



POSITION OF LITHUANIAN POLITICIANS ON PROMOTION OF GENDER EQUALITY AND DIVERSITY PLANNING AT WORKPLACES

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- In Lithuania it is observed high level of participation women's in the labour market and rate of employment is equal for men and woman and is 60,3 %.
- There is a number of initiatives taken by the State to support women's participation and facilitate the reconciliation of work and family life, including the new labour legislation providing for flexible opportunities of childcare leave, the recently established opportunity for men to take paternity leave, opportunities for flexible working arrangement and the encouragement of family-friendly policies in enterprises.
- We are still concerned about the significant vertical and horizontal occupational segregation between women and men in the labour market, the persistence of a gender-based wage gap, and the low percentage of men taking parental leave.



In the recent Report on Equality among Women and Men for 2008 adopted at the Spring Summit in 2009, Lithuania ranks:

horizontal segregation

- professional - 24th
- sectorial - 20th

vertical segregation:

- economic decisions making - 14th
- political decisions making - more than EU average



Gross average monthly wage (2009, IQ)

National economy

Women – LTL 2,023.3 (approximately 85 % of men's wage)

Men – LTL 2,383.9

Difference – LTL 360.6

Public sector

Women – LTL 2,174.8 (approximately 84 % of men's wage)

Men – LTL 2,585.5

Difference – LTL 410.7

Private sector

Women – LTL 1,881.2 (approximately 82 % of men's wage)

Men – LTL 2,300.00

Difference – LTL 418.8



- In 2007, when maternity (paternity) allowance was being granted for the **period until the child reaches the age of 1 year**, on average **16,900** beneficiaries were entitled to this allowance each month, including **480 men**, constituting **2.84 %** of all beneficiaries.
- When maternity (paternity) leave was extended to **2 years in 2008**, the number of male beneficiaries increased by **4.35 %** and a **total of 1,630 out of 37,500 beneficiaries of maternity (paternity) allowance were men.**

Figures, according to the State Social Insurance Fund Board of the Republic of Lithuania



- 2009 (IQ) on average **43,740** persons, including **2,660 men**, were granted a monthly maternity (paternity) allowance for the **period until the child reaches the age of 2 years**.
- Compared to the same period last year, **990** out of **29,850** beneficiaries of the maternity (paternity) allowance were men. Therefore, the comparison of the figures of this and the previous year shows that the number of men who exercised the right to maternity (paternity) allowance has more than doubled.
- **2008 (IQ) and in the same period in 2009, men made up 3.32% and 6.08% of all beneficiaries of maternity (paternity) allowance respectively.**

Figures, according to the State Social Insurance Fund Board of the Republic of Lithuania



- An increasing number of men tend to claim for paternity allowance, which they are entitled to before **the child is 1 month old**. Paternity allowance was granted to **3,085 men in 2006**, and in **2007, 2008, and in the first quarter of 2009** the figure increased to **9,185, 12,304, and 3,151 men** respectively. The amounts of paternity allowance have been growing accordingly. **LTL 19.2 million, LTL 31.8 million, and LTL 8 million** were disbursed as paternity allowances in **2007, 2008, and in the first quarter of 2009** respectively.

Figures, according to the State Social Insurance Fund Board of the Republic of Lithuania



THANK YOU