



TAVO EUROPA

Equality & Diversity

Madrid

1 March 2024



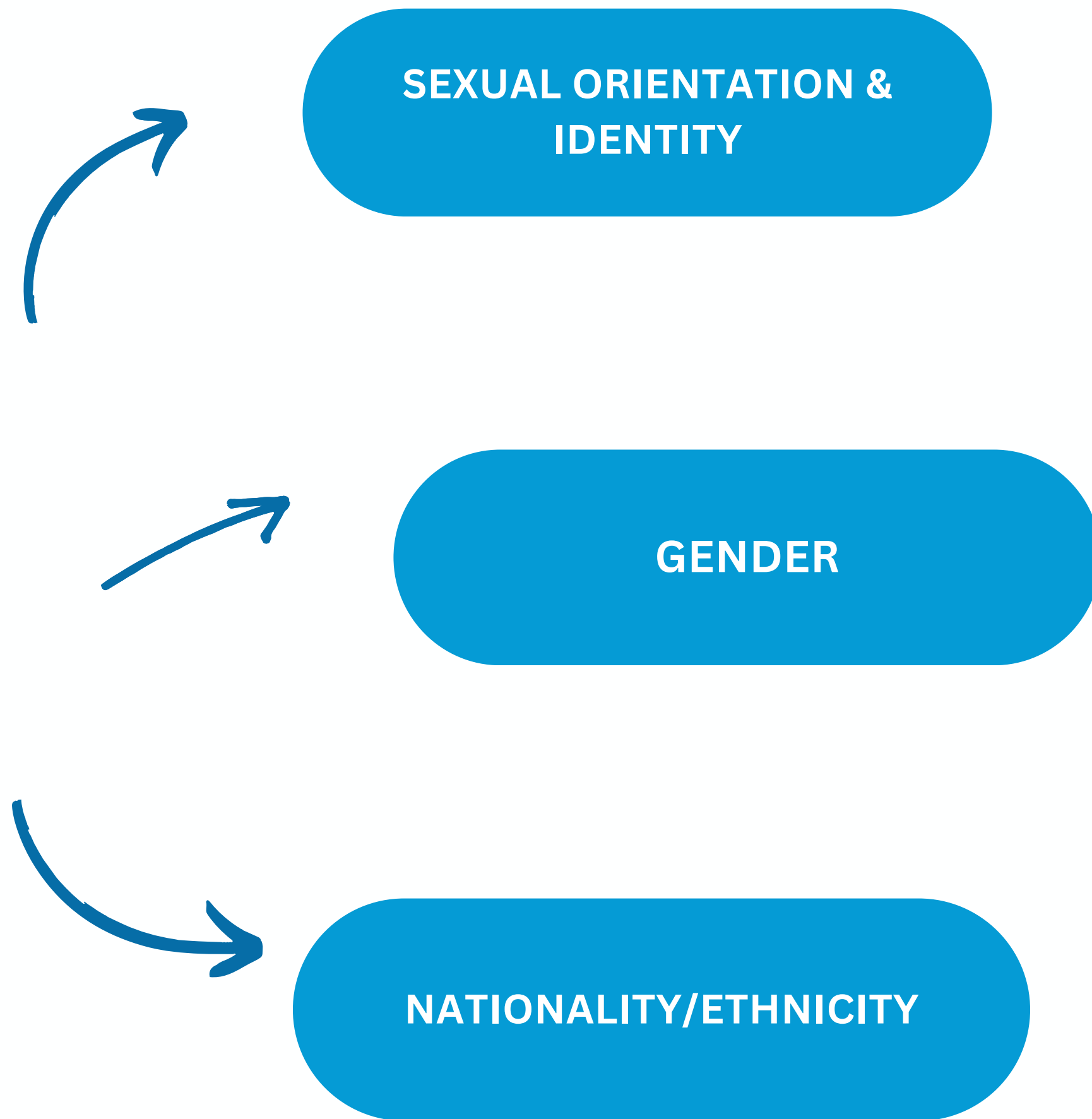
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Intro

- The road to Equality and non-discrimination policy started 1990s
- Difficult road after decades of oppression
- In the next decade many laws were made to adjust the legislation to the EU one and be able to enter the EU.
- The laws were only a formality



Discrimination





- Office of the Equal Opportunities was established in 1999 (First dedicated to Gender, 2005 changed)
- More people report discrimination - bigger awareness and more attention
- Situation improved significantly in the last decade

Gender equality

- In 1998, the Law on Equal Opportunities for Women and Men was adopted
- 2006 First paternity law
- in 2011 the adopted Law on Protection from Domestic Violence recognized that domestic violence is not a private family matter, but a violation of human rights and freedoms.

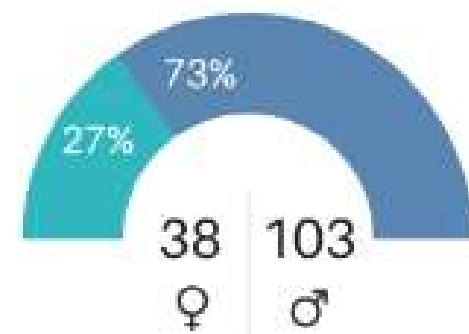
Gender equality



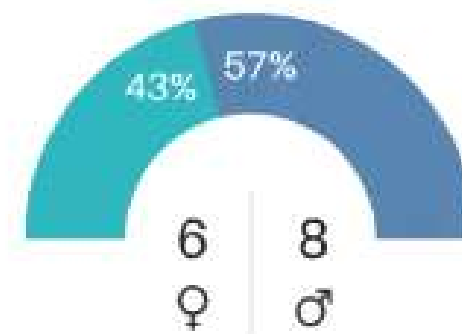
2023 Gender Equality Index, one of the fastest improving in EU

Women in the government

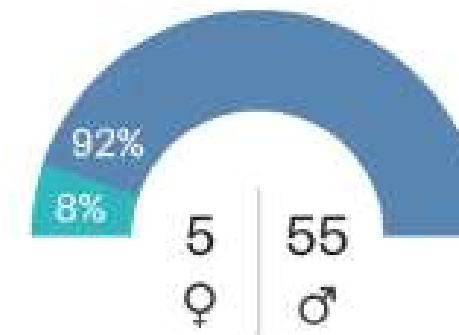
Members of Seimas of the Republic of Lithuania



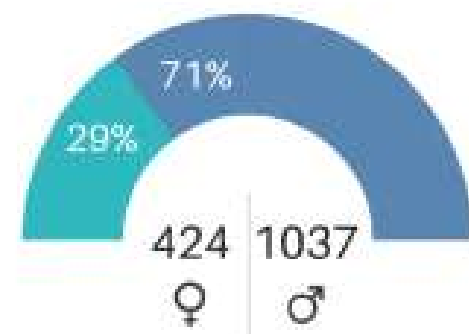
Members of Government of the Republic of Lithuania



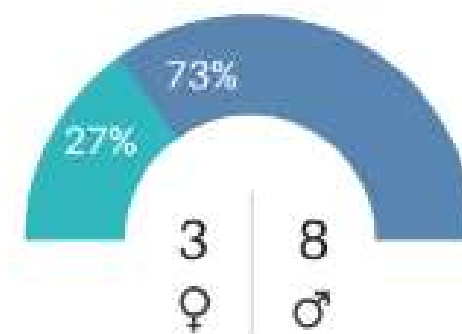
Mayors of the Republic of Lithuania



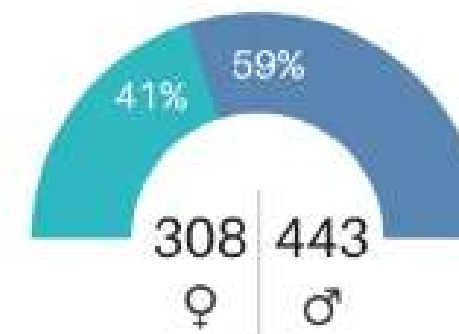
Board members of municipalities in Lithuania



Members of the European Parliament, elected in Lithuania



Members of the European Parliament



Women in the government



First female president
(2009 to 2019)



First female prime minister
(2020 - now)

Gender equality

- Since it was the first step towards equality in general, it gets lot of attention, especially from work places
- However most of them focuses only on Gender equality and not other social groups (disability, ethnicity ecc)



Nationality/Ethnicity

- Ethnical/nationality diversity is low in Lithuania, but constantly growing
- Mostly discriminated ethnicity - Roma people
- Thanks to various NGO's and government's initiatives in education and work inclusion the situation is improving
- After the latest refugees crisis, the intolerance towards different religious groups is being noticed as well

LGBTQ+

- One of the most discriminated group in Lithuania, also by laws, one of the most closed in the EU
- Especially transgender people
- 55 percent of Lithuanian LGBTI respondents have been discriminated against in the past 12 months, which is the highest rate in the EU.

LGBTQ+

Same-sex sexual activity legal	✓ (Since 1993)
Equal age of consent (16)	✓ (Since 2003)
Freedom of expression	✓/✗ (Some laws censor LGBT issues)
Anti-discrimination laws in employment only	✓ (Since 2005)
Anti-discrimination laws in the provision of goods and services	✓ (Since 2005)
Anti-discrimination laws in all other areas (incl. indirect discrimination, hate speech)	✓
Recognition of same-sex couples	✗ (Pending)
Same-sex marriages	✗ (Constitutional ban since 1992; same-sex marriages registered in the European Union recognized for residency purposes since 2018)
Stepchild adoption by same-sex couples	✗
Joint adoption by same-sex couples	✗
Gays, lesbians and bisexuals allowed to serve openly in the military	✓
Right to change legal gender	✓
Conversion therapy banned on minors	✗ (Pending)
Access to IVF for lesbians	✗
Commercial surrogacy for gay male couples	✗
MSMs allowed to donate blood	✓ (Since 2022)

LGBTQ+



First Baltic Pride in 2010 in Vilnius:
350 marchers were outnumbered by 2000
counter-protesters.



...to 10000 in 2019

LGBTQ+



2023 The Lithuanian parliament, Seimas, has revoked the mandate of MP Petras Gražulis for breaking his oath of office, thus preventing him from running for parliament or the presidency for ten years.



DISABILITY

- Since 2024 every child can go to any public school
- All public&governmental websites and documents must be adapted to easy-to-read language
- New laws for inclusion in the work place
- Most changes still in NGOs and private initiatives



CONCLUSION

- Lithuania still has a long way to go towards a more inclusive society
- There is a big difference between the rural areas and cities
- There is a need of more education about Equality and Diversity in schools as most of the initiatives are by non formal education

CONCLUSION

- The new generation that is born and grown up in the Independent Lithuania is slowly starting to change the situation:
Growing economy leads employees to become more demanding of employers, as their personal experiences in the workplace are also becoming important.



**THANK YOU FOR THE
ATTENTION**



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