issues of their participation in decision-making and the establishment of gender equality in politics, and, of course, their own personal experiences. It invites women to represent their values, use rhetoric, and strengthen their political participation, which is inseparable from gender equality and women's rights.

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<sup>40</sup> [Kieno pareiga](#)

<sup>41</sup> [Daugiau Balanso » Balansas](#)

<sup>42</sup> [Feminizmo dozė](#)

<sup>43</sup> <https://old.ignitisgrupe.lt/en/women-leading-positions-and-gender-equality>

<sup>44</sup> [Drąsa būti lydere | Podcast on Spotify](#)

The Office of the Equal Opportunities Ombudsperson, implementing the European Union Structural Funds-financed project "The Code of Municipal Success – Gender Equality"<sup>45</sup>, carried out an awareness-raising campaign "Equinoxes" on gender equality issues in March-April 2023. The "Equinoxes" campaign included advertising and information dissemination on social networks. Its goal was to explain what gender equality is, what it means in society, and why it is important to ensure it. Discrimination against women and girls and gender bias were among the topics of the "Equinoxes" campaign, but it did not specifically cover the media field. It aimed to show that gender equality is a practically applicable strategy with tangible benefits for all members of society (providing public services, implementing public policy measures, organizing the education system, caring for people's emotional health, planning city infrastructure, public transport, creating jobs, etc.). The "Equinoxes" campaign consisted of a TV clip<sup>46</sup>, 15 radio clips<sup>47</sup>, 14 social media clips<sup>48</sup> about the benefits of gender equality in municipalities, a public relations campaign (articles in national and regional media), the presentation of the website [www.lygiadieniai.lt](http://www.lygiadieniai.lt) to the public, and advertising on social networks. During this campaign, two articles were prepared about the representation of women and men in the media:

- Analysis: How does the media reflect "male" and "female" professions and why is this harmful to both men and women<sup>49</sup>?
- Analysis: In the regions, the focus is mostly on employment and unemployment, with minimal attention to other gender equality topics<sup>50</sup>.

The target audience of the "Equinoxes" campaign is women, specialists working in the service sector (public institutions, health, education, social work), active members of their communities with an active social life. The target audience of the website [www.lygiadieniai.lt](http://www.lygiadieniai.lt) includes specialists working in the public sector, employers, and Lithuanian residents interested in gender equality. It presents the most relevant gender inequality statistics, gender equality tools for specialists and employers in the public sector, and practical information for anyone who wants to understand more about gender equality and fight against manifestations of inequality in everyday life. The campaign's budget is 94,000 euros. Other notable activities of the Project include: the Gender Equality Map (statistics), qualitative research, an overview of best practices in the field of gender equality, and a gender equality guide for municipalities.

Another notable measure is the social campaign "Visible" implemented by the Office of the Equal Opportunities Ombudsperson in February-March 2024. This campaign aims to show the various forms of domestic violence against women with disabilities, promote the recognition

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<sup>45</sup> <https://lygybe.lt/projektai/lygiadieniai/>

<sup>46</sup> [Spręskime moterų ir vyrų nelygybės problemas | Dvynukai!](#)

<sup>47</sup> [Lygiadieniai.lt socialinė kampanija: spręskime moterų ir vyrų nelygybės problemas – prisidėk ir tu!](#)

<sup>48</sup> [\(801\) Lyčių lygybė naudinga ir vyrams ir moterims - YouTube](#)

<sup>49</sup> [Lygybė](#)

<sup>50</sup> [Lygybė](#)

of violence against women with disabilities, advise where to find accessible information and help, and suggest ways to assist women with disabilities experiencing violence. The target audiences of the "Visible" campaign are women with various disabilities, people around them, and bystanders who notice violence. The campaign included two TV clips about violence against women with mobility<sup>51</sup> and visual<sup>52</sup> impairments, five radio ads<sup>53</sup>, outdoor advertising posters in major Lithuanian cities, social media ads, a public relations campaign (articles in national and regional media), posters, and leaflets for women with disabilities (on how to recognize domestic violence). Although the campaign was not directly related to the portrayal of women and girls in the media, its visibility across the country (in the media and social networks) contributed to the visibility of women with disabilities. One article was dedicated to the topic of portraying women with disabilities in advertisements<sup>54</sup> and other areas. The budget for this campaign was 103,000 euros.

The last notable measure is the project "Everyone is Talking About It: Work-Life Balance Becomes a Reality" <sup>55</sup>carried out by the Office of the Equal Opportunities Ombudsperson in 2020-2022. Several activities related to the topic of women's discrimination and gender bias were implemented during this project. In 2020, the awareness-raising campaign "Being a Dad is the Best Gift" highlighted the topic of gender bias and contributed to its reflection in the media, discussing child-rearing and care. An article about the portrayal of mothers and fathers in the media<sup>56</sup> was prepared during the campaign. Other articles in national and regional media, a TV clip<sup>57</sup>, radio ads<sup>58</sup>, social media ads, outdoor advertising posters, stories shared on the "Modern Dads" Instagram account and the "More Balance" Facebook page, and other measures contributed to creating the image of men as caregivers for family and children in the media and social networks. The campaign's budget was 72,000 euros.

In 2021, the Service implemented the awareness-raising campaign "What Working Moms Don't Talk About?" aimed at showing that modern mothers are very diverse: some can't wait to return to work, while others would gladly not work until their children start school. The campaign included social media ads and a public relations campaign (articles in national and regional media). Its goal was to show that a modern mother can be anything: career-oriented, maternal, socially active, tired, working, sporty, and has the right to be so without societal pressure and guilt. The target audience was working mothers who need to work (for example, for economic and self-realization reasons). The campaign was mentioned more than 80 times in various

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<sup>51</sup> [Smurtas prieš moteris su judėjimo negalia. Matomos](#)

<sup>52</sup> [Smurtas prieš moteris su regos negalia. Matomos](#)

<sup>53</sup> <https://www.youtube.com/watch?v=X7753GKpS9Q>

<sup>54</sup> [Lygybė](#)

<sup>55</sup> [Lygybė](#)

<sup>56</sup> [Lygybė](#)

<sup>57</sup> [Būti tėčiu – didžiausia dovana](#)

<sup>58</sup> [Kokia yra geriausia dovana vaikui? \(radijas\)](#)

national and regional media, and social media posts reached over 200,000 people. The campaign's budget was 15,000 euros.

In 2024, the “WoW University” Innovative Project Manager program will be available to everyone, including both men and women. This remote program is designed for unemployed individuals, aiming to equip them with the skills needed to become competent in the labour market. The program specifically targets those with limited work opportunities, such as:

- Women who cannot work full-time due to childcare responsibilities
- Persons with disabilities
- Individuals who lack local job opportunities and need to seek remote work

The program focuses on digital skills for creating and managing e-stores, enabling participants to:

- Work remotely
- Build their own business
- Have a part-time job or earn extra income alongside their main job

**21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?**

Following the implementation of domestic violence reforms and continued investment in Lithuania's protection policies, sufficient legal regulations for effective enforcement is now in place. It is crucial to highlight the situation of persons with disabilities who are victims of domestic violence, especially when their sole carer is the abuser. An algorithm has been developed and proposed to municipalities to organize crisis assistance for those who cannot stay at home without help due to disability or health conditions.

Accredited Specialized Comprehensive Assistance Centres (SCAC) provide support to individuals at risk of or experiencing domestic violence. To receive accreditation, legal entities must meet criteria outlined in the Law (Article 16, Part 1), including the ability to offer appropriate assistance to persons with disabilities, regardless of the nature of their disability. SCACs are funded by the state budget, with an annual allocation of 3.055 million EUR distributed across Lithuania's 10 counties.

In May 2023, a ministerial order approved the description of SCAC activities, emphasizing both qualitative and quantitative performance indicators. This order mandates SCACs to publish information about the assistance provided to disabled victims of domestic violence and to collaborate closely with disability organizations. The main principles and structures are visually represented in law implementation algorithms and shared with municipal administrations and social partners.

From 1 July 2023 to 1 July 2024, SCACs supported 1,831 individuals. Efforts are ongoing to improve statistical data, with plans to provide gender-disaggregated data in the future.

**22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?**

Lithuania recognizes the importance of women's representation in decision-making positions and political involvement. Encouraging women to participate in political life and elections, while reducing gender stereotypes in political activities, is crucial.

The Action Plan on Equal Opportunities for Women and Men includes a specific goal to promote the proportional participation of women and men in decision-making roles and top positions.

In 2023, the Ministry of Social Security and Labour funded Non-Governmental Organizations to promote equal opportunities for women and men. Acknowledging the need for progress in the Power domain of the EIGE Gender Equality Index, the focus was placed on empowering women in politics. The tender aimed to encourage women's political participation and reduce gender stereotypes through educational, informational, analytical, and advocacy activities. The Lithuanian Women Lobby Organisation won the grant to implement the project "Women's Political Participation: From Analysis to Action." The project aimed to increase opportunities for women to participate in politics by raising awareness in society and creating a relevant and enabling discourse towards gender parity in a democratic society. It also sought to perform analytical monitoring of women's involvement and participation in political life, preparing recommendations to enhance their participation. Additionally, the project focused on preparing and implementing educational and awareness-raising activities based on analytical research data. Finally, it aimed to promote the application of temporary special measures.

The project significantly improved women's access to politics by changing stereotypical attitudes in society. An information campaign on the benefits and necessity of gender balance in policy reached 270,000 users through 48 targeted messages. The podcast "Courage to be a Leader" reached 18,000 users with its nine episodes. Additionally, three online TV programs, six articles, and six radio programs aimed at increasing women's political participation and raising awareness about the importance of women in politics were disseminated.

Analyses of electoral programs from ten political parties and municipal election results were conducted, leading to recommendations for training, education, and outreach activities. A national discussion titled "Women's Political Participation for Progress: From Analysis to Action" and a discussion at the Research Council of Lithuania focused on promoting gender balance in decision-making positions. Advocacy measures were also implemented to support the application of temporary special measures, assisting the government in implementing the

UN Committee on the Elimination of Discrimination against Women's recommendations to Lithuania.

Nationally, there are several initiatives promoting gender equality. In 2022, "Ignitis Group" launched the "Energise Equality" project to foster dialogue on equal opportunities and enhance understanding of gender balance goals. The company also initiated an inclusive recruitment program as part of its Women's Leadership Action Plan, aiming to increase the proportion of women in top management positions. Additionally, the "Visibility and Voice of Women Energy Experts" initiative was implemented to boost the presence of female experts in the media. This included creating a list of female experts, providing media communication training, and encouraging their active media participation. As a result, the number of women cited in the media on behalf of the company increased from 4% to 30%.

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

In Lithuania, women journalists participate in various projects such as „WoW University“<sup>59</sup>. By discussing gender equality and the importance of shared responsibilities, they raise awareness about the need for equal opportunities in all areas, including media and ICT. Highlighting the capabilities and leadership qualities of women helps to challenge and change stereotypical attitudes that often limit women's participation in decision-making roles. Featuring successful women provides role models for other women, inspiring them to pursue leadership positions and participate actively in media and ICT sectors.

The most active program supported by the ICT and engineering industries is Women Go Tech ([womengotech.com](http://womengotech.com)), a mentorship initiative that advances women's careers in IT and engineering. It offers mentorship to hundreds of women transitioning from other professions as well as those already within the ICT and engineering sectors. Over five iterations, Women Go Tech has achieved impressive results, with over 400 career-change stories by the end of 2020. The program reports that 70% of former mentees secured jobs in the tech sector within one year of completion, and 52% entered the tech workforce during the program.

Launched by "Ignitis Group," the Energise Equality Project promotes dialogue on gender equality and includes an inclusive recruitment program to increase the proportion of women in top management positions. It also aims to boost the visibility of female experts in the media.

<sup>59</sup> Žurnalistė Daiva Žeimitytė-Bilienė: auginti vaikus neprivalo tik moterys | tv3.lt

The transposition of the Women on Boards Directive ensures that at least 33% of director positions on the boards of listed and large companies are occupied by the underrepresented sex, promoting gender balance in decision-making roles.

Various campaigns and training programs have been conducted to raise awareness about gender equality, reduce stereotypes, and encourage women's participation in politics and decision-making positions.

**24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.**

Institutional Mechanism designed to ensure gender equality, encompassing all levels and closely collaborating with various non-governmental organizations, social partners, and researchers. This mechanism includes:

a) Parliamentary Level:

- Human Rights Committee
- Social Affairs and Labour Committee
- Temporary Women's Group

The goal of human rights policy is to ensure the fundamental human rights enshrined in the Constitution of the Republic of Lithuania and the Treaty on European Union, as well as those established by other international commitments. The main tasks of the committee are to ensure equality before the law, human dignity, and equal opportunities for everyone to realize their abilities and participate in social life regardless of social differences.

The main areas of activity of the Social Affairs and Labour Committee include social insurance and the pension system, labour law, employment, and the labour market, social integration, family, children, and youth issues.

The Temporary Women's Group aims to ensure that legislation important to women receives attention in the Seimas (Parliament of Lithuania). The group's agenda prioritizes women's entrepreneurship, employment quotas, competitive wages, and family policy.

b) Government Level:

- The Ministry of Social Security and Labour (MoSSL) formulates state gender equality policy, organizes, coordinates, and monitors its implementation.
- The responsible structural unit within MoSSL is the Equal Opportunities, Women's and Men's Equality Group.
- MoSSL also acts as the coordinator for the horizontal principle "equal opportunities for all" in the National Progress Plan.
- The Commission for Equal Opportunities for Women and Men operates under the Government.
- The Lithuanian Data Agency collects and provides gender-segregated statistics in various fields.



c) Municipal Level:

- All municipalities must comply with the obligations set out in the Law on Equal Opportunities for Women and Men and the Strategic Management Law regarding the integration of the gender equality aspect into their strategic documents and the implementation of related measures.
- Some municipalities have already appointed a person responsible for gender equality issues.
- MoSSL actively collaborates with municipalities on gender equality topics.

d) Independent Supervisory Institution:

- The Office of the Equal Opportunities Ombudsperson, which monitors the implementation of the Law on Equal Opportunities for Women and Men and the Law on Equal Opportunities.

e) Civil Society and Academic Level:

- Various non-governmental organizations (NGOs) working on gender equality, rights, and needs, with whom active consultations on gender equality issues are held, and collaboration in preparing strategic documents and implementing the measures outlined in these documents.
- The Equal Opportunities Network and the Network of Equal Opportunities Researchers.
- Other social partners, such as the Women's Committee of the Lithuanian Labour Federation, the Women's Centre of the Lithuanian Trade Union Confederation, the Lithuanian Women's Trade Union "Solidarity," and others.
- Gender equality study centres operating in universities.

**Programs and Budgets:**

- **Social Mobilization Development Program (2023-2025):** As part of the strategic activity plan of September 2022, this program aims to develop an effective system for the prevention and assistance of domestic violence. It focuses on strengthening inter-institutional cooperation and organizing public information campaigns to help recognize various forms of violence and provide information on where victims can seek help.
- **Action Plan on Equal Opportunities for Women and Men (2023-2025):** This plan outlines measures to promote gender equality and ensure equal opportunities for women and men in various sectors.
- **Action Plan for the Prevention of Domestic Violence (2024-2026):** This plan provides a framework for preventing domestic violence and offering assistance to those at risk or who have experienced domestic violence. It includes measures to support victims and enhance prevention efforts.

**25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors?** (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits,

consultations with women's organizations)

Since 2022, Article 4 of the Law on Strategic Governance of the Republic of Lithuania has established the principle of "gender equality and non-discrimination." This principle mandates that planning documents must consider gender equality, equal opportunities, and non-discrimination based on various grounds, including sex, race, nationality, citizenship, language, social status, beliefs, age, disability, sexual orientation, and more. The aim is to prevent obstacles or limitations that could adversely affect any group.

Equal opportunities for all is a core principle of the National Development Programme for 2021–2030, the main strategic planning document at the national level. This principle ensures that all individuals, regardless of their background, have equal rights and opportunities to participate in public life. Consequently, all central government institutions must incorporate this principle when developing public policies or drafting regulations. The Ministry of Social Security and Labour coordinates this effort, providing methodological support, consultations, and monitoring progress to promote changes in behaviour and attitudes within public sector institutions.

The "**Commission for Equal Opportunities for Women and Men**" operates under the Ministry of Social Security and Labour. Its goal is to integrate the **horizontal principle** of gender equality across all areas of public policy and to effectively implement the Law on Equal Opportunities for Women and Men. The Commission reviews and evaluates the annual action plan, recommending changes and improvements where necessary. The Commission operates based on an annual action plan. The 2024 Action Plan has been developed with consideration of the EIGE Gender Equality Index and its identified issues, pinpointing areas for progress. Monthly meetings between the Ministry of Social Security and Labour and the Specialised Complexed Support Centres.

Focal points<sup>60</sup>, responsible for coordination of gender equality implementation according to the Law on Equal Opportunities for Women and Men, have been established in all 60 municipalities of Lithuania.

To strengthen inter-institutional cooperation, the Ministry of Social Security and Labour established the Council for the Prevention of Domestic Violence and Protection against Domestic Violence. This Council includes the Minister of Social Security and Labour, representatives from NGOs, various ministries, and the Lithuanian Association of

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<sup>60</sup> [Koordinatorių savivaldybėse kontaktinė informacija - Lietuvos Respublikos socialinės apsaugos ir darbo ministerija](#)

Municipalities. In July 2023, each municipality also established a Commission for the Prevention of Domestic Violence, with at least one-third of its members representing NGOs. The Council reviews the activities of state institutions and agencies in fulfilling their duties and providing recommendations for improving domestic violence prevention efforts. It also considers proposals from the municipal Commissions for the Prevention of Domestic Violence and other related matters. The Ministry has developed local-level algorithms to assist individuals at risk of or experiencing domestic violence and regularly organizes meetings with social partners and SCAC representatives.

**26. If there is a national human rights institution in your country, what measures has it taken to address violations of women's rights and promote gender equality?**

Lithuania has a National Human Rights Institution (NHRI), which is the Seimas Ombudspersons' Office. This institution was accredited as an NHRI in line with the Paris Principles of the United Nations and has an A status. While the Seimas Ombudspersons' Office has a broad mandate to promote and protect human rights, it does not have a specific mandate solely focused on gender equality or discrimination based on sex/gender. However, it addresses these issues as part of its overall human rights mandate. Further information, including annual reports in English, is available online: <https://www.lrski.lt/en/veiklos-sritys/metines-seimo-kontrolieriu-veiklos-ataskaitos/>

The Office of the Equal Opportunities Ombudsperson, as the national equality body, implements various measures in the field of women's and girls' rights and equal opportunities within the scope of its competence as regulated by the Equal Opportunities Act and the Act on Equal Opportunities for Women and Men. In 2022, important amendments to the Equal Opportunities Act were adopted, based on which the Office of the Equal Opportunities Ombudsperson is able to examine a wider range of citizen complaints: complaints about harassment in the areas of consumer rights and organizations and associations. The full scope of the Office's activities in this area can be found in the annual reports of the Equal Opportunities Ombudsperson of the Republic of Lithuania, which are also available in English: <https://lygybe.lt/en/activities/annual-reports>

The Network of Equal Opportunities Researchers is a nationally active advisory group comprising representatives from higher education institutions, private organizations, scientists, researchers, and experts. It operates within the broader framework of the Network of Equal Opportunities. This Network focuses on research in areas such as:

- Equal opportunities, discrimination, human rights, and challenges faced by vulnerable social groups
- Gender equality
- Domestic violence

The Network collaborates with institutions responsible for formulating and implementing policies on equal opportunities and protection against domestic violence. It provides these institutions with proposals to enhance policy development and implementation.

**27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

Over the past five years, Lithuania has implemented its second National Action Plan for the implementation of the "Women, Peace, and Security" agenda for 2020-2024. The agenda is relevant to Lithuania as it aims to strengthen the role of women in Lithuanian society and internationally. The action plan seeks to increase public knowledge in the areas of equal opportunities for women and men and UN Security Council Resolution 1325. It also aims to make expert training on Resolution 1325 a common practice and to foster closer cooperation between implementing institutions, relevant non-governmental organizations, academic institutions, and civil society representatives.

The action plan has been prepared considering the twenty years of implementation experience of UN Security Council Resolution 1325, the conclusions of the European Union (EU) Council on women, peace, and security, and the provisions of the EU Action Plan on Women, Peace, and Security for 2019-2024.

The objectives of the action plan include promoting women's leadership in international processes and gender equality, enhancing international cooperation, raising awareness, and providing consultation on the agenda's issues. The measures of the action plan aim to strengthen the role of women in Lithuanian society and internationally, as well as in implementing Lithuania's foreign and security policy priorities, and participating in international peacebuilding and peacekeeping missions. By implementing this plan, Lithuania will contribute to the international community's efforts to support peace and security, human rights, justice, and sustainable development.

The Ministry of Foreign Affairs allocates an annual base budget of 8,000 EUR for the implementation of the "Women, Peace, and Security" agenda and additionally funds development cooperation projects aimed at empowering the rights of women and girls. For example:

**In the Republic of South Africa:**

- **Project:** "Creating a Talent Pool for High-Potential Tech-Savvy Youth"
- **Year:** 2024
- **Cooperation Area:** Gender Equality and Women's Empowerment, Digitalization and Innovation
- **Allocated Funds:** 15,000 EUR

- **Project Goals:**
- Implementing digital skills to accelerate social and economic development in South Africa.
- Promoting gender equality and creating job opportunities for women and girls.
- **Project Implementer:** Project CodeX Foundation NPO
- **Funding Source:** Embassy of the Republic of Lithuania in the Republic of South Africa / Development Cooperation and Democracy Support Program

#### **In India:**

- **Project: "Enhancing Women's Financial Literacy in India"**
  - **Year:** 2022
  - **Cooperation Area:** Gender Equality and Women's Empowerment
  - **Allocated Funds:** 5,000 EUR
  - **Project Goal:** To enhance women's financial literacy in India and reduce gender inequality in household finances.
  - **Project Results:**
    - Organized 6 seminars, both in-person and online, with 412 women participating.
    - Participants gained knowledge about personal finance management.
    - Strengthened ties between Lithuanian and Indian social non-governmental organization workers.
  - **Project Implementer:** Rupiko Financial Services
  - **Funding Source:** Embassy of the Republic of Lithuania in the Republic of India, People's Republic of Bangladesh, Nepal, and the Democratic Socialist Republic of Sri Lanka / Development Cooperation and Democracy Support Program
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- **Project: "Enhancing Women's Financial Literacy in India"**
  - **Year:** 2021
  - **Cooperation Area:** Gender Equality and Women's Empowerment
  - **Allocated Funds:** 5,000 EUR
  - **Project Goal:** To enhance women's financial literacy in India and reduce gender inequality in household finances.
  - **Project Results:**
    - Organized 16 seminars, both in-person and online, with 361 women participating, who now feel more confident in managing their finances and better understand money management nuances.
    - Participants gained knowledge about various financial products available to them.
    - Participants learned how to choose appropriate types of insurance and tools according to their and their family's needs.

- Participants understood the banking system and learned how to manage their bank accounts.
- Participants understood various provisions of the Indian Income Tax Act and learned how to file tax returns.
- Participants began to openly discuss their finances with their families.
- **Project Implementer:** Rupiko Financial Services
- **Funding Source:** Embassy of the Republic of Lithuania in the Republic of India, People's Republic of Bangladesh, Nepal, and the Democratic Socialist Republic of Sri Lanka / Development Cooperation and Democracy Support Program
- **Project: "Enhancing Women's Financial Literacy in India"**
- **Year:** 2021
- **Cooperation Area:** Gender Equality and Women's Empowerment
- **Allocated Funds:** 5,000 EUR
- **Project Goal:** To enhance the financial literacy of urban women aged 18-40 in India and reduce gender inequality in household finances.
- **Project Results:**
  - Conducted 10 seminars, each attended by 30-40 women from rural areas.
  - Participants gained knowledge about various financial products available to them.
  - Participants had the opportunity to choose appropriate types of insurance and tools according to their and their family's needs.
  - Participants gained knowledge on various ways to invest.
  - Participants acquired the necessary knowledge on how to register their business and apply accounting procedures.
- **Project Implementer:** Jeevan Rekha Parishad
- **Funding Source:** Embassy of the Republic of Lithuania in the Republic of India, People's Republic of Bangladesh, Nepal, and the Democratic Socialist Republic of Sri Lanka / Development Cooperation and Democracy Support Program

Each year, the Ministry of Foreign Affairs, together with diplomatic missions and consular offices, participates in the United Nations initiative "Orange the World," aimed at combating all forms of violence against women and girls. Gender equality and the fight against violence towards women, as well as the elimination of all forms of discrimination against women, are among the top priorities of Lithuania's multilateral foreign policy. Special attention is given to combating violence against women during Lithuania's membership in the United Nations Human Rights Council from 2022 to 2024.

**28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in**

## **situations of armed and other conflicts, and in fragile or crisis settings?**

The topics of the "Women, Peace, and Security" agenda, especially following Russia's war of aggression against Ukraine in 2022, are frequently included in the agendas of high-level officials' meetings. Special attention is given to sexual violence and gender-based violence in armed conflicts, assistance to victims, and cooperation with non-governmental organizations defending the rights of women and girls. Additionally, topics on gender equality, ensuring the rights of women and girls, women's empowerment, and their full participation in decision-making processes are included.

In 2021–2022, the General Jonas Žemaitis Military Academy of Lithuania conducted a study analysing the trends and reasons for the participation or lack thereof of female service members and soldiers in international operations and European Union training missions. The study involved 530 women, including 349 soldiers and 181 civilians.

Given the changed geopolitical situation and the evolving need for Lithuania to participate in international operations, discussions are currently underway regarding the necessity of creating a separate plan to motivate women to participate in international operations. It is being considered to include relevant measures in the newly developed national action plan, approved by the Minister of National Defence, for the implementation of the "Women, Peace, and Security" agenda for 2025–2029. Among the measures being considered are: "Increasing the publicity of selections for international operations," "Organizing meetings between female soldiers and civilians who have participated in international operations and those serving in the National Defence System to share best practices," and others.

In December 2024, the International Cooperation Division of the Police Department organized a workshop titled "A Woman's Life and Service in a Mission" as part of the 2020-2024 WPS Action Plan. The workshop aimed to motivate and help female police officers prepare for participation in EU and international missions.

Since 2019, Lithuania has been directly implementing projects to restore Ukraine's educational infrastructure (schools, kindergartens, including the installation of shelters). Lithuania has allocated 5 million euros to restore educational and scientific institutions in Ukraine that were damaged or destroyed due to military actions. This funding is also used to purchase educational materials and computer equipment, modernize the research and innovation infrastructure network, and ensure a safe educational environment, including the installation of bomb shelters, among other needs.

The Ministry of Foreign Affairs has implemented projects in Ukraine focused on the empowerment of women and girls and gender equality:

2023-2024: "Shape Your Future": This project aims to increase opportunities for children and youth displaced within Ukraine due to the war to participate in safe, emotionally restorative

non-formal education activities (camps and clubs). It also aims to enable local teachers, in collaboration with each other and with Lithuanian teachers, to prepare inclusive non-formal education programs (pedagogical visits and prepared programs).

2023-2024: "Successful Generation": This project aims to improve the theoretical and practical innovative knowledge, skills, and competencies of teachers in Ukrainian general education schools for educational activities (career trajectory selection) and their practical application in the teaching process for students, including those with special needs.

2024: "You Are Not Alone": This project aims to provide psychological assistance to women in Ukraine who have suffered from violence. The project will create an online psychological assistance platform where women can receive individual psychological support, group therapy, and access specially prepared methodological materials. This project will enable women who have experienced trauma to easily access professional help and information, strengthening their psychological resilience and helping them overcome trauma caused by violence. Project results include:

- Creation and maintenance of an online psychological assistance platform.
- Individual psychological consultations and group therapy sessions.
- Development of methodological materials – a series of video seminars and articles.

The strategic directions for development cooperation in 2022-2025 include a strategic priority for the promotion of gender equality:

**In Moldova:** Continue and expand programs and projects that promote gender equality, as outlined in the Development Cooperation and Humanitarian Aid Law and the EU Gender Equality Action Plan III 2021-2025. Encourage girls and women to pursue careers in STEM (science, technology, engineering, and mathematics) to break gender stereotypes, open up broader opportunities for equal pay for equal work, and ensure a sought-after profession and reliable livelihood. Activities include: 1) preparing girls and women for studies and careers in STEM fields; 2) promoting learning, skill enhancement, and the acquisition of new competencies to equally benefit from career and business opportunities provided by digital transformation and the green transition.

**In Ukraine:** Continue and promote projects that advance gender equality, as outlined in the Development Cooperation and Humanitarian Aid Law, the EU Gender Equality Action Plan III 2021-2025, and UN Resolution 1325. Activities include: 1) supporting projects that meet the specific needs of women and girls during repatriation or relocation, ensuring their rights to participate in rehabilitation, reintegration, and reconstruction programs after armed conflicts; 2) ensuring women's participation in peace implementation measures; 3) encouraging interest and careers in STEM fields, skill enhancement, and retraining to overcome gender stereotypes,



thus opening up broader opportunities for equal pay for equal work and ensuring a sought-after profession and reliable livelihood.

**In Armenia:** Continue and expand projects that promote gender equality, as outlined in the Development Cooperation and Humanitarian Aid Law, the EU Gender Equality Action Plan III 2021-2025, and UN Resolution 1325. Activities include: 1) supporting projects aimed at the rehabilitation and integration of families, women, and girls affected by war; 2) ensuring women's participation in peace implementation measures; 3) supporting projects aimed at women's professional careers, skill enhancement, and retraining to break gender stereotypes, open up broader opportunities for equal pay for equal work, and ensure a reliable livelihood, especially in the regions of Armenia.

**In Africa:** Job creation for youth, vocational education for women and girls. Support development aid projects that create jobs for African youth after implementation, and contribute to the vocational education of women and girls. Also, promote digital education for young Africans to increase their competitiveness in the labour market and equalize their employment opportunities with those of other continents or countries. Activities include: 1) supporting African youth's efforts to find employment, especially in digital technology; 2) investing in young African talents with high potential; 3) promoting vocational education for women and girls, especially in information technology; 4) enhancing Lithuania's visibility and influence in the region through value-added development cooperation projects, especially those related to digital solutions.

**In the Middle East:** Support sustainable, knowledge-based, inclusive economic growth that creates jobs, especially for youth; promote gender equality. Activities include: 1) implementing and/or applying digital and technological solutions in commercial and public institutions; 2) supporting projects aimed at creating new jobs, especially for youth and women; 3) promoting small business development through modern technologies; 4) contributing to and actively participating in the activities and projects of international organizations and donor countries working in the fields of knowledge economy, youth employment, gender equality, and women's empowerment.

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

Lithuania has been vocal in international forums, such as the UN Security Council <sup>61</sup>, advocating for the protection of women and girls in conflict zones. Lithuania has been raising the issue of sexual violence and the accountability of perpetrators<sup>62</sup> at the international level since the Russian invasion of Ukraine. In October 2023, the United Nations (UN) Secretary-General's (UNSG's) Special Representative on Sexual Violence in Conflict Pramila Patten participated in the forum<sup>63</sup> organised by the Ministry of Social Security and Labour to discuss protection and assistance to victims of sexual violence and preventive measures at national and global level in Vilnius, Lithuania.

On 28 February 2022, the Ministry of Justice requested the Prosecutor of the International Criminal Court (ICC) to initiate an investigation into the situation in Ukraine for war crimes and crimes against humanity under the Rome Statute. With the Government's approval, the Ministry allocated an additional €300,000 to support the ICC's activities from 2022 to 2024.

In April 2022, the justice ministers of the three Baltic states announced their intention to coordinate actions to join the case of Ukraine against the Russian Federation at the International Court of Justice (ICJ), initiated under the 1948 United Nations Convention on the Prevention and Punishment of the Crime of Genocide. On May 25, 2022, the Government of Lithuania adopted a resolution to support Lithuania's involvement in the case at the ICJ, authorizing the Ministry of Justice to represent the state. To ensure swift and effective involvement of Lithuania and other partner states, the Ministry prepared a draft declaration of accession and proposed sharing it with other EU member states at an EU Council meeting, urging the EU to coordinate this process.

In 2024, the Government of Lithuania, under Article 14 of the Rome Statute, requested the ICC to investigate the situation in Belarus, specifically regarding crimes against humanity committed by the Lukashenko regime, including forced deportation, persecution, and other cruel treatments contrary to international law. Following the 2020 presidential elections in Belarus, mass protests and opposition movements for a democratic future were brutally suppressed, leading to systematic persecution, torture, arrests, and unlawful convictions and imprisonments of those opposing the regime.

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<sup>61</sup> [Statement by the Republic of Lithuania at the United Nations Security Council Open Debate “Women, peace and security: preventing conflict-related sexual violence through demilitarization and gender-responsive arms control” | Permanent Mission of Lithuania to the United Nations in New York](#)

<sup>62</sup> <https://lrvt.lt/en/news/chancellor-of-the-government-discusses-lithuanias-contribution-to-the-uns-efforts-in-the-fight-against-russian-sexual-crimes-in-ukraine/>

<sup>63</sup> <https://lrvt.lt/en/news/lithuania-and-un-intensify-cooperation-in-combating-crimes-of-sexual-violence-in-armed-conflicts/>

Lithuania is making every effort to ensure international accountability for severe violations of human rights and international law and is committed to preserving international legal norms. These efforts contribute to ensuring the rights of women and girls.

The Anti-Trafficking Coordination Commission in Lithuania has been actively responding to the threats posed by Russia's war against Ukraine. An extraordinary meeting of the commission was convened, during which ministries, institutions, and organizations took decisive actions against potential human trafficking threats. Volunteers at registration centres were educated about the forms, signs, and referral contacts for human trafficking assistance. Law enforcement ensured the protection of registration centres to prevent traffickers from entering and arranged for volunteers to monitor queues outside. Control was established over the flow of transport carrying people fleeing military aggression in Ukraine at the Polish border. Law enforcement, in collaboration with NGOs, disseminated information about human trafficking at border control points. Ukrainian children in schools were warned about the dangers of human trafficking. The implementation of preventive measures against human trafficking by all institutions was strengthened, and international cooperation and information exchange at political and practical levels were ensured. Thanks to these efforts, human trafficking in Lithuania was effectively controlled, and the number of pre-trial investigations initiated remains stable.

On April 1, 2022, the General Commissioner of the Lithuanian Police issued an order to set up a coordination working group to protect Ukrainian refugees from human trafficking. Then, on April 12, 2022, another order approved the action plan for this group. A number of measures of the Plan have been implemented. Protection of registration centres, control of individuals, and volunteer monitoring were organized, involving members of the Lithuanian Riflemen's Union and police supporters. Response forces are deployed when necessary, and in individual cases where suspicious persons are observed near registration centres, coordinators pass the information to responsible officers of the Lithuanian Criminal Police Bureau. A questionnaire for individuals at risk of human trafficking was prepared (and later supplemented) in Lithuanian, English, Russian, and Ukrainian. Lists of Ukrainian citizens fleeing the war, identified as being at the highest risk of becoming victims of human trafficking based on criteria (young individuals, single women arriving without family or relatives), were compiled and distributed to police institutions according to their supervised territories. Chiefs of regional police headquarters were tasked with organizing individual preventive visits (to fill out the questionnaire) to Ukrainian citizens at the highest risk of becoming victims of human trafficking. During preventive measures, more than 4,000 individuals from Ukraine were contacted (over the entire period), informational leaflets were distributed, warning them about risks and threats, aiming to increase vigilance, focus on self-protection, and encourage reporting of legal violations. The Police Department under the Ministry of the Interior of the Republic of Lithuania (hereinafter referred to as the Police Department), together with the National Association Against Human Trafficking, organized training for Ukrainians employed by

the Police Department and working in registration centres to teach them how to identify cases of human trafficking (training took place on May 20 and May 27, 2022). The Police Department, together with the Public Institution "Centre of Fellowship," organized a meeting with Ukrainian communities. Continuous monitoring and analysis of events with the designation "Ukraine 2022" were carried out, periodic risk analyses were conducted, and various other measures were implemented, targeting members of the Ukrainian community in Lithuania, warning them about risks and threats, conducting preventive measures, and thus aiming to increase vigilance, focus on self-protection, and encourage reporting of legal violations. Pre-trial investigation units of police institutions conducting pre-trial investigations in the field of human trafficking are funded from the general budget allocations for police activities, and human resources are allocated as needed.

**30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?**

Lithuania completely prohibited all forms of violence against the child, including corporal punishment in the family and other environments. The government has funded "One Stop Centres" for families, operated by non-governmental organizations, to provide comprehensive support. Reports of potential violations of children's rights are addressed around the clock to ensure their safety. Support and assistance mechanisms have been established for children and families in crisis, with awareness-raising activities promoting non-violent child-rearing practices. Various measures have been implemented to assist parents and caregivers in raising children without violence, such as free counselling through the Parent Line and positive parenting training programs. The Child Rights Line<sup>64</sup>, launched in October 2022, allows children and adults to seek advice on children's rights and report potential violations. To streamline the complaint process, the State Child Rights Protection and Adoption Service has approved rules for handling requests and complaints from individuals.

Lithuania has approved the National Action Plan for the Implementation of the Child Guarantee for 2023 to 2030, which includes 38 measures to combat child poverty and social exclusion, with a focus on vulnerable groups. In 2023, basic social benefits were increased by 42% compared to 2018, and the universal child benefit significantly reduced child poverty compared to the EU average. Legislative changes have streamlined the process of appointing representatives for unaccompanied minors. An algorithm for the reception of children ensures a safe environment, comprehensive care, and necessary assistance. Since the onset of the Russian war in Ukraine, Lithuania has supported the most vulnerable children, registering around 83,269 Ukrainian refugees, including 26,615 children. The state prioritizes the best

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<sup>64</sup> [Vaiko teisių linija - Valstybės vaiko teisių apsaugos ir įvaikinimo tarnyba prie Socialinės apsaugos ir darbo ministerijos](#)

interests of children when determining their legal status and making decisions. The State Child Rights Protection and Adoption Service safeguards children's rights at all levels. Funding for the Service has increased annually, with additional resources allocated to mobile teams assisting families and children in crisis, enhancing specialist competencies, and raising awareness on children's rights. Psychological well-being and mental health services, launched in 2020, are now available in all municipalities. Funding for child and adolescent mental health services has increased by 48% over the past five years, reaching 19.4 million euros. The budget for the Mandatory Health Insurance Fund for children's personal health care services rose from 184.38 million euros in 2019 to 220.82 million euros in 2022.

The Government has developed an **education reform** plan that prioritizes quality and accessibility. Over EUR 150 million is allocated for 2023-2029 to enhance inclusive education in schools. The Millennium Schools Program, with a budget of EUR 210 million, aims to create integrated, high-quality educational conditions by 2030, reducing achievement gaps across all municipalities in Lithuania.

In 2022, the Minister of Education, Science, and Sports approved the General Programs for Pre-primary, Primary, Basic, and Secondary Education. These programs ensure equal opportunities, social justice, and access to education for everyone. They emphasize gender neutrality and aim to help each learner realize their potential and contribute to a common future based on individual, societal, and planetary well-being.

The Ministry has also prepared the **2023–2030 STEM Strengthening Plan**, detailing measures to improve education in science, technology, engineering, arts, and mathematics. Since 2021, seven regional STEM open access centres have been established, providing students with opportunities to engage in research, construction, modelling, and scientific innovation. These centres are equipped with standardized laboratories for biology-chemistry, physics-engineering, and robotics-IT, along with specialized labs tailored to regional needs. Methodological STEM centres are being set up in Kaunas, Klaipėda, and Vilnius. The "Recommendations for Improving STEAM Education" state that when implementing STEM activities, it is necessary to actively involve youth in STEAM, ensuring gender equality, with special attention to empowering girls<sup>65</sup> and removing the barriers they face in pursuing STEAM. More information: <https://steamlit.lt/apie-projekta/>.

In 2023, Lithuania launched the mandatory **General Life Skills Programme**, emphasizing social and emotional education. This programme covers various thematic areas, including the prevention of psychoactive substance use, bullying, violence, suicide, sexuality education, health education, first aid, and human safety. These topics are revisited throughout the educational period, with age-appropriate adjustments.

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<sup>65</sup> <https://www.nsa.smm.lt/wp-content/uploads/2023/10/Informacinis-skelbimas.pdf>

By 2024, the program was fully integrated: incorporated into grades 1-4 and with a weekly lesson for grades 5-10. The programme aims to equip children, adolescents, and youth with the knowledge and skills to navigate life's challenges, fostering values, attitudes, and behaviours for a fulfilling life.

The General Life Skills Programme encourages students to:

- Understand themselves and others, develop personal strengths, and achieve personal and academic goals.
- Recognize and manage emotions, handle complex situations, and avoid negative consequences for relationships, goals, and health.
- Develop empathy, create and maintain relationships, and collaborate in various groups.
- Analyse situations, evaluate consequences, make responsible decisions, and take accountability.
- Identify dangerous and non-dangerous situations, learn how to act, and protect their own and others' health.
- Address the needs and problems of individuals, schools, communities, the country, and the world.

The National Education Agency trained 120 specialists in human trafficking and bullying and violence prevention across all municipalities. These specialists conduct classes, advise pupils, parents, and teachers, and support school child welfare committees. Various methodological materials have been prepared.

The Lithuanian police collaborate with the US National Centre for Missing and Exploited Children (NCMEC). In 2022, about 4,900 reports were received from NCMEC regarding the discovery of sexual content, including pornographic and sexual abuse materials, on the Internet.

To create a safer environment for children, in 2021 amendments to the Criminal Code and Criminal Procedure Code entered into force, related to an additional measure of criminal impact – the obligation to notify about the change of place of residence for persons who have committed criminal acts related to sexual violence against children, child trafficking.

In 2023, the five-party agreement between the Ministry of Social Security and Labour, the Child Rights Protection Ombudsman, the State Child Rights Protection and Adoption Service, the General Prosecutor's Office and the Police Department was significantly updated. The updates have clarified the terms and actions regarding the exchange of information and inter-institutional action in cases where possible sexual violence against children is encountered. It should be noted too that there is a requirement in the law for every person and every institution, organization or agency to report about a possible violation of a child rights

Help Centre, operating since 2016 June 3 is the only specialized centre in Lithuania, where all services necessary for investigating cases of sexual violence against children are gathered under one roof. The Help Centre provides free short-term complex assistance to children who

have suffered from sexual violence and their family members. The Help Centre also provides a free accommodation service in cases where children come from other municipalities. Also, child-friendly interrogation rooms are available in 40 courts and 65 police stations throughout Lithuania.

In 2021, an Educational Centre has been established in the Help Centre, which carries out preventive activities for children and educational activities for children's relatives, specialists working with children and families. In the Educational Centre, interactive games are used for children's education, aim of which is to develop children's safe behaviour skills, the recognition of dangers hidden in social situations, to deepen children's knowledge about the body, to expand children's awareness of the possibilities of help in the event of a risky situation or in the face of inappropriate behaviour. Help Centre organizes trainings for specialists of various institutions every year. Methodological material has been prepared as well.

Since 2007, an internet hotline (since 2019 called – "Clean Internet") has been operating. Through this line, all Internet users can report information found on the Internet that is prohibited for distribution or has a negative impact on minors (e.g., public bullying in cyberspace; information with pornographic content (including child sexual exploitation); information related to discrimination, etc.). Once these reports are investigated and violations are identified, they are forwarded to the appropriate entity for further investigation, depending on the type of violation identified.

In 2022, the Communications Regulatory Authority of Lithuania (CRA) signed a cooperation agreement with the Canadian NGO, the Canadian Centre for Child Protection, and joined the "Arachnid" project, which aims to combat child sexual exploitation material. This partnership has significantly enhanced Lithuania's ability to detect and remove such harmful content swiftly. Additionally, since 2022, the CRA has been utilizing an innovative AI-based automatic search tool that scans the Lithuanian IP address space for prohibited internet content, including pornography and child sexual exploitation material. Upon detection, this tool reports the content to the CRA's "Clean Internet" hotline.

**31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?**

The Ministry of Environment of the Republic of Lithuania contributes to the horizontal principle "Equal Opportunities for All" (EOA HP) within the 2022–2030 Development Program for Environmental Protection and Climate Change Management. All measures under the Ministry's development program are designed to ensure no negative impact on the EOA HP. Three progress measures were coordinated with the EOA HP coordinator – the Ministry of Social

Security and Labour and two directly contribute to EOA HP indicators. This means the Ministry adheres to the principles of EOA HP when implementing its activities.

The progress measure directly contributing to the implementation of HP LGV:

1. In 2022, the description of the progress measure "Promote Building Renovation" was approved, and the activity "Grants for the Implementation of Municipal Public Building Renovation Projects" was initiated. Modular renovation initiatives were launched to achieve more efficient and sustainable renovations. Calls for applications were announced to implement rapid insulation technologies using organic materials and to renovate old apartment buildings using panels made from renewable organic materials. In 2023, 278 apartment buildings were modernized, reducing primary energy consumption by approximately 1079 GWh. A methodology for assessing the accessibility of buildings for people with disabilities was prepared. Based on this methodology, by the end of 2024, state and municipal institution buildings will be assessed, and an action plan for adapting buildings not suitable for the needs of people with disabilities will be prepared.

2. In 2022, the description of the progress measure "Increase the Effectiveness of Climate Change Policy" was approved. The planned progress activities aim to reduce greenhouse gas emissions. Implementing these activities will benefit all residents and improve the social environment. To achieve climate neutrality goals, increase energy efficiency, use renewable energy sources, reduce fossil fuel use, and implement non-polluting and efficiency-enhancing heating solutions, the Ministry of Environment and the Ministry of Energy launched new or continued previously started investment progress activities in 2023.

Also, gender equality is included in the updated [National Energy and Climate Action Plan 2021-2030](#). There is a horizontal measure – Assessing existing measures for climate change management regarding gender equality and equal opportunities. A study is planned to analyse how existing measures to manage climate change consider the principle of gender equality and equal opportunities and to provide recommendations on how gender equality and equal opportunities can be integrated into measures to manage climate change (2025).

Women's voices are consistently included in environmental decision-making in Lithuania. Notably, in the Ministry's political groups, seven out of ten leadership positions are held by women. There are no legal or societal restrictions preventing women from attaining high-level positions in environmental decision-making.

While Lithuania's legal framework does not explicitly differentiate by gender, national strategies emphasize Sustainable Development Goal 5, "Gender Equality." The [National Progress Plan](#) include gender equality as a key principle, ensuring that environmental decision-making aligns with broader gender equality goals. Additionally, "[Lithuania 2050](#)" vision also includes the complex issues of gender inequalities in Lithuanian families, and indicates that until 2050 gender inequality should be eradicated.



The Ministry collaborates with the State Data Agency and collects annual data on Sustainable Development Goals indicators within its mandate. Thus, Ministry is responsible for conducting a Voluntary National Review for Sustainable Development Goals implementation in Lithuania. The last [Voluntary National Review](#), which also included a section dedicated for SDG 5 "Gender Equality" was conducted in 2023. Additionally, it coordinates progress measure descriptions with the Ministry of Social Security and Labour to ensure adherence to the "Equal Opportunities for All" principle in the National Progress Plan, preventing adverse impacts on gender equality.

In Lithuania, research on gender perspectives in environmental issues has been conducted:

**Balžekienė, Aistė; Budžytė, Agnė; Telešienė, Audronė.** *Environmental and Climate Change Attitudes and Behavior in Lithuania: A Summary of Research Results*. Kaunas: Technologija, 2023. DOI: [10.5755/e01.9786090218341](https://doi.org/10.5755/e01.9786090218341).

- Women in Lithuania are slightly more concerned about environmental issues than men (65.5% of women "care" or "care very much" vs. 60.6% of men) (Balžekienė, Budžytė, Telešienė, 2023, p. 9).
- The proportion of male climate skeptics decreased between 2018 and 2022 and equaled the number of female skeptics (around 1.5%) (Balžekienė, Budžytė, Telešienė, 2023, p. 17).

**Vilčinskas, Vidas.** *The Gap Between Attitudes and Behavior Regarding Climate Change in Lithuania*. 2024. Kaunas, Kaunas University of Technology. Dissertation.

- Lithuanian residents were categorized by their energy-saving behavior at home. One identified group, "conscious savers," consists of two-thirds women. This group is characterized by an older female demographic living in rural areas and earning slightly below-average incomes. In contrast, the "average consumers" group typically consists of younger men living in urban or small-town settings (Vilčinskas, 2024).

**Balžekienė, A., Telešienė, A., & Morkevičius, V.** (2022). *Spatial Dependencies and the Relationship Between Subjective Perception and Objective Environmental Risks in Lithuania*. *Sustainability*, 14(7), 3716. DOI: [10.3390/su14073716](https://doi.org/10.3390/su14073716).

- Women, on average, express more concern about environmental risks than men (Balžekienė, Telešienė, Morkevičius, 2022).

**Telešienė, Audronė; Balžekienė, Aistė; Budžytė, Agnė; Zolubienė, Eimantė.** *ISSP 2020: Environment IV, Lithuania, November 2022*. DOI: <https://hdl.handle.net/21.12137/RINOXY>.

Men statistically spend significantly more time driving each week: 29% of men spend 9 hours or more in their car weekly, compared to slightly over 13% (13.87%) of women.

**32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?**

Lithuania has incorporated gender perspectives into its national policies and strategies related to disaster risk reduction and climate resilience. This includes ensuring that gender considerations are part of the planning and implementation processes. In addition, women have been actively involved in leadership roles within relevant ministries and institutions. For example, the Ministry of the Interior, responsible for civil protection policy, was led by women from 2019 to 2024. This leadership helps ensure that gender perspectives are considered in policy-making and implementation.

Lithuania prepares periodical national risk analysis<sup>66</sup> based on sectoral cooperation, taking into account the provisions of the National Security Strategy, the Crisis Management and Civil Protection Law of the Republic of Lithuania, the Mobilization and Host Nation Support Law of the Republic of Lithuania, and other legal acts. The national risk analysis helps to assess the impact of crises and emergencies on vital state functions. This creates conditions to ensure national security and stability, allocate resources more efficiently, improve institutional cooperation, strengthen societal resilience, and promote innovation and best practices in risk management.

The Fire and Rescue Department under the Ministry of the Interior of the Republic of Lithuania ensures the implementation of civil protection policies and regulations. This includes developing and enforcing laws related to civil safety and emergency preparedness. They conduct educational programs to inform the public about civil protection measures. This includes training on how to respond to emergencies and the use of communication tools adapted for people with disabilities. The department coordinates the planning and execution of emergency preparedness exercises. These exercises help to ensure that both the public and emergency services are ready to respond effectively to crises. In the event of a crisis or emergency, the department provides necessary support and assistance to affected individuals and communities. This includes coordinating rescue operations and providing state support for damages.

LT72 is a website<sup>67</sup> intended to prepare Lithuanian residents for emergencies. It allows residents to learn how to be prepared for an accident, how to behave in the event of an emergency, and how to receive the information needed during emergencies and other threats.

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<sup>66</sup> [Nacionalinė rizikos analizė - Priešgaisrinės apsaugos ir gelbėjimo departamentas prie Vidaus reikalų ministerijos](#)

<sup>67</sup> <https://lt72.lt/?lang=en>

In 2022, the Government of the Republic of Lithuania approved the procedure<sup>68</sup> for providing state support for damage caused by a crisis or emergency situation. According to this procedure, all residents have equal opportunities to request support if they suffer damage due to a crisis or emergency situation. In 2022, the Seimas of the Republic of Lithuania approved a new Crisis Management and Civil Protection Law<sup>69</sup>, which aims to reduce the vulnerability of people with disabilities (women, girls, men, and boys). The law obliges organizations, during the preparation phase, to plan measures to ensure that people with disabilities receive the necessary assistance during emergencies. Public education on civil protection issues should be conducted using communication means adapted for people with disabilities. Warning messages need to be tailored to accommodate people with disabilities.

The Ministry of Environment ensures the principles of universal design in construction, architecture, and spatial planning, addressing the needs of all societal groups, including women, children, the elderly, and people with disabilities. For instance, Article 109 of the [Construction Law](#) defines universal design as ensuring accessibility for everyone without additional adaptation. Socially responsible procurement practices also emphasize gender equality by encouraging measures that reduce disparities in labour force participation and project implementation.

**33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.**

Lithuania promotes gender equality and the empowerment of women and girls through various strategic documents. For over a decade, Lithuania has focused on ensuring equality in the labour market and balancing family and professional responsibilities. The National Progress Plan for 2021-2030 (NPP) includes the principle of "equal opportunities for all," requiring consideration of the needs of women, men, and other potentially discriminated groups in national development programs and legislation.

The Law on Equal Opportunities for Women and Men mandates that all state and municipal institutions ensure equal rights in areas such as employment, education, consumer protection, and social protection. Adopted in early 2023, the Action Plan on Equal Opportunities for Women and Men 2023-2025 aims to promote gender equality, eliminate status differences, inform the public about equal opportunity measures, strengthen inter-institutional cooperation, and fulfil EU and international commitments.

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<sup>68</sup> <https://e-tar.lt/portal/lt/legalAct/1c420e00875e11ed8df094f359a60216/asr>

<sup>69</sup> <https://e-tar.lt/portal/lt/legalAct/TAR.C15592B096FA/asr>

The objectives and measures of the Action Plan have been developed with consideration of the EIGE Gender Equality Index domains to enhance Lithuania's performance in this index, aligning with SDG Goal 5. The main goals of the action plan include increasing equality between women and men in the labour market, reducing the gender pay gap, integrating gender equality into education curricula, and promoting work-life balance. Additionally, the plan aims to ensure balanced participation of women and men in decision-making and top-level positions, encourage people to take care of their health, and improve the situation of women and girls from vulnerable groups. More than 9 million EUR have been allocated to implement the measures of the Action Plan in 2024.

In the area of domestic violence protection, Lithuania has developed a 2024-2026 action plan focused on preventing domestic violence and providing support to those at risk, survivors, and individuals at risk of future violence. The main goals of the action plan are to familiarize the public with various manifestations of violence, its consequences, and the need to prevent it, fostering intolerance to violent behaviour. Additionally, the plan aims to improve the mechanism for providing specialized comprehensive assistance to those who have experienced violence, based on the cooperation of state and municipal institutions, non-governmental organizations, and society. To achieve these goals, a set of complex measures is being implemented. These include educating society about domestic violence issues, teaching how to recognize manifestations of violence, developing intolerance to all types of violence, implementing preventive measures to change violent behaviour, and improving the professional competence of employees working in domestic violence prevention and assistance. Furthermore, the plan aims to strengthen the cooperation between state and municipal institutions and non-governmental organizations.

Several advancement strategies have been developed in Lithuania, including measures to reduce stereotyped attitudes towards gender roles in the family and society, and to build capacity in gender equality for journalists and communication professionals.

The Social Mobilization Progress Measure, "Developing a System of Effective Domestic Violence Prevention and Assistance, Strengthening Inter-Institutional Cooperation," will see competence development activities for target groups beginning in 2025. Under the equal opportunities and gender equality advancement measure, "Implement the Principles of Equal Opportunities, Gender Equality," capacity-building activities, information campaigns, and testing of the coordinator model are planned.

Evidence-based and data-driven policymaking is emphasized, with data such as the EIGE Gender Equality Index being analysed to inform policy design.

In Lithuania, the National Energy and Climate Action Plan has been approved. A study titled "Assessing Existing Measures to Manage Climate Change from a Gender Equality and Equal Opportunities Perspective" is planned. This study will analyse how current climate change management measures incorporate gender equality and equal opportunities principles and

will provide recommendations on integrating these principles into future climate change management strategies.

**34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.**

In 2021, Lithuania included a gender budgeting measure in the Government's action plan and began exploring tools and methods for its implementation. A comprehensive study was conducted to determine the feasibility of gender budgeting in Lithuania, and strategic proposals were submitted to the Government Office.

The study analysed foreign experiences in gender budgeting, examining its potential at both state and local government levels. The research included document analysis, case studies, statistical analysis, focus groups, and surveys. It also reviewed gender budgeting models in Sweden, Finland, and Ireland, chosen for their high rankings in the gender budgeting index. Further evaluation of the implementation is ongoing.

The Finnish gender budgeting model is highly relevant and compatible for Lithuania due to several factors:

- It shares gender mainstreaming similarities with Lithuania, including a four-yearly update of the government's Action Plan on Gender Equality based on various inputs.
- It applies gender budgeting without a legal framework.
- Implementation requires commitment from all ministries, different government levels, and related programs.
- Draft budgets must include summaries of planned actions impacting gender equality.
- Gender budgeting practices are continually reviewed and developed.
- Despite being in the introductory phase, Finland's achievements in gender budgeting are noteworthy according to the Gender Gap Index.

Recommendations and strategic proposals from the study have been submitted to the Government. Additionally, a portion of the budget dedicated to gender equality is tracked through the Action Plan of Equal Opportunities for Women and Men and the Action Plan on Prevention of Domestic Violence.

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

[The Equal Opportunities Commission for Women and Men](#) in Lithuania is a key body established to ensure the integration of gender equality principles across all areas of public policy. The Commission oversees the implementation of programs related to gender equality

and monitors how the principle of equal opportunities for women and men is applied in public policy. It analyses the implementation of gender equality principles in various sectors and provides necessary information for preparing national reports to international organizations. The Commission collaborates with the Equal Opportunities Ombudsperson's Office, other state and municipal institutions, non-governmental organizations, and international bodies to ensure effective implementation of gender equality policies. It reviews and provides opinions on candidates proposed by state institutions for positions related to gender equality in international organizations. The Commission consists of representatives from various public sector institutions, academic and research institutions, non-governmental organizations, and the Association of Lithuanian Municipalities.

Lithuania has integrated the SDGs into its national development strategy, focusing on areas such as economic growth, social inclusion, and environmental sustainability. Lithuania has established a National Commission for Sustainable Development which is headed by the Prime Minister of the Republic of Lithuania and includes the ministers (Minister of Social Security and Labour is the Deputy Head of the Commission) and representatives of non-government organisations, business associations and research institutions. The main function of the Commission is to ensure the coordination of sustainable development activities and providing proposals for sustainable development policy in Lithuania. All ministries are responsible for the implementation of the 2030 Agenda for Sustainable Development at the national level according to their competencies. The main coordinating institution is the Ministry of Environment, while the Ministry of Foreign Affairs coordinates the implementation of the 2030 Agenda in terms of development cooperation.

Lithuania regularly monitors and reports on its progress towards the SDGs. This includes publishing data<sup>70</sup> to track achievements and identify areas for improvement. In 2023, Lithuania has prepared its Second Voluntary National Review on 2030 Agenda for Sustainable Development<sup>71</sup>.

**36. Please describe how stakeholders have contributed to the preparation of the present national report.**

The draft country review was presented to the Equal Opportunities Commission for Women and Men on 23 January 2025. The Commission adopted the country review. The discussion highlighted the need to address systemic challenges by identifying key instruments and implementing laws, with a focus on analysing structural problems. It was proposed to strive for equal gender proportions within the Equal Opportunities Commission for Women and Men and

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<sup>70</sup> <https://osp.stat.gov.lt/dvr>

<sup>71</sup> [Lithuania's Voluntary National Review on 2030 Agenda for Sustainable Development, 2023 - Ministry of Environment of the Republic of Lithuania](#)

to address the issue of political participation, supporting the application of temporary measures. The problem of sexual violence, which is often underreported and influenced by societal attitudes of victim-blaming, was also emphasized. Additionally, the importance of continuing educational activities regarding unpaid women's work was noted. These proposals will be examined and, where possible, implemented in future measures or reports.

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

The last examination of CEDAW in Lithuania concluded in 2019, when the CEDAW Committee released its concluding observations. Lithuania carefully examined the concerns that were noted by the Committee as well as their recommendations on how Lithuania could improve on its commitment to respect, protect and fulfil women's human rights. On June 11, 2021, the Minister of Social Security and Labour issued Minister's Order No. A1-448, approving the 2021-2023 Action Plan to implement the Concluding Observations from the CEDAW Committee, and since then Lithuania has undertaken a coordinated effort to implement the recommendations. Lithuania submitted its Follow-up Report in October 2021. The seventh periodic report, submitted to the Committee in November 2023, provided detailed updates on efforts to address gender inequality and discrimination against women since the last report. The Seventh Report draft was considered by the Commission for Equal Opportunities for Women and Men, which is composed of representatives of various ministries, non-governmental organizations (NGOs), as well as representatives of the Office of the Equal Opportunities Ombudsperson (OEEO) and others invited to the meetings.

Lithuania received a total of 232 recommendations during the most recent UPR process in January 2022. Of these, Lithuania accepted 214 recommendations. All recommendations underwent a thorough evaluation to determine their relevance and feasibility. Necessary actions have been outlined for implementation, and progress is being actively monitored to ensure compliance and accountability. Furthermore, all recommendations were translated into Lithuanian and disseminated to non-governmental organizations (NGOs). NGOs were invited to provide their input and suggestions on the recommendations, ensuring an inclusive and collaborative approach to the process. This engagement highlights Lithuania's commitment to transparency and the incorporation of diverse perspectives in addressing the recommendations.

**38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?**

Over the past five years, significant progress has been made in producing more detailed statistics, including gender and equality statistics. With the increasing use of administrative data sources in producing official statistics, more detailed statistical information disaggregated by age and sex has become available. Additionally, specific surveys conducted during this period have contributed to the advancement of gender and equality statistics:

**Statistical Survey of Population Safety 2021:** Conducted in line with the EU's methodological recommendations on gender-based violence, this survey aimed to compile statistical information on violations of personal security at work, the prevalence and nature of domestic and extra-domestic violence, considering the main characteristics of the victims and the type of perpetrator. Statistical information regarding violence against women, men, and the general population is published on the Official Statistics Portal, with detailed indicators disaggregated by dimensions such as sex, age, education, and urbanization level.

**Population and Housing Census 2021:** This census was complemented by a statistical survey on population by ethnicity, native language, and religion. The data from this survey is combined with the census results, providing a unique and detailed data source on native language, religion, and ethnicity. Highly detailed statistical information is published on the Official Statistics Portal, including various grid data sizes that encompass characteristics such as age, sex, ethnicity, education, employment status, occupation, economic activity, country of birth, and legal marital status.

For more information, visit the Official Statistics Portal: <https://osp.stat.gov.lt/gyventoju-ir-bustu-surasymai1>

Since this year, inter-institutional capacity in equality statistics has been under development, and an inter-institutional group has been established to develop the National Equality Data Strategy.

The gender and equality data expert has participated in numerous conferences and workshops, representing the National Statistical Office (NSO) in various international workgroups and task forces. These include the Subgroup on Equality Data (under the European Commission), the Task Force on Equality and Non-Discrimination Data (Eurostat), the Praia Group on Governance Statistics, and the Titchfield City Group on Ageing and Age-Disaggregated Data, among others.

The NSO's equality data coordinator has also been actively involved in the STEP Statistics through Eastern Partnership program activities, participating twice as a workshop moderator and presenter. These activities included the "Virtual Workshop on Production of Gender-Related SDG Indicators" in 2022 and the "Virtual Workshop on Measures of Gender Statistics



and Mainstreaming Gender in National Statistical Systems" in 2020, where numerous presentations on gender and equality statistics were delivered.

**39. Over the next five years, what are your country's priorities for strengthening national gender statistics?**

The State Data Agency (Statistics Lithuania), in collaboration with the Ministry of Social Security and Labour, is working to establish a legal framework not only for gender statistics collection but also for expanding it to encompass equality data collection. This legal foundation is a top priority, as without it, equality or gender statistics cannot be produced as official statistics.

Currently, a legal framework project is under discussion by the Government. This project includes more than 200 indicators covering 11 different topics. Over 50 governmental and non-governmental institutions have been consulted during the preparation process to ensure their equality data needs are met.

Once the regulation is enacted, a complete list of indicators will be published on the Official Statistics Portal by 2027. Additionally, a dashboard on equality statistics will be developed, with various data users being consulted throughout the development process. Following the preparation of the dissemination tool, training sessions for potential and existing users will be organized. The development of the legal framework for equality data has also motivated us to create the National Equality Data Strategy.

**40. What gender-specific indicators<sup>7</sup> has your country prioritized for monitoring progress on the SDGs?**

The national SDG set comprises 427 indicators, with 66 specifically calculated based on gender characteristics. These include:

- SDG 1: 7 gender-specific indicators
- SDG 2: 10 gender-specific indicators
- SDG 3: 7 gender-specific indicators
- SDG 4: 13 gender-specific indicators
- SDG 5: 9 gender-specific indicators
- SDG 8: 12 gender-specific indicators
- SDG 10: 1 gender-specific indicator
- SDG 16: 6 gender-specific indicators
- SDG 17: 1 gender-specific indicator

The main challenge in collecting and compiling data on these indicators lies in the fact that the calculations of the values of national SDG indicators related to gender are based on the results

of statistical studies and surveys. These values are determined using methodologies approved at the national level.

#### **41. Which data disaggregations are routinely provided by major surveys in your country?**

Statistics Lithuania, the State Data Agency, conducts statistical surveys of individuals and households in accordance with EU legislative acts. Most social statistical surveys utilize sampling methods and involve direct interviews with the population. The agency strives to provide detailed indicators at both national and regional levels, disaggregated by age, sex, education, occupation, disability, and income groups. However, these surveys face ongoing challenges, such as encouraging respondent participation and developing advanced methodological approaches, including small area estimation.

#### **Lessons Learned**

The review of the implementation of the Beijing Declaration and Platform for Action in Lithuania underscores several critical lessons. Establishing robust data collection and monitoring systems is essential for tracking progress and identifying gaps in gender equality initiatives, ensuring that policies are evidence-based and targeted effectively. Inclusive policy development, which engages diverse stakeholders such as civil society organizations, non-governmental organizations, and various government entities, is crucial for comprehensive and inclusive policymaking. Continuous training and capacity building for officials and organizations involved in gender equality initiatives are vital to ensure they have the necessary skills and knowledge for effective implementation. Addressing persistent cultural norms and stereotypes through education, awareness campaigns, and community engagement is necessary to advance gender equality. Ensuring adequate funding and resources for gender equality initiatives remains a significant challenge, highlighting the need for sustainable financing mechanisms. An intersectional approach that considers the diverse experiences and needs of different groups is crucial for achieving true gender equality. Key priority actions include eliminating violence against women, promoting women's political participation, creating economic opportunities for women, enhancing access to education and vocational training, and improving healthcare services. These lessons emphasize the importance of a comprehensive, inclusive, and well-resourced approach to advancing gender equality and the empowerment of women and girls in Lithuania.

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