

Lithuania

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	54.2	91.9

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Lithuania, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Vilnius). The scores for Lithuania are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	25.0	66.7	100.0	50.0	66.7	33.3	50.0	33.3	66.7	50.0
Expert opinions score	75.0	100.0	81.3	75.0	100.0	100.0	100.0	100.0	100.0	87.5

In summary, the **WBL 2.0 legal frameworks score** for Lithuania (85.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Lithuania obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Lithuania is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Lithuania may wish to consider introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Lithuania (54.2 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's decisions to work, Lithuania obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Lithuania is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator,

Lithuania may wish to consider developing comprehensive mechanisms to address violence against women, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Lithuania (91.9 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Lithuania obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Lithuania is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Labor Code, Arts. 26(2)(5) and 58(3)(4); Law on Equal Opportunities for Women and Men, Arts. 5(5), 6(4) and 18; Criminal Code, Art. 152
Does the law address domestic violence?	Yes	Law on Protection Against Domestic Violence Law No. 2022-05117 amending Law No. XI-1425 of 2011, Arts. 2(5) and 8; Criminal Code, Arts. 129.2 (3), 135.2(3), 138.2(3), 140.2 and 149; Code of Criminal Procedure, Art. 132-1
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 2.12, 3.3(1) and 3.29
Can a woman travel internationally in the same way as a man?	Yes	Law on Identity Card and Passport, Art. 3; Civil Code, Arts. 3.3(1), 3.26 and 3.29
Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Citizenship, Arts. 14 and 19
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labour Code, Art. 26
Does the law prohibit discrimination in employment based on gender?	Yes	Law on Equal Opportunities for Women and Men, Arts. 1, 6 and 11; Labor Code, Art. 26
Does the law allow employees to request flexible work?	Yes	Labour Code, Art. 52
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Law on Equal Opportunities for Women and Men, Art. 6; Labor Code, Arts. 26 and 140(5)
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 3.3(1) and 3.26
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29



Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 3.51, 3.54, 3.55, 3.60 and 3.61
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 132; Law on Sickness and Maternity Social Insurance, Art. 22
Are leave benefits for mothers paid solely by the government?	Yes	Law on Sickness and Maternity Social Insurance, Art. 30
Is paid leave available to fathers?	Yes	Labor Code, Art. 133; Law on Sickness and Maternity Social Insurance, Art. 19
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 61
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Law on Education, Arts. 7(3) and 29; Law of Local Self-Government of the Republic of Lithuania, Arts. 6(8)(10) and 7(6)(32); Official Website of the Ministry of Education
Does the law establish any form of support for families for childcare services?	Yes	Decision of the City of Vilnius Municipality Council No. 1-733 of 7 December 2016; Decision of Vilnius City Municipal Council No. 1-64 of 17 June 2015; Law on Social Assistance to Pupils, Art. 4; Law on Benefits to Children, Art. 17(2)(8); Republic of Lithuania Money Social Support for Low-Income Families, Art. 4(5)
Does the law establish any form of support for nonstate childcare providers?	Yes	Resolution No. 679 of 11 July 2018
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Order No. V-313 of 22 April 2010, Secs. 5 and 7; Order No. V1-143 of 19 July 2019, Annex 2, Ch. 1, Sec. 2; Order V-908 of 2 June 2022, Secs. 10, 11.3, 13.3 and 14.1; Law on Education, Arts. 37(4)(5), 57(3) and 59.8(5)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.29 and 3.92(5); Law on Companies, Art. 6
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Equal Opportunities of Women and Men, Art. 7
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 3.92 and 3.97; Law on Land, Arts. 1 and 4
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 5.11
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 5.11 and 5.13
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 3.87-3.89
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law on State Social Insurance Pensions, Arts. 15 and 57 and Annex 7
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Law on State Social Insurance Pensions, Arts. 20 and 57
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on State Social Insurance Pensions, Art. 10 (3)

WBL 2.0 supportive frameworks data

QUESTION

ANSWER SOURCE

Safety

Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	Yes	Law on Equal Opportunities for Women and Men, Art. 17
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located

Mobility

Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located

Workplace

Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law on Equal Opportunities, Arts. 1 and 24
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	State Labour Inspectorate: Recommendations on how to avoid discrimination
Has the government published guidelines on flexible work arrangements?	Yes	State Labour Inspectorate: Opportunities for employees to choose flexible forms of work

Pay

Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Labour Code, Sec. 23(2)
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located

Marriage

Is there a fast-track process or procedure for family law disputes?	Yes	Law on Civil Procedure, Arts. 14-16
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	State Guaranteed Legal Aid Services

Parenthood

Is it possible to apply for maternity benefits through a single government application process?	Yes	State Social Insurance Fund Board
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located

Childcare

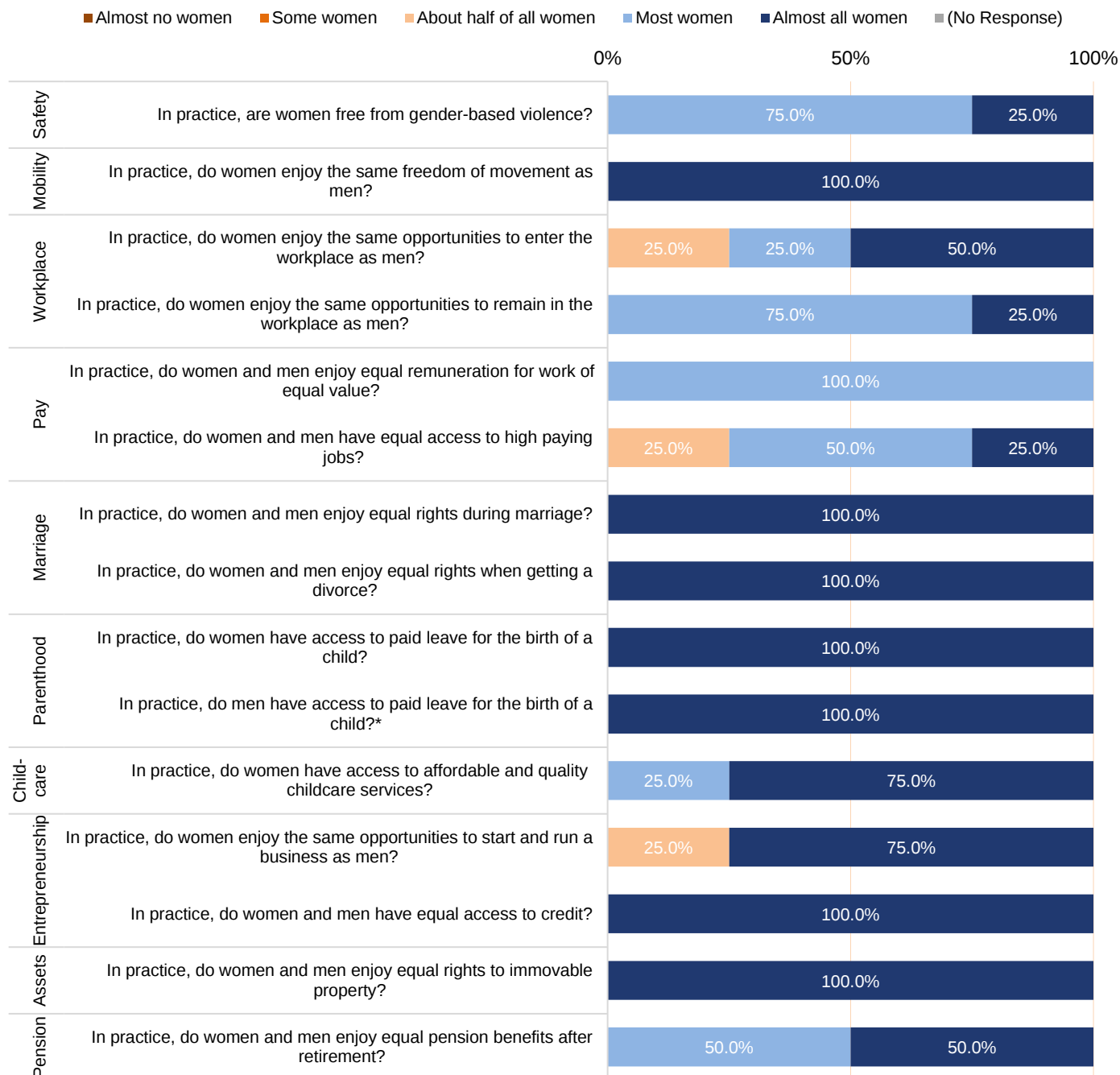
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the City of Vilnius Municipality
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Decision of the City of Vilnius Municipality Council No. 1-733 of 7 December 2016
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located

Entrepreneurship

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
---	----	-------------------------------

Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Action Plan for the Implementation of the State Program for Equal Opportunities for Women and Men
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Civil Code, Art. 3.88
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	Yes	Register of real property of Lithuania
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Social Insurance and Pensions, Art. 44

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.