

# Equal Opportunities and Gender Equality situation in Lithuania labour market

*Equal Opportunities Ombudsperson*

*Aušrinė Burneikienė*

Final conference in Kaunas

April 14, 2011



# Office of the Equal Opportunities Ombudsperson

- Established in 1999 by the Parliament of Lithuania
- Independent state body, accountable to the Parliament
- Monitors implementation of two laws:  
**Law on Equal Opportunities of Women and Men (1999);**  
**Law on Equal Treatment (2005).**

# *Office of the Equal Opportunities Ombudsperson*

## ➤ Law on Equal Opportunities for Women and Men

Prohibits discrimination based upon

Gender

## ➤ Law on Equal Treatment

Prohibits discrimination based upon

Gender, race,  
nationality, language,  
origin, social status,  
belief, age, disability,  
convictions and attitudes,  
sexual orientation,  
ethnicity, religion.

# The Scope of the Laws

Both Laws cover the **fields** of:

- Equal treatment in legal acts
- **Employment**, civil service
- Training and education
- Goods and service provision
- Membership of or involvement in associations
- Social Security Systems

Both Laws bans **discriminatory advertisements** on job vacancies

**Positive actions (measures)** in order to accelerate the **factual equality**

# The most typical complaints in time of economic crisis

**Pregnant women complain about working conditions** *(they are refused to get promotion or to get benefits)*

**Employees complain about dismissals due to reduction of staff** *(people before retirement and single persons having no children are treated less favorably)*

**Pensioners in Civil Service complain about dismissals due to their age** *(a civil servant must retire at 65 and they can continue to work with the permission of an employer)*

**Complaints about delayed social benefits**

# **Less vulnerable social groups in labour market in recession**

**People over 50 and**

**Disabled people**

**relatively are in more favorable situation as they participate in different supporting programs**

**The unemployed in rural areas were in great necessity for a long time, some of them have been engaged in small agribusiness for seasonal jobs**

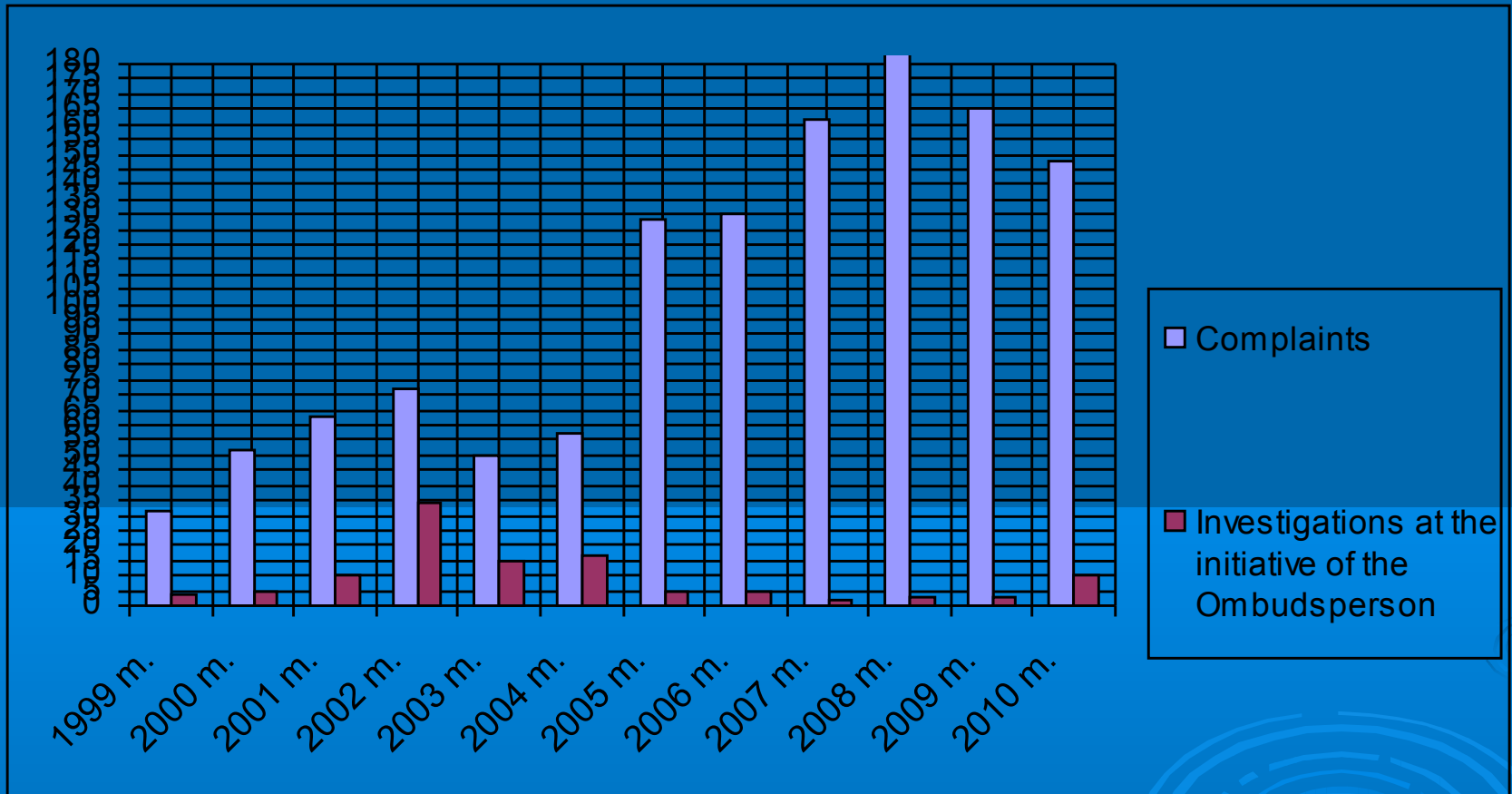
# **The most vulnerable social groups in labour market**

**Long term unemployed**

**Youth**

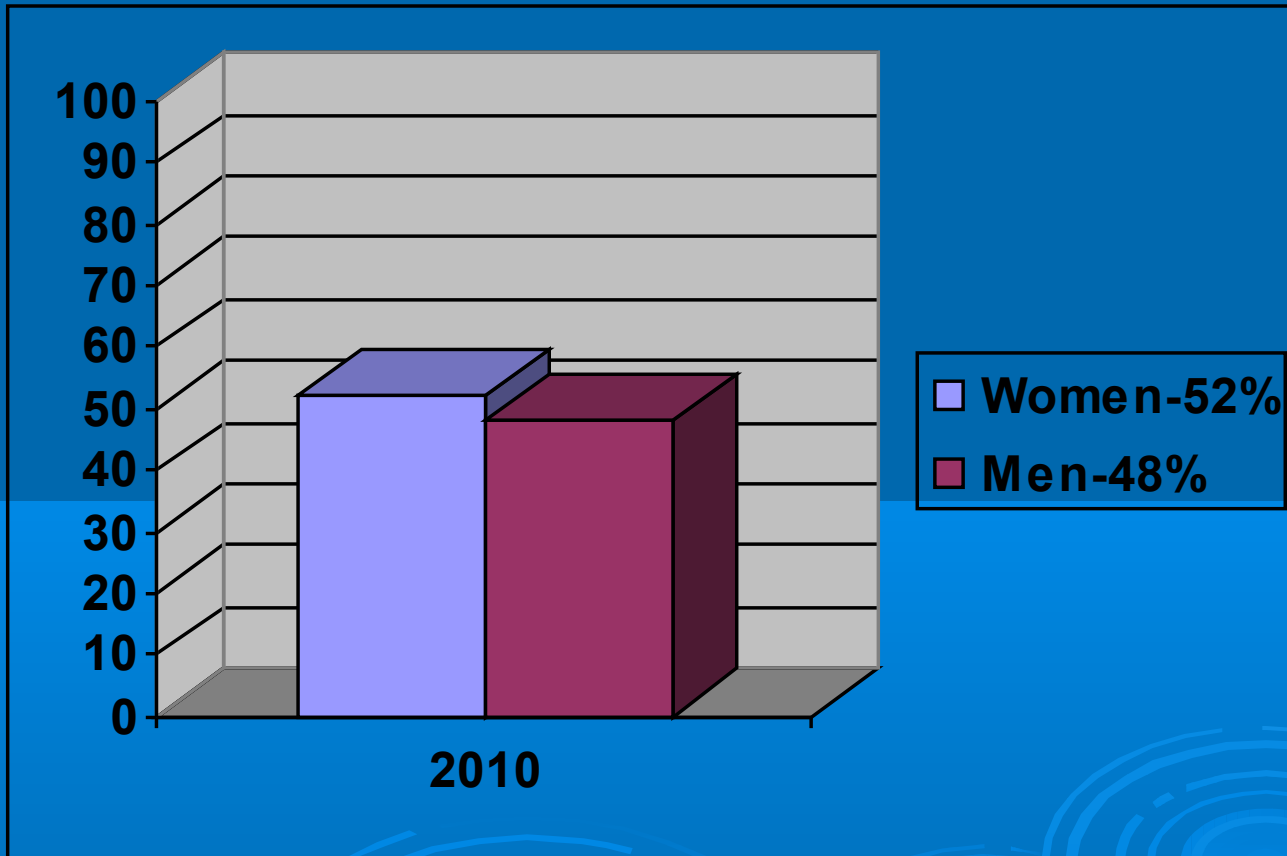
**Men**

# Comparison of number of complaints received and investigations carried out at the initiative of the Ombudsperson over reporting periods





# Distribution of persons submitting complaints by sex



# Policy measures

- **Sustainable and quality jobs open diversity of society;**
- **Social protection including unemployment benefits and insurance schemes that recognize women's vulnerable position in the labour market;**
- **Promotion of family-friendly work environment/life;**
- **Active social dialogue between decision making institutions, NGO's, academic society and social partners.**

*Thank you for your attention*

