

Equal futures

2023-3-DK01-KA210-YOU-000174979

Gender Equality in the Workplace in Lithuania	
SECTION A – IDENTIFICATION	
Country	Lithuania
Name of the organization/Institution implementing practice	The Office of the Equal Opportunities Ombudsperson
SECTION B – DESCRIPTION	
Target group / Beneficiaries	Employees in public and private sectors, with a focus on underrepresented women in leadership roles.
The main objectives	<ul style="list-style-type: none"> Promote equal pay and opportunities for women and men. Combat discrimination in recruitment and promotion. Raise awareness of workplace rights.
Experts/staff	Specialists in labor law, HR professionals, equality advocates, and sociologists.
The description of the practice (<i>Up to 10 sentences</i>)	The practice involves auditing companies for compliance with gender equality laws and providing them with recommendations for improvement. Workshops and training sessions are conducted for employers and HR departments to foster inclusive workplace policies. The initiative also includes a certification program for businesses demonstrating commitment to gender parity. Educational campaigns are run to encourage women to pursue leadership roles and STEM careers.
Methodology/Didactic tools	<ul style="list-style-type: none"> Online and in-person training modules. Interactive workshops. Gender audit templates and guidelines.
Additional materials /Equipment needed	Projectors, laptops, printed manuals, and access to digital tools.
SECTION C – CONCLUSION	
Conclusion	This practice has successfully raised awareness and reduced instances of gender-based discrimination in the workplace in Lithuania.
Recommendation and guidelines	Scaling up such initiatives to cover smaller enterprises and sectors with limited resources can enhance impact.

Resources:

- Government Policies and EU Directives on Gender Equality**
 - Promotes equal pay, gender parity in leadership roles, and anti-discrimination laws.



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- **Example Link:** [EU Gender Equality Policies](#)
- 2. **Reports on Gender Equality from International Organizations**
 - Research and case studies on workplace inclusion and equal opportunities.
 - **Example Link:** [UN Women Workplace Reports](#)

Tools:

1. **Gender Audit Toolkit**

- Templates for assessing compliance with gender equality laws.
- **Example Link:** [ILO Gender Audit Toolkit](#)

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Promoting Work-Life Balance in Lithuania	
SECTION A – IDENTIFICATION	
Country	Lithuania
Name of the organization/Institution implementing practice	Ministry of Social Security and Labour of Lithuania
SECTION B – DESCRIPTION	
Target group / Beneficiaries	Employees, families, and employers across Lithuania.
The main objectives	<ul style="list-style-type: none"> • Encourage policies that support work-life balance for all genders. • Promote parental leave equality and flexible working hours. • Reduce workplace stress and improve overall well-being.
Experts/staff	Workplace psychologists, labor policy experts, family advocates, and HR consultants.
The description of the practice (<i>Up to 10 sentences</i>)	The initiative focuses on providing equal opportunities for men and women to participate in family and professional life. Policies such as mandatory paternity leave, subsidized childcare, and flexible working hours are promoted. Educational campaigns inform citizens of their rights regarding family support benefits. Employers are incentivized to introduce telework and flexible schedules, benefiting parents and caregivers. The program also provides guidelines for managing stress and avoiding burnout, ensuring healthier work environments.
Methodology/Didactic tools	<ul style="list-style-type: none"> • Public awareness campaigns using social media and TV. • Workshops on stress management and flexible work policies. • Research-based guidelines for employers.
Additional materials /Equipment needed	Educational materials, digital platforms for telework, and funding for childcare facilities.
SECTION C – CONCLUSION	
Conclusion	Work-life balance initiatives in Lithuania have improved family dynamics and encouraged equal participation in caregiving roles.
Recommendation and guidelines	Encourage wider adoption of flexible work policies and ensure monitoring for implementation.

Resources:

1 . Labor Laws Supporting Work-Life Balance

- Includes mandatory paternity leave, childcare subsidies, and flexible hours.
- Example Link: [EU Work-Life Balance Directive](#)



2. International Best Practices on Work-Life Balance

- Frameworks from global organizations on telework and stress management.
- **Example Link:** [OECD Work-Life Balance Reports](#)

Tools:

1. Flexible Schedule Templates

- Pre-designed templates to create adaptable work schedules.
- **Example Link:** [Flexible Work Resources](#)

2. Telework Policy Guidelines

- Comprehensive guidelines for adopting remote work policies.
- **Example Link:** [Remote Work Policy Examples](#)

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Role of Non-Governmental Organizations in Gender Advocacy	
SECTION A – IDENTIFICATION	
Country	Lithuania
Name of the organization/Institution implementing practice	Lithuanian Women's Rights Association (LWRA)
SECTION B – DESCRIPTION	
Target group / Beneficiaries	Women, especially those facing social and economic inequalities, and policymakers.
The main objectives	<ul style="list-style-type: none"> Advocate for gender equality through policy recommendations. Provide support to women in vulnerable situations, including victims of violence. Increase awareness of women's rights among the general public.
Experts/staff	Gender studies specialists, legal advisors, social workers, and community organizers.
The description of the practice (<i>Up to 10 sentences</i>)	Lithuanian NGOs play a crucial role in shaping gender equality policies by conducting research and presenting evidence-based recommendations to the government. They run support programs for survivors of domestic violence, offering shelter, legal advice, and counseling. Awareness campaigns tackle gender stereotypes, promoting women's empowerment and encouraging participation in political and economic sectors. Collaborating with international organizations, NGOs in Lithuania ensure alignment with EU directives and global best practices.
Methodology/Didactic tools	<ul style="list-style-type: none"> Community workshops and peer support groups. Data-driven advocacy reports for policy change. Awareness-raising through campaigns and public events.
Additional materials /Equipment needed	Event spaces, outreach materials, legal documentation templates, and online platforms.
SECTION C – CONCLUSION	
Conclusion	Lithuanian NGOs have successfully advanced women's rights and gender equality by providing essential services and influencing policy reforms.
Recommendation and guidelines	Strengthen funding and resource allocation for NGOs and foster partnerships with the private sector to expand impact.

Resources:

- National Legal Frameworks on Gender Equality**
 - Guidelines and laws for gender advocacy and women's rights in Lithuania.
 - Example Link:** [Lithuania Gender Equality Laws](#)
- International Gender Advocacy Reports**
 - Best practices from NGOs influencing global gender equality reforms.



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- **Example Link:** [Amnesty International Gender Advocacy](#)

Tools:

1. Policy Advocacy Toolkits

- Materials to support NGOs in influencing legislation and societal norms.
- **Example Link:** [Advocacy Toolkits](#)

2. Support Service Templates

- Forms and frameworks for victim support services, including counseling and legal assistance.
- **Example Link:** [Support Services Resources](#)