

Commission on the Status of Women
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PANEL II

**Equal Participation of Women and Men in Decision-Making Processes, with
Particular Emphasis on Political Participation and Leadership**

Written statement* submitted by

Vida Kanopiene
Mykolas Romeris University, Lithuania

* The paper has been reproduced as submitted.

economy were occupied by men. 2.

5. Complicated socio-economic and political situation at the beginning of the 1990s boosted the reinforcement of patriarchal attitudes in society and the spread of women's discrimination in economy³. This resulted in a significant diminution of the role of their labour: in the course of the last decade the number of employed women has decreased by 25 per cent while the total number of employed males – by 14 per cent. The 2002 was the

employment in agriculture) prompted the increase of the number of men in some former highly feminized activities (e.g., in trade). Meanwhile women's share has decreased in almost all sectors of economy, except of that in education and health care. Rapid privatization has resulted in the concentration of male labour force in private sector 8 (masculinTj 9.75 sector

confederation in governmental bodies, but their proportion is very small (10 per cent) [10].

12. Prevalence of men in private sector leads to the concentration of wealth and power in their hands and thus maintains the economic inequality of sexes. This is also confirmed by persisting gender wage gap, the gross average monthly wage of Lithuanian women makes around 83 per cent of men's (table 4, Annex 1). The lowest salaries are in the most feminized spheres of employment such as the textile industry, health care and education. There are some areas where women earn more in comparison to an average employee – these are, first of all, 'masculinized' branches of economy (electricity, gas and water, transport). The utmost differentiation of salaries by gender is observed in the best paid spheres of professional activities, e.g., in financial intermediation women's average salary makes slightly more than a half of men's. Gender-related wage differences are conditioned primarily by vertical

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gender opportunities 13, alongside with achievements there still exist many obstacles and challenges.

16. First and foremost, the administrative measures alone do not guarantee an improved position for women in the labour market if these measures are not reinforced by consistent and continuous integration of gender mainstreaming approach into social and economic policies pursued by state.

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17. Since Lithuania is EU member state, employment policies to a great extent are influenced by the EU directives 14. Therefore an emphasis in the National Action Plans and Programmes [14;17] is put on introduction of measures aimed to meet the Lisbon targets with respect to women employment rates and childcare provision as well as to reduce the unemployment and integrate into the labour market mothers of young children, economically inactive and socially vulnerable groups of women. The other issues that are of great relevance to the promotion of equal gender roles in

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measures to the other national programmes (NAP Employment and NRP) is rather sketchy. There is a need to strengthen the coordination of efforts and to extend cooperation between government institutions and gender equality bodies in strategic planning (e.g., there is no evidence on the involvement of the Equal Opportunities Ombudsperson's institution and of other equality bodies in preparation of the NAP for Employment and NRP).

19. Reinforcement of participation of local municipalities¹⁵ and social partners in the process of implementation of policy measures as well as maintenance of active dialogue between national/local authorities and women's NGO's are essential in this respect – many important initiatives ari

References

1. Aidis R. Moterų verslininkų problemos (The problems of women – entrepreneurs). *Moterys: tapatumo paieškos. (Women: the search for identity)*. Vilnius: Lietuvos Filosofijos ir Sociologijos institutas, Moterų informacijos centras (Lithuanian Institute of Philosophy and Sociology/ Women's Issues

(Average monthly wages by occupations and gender, 2000 October)

<http://www.std.lt/lt/pages/view/?id=1330>

17. Republic of Lithuania. National Action Plan for Employment, (2004)
18. Valstybine moteru ir vyru lygiu galimybiu 2005-2009 metu programa (State programme of equal opportunities for women and men for 2005-2009).
19. Vidutinis menesinis bruto darbo uzmokestis pagal ekonomikos sektorius ir ekonomines veiklos ruis antraji 2005 m. ketmu TF0 7. tra9limybiu27d TF0 7. tra9limyy17c 0.2264

ANNEX 1

Table 1. Education of Lithuanian women and men in 2001 (per 1000 population aged 10 years and older, Population census data)

Level of education	Moterys	Vyrai
Tertiary	135	115
Specialised secondary	209	175
Secondary	261	284
Elementary	125	178
Primary	213	203

Table 2. Employment rate by gender in Lithuania and EU, 2004 [6, 10; 68; 87]

Average	Employment rate, (age group 15-64) per cent		Employment rate, full-time equivalent, per cent		Gender employment gap	Gender employment gap (on full-time equivalent basis)
	Males	Females	Males	Females		
EU-25	70.9	55.7	68.9	47.2	15.2	21.7
EU-15*	72.7	56.8	70.3	47.0	15.9	23.3
NMS 10**	62.0	50.2	61.5	48.3	11.8	13.2
Lithuania	64.7	57.8	64.8	56.1	6.9	8.7

* Old member states

** New member states (since 2004)

Table 3. Gender employment gap by age and education in 2004, percentage points [6, 48; 88-90; 91-93]

Average	Age group			Education*		
	15-24	25-54	55-64	High	Medium	Low
EU-25	5.8	16.8	19.1	7.2	12.9	21.1
EU-15**	5.8	17.8	19.1	7.1	12.6	22.8
NMS 10***	5.9	11.7	18.1	7.4	13.9	7.2
Lithuania	9.2	4.8	16.8	1.5	11.9	12.5

* Low – less than upper secondary education; Medium – upper secondary education completed; High – tertiary education completed.

ANNEX 2

gender equality legislation . On the initiative of the Ombudsperson, various projects on promotion of Gender mainstreaming are prepared and implemented in the country.

6. Following up of Beijing Platform for action, Women's Advancement Programmes for 1996-1997, 1998-2000 and National Programme of Equal Opportunities for Women and Men for 2003-2004 and 2005-2009 were adopted by the Lithuanian Government.