

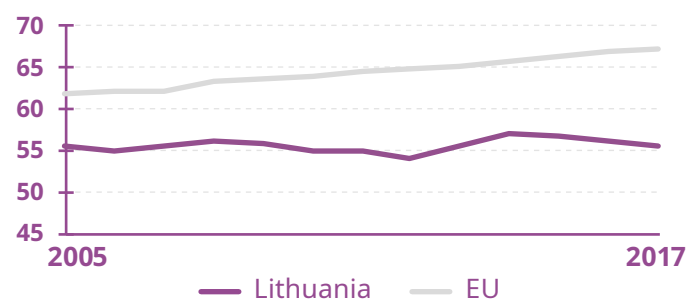
# Gender Equality Index 2019: Lithuania

**With 55.5 out of 100 points, Lithuania ranks 23rd in the EU on the Gender Equality Index. Its score is 11.9 points lower than the EU score. Between 2005 and 2017, progress towards gender equality did not improve in Lithuania; its score decreased by 0.3 points (- 1.3 points since 2015). Lithuania is progressing towards gender equality at a slower pace than other Member States. Lithuania's ranking is seven positions lower than in 2005.**

Lithuania's scores are lower than the EU's scores in all domains, except for the domain of work. Gender inequalities are most pronounced in the domain of power (32.5 points) and time (50.6 points). Although much lower than other Member States, Lithuania's score is highest in the domain of health (79.8 points). Lithuania's score in the domain of money has improved the most (+ 7.7 points) since 2005. Progress has regressed in the domain of power (- 4.8 points) and time (- 2.9 points) and stalled in the domain of knowledge (+ 0.8 points).

Between 2005 and 2017, Lithuania's Index score declined. In this same period, the EU's score improved. Lithuania's direction of progress is therefore opposite to that of the EU.

**Lithuania is moving in the opposite direction to the EU average**

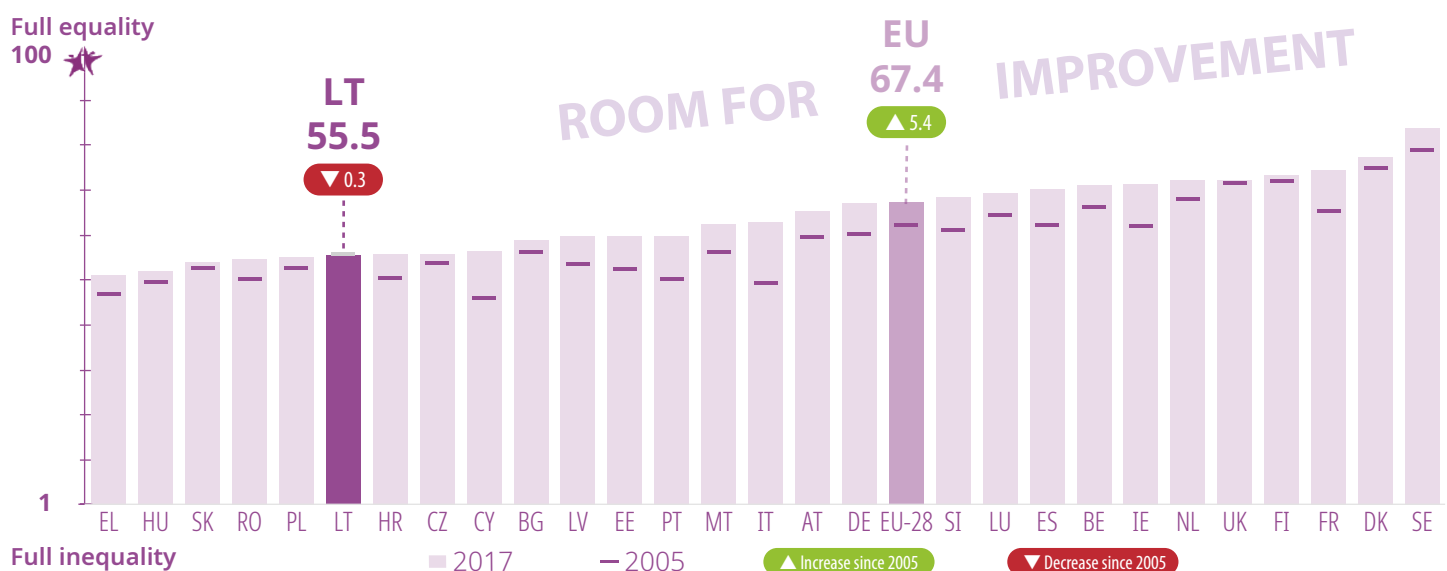


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

## Gender Equality Index scores for EU Member States, 2005 and 2017



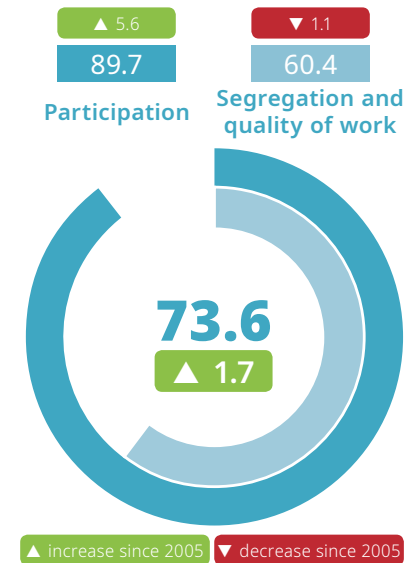


## Work

Lithuania's score in the domain of work is 73.6, showing progress of 1.7 points since 2005 (+ 0.4 points since 2015), with increased numbers of women and men in employment.

The employment rate (of people aged 20-64) is 77 % for women and 79 % for men. With the overall employment rate of 78 %, Lithuania has already reached its national EU 2020 employment target of 72.8 %. Between 2005 and 2017, the full-time equivalent (FTE) employment rate rose from 46 % to 51 % for women and from 58 % to 60 % for men, narrowing the gender gap. The gender gap is much smaller among highly educated women and men, compared to women and men with low- and medium levels of education. Around 10 % of women work part-time, compared to 6 % of men. On average, women work 38 hours per week and men 39 hours.

The uneven concentration of women and men in different sectors of the labour market remains an issue: 27 % of women work in education, health and social work, compared to only 6 % of men. Fewer women (8 %) than men (33 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

Lithuania's score in the domain of money is 64.7, showing progress of 7.7 points since 2005 (- 0.9 points since 2015), with improvements in the financial situations of both women and men. Poverty and inequality in the distribution of wealth have increased.

Mean monthly earnings of both women and men increased between 2006 and 2014 (+ 40 % and + 33 %, respectively), but the gender gap persists. Women earn 16 % less than men. The gender gap in earnings is almost twice as high between couples with children than those without. In couples with children, women earn 27 % less than men. Women in a couple without children earn 14 % less.

The risk of poverty increased for both women (+ 5 p.p.) and men (+ 2 p.p.) from 2005 to 2017. Furthermore, the gender gap widened: nearly 25 % of women and 20 % of men are at risk. People facing the highest risk of poverty are: single women (51 %) and men (43 %) and women with a low level of education (49 %). Inequalities in income distribution increased among women and among men between 2005 and 2017. Women earn on average 85 cents for every euro a man makes per hour, resulting in a gender pay gap of 15 %. The gender pension gap is 17 %.

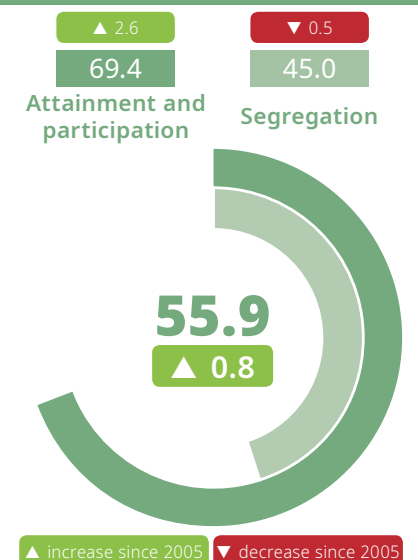


## Knowledge

Lithuania's score in the domain of knowledge is 55.9, with no significant change since 2005 (+ 0.1 points since 2015). Lithuania has dropped four positions since 2005 to 20th position in the EU.

The share of women tertiary graduates increased at a faster pace than the share of men, widening the gender gap between 2005 and 2017. Around 35 % of women have tertiary degrees, compared to 27 % of men (22 % and 18 % in 2005). The gender gap in attainment is most significant between women and men in a couple with children (16 p.p.), between women and men aged 25-49 (16 p.p.) and 50-64 (14 p.p.). Lithuania has met its national EU 2020 target of having 48.7 % of people aged 30-34 in tertiary education. The rate stands at 58 % (68 % for women and 48 % for men). Between 2005 and 2017, participation in formal and non-formal education and training decreased from 17 % to 14 % for both women and men. Lithuania's participation rate is 3 p.p. below the EU's rate.

The uneven concentration of women and men in different study fields in tertiary education remains a challenge for Lithuania. Around 41 % of women students and only 16 % of men students study education, health and welfare, or humanities and arts.



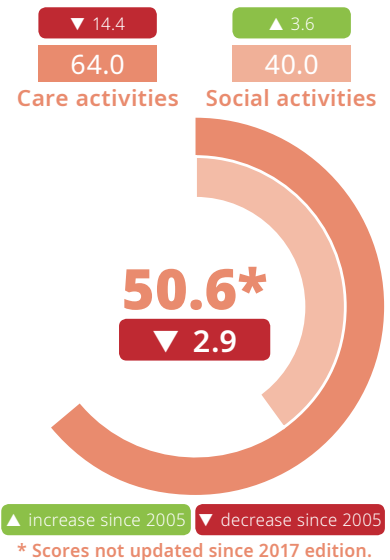


## Time

Lithuania's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Lithuania's score is 50.6, well below the EU's score of 65.7. Gender inequalities in the distribution of time spent on care activities have increased since 2005. Women are more likely to spend time caring for their family than men (41 % of women and 24 % of men spend at least one hour per day on care activities). Significantly more women (79 %) than men (29 %) spend at least one hour every day on cooking and housework. This gender gap is even wider among couples with children.

A lower share of women (14 %) than men (18 %) participate in sporting, cultural or leisure activities outside the home. Shares of women (5 %) and men (4 %) involved in voluntary or charitable activities are among the lowest in the EU.

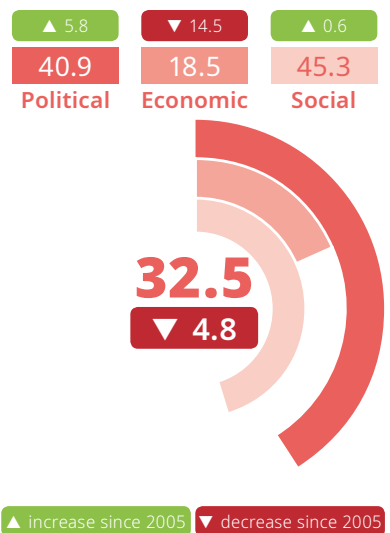


## Power

Lithuania's score in the domain of power is 32.5, with a 4.8-point decrease since 2005 (- 4.1 points since 2015). Lithuania ranks 21st in the EU in the domain of power and is among three Member States that have regressed in this domain.

The decrease in the domain of power is driven by growing gender inequality in economic decision-making, a sub-domain that has seen the largest regression in the EU. There were no women among the board members of the central bank in 2018, while they made up 25 % of the board in 2005. Between 2005 and 2018, the share of women on the boards of the largest publicly listed companies increased from 11 % to 13 %.

The sub-domain of political power improved as the share of women ministers increased from 15 % to 25 % between 2005 and 2018. However, in early 2019, Lithuania was the only EU country with a men-only government. Women comprise 21 % of members of parliament and 25 % of members of local councils. In the sub-domain of social power, women constitute 36 % of board members of research-funding organisations, 33 % of board members of publicly owned broadcasting organisations and only 15 % of the highest decision-making bodies of national Olympic sports organisations.

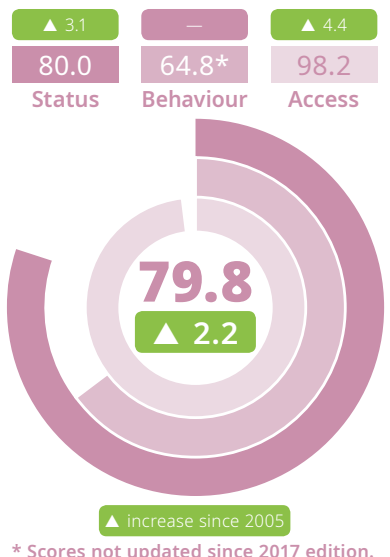


## Health

Lithuania's score in the domain of health is 79.8, showing progress of 2.2 points since 2005 (+ 0.7 points since 2015). There are improvements in both health status and access to health services. There is no new data for the sub-domain of health behaviour. Lithuania continues to rank 25th in the domain of health in the EU.

Self-perceptions of good health slightly increased for both women and men: 40 % of women and 49 % of men considered themselves in good health in 2017 (38 % and 48 % in 2005). Health satisfaction increases with a person's level of education but decreases with age. Life expectancy and the number of healthy life years increased for both women and men between 2005 and 2016. Women on average live 10 years longer than men, while women's healthy life years exceed men's by three years (59 compared to 56 years).

Access to adequate healthcare increased for both women and men between 2005 and 2017. Around 3 % of women and 2 % of men report unmet medical needs, compared to 11 % and 9 % in 2005. Fewer women and men report unmet needs for dental services (5 % and 4 %, compared to 12 % and 11 %). A higher share of women and men with disabilities have unmet needs for medical care (7 % for both) and dental examinations (19 % for both), compared to women and men without disabilities (2 % and 6 % for both women and men).





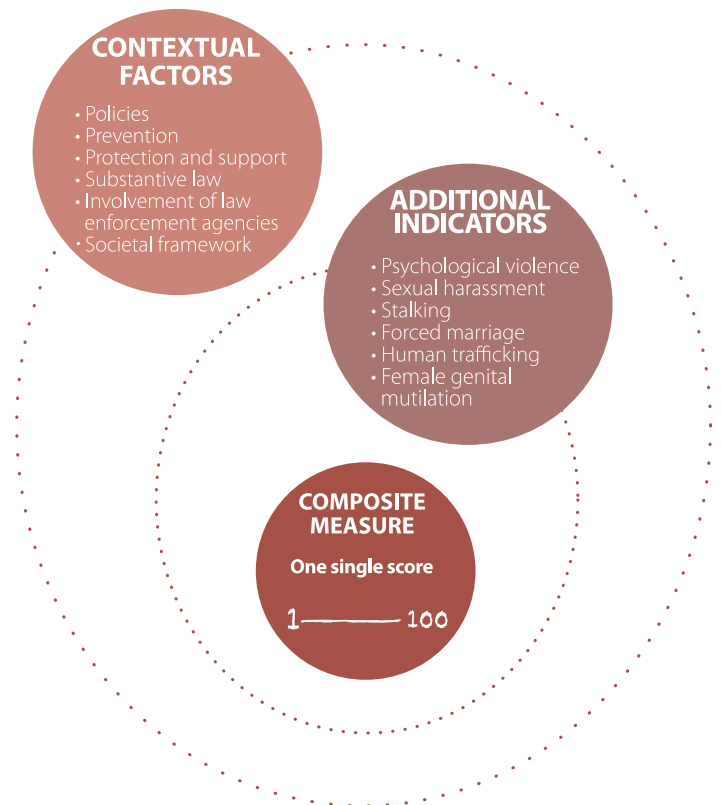
## Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Lithuania signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in June 2013, but has not ratified it.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Lithuania recorded eight women victims of intentional homicide by an intimate partner and seven women victims of intentional homicide by a family member in 2016. The country does not provide data estimating the number of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 20 registered women victims of trafficking in human beings in 2016. Compar-



ble data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



## Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

### Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents, as their eligibility might be dependent on criteria such as whether a person is in paid work; whether they are an employee or self-employed; the sector in which they work; the length of service; or whether leave is accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment and voucher-based work) have increased concerns about parents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 23 % of women and 15 % of men aged 20-49 (potential parents) were ineligible for parental leave in Lithuania. In contrast to most of the EU countries, eligibility for parental leave is not constrained by employment status — inactive or unemployed parents are eligible for parental leave if they have a sufficient record of social security payments. Unemployed and inactive persons not meeting this condition accounted for 32 % and 30 % of all ineligible women and men respectively. The remaining 68 % of women and 70 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex parents are ineligible for parental leave in Lithuania. Among the employed population, 2 % of women and 3 % of men were ineligible for parental leave.

## Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High-quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Lithuania, 68 % of all informal carers of children are women. Overall, 53 % of women and 38 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), fewer women and men are involved in caring for or educating their children or grandchildren in Lithuania. Around 89 % of women and 64 % of men aged 20-49 are involved in informal childcare, compared to 31 % of women and 13 % of men aged 50-64. Within the working population, 68 % of women and

51 % of men have care responsibilities, compared to 38 % of women and 14 % of men who are not working.

Lithuania has not reached either of the Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Around 20 % of children below the age of three are under some kind of formal care arrangements, which is 14 p.p. below the EU average. About 19 % of children this age are in childcare for at least 30 hours a week. Formal childcare is provided for 80 % of children from age three to the minimum compulsory school age, which is 5 p.p. below the EU average (74 % are in formal childcare for at least 30 hours a week). Around 12 % of households report unmet needs for formal childcare services. Every second lone father reports unmet needs for formal childcare services (53 %).

## Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working-age population, the need for formal and informal long-term care services has become more important than ever.

Most informal carers for older persons and/or persons with disabilities in Lithuania are women (68 %). The shares of women and men involved in informal care of older persons and/or people with disabilities several days a week or every

day are 16 % and 9 %. The proportion of women involved in informal care is 1 p.p. higher than the EU average, while the involvement of men is 1 p.p. lower. Overall, 21 % of women and 14 % of men aged 50-64 take care of older persons and/or persons with disabilities; in the 20-49 age group, 18 % of women and 7 % of men are carers. Around 52 % of women carers of older persons and/or persons with disabilities are employed, compared to 74 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU, but the gender gap is wider in Lithuania than in the EU (22 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 60 % of women informal carers work, compared to 88 % of men. Around 40 % of women and men report unmet needs for professional home care services in Lithuania.

## Transport and infrastructure

Access to affordable and quality public infrastructure, including care facilities, educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Lithuania, women spend around two minutes less commuting to and from work than men: women commute for around 33 minutes per day, and men commute for around 35 minutes

per day. People in couples with and without children spend a similar amount of time commuting. In couples with children, men spend around four minutes more time commuting than women, while there are only minor differences between women and men in couples without children. Women part-time workers spend more time commuting than men (29 minutes and 25 minutes per day). It takes less time for women than men to travel to work and back if they work full-time (34 minutes and 37 minutes per day).

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities, such as school drop-offs or grocery shopping.



## Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed — keeping in mind the different needs of women and men — flexible working arrangements can make it easier to balance work and family life. They can also support people with caring responsibilities to enter the labour market as full-time employees.

As many as 79 % of women and 72 % of men are unable to change their working arrangements. Access to flexible working arrangements is significantly lower in Lithuania, compared to the EU average, where 57 % of women and 54 % of men have no control over their working time

arrangements. Around 94 % of both women and men public-sector employees have no possibility to change their working arrangements, compared to 65 % of women and 62 % of men public-sector employees in the EU overall. Access to flexible working time is also limited for private-sector employees. About 72 % of women and 68 % of men working in the private sector have strictly set working arrangements, with no possibility to change.

Even though women are over-represented among part-time workers, they are less likely than men to transition from part-time to full-time work in most EU countries. In 2017, 19 % of women part-time workers transitioned to full-time work, compared to 21 % of men. The gender gap is narrower than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

## Lifelong learning

Constant advances in technology require workers to up-skill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is also a catalyst for gender equality, as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers, such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women to re-enter the labour market after career breaks due to care responsibilities.

Lithuania has the seventh lowest participation rate in lifelong learning (6 %) among EU Member States, with more women (7 %) participating in lifelong learning than men

(4 %). Women aged 25-64 are more likely to participate in education and training than men among employed persons. Around 8 % of employed women engage in education and training activities, compared to 5 % of men. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (45 %) than for women (39 %). At the same time, family responsibilities are reported as a greater barrier to education and training for women than men (30 %, compared to 19 % of men). Work schedules are a bigger challenge to participation in lifelong learning in Lithuania than in the EU overall, while family responsibilities are less of an obstacle. In the EU, 38 % of women and 43 % of men report their work schedule to be an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

**Read more about the Gender Equality Index** at <http://eige.europa.eu/gender-equality-index>

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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