

**The 74th Session of the
Committee on the Elimination of Discrimination against Women
(21 Oct 2019 - 08 Nov 2019)**

**CRITICAL POINTS
on the Implementation of CEDAW
in Lithuania**



**LIETUVOS MOTERŲ
LOBISTINĖ ORGANIZACIJA**



**Lithuanian umbrella association “Lithuanian Women’s Lobby” (LMLO)
www.lmlo.lt
Savanoriu pr. 1, LT-44255, Kaunas, Lithuania**

September 2019, Lithuania

CRITICAL POINTS

Employment and the Labour Market

- 1) **LMLO is concerned about increasing gender pay** and pension's gap and worsening economic situation of women and calls on the CEDAW committee to address as a matter of urgency stopping increase of the gender pay gap, so preventing long term negative consequences on women's lives, their welfare, on their economic independence.
- 2) **Horizontal and vertical segregation of the labour market** is one of the major reasons of the gender pay gap. Perceptions of the society, both women and men on the traditionally feminine and traditionally masculine occupations lead to stereotypical choices of the professions, and cause inequalities in the labour market and private life – unequal share of the “unpaid” duties at home.
- 3) **Insufficient opportunities to reconcile work and family life** are one more reason of gender pay gap and unequal economic situation. Insufficient accessibility and quality of childcare services, and lack of social services for elderly and disabled puts double burden mostly on women's shoulders. Though legislation allow flexible working arrangements, in practice mostly women work full time at work (due to lower salaries in female dominated areas) and then have to carry out biggest part of (unpaid) home tasks. Though fathers willingly take paternity leave, longer childcare/ parental leave mostly are taken by women. Between the reasons – lower women's salaries – gender pay gap.
- 4) Protection of women, submitting complaints on discrimination, including harassment on the grounds of sex and sexual harassment and witnesses of such conduct exist only de jure, in practice these legal provisions are ineffective. It leads to the fear to submit the complaint, so seriously limits and lowers protection from discrimination.
- 5) No monitoring mechanisms of implementation of **gender equality plans** are known and it is not fully clear who is in charge of monitoring. No involvement of women's organisations into monitoring process is foreseen. No publicly accessible information on accountability on implementation of these plans is available. No targets and indicators to measure the results to be reached are established. From the practices of women's organisations, we see that absence of these important elements of effective management leads to the quite formal approach of employers to gender equality planning as nothing else as additional administrative burden. There are no sanctions for non-compliance.

Women's non-governmental organisations

- 6) **Insufficient involvement and support.** The repeatedly submitted recommendations of CEDAW Committee regarding involvement and support to women's NGOs are not implemented. The duty of state and municipal institutions, prescribed by the LEOWM Article 4, part 1, para 3) - in the manner prescribed by laws, support the programmes of public establishments, associations and charitable foundations which assist in implementing equal opportunities for women and men - remain only formal and does not work in reality.
- 7) Only some Ministries, f.i. the Ministry of Social Security and Labour invite women's NGOs to cooperate implementing concrete gender equality. The situation is worse on local level. Though municipalities are obliged to include gender equality measures into their strategic plans, only small number of them did that, and no information on how many of them implement these measures in cooperation with women's non-governmental organisations and financial resources allocated is available.

Monitoring, visibility and dissemination of the Convention

- 8) NGOs are not invited to carry out activities towards increasing visibility and awareness of the CEDAW Convention, systematic monitoring of implementation of Concluding Observations of the CEDAW Committee and their activities towards these goals are not supported.

Violence against women

- 9) Involvement of municipalities in preventing and combating violence against women and domestic violence and support to victims is far from sufficient. Only limited number of municipalities allocates funding for the prevention of violence against women.
- 10) Currently no specialised assistance mechanisms are available for the victims of sexual violence, which happened either in public or private areas. Lack of attention to this issue is obvious: lack of research on sexual violence and sexual harassment, specialists and civil society has no awareness and knowledge on the manifestations of sexual violence, frequently the victim is treated as guilty for the occurrence of sexual violence, perpetrated by the intimate partner.
- 11) Psychological violence, stalking is not treated as a real violence. No court practice is available on criminal liability applied specifically in case of psychological violence. Existing legislation is insufficient to effectively protect women from stalking and psychological violence.

Situation of rural women and women of disadvantaged groups (disabled, older etc)

- 12) Not so much progress as regards situation of rural women and women of disadvantaged groups (disabled, older etc) was observed by women's organisations. Not so much publicly available information as regards the results of the policies and programs (if such exist) aimed at the economic and political empowerment of rural women and ensuring their access to health, education and services, can be found.