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EUROPEAN SOCIAL CHARTER

13th National Report
on the implementation
of the European Social Charter

submitted by

THE GOVERNMENT OF LITHUANIA

- Articles 1, 9, 10, 15, 18, 20, 24 and 25 for the period 01/01/2011 – 31/12/2014
- Complementary information on Articles 4§2, 6§2 and 26§2 (Conclusions 2014)

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CYCLE 2016



13TH REPORT OF THE REPUBLIC OF LITHUANIA

FOR THE ACCEPTED PROVISIONS CONCERNING
THEMATIC GROUP “EMPLOYMENT, TRAINING AND EQUAL OPPORTUNITIES”
ARTICLES 1, 9, 10, 15, 18 (Paragraphs 1 and 4), 20, 24 AND 25
AND
THEMATIC GROUP “LABOUR RIGHTS”
ARTICLES 4 (Paragraph 2), 6 (Paragraph 2) 26 (Paragraph 2)
OF THE EUROPEAN SOCIAL CHARTER

Reference period: 1 January 2011 – 31 December 2014

Vilnius
2015

ABBREVIATIONS USED IN THE REPORT

Centre	Centre of Technical Aid for the Disabled under the Ministry of Social Security and Labour
Civil Code	Civil Code of the Republic of Lithuania
Department for the Affairs of the Disabled	Department for the Affairs of Disabled People under the Ministry of Social Security and Labour
ESF	European Social Fund
EU	European Union
ICF	International Classification of Functioning, Disability and Health
ICF-CY	International Classification of Functioning, Disability and Health for Children and Youth
Labour Code	Labour Code of the Republic of Lithuania
Lithuanian Labour Exchange	Lithuanian Labour Exchange under the Ministry of Social Security and Labour
SEN	Special Educational Needs
State Labour Inspectorate	State Labour Inspectorate under the Ministry of Social Security and Labour
TA	Technical aids for the disabled
WHO	World Health Organisation

ARTICLE 1: THE RIGHT TO WORK

ARTICLE 1, PARAGRAPH 1

Table 1.1.1. Long-term and youth unemployed referred to active labour market policy measures and employed

		Total	Long-term unemployed		Youth	
			Youth (16-24), whose unemployment spell is longer than 6 months	Individual-s (25+) whose unemployment spell is longer than 12 months	16-29	16-25
2011	Individuals employed	218808	14255	50719	70631	37927
	from them: in permanent job	159316	10296	33888	55060	28050
	Individuals referred to active labour market policy measures	59712	4180	24007	16698	9687
2012	Individuals employed	202545	8646	28090	68534	36941
	from them: in permanent job	163886	6946	21281	59032	30519
	Individuals referred to active labour market policy measures	64732	3840	20489	18743	11857
2013	Individuals employed	197372	6492	19778	69829	35568
	from them: in permanent job	164646	5435	15237	61537	30472
	Individuals referred to active labour market policy measures	58984	3600	17795	17018	12584
2014	Individuals employed	177827	4888	17734	60556	29799
	from them: in permanent job	150882	4028	13735	53950	25837
	Individuals referred to active labour market policy measures	59156	3057	20062	20141	12951

Table 1.1.2. The effectiveness of active labour market policy measures

		Integration into the labour market indicator *				Direct benefit indicator **
		<i>after 14 days</i>	<i>over 3 months</i>	<i>over 6 months</i>	<i>after 6 months</i>	
		Percent (%)				
Vocational training	2011	x	x	53	x	x
	2012	x	x	91	x	x
	2013	x	x	94	x	x
	2014	x	x	90	x	x
Subsidised employment	2011	84	x	86	63	x
	2012	78	82	86	60	x
	2013	79	87	89	62	x
	2014	74	82	85	54	x

Support for the acquisition of work skills	2011	81	x	86	61	x
	2012	78	85	87	67	x
	2013	83	88	90	65	x
	2014	82	88	90	63	x
Public works	2011	x	x	24	x	x
	2012	x	x	23	x	x
	2013	x	x	24	x	x
	2014	x	x	21	x	x
Job rotation	2011	85	x	87	74	x
	2012	84	87	91	72	x
	2013	79	87	92	79	x
	2014	58	83	89	66	x
Subsidised job creation	2013	x	x	x	x	52
	2014	x	x	x	x	66
Subsidised self-employment	2013	x	x	x	x	19
	2014	x	x	x	x	51
Local employment initiatives' projects	2013	x	x	x	x	64
	2014	x	x	x	x	74

* share of employed/self-employed individuals and vocational training/employment support measures' participants who remained employed after the end of aforementioned measures.

** share of maintained work places which were created using subsidised job creation measures. Indicator is calculated the next day after 36 months have passed since the creation of a work place.

The further statistical information with respect to Article 1§1 is provided in the annexes of this report.

ARTICLE 1, PARAGRAPH 2

Paragraph 2 - Freely undertaken work (non-discrimination, prohibition of forced labour, other aspects)

In order to increase employment, improve labour relations, enhance social insurance and fight against poverty Lithuanian social model of enhanced sustainability is being developed by the Ministry of Social Security and Labour and scientists. The draft legal acts regulating labour relations, state social security and employment (job creation) were submitted to the Seimas. The Draft Labour Code has been submitted to the Ministry of Social Security and Labour on 15 December 2014. The Draft Labour Code is being discussed in the Seimas in the main Committee on Social Affairs and Labour since 11 November 2015.

Prohibition of discrimination in employment

In the end of 2012 the Labour Code was amended so as to include as a prohibited ground of discrimination „membership of a political party or association“ instead of „membership of a political party or other public body“.

Prohibition of forced labour

Prison work

Table 1.2.1. Average numbers of convicted persons employed in 2011 – 2014

Employed prisoners (as a proportion of total no. of prisoners)	2011	2012	2013	2014
State enterprises	15,1%	14,8 %	16,4 %	16,7 %
Works at the prison	11,4 %	12,5 %	12,3 %	13,2 %
	26,5 %	27,3 %	28,7 %	29,9 %

Table 1.2.2. Minimum/average salary of convicted persons.

Salary	2011 m. (EUR)	2012 m. (EUR)	2013 m. (EUR)	2014 m. (EUR)
Minimum salary for convicted persons	99,63	105,86	124,54	129,0
Minimum salary for citizens	231,7	246,2	289,62	300,0
Average salary for convicted persons	113,53	120,63	141,92	147,0

Coercion in connection with domestic work

On 1 December 2012 Article 116 of the Labour Code which stated that a contract on the supply of services shall be an employment contract whereby an employee undertakes to supply personal household services to his employer was recognised as invalid.

However, in order to satisfy the needs of the employees and employers the Draft Labour Code proposes to expand the diversity of the types of employment contracts and their peculiarities (fixed-term contracts, temporary employment contracts, project work contracts, apprenticeship contracts, job-sharing contracts, work for several employers' contracts).

Minimum periods of service in the armed forces

In 23rd June 2011 the Law on conscription was amended providing opportunity for women to serve compulsory military service.

Privacy at work

The principles of the protection of the employee's personal data and the privacy of the employee's personal life are specified in the Draft Labour Code. For the first time the Draft sets forth that the exercise of the right of ownership to the information and communication technologies used in the workplace must not infringe the inviolability of employee's communication. Video surveillance and audio recording in the workplace may be exercised in cases where due to the character of work it is necessary to ensure the security of persons, property or the public safety, as well as in other cases when other means are insufficient, and (or) inadequate for the achievement of the abovementioned objectives, except in the event when it is directly intended to control the quality and scope of work. In cases of video surveillance or audio recording in the workplace the employees must be informed by a visual sign in a visible place.

ARTICLE 1, PARAGRAPH 3

Paragraph 3 - Free placement services

Table 1.3.1. 10 local labour offices across the country administer 50 client service units

	2011	2012	2013	2014
Registered job vacancies	169124	199946	242230	226624
Employed individuals (to registered job vacancies, employed independently and self-employed without financial aid of Lithuanian Labour Exchange)	218808	202545	197372	177827

Table 1.3.2. Lithuanian Labour Exchange's staff

	2011	2012	2013	2014
Total number of staff	1445	1441	1441	1441
Number of counsellors involved in placement services	1042	1042	1010	1010
Ratio of placement staff to registered jobseekers	0,3	0,4	0,4	0,4

ARTICLE 1, PARAGRAPH 4

As Lithuania has accepted Article 9, 10§3 and 15§1 of the Charter, measures relating to vocational guidance, to vocational training and retraining of workers, and to guidance and vocational training for persons with disabilities are described under these provisions.

ARTICLE 9: THE RIGHT TO VOCATIONAL GUIDANCE

No information was provided by the relevant authority concerning the important amendments in this reference period.

ARTICLE 10: THE RIGHT TO VOCATIONAL TRAINING

ARTICLE 10, PARAGRAPH 1

Paragraph 1 - Technical and vocational training; access to higher technical and university education

In the 2014–2015 academic years, there were 76 vocational schools, with 46.5 thousand students in them. Compared to the previous academic year, the number of students in vocational schools increased by 0.8 thousand, or 1.8 per cent. 22 thousand, or 46 per cent of, students, alongside acquiring a profession, pursued upper secondary education.

Professionals with the highest qualification were prepared by 46 higher education institutions – 22 universities and 24 colleges. At the beginning of the 2014–2015 academic years, there were 140.4 thousand students in these schools, of whom 98.9 thousand – at universities, 41.5 thousand – in colleges. In 2014, against 2013, the number of students in schools of higher education decreased by 8.1 thousand, or 5.5 per cent. Among all students enrolled in vocational school women amounted to 42 per cent and 58 per cent of men, in higher education women amounted to 58 per cent and 42 per cent of men.

At vocational schools, 23 per cent of students are enrolled in engineering and personal services, 19 per cent in business and administration, 11 per cent in architecture and building. At schools of higher education, students accounted for the largest proportion in business and administration (24 per cent), engineering (12 per cent), health (11 per cent), social sciences (9 per cent) and law (7 per cent).

In 2014, in vocational schools, vocational qualification certificates was obtained by 14.8 thousand graduates; in colleges, a professional bachelor's degree was obtained by 10 thousand graduates; at universities, 13.9 thousand graduates obtained a bachelor's, 8.2 thousand – master's, 372 – PhD degrees, 536 graduates, upon the completion of non-degree programmes, acquired a professional qualification.

Table 10.1.1. Numbers of educational institutions, students and teachers

Beginning of the academic year

	2011–2012	2012–2013	2013–2014	2014–2015
Educational institutions				
Vocational schools	75	75	75	76
Colleges	24	24	24	24
Universities	23	23	23	22
Students				
Vocational schools	46530	44797	45635	46462
Colleges	49777	45685	43550	41485
Universities	125046	113780	104923	98872
Teachers				
Vocational schools	3897	3693	3633	3581
Colleges	3729	3527	3409	2865
Universities	9809	9974	9684	9050

Table 10.1.2. Numbers of students by gender
Beginning of the academic year

	Number of students	Female		Male	
		total	%	total	%
At vocational schools					
2011–2012	46530	18147	39.0	28383	61.0
2012–2013	44797	18074	40.3	26723	59.7
2013–2014	45635	18866	41.3	26769	58.7
2014–2015	46462	19622	42.2	26840	57.8
At colleges					
2011–2012	49777	27458	55.2	22319	44.8
2012–2013	45685	25098	54.9	20587	45.1
2013–2014	43550	23925	54.9	19625	45.1
2014–2015	41485	22714	54.8	18771	45.2
At universities					
2011–2012	125046	74728	59.8	50318	40.2
2012–2013	113780	68023	59.8	45757	40.2
2013–2014	104923	62303	59.4	42620	40.6
2014–2015	98872	58093	58.8	40779	41.2

Table 10.1.3. Enrolment by level of education

ISCED 2011	2011	2012	2013	2014
Lower secondary education (ISCED 2)				
Total	215551	203027	190914	182697
Female	102750	96602	90696	86840
Male	112801	106425	100218	95857
General education				
Total	211776	199344	186996	178951
Female	101943	95810	89786	85872
Male	109833	103534	97210	93079
Vocational education				
Total	3775	3683	3918	3746
Female	807	792	910	968
Male	2968	2891	3008	2778
Upper secondary education (ISCED 3)				
Total	98288	91247	86435	80545
Female	46585	43306	41224	38381
Male	51703	47941	45211	42164
General education				
Total	70092	66108	63393	58966
Female	36884	34446	32911	30614
Male	33208	31662	30482	28352
Vocational education				
Total	28196	25139	23042	21579
Female	9701	8860	8313	7767
Male	18495	16279	14729	13812
Post-secondary non-tertiary education (ISCED 4)				
Vocational education				
Total	14174	15376	17701	19903

ISCED 2011	2011	2012	2013	2014
Female	7520	8224	9338	10494
Male	6654	7152	8363	9409
Bachelor's or equivalent level (ISCED 6)				
Total	139050	124519	113881	108083
Female	78847	70099	63578	59914
Male	60203	54420	50303	48169
Master's or equivalent level (ISCED 7)				
Total	33141	32495	31822	29911
Female	21797	21566	21004	19480
Male	11344	10929	10818	10431
Doctoral studies (ISCED 8)				
Total	2875	2681	2686	2635
Female	1669	1584	1593	1572
Male	1206	1097	1093	1063

Table 10.1.4. Students at vocational schools by field of education
Beginning of the academic year

Field of education (ISCED 1997)	2011–2012	2012–2013	2013–2014	2014–2015
Total	46530	44797	45635	46462
General programmes	385	599	974	1234
Arts	1957	2157	2211	2185
Business and administration	9534	8951	8836	8693
Computing	423	515	594	773
Engineering and engineering trades	11139	10249	10218	10612
Manufacturing and processing	1674	1570	1645	1513
Architecture and building	6030	5604	5552	5260
Agriculture, forestry and fishery	1433	1456	1542	1561
Health	374	441	619	960
Social services	690	969	1242	1315
Personal services	11213	10467	10311	10459
Transport services	1193	1221	1310	1305
Environmental protection	45	57	30	38
Security services	440	541	551	554

Table 10.1.5. College students by field of education
Beginning of the academic year

Field of education (ISCED 1997)	2011–2012	2012–2013	2013–2014	2014–2015
Total	49777	45685	43550	41485
Teacher training and education science	2276	1773	1254	975
Arts	2124	1917	1998	1999
Humanities	380	340	351	370
Social and behavioural science	469	-	336	196
Journalism and information	89	105	163	176
Business and administration	19973	17935	16558	15237
Law	2833	2091	1739	1540

Field of education (ISCED 1997)	2011–2012	2012–2013	2013–2014	2014–2015
Physical science	-	-	23	44
Computing	624	610	603	632
Engineering and engineering trades	6294	6365	6346	6346
Manufacturing and processing	1145	1150	1151	1144
Architecture and building	3069	2731	2342	2200
Agriculture, forestry and fishery	1341	1264	1182	1098
Veterinary	138	163	164	171
Health	4471	4751	5061	5220
Social services	1706	1612	1430	1336
Personal services	918	860	878	935
Transport services	1378	1530	1554	1587
Environmental protection	482	522	457	347
Security services	67	7	5	-

Table 10.1.6. University students in bachelor's programmes by field of education
Beginning of the academic year

Field of education (ISCED 1997)	2011–2012	2012–2013	2013–2014	2014–2015
Total	95493	85305	77339	72835
Teacher training and education science	11562	8720	7052	5591
Arts	3367	3071	2808	2684
Humanities	5613	5336	5158	5016
Social and behavioural science	12560	11796	10856	10008
Journalism and information	2236	2079	2220	2104
Business and administration	17603	15357	12983	12002
Law	9620	8769	7538	6460
Life science	1064	1145	1212	1240
Physical science	1490	1509	1451	1430
Mathematics and statistics	1224	1200	1047	909
Computing	2968	2575	2570	2870
Engineering and engineering trades	8453	7667	7416	7561
Manufacturing and processing	751	592	532	645
Architecture and building	5593	4617	3845	3358
Agriculture, forestry and fishery	1070	964	1083	1343
Veterinary	583	613	630	610
Health	6026	6313	6306	6615
Social services	1647	1373	1162	975
Personal services	384	372	421	544
Transport services	204	179	152	122
Environmental protection	1352	1149	961	776
Security services	123	161	158	166

Table 10.1.7. Graduates from vocational and higher education institutions

	2011	2012	2013	2014
Number of graduates with a				
Vocational Qualification Certificate	15479	15557	14748	14767
Professional bachelor's degree	13044	12698	10855	10012
Bachelor's degree	20026	20276	18566	13908
Master's degree	9485	8462	8589	8237
Doctoral degree	311	382	423	372
Professional qualification	511	545	813	563

ARTICLE 10, PARAGRAPH 2

Paragraph 2 - Apprenticeship

No information was provided by the relevant authority concerning the important amendments in this reference period.

ARTICLE 10, PARAGRAPH 3

Paragraph 3 - Vocational training and retraining of adult workers

Table 10.3.1.

	2011	2012	2013	2014
Referred to vocational training	6415	5570	9377	5842
from them: long-term unemployed	2642	422	1284	1270
Youth (16-24) whose unemployment spell is longer than 6 months	762	165	774	351
Individual-s (25+) whose unemployment spell is longer than 12 months	1880	257	510	919
jobseekers (16-29)	2662	1127	4640	2714
jobseekers (16-24)	1736	796	2944	1722

ARTICLE 10, PARAGRAPH 4

Paragraph 4 - Long term unemployed persons

No information was provided by the relevant authority concerning the important amendments in this reference period.

ARTICLE 10, PARAGRAPH 5

Paragraph 5 - Full use of facilities available

No information was provided by the relevant authority concerning the important amendments in this reference period.

We would like to clarify that that unemployed persons taking part in vocational training programmes or in non-formal education are entitled to an education grant in the amount of 0,7 (not 7%) of the minimum monthly wage plus travelling and accommodation costs.

ARTICLE 15: THE RIGHT OF PERSONS WITH DISABILITIES TO INDEPENDENCE, SOCIAL INTEGRATION AND PARTICIPATION IN THE LIFE OF COMMUNITY

ARTICLE 15, PARAGRAPH 1

Paragraph 1 - Vocational training for persons with disabilities

At the beginning of 2015, work incapacity pensions were paid to 253 400 residents of Lithuania; compared to 2014, this number almost did not change. About 48 per cent of men and about 52 per cent of women receive disability pensions. The number of disabled children also changed very insignificantly, compared to 2014, and was 15 000. In 2009, the number of disabled persons who were recognised as disabled for the first time started decreasing, i.e. in 2008, the number of these persons was 27 200; in 2009 – 22 800; in 2012 – 14 300; in 2013 and 2014 – 13 800 each year. Most often persons of working age are recognised as disabled due to malignant tumours, diseases of blood circulation system, connective tissue and skeletomuscular system diseases. The most severe disability is most frequently caused by tumours, diseases of the blood circulation system and mental and behavioural disorders. Mental and behavioural disorders, congenital developmental diseases, deformations, anomalies in chromosomes and diseases of the nervous system are the main causes of disability of children.

During reference period the number of persons receiving compensations for attendance (assistance) stabilised: in 2011 – 64 100, in 2012 – 58 300, in 2013 – 56 800, in 2014 – 56 000. The number of the disabled who were granted compensations for nursing expenses also stabilised: in 2011 – 38 600, in 2012 – 39 600, in 2013 – 39 200, in 2014 – 39 900 persons.

In 2014, 1 000 children received compensations for nursing expenses; 7 400 children received compensations for attendance (assistance) expenses.

Definition of disability

According to the Law on Social Integration of Persons with Disabilities of the Republic of Lithuania, disability is a long-term deterioration of health due to the disorder of bodily structure and functions, and adverse environmental factors, resulting in diminished participation in public life and decreased possibilities of functioning.

Assessment of disability was elaborated in the Republic of Lithuania for the definition of disability to embrace all types of disabilities, including psychosocial and mental disability, and to comply with the model of rights of persons with disabilities established in the Convention on the Rights of Persons with Disabilities, implementing guidelines of the World Health Organisation (hereinafter referred to as WHO). Legal acts regulating establishment of the levels of disability and incapacity to work were developed by integrating elements of the International Classification of Functioning, Disability and Health (hereinafter referred to as ICF), applying the bio-psychosocial model in assessment process. The new model on assessment of disability level introduced from 1 June 2012 based on the conceptual model adopted in 2007. WHO regulated classification (International Classification of Functioning, Disability and Health for Children and Youth) (hereinafter referred to ICF-CY). Implementation of the new model on disability level assessment added more objectivity to the procedures determining disability level, by considering not only medical criteria of children, i.e. functional disorders, but also special education needs and abilities to participate in daily physical, social and educational life with regard to the age groups of children.

Starting from 1 July 2005, when the new system on assessment of person's disability level came into effect, determining working capacity level integrated approach has been applied, assessing not

only medical (health condition) but also functional, professional and other criteria (such as, educational background, professional qualification, working experience and working skills, age and necessity for adaptation of physical, working and information environment) of a person, which affect person's working capacity. Starting from 1 July 2014, a questionnaire based on ICF has been included into person's working capacity assessment, which ensures application of integrated approach to assessment of working capacity level – not only health condition of a person reflects his/her working capacity level but also its impact on daily activities, person's independence and ability to keep social contacts, key activities of a person, such as: mobility, cognition, communication, self-care, daily activities.

In order to improve the procedure of determining special needs, a working group was formed in 2012 at the initiative of the Ministry of Social Security and Labour of the Republic of Lithuania, which prepared a draft procedure on determining the level of functioning of a person (LFP) and the description of criteria based on ICF elements. The proposed model on determining level of functioning of a person would essentially change the system of determining general initial special needs that is currently in effect.

Education

In accordance with The Regulations on Educating Pupils' with Special Educational Needs (hereinafter referred to as SEN) (2011), persons who have SEN due to intellectual disabilities are involved into Individualised Programme of Primary Education, Individualised Programme of Basic Education or into Social Skills' Training Programme.

After graduation of Individualised Programme of Basic Education the pupils can continue their education in vocation education programme which has to meet their SEN or to enter Social Skills' Training Programme. It is worth to mention that the programmes cover all age range of compulsory education (6-7 up to 21). Pupils with extensive special educational needs can study at designed general education schools up to 21 years of age.

According to the data from Pupils Register in 2014–2015 as many as 616 pupils graduated from Individualised Programme of Basic Education in general education schools (ordinary schools, not special ones). According to the same source in 2015– 2016:

- 229 (37,2 %) out of them are continuing their education in Social Skills' Training Programme in general education schools (an ordinary schools, not special ones)
- 210 (34,1 %) out of them are continuing education in vocational education and training establishments (but total number of students starting studies in vocational schools in 2015 is 497).
- The rest of the gradulators mentioned above – 177 (28,7 %) are not involved neither into general nor vocational education and training programmes. They are out of education system in Lithuania.

Vocational training

Vocational rehabilitation training covers also support at the workplace.

During 2011-2014 the total number of disabled people referred to the vocational rehabilitation programme was 3254 persons, of which 2013 finished the programme. The average indicator of employment of persons who became employed within six months after completion of the programme 2011-2014 is 58 per cent.

Starting from academic year 2014/2015 National education information system (ŠVIS) provides possibility to collect and analyse data about each student with special needs (according to national

data protection requirements), and to monitor their education continuity in vocational and higher education after his/her graduation from compulsory school.

When implementing the measure “Providing financial aids to disabled students”, financial support was further provided to disabled students in 2014. Following the Description of the Procedure for the Provision of Financial Aids to the Disabled Studying in Higher Schools⁸¹, the funds are allocated for meeting special needs of the disabled studying in higher schools (a monthly benefit in the amount of 0.5 basic social insurance pensions) and partially reimbursing for studies (a benefit in the amount of 3.2 basic social benefit once in a semester). In 2014, in accordance with the Procedure for the Provision of Financial Aids to the Disabled Studying in Higher Schools, support was provided to 1 021 disabled students attending 39 higher schools, including 920 (90 per cent) disabled students from 27 public higher schools and 101 (10 per cent) disabled students from 12 private higher schools. 1 021 disabled persons were paid benefits to meet special needs and 513 disabled persons were paid target benefits for partial reimbursement for study expenses.

Table 15.1.1. Students with special needs in general schools

Beginning of the academic year

2011–2012	2012–2013	2013–2014	2014–2015	
46,618	40,348	39,690	39,218	Total number of students with special needs in general schools
3,864	4,083	3,597	3,663	<i>of whom</i>
820	814	1,055	959	<i>those attending special schools</i>
41,934	35,451	35,038	34,596	<i>those attending special and catch-up classes in general schools</i>
11,9	10,8	11,1	11,4	<i>those integrated into general classes of general schools</i>
				<i>Proportion, compared to the total number of students, %</i>

Table 15.1.2. Students with special needs in special schools

Beginning of the academic year

2012–2013	2013–2014	2014–2015	
60	49	48	Special schools
4,083	3,597	3,663	Number of students
1,630	1,363	1,376	<i>Females</i>
2,453	2,234	2,287	<i>Males</i>
			Students with disabilities
1,395	1,604	1,650	<i>Mentally impaired</i>
75	75	68	<i>Vision impaired</i>
236	220	202	<i>Hearing impaired</i>
17	21	24	<i>With cochlear implants</i>
95	133	92	<i>With movement, posture and neurological disorders</i>
15	25	31	<i>With pervasive developmental disorders</i>
3	2	4	<i>Blind deaf-mutes</i>
1,774	1,241	1,319	<i>With complex and other disabilities</i>
			Students with disorders
22	7	-	<i>With learning disorders</i>
2	22	71	<i>With behavioural or/and emotional disorders</i>
129	88	1	<i>With speech and language disorders</i>
318	145	2	<i>With learning disorders</i>
-	11	197	<i>Other disorders</i>
			Students with learning difficulties
2	3	2	<i>With learning difficulties</i>

Table 15.1.3. Students with special needs in special schools by age
Beginning of the academic year

	2012–2013		2013–2014		2014–2015	
	<i>Total</i>	<i>of whom females</i>	<i>Total</i>	<i>of whom females</i>	<i>Total</i>	<i>of whom females</i>
Number of	4,083	1,630	3,597	1,363	3,663	1,376
<i>aged 5</i>	1	-	-	-	1	1
<i>aged 6</i>	5	2	7	2	4	1
<i>aged 7</i>	224	94	173	56	173	55
<i>aged 8</i>	267	115	217	81	235	79
<i>aged 9</i>	303	115	206	73	248	88
<i>aged 10</i>	305	123	247	71	227	75
<i>aged 11</i>	283	109	271	103	265	85
<i>aged 12</i>	304	114	292	110	293	114
<i>aged 13</i>	354	142	296	109	318	123
<i>aged 14</i>	394	148	371	152	335	125
<i>aged 15</i>	332	129	380	141	366	148
<i>aged 16 and over</i>	1311	539	1137	465	1198	482

Table 15.1.4. Disabled children and youth in special schools and special education centres with accomodation¹

At the end of the year

2011	2012	2013	2014	
37	30	30	29	<i>Special schools and special education centres</i>
1,753	1,315	1,247	1,099	<i>Residents</i>
726	510	479	418	<i>of whom females</i>

¹ Institutions providing social services with accommodation were included. Majority of children and youth with disability stayed at special schools and special education centres during weekdays, coming back to their families on weekends.

Table 15.1.5. Students with special needs in special and catch-up classes of general schools
Beginning of the academic year

2012–2013	2013–2014	2014–2015	
814	1,055	959	<i>Total number of students</i>
			<i>Students with disabilities</i>
401	595	495	<i>Mentally impaired</i>
1	1	1	<i>Vision impaired</i>
19	16	17	<i>Hearing impaired</i>
-	1	-	<i>With cochlear implants</i>
2	5	7	<i>With movement, posture and neurological disorders</i>
8	15	13	<i>With pervasive developmental disorders</i>
-	-	-	<i>Blind deaf-mutes</i>
373	375	382	<i>With complex and other disabilities</i>
			<i>Students with disorders</i>
-	-	-	<i>With learning disorders</i>
-	-	-	<i>With behavioural or/and emotional disorders</i>
10	7	11	<i>With speech and language disorders</i>
-	34	31	<i>With complex disorders</i>
-	4	1	<i>Other disorders</i>
			<i>Students with learning difficulties</i>
-	2	1	<i>With learning difficulties</i>

Table 15.1.6. Students with special needs integrated into general classes of general schools (full integration); Beginning of the academic year

2012–2013	2013–2014	2014–2015	
35,451	35,038	34,596	Total number of students
			Students with disabilities
3,051	2,657	2,553	<i>Mentally impaired</i>
69	105	85	<i>Vision impaired</i>
189	186	177	<i>Hearing impaired</i>
48	50	50	<i>With cochlear implants</i>
			<i>With movement, posture and neurological disorders</i>
526	556	551	<i>With pervasive developmental disorders</i>
187	191	232	<i>Blind deaf-mutes</i>
20	-	-	<i>With complex and other disabilities</i>
...	944	759	
			Students with disorders
9,334	7,050	6,482	<i>With learning disorders</i>
			<i>With behavioural or/and emotional disorders</i>
624	465	451	<i>With speech and language disorders</i>
17,224	17,345	17,228	<i>With complex disorders</i>
3,744	5,090	5,624	Students with learning difficulties
435	399	404	<i>With learning difficulties</i>

Table 15.1.7. Students with special needs integrated into general classes of general schools by levels of special needs; Beginning of the academic year

2012–2013	2013–2014	2014–2015	
35,451	35,038	34,596	Total number of students integrated into general classes of general schools
			<i>of whom with special needs</i>
21,284	20,639	19,616	<i>minor</i>
10,536	10,641	10,992	<i>moderate</i>
3,631	3,758	3,988	<i>major and severe</i>

Table 15.1.8. Students with a disability in educational institution

Beginning of the academic year

2011 -2012;	2012–2013	2013–2014	2014–2015	
994	1,108	1,332	1,334	<i>Vocational school</i>
352	520	597	410	<i>College</i>
				<i>University</i>
				<i>(Bachelor's programmes)</i>
467	459	423	367	

There are 47 special purpose schools in Lithuania. The number of special schools is gradually reduced (e.g. in the beginning of 2010–2011 school year, there were 62 special schools) by opening special classes. In order to provide pupils with special educational needs with a possibility to study with their peers, they attend general education schools near their place of residence.

ARTICLE 15, PARAGRAPH 2

Paragraph 2 - Employment of persons with disabilities

Employment of persons with disabilities

On 1 January 2015, there were 11,074 persons with disabilities registered in the territorial labour exchange offices. In January – December 2014, 2,854 persons with disabilities, or 5% of all disabled persons, were referred to take part in active labour market policy measures. During 2014, 5,253 persons with disabilities found job, 84% of all employed persons with disabilities found permanent employment.

According to the Law on Social Integration of the Disabled, disabled whose capacity for work is rated at 0-25 % or have severe disability are considered to be persons who were recognized as having incapacity for work.

Person, registered at a territory labour exchange, that matches the unemployed definition can get an unemployed status. For others, who does not match the unemployed definition the job seeker's status could be given. The unemployed definition determines, that the unemployed is a person capable for work. In consideration to that, the unemployed status can not be given to disabled whose capacity for work is rated at 0-25 % or has severe disability.

Anti-discrimination legislation

Public Employment services do provide reasonable accommodation.

According to the **Law on Social Enterprises** in order to reimburse the expenses incurred by social enterprises to train the employees who are attributed to the target groups, a subsidy may be granted to these enterprises. The training must be carried out in order to improve the qualification of employees required for the operation of a social enterprise.

With a view to reimbursing the expenses incurred by disabled social enterprises and intended to eliminate the obstacles arising due to the disability of a disabled employee and preventing the employee from accessing his workplace or the rest rooms of the enterprise, a subsidy shall be granted for the adaptation of the work environment of disabled employees, production premises and rest rooms.

As an assistant (sign language interpreter) is required to help disabled employees, having severe or moderate disability or the disabled employees whose capacity for work does not exceed 40% or who are rated as having high- or medium-level special needs to perform their work functions, a subsidy shall be granted for the reimbursement of such expenses.

Also a subsidy for the creation of a workplace and the adjustment of a workplace to a disabled employee and for the reimbursement of expenses on the acquisition or adjustment of his work equipment may be granted when these expenses are required to eliminate the obstacles within an enterprise arising due to the disability of employees and preventing him from performing work functions.

With a view to reimbursing the additional administrative expenses of social enterprises of the disabled incurred due to the work of disabled employees, a subsidy for the reimbursement of additional administrative expenses shall be granted.

Where a social enterprise organises transportation to and from work of its disabled employees having severe or moderate disability or of the disabled employees whose capacity for work is rated at 0-40% or having high- or medium-level special needs, also delivery to and from home of the materials, parts, products, etc. required for work at home of the disabled employees upon

conclusion of outwork contracts with them, this enterprise may be granted a subsidy for the reimbursement of the fuel expenses incurred by it.

Differently from the Law on Support for Employment, state support provided for in the Law on Social Enterprises is granted also to the disabled of retirement age.

In 2014, Lithuania had 141 social enterprises, including 66 social enterprises ran by persons with disabilities. During 2014, 2,635 workers with disabilities were newly-employed in social enterprises. In 2014, the total number of persons with disabilities employed in social enterprises was 5,078. State support granted to social enterprises in 2014 amounted to EUR 15,6 million.

According to the **Law on Support for Employment Support** state support are provided to the employers who are creating new jobs or adapting the already existing workplaces to the disability of the unemployed person and employing unemployed persons under an open-ended contract of employment. The employers must cover a part of the expenses related to the creation (adaptation) of one workplace and maintain one created (adapted) workplace for at least 36 months from the employment of persons sent by local labour exchange offices.

The Law on Support for Employment provides for active measures of the labour market policy aimed at providing possibilities for persons with disabilities willing to integrate into open labour market to receive necessary support and help, and to promote employers' social responsible and self-awareness.

Also according to both above mentioned laws, employer could get a wage subsidy employing unemployed or people from target groups of the persons employed in social enterprises.

There are no limitations for how many persons with disabilities could be given financial support.

Subsidised employment is organised for persons with disabilities in order to create special conditions for them to sustain their employment or to consolidate their positions on labour market. Employers who have recruited the disabled are paid a monthly subsidy for partial compensation of the work pay of every employed individual as well as of employer's mandatory state social insurance contributions calculated with regard to this work pay.

During 2014, 963 persons with disabilities were employed through subsidising, the average expenses per person were LTL 3,075.5.

Subsidised job creation is organised to support indefinite term employment of people with disabilities, by creating new or adjusting existing workplaces for people with disabilities. Support is granted to employers by paying subsidy and compensating a part of job creation (adjustment) expenses.

During 2014 the support in the amount of 4,714.3 was granted to subsidised job creation, 142 jobs were created.

Self-employment support. For people with the severe disability, who are willing to start their own business, self-employment support is organised and all self-employment creation expenses are covered. Subsidy is also granted to cover partially business certificate acquisition expenses.

During 2014, LTL 1,354.80 was granted to support self-employment, including LTL 1,062.80 to people with disabilities, 42 jobs were created, including 30 for persons with disabilities with

maximum 40% working level established. The amount of LTL 236,400 was assigned to cover business certificate acquisition expenses.

In addition to the above-mentioned active labour market policy measures, people with disabilities have an opportunity to take part in the measures supporting vocational education and training, acquisition of occupational skills, supporting job rotation, public works, territorial mobility of unemployed.

Action Plan for 2016-2018 for Implantation of National Program for Social Integration of Persons with Disabilities in 2013-2019 was adopted by Order of Minister of Social security of Labour of 25 June 2015. Action plan covers all main governmental sectors. Most of measures are of ministerial level (education, health protection, public procurement, environment, culture and etc.) and some of them like social rehabilitation services, house adaptation, sports activities are on municipal level and some of them like social rehabilitation, physical activity are actions on nongovernmental organisations level. All actions in all sectors were discussed with representatives from different sectors and agreed to be implemented. Each year ministries are obliged to submit their reports about implementation of measures according action plan to Department for Affairs of Disabled Persons under the Ministry of Social Security and Labour (coordinating institution of implementation of Action plan).

ARTICLE 15, PARAGRAPH 3

Paragraph 3 - Integration and participation of persons with disabilities in the life of the community

Anti-discrimination legislation and integrated approach

The provisions of the UN Convention on the Rights of Persons with Disabilities are implemented through the **National Programme for Social Integration of the Disabled 2013–2019** and the **Plan of Implementing Measures 2013–2015**. The Plan aims at ensuring protection of the rights and fundamental freedoms of the disabled with different disabilities without discrimination on the grounds of their disability and creating favourable conditions for the improvement of the social integration process. Social integration of the disabled and the quality of their life in society are ensured through measures such as adaptation of housing, payment of target compensations, support for disabled students, provision of technical aids, and promotion of tolerance. The projects of social rehabilitation services in the community and support of association activities, targeted at the integration of the disabled, are financed. When implementing the projects, accessibility of services to the disabled is developed, self-sufficiency of the disabled is enhanced, and the role of the non governmental sector is strengthened.

Technical aids

The Centre of Technical Aid for the Disabled under the Ministry of Social Security and Labour (hereinafter referred to as Centre) supplies technical aids to Lithuanian residents with movement, visual and hearing disorders. As of 2010 the persons would be obliged also to cover 10% of costs of quadricycles, electrical wheelchairs, walkers with table, hand-held digital magnifiers, portable braille notes, commode chairs, talking and magnifying software for PC, electronic babysitters, radio and TV receivers.

In 2014 total number of delivered technical aids was 45098 items for 34.1 thousand people (total annual expenditure 7922,0 thousand LTL (2294,3 thousand Euros). The Centre paid 1785 compensation annual expenditure 2146,7 thousand LTL (622,0 thousand Euros), delivered 41560 items of mobility technical aids annual expenditure 6609,0 thousand LTL (1911,75 thousand Euros), delivered 3215 items of visual assistive products annual expenditure 359,5 thousand LTL (104,12 thousand Euros) and 323 items of hearing aid, annual expenditure 48,3 thousand LTL (14,08 thousand Euros) paid for repairing of mobility assistive aids. 576,1 thousand LTL (total expenditure 167,0 thousand Euros).

In 2014, the implementation of the measure “Acquisition and provision of technical aids for disabled people” of the programme “Social Integration of the Disabled” continued. The measure has been implemented not only by providing the disabled with technical aids (hereinafter referred to as TA), but also by repairing them. Fulfilment of these functions has been assigned to the Centre. The purpose of the Centre is to ensure the implementation of measures for social integration of the disabled, activities and projects aimed at improving medical, social and vocational rehabilitation of disabled people, and to guarantee the provision of TA for residents to meet special needs.

Communication

Under the **Plan of Measures of Provision of Services of the Lithuanian Sign Language Interpreters 2013–2017** main activities are related with deliverance of sign language interpretation services and improvement of services quality by training of interpreters, improving information accessibility for deaf people, for example, interpreting TV programs. Implementing those measures, interpreting services were provided to 759 deaf people; 223 persons were taught the sign language;

sign language training programmes as well as training and educational publications were prepared. 8 projects of financing the publishing and circulation of periodical publications for the disabled were selected by tender and implemented by 4 associations of the disabled and 4 public institutions. Total expenditures for measures of mentioned action plan was 172,3 thous. Euros in 2014.

Housing

When implementing the measure “**Adapting housing for persons with disabilities**”, housing was adapted for the disabled. Buildings that were relevant to the disabled were discussed in the information system “Infostatyba” and approved in construction completion commissions. Housing adaptation projects were implemented following the **Description of the Procedure for Financing Housing Adaptation for People with Disabilities 2013–2015**. When implementing the measure, works of adaptation of housing for the disabled were carried out, information on housing adaptation was collected, accumulated and disseminated, and associations of the disabled were involved in the control and supervision of the implementation of housing adaptation.

Housing adaptation expenses are covered from state and municipal budgets in parts: 80 per cent from the state budget and at least 20 per cent from the municipal budget for persons with very severe and severe movement and self-service dysfunctions; 50 per cent from the state budget and 50 per cent from the municipal budget for persons with moderate movement and self-service dysfunctions. In 2014, the works of adaptation of housing to the disabled were performed in 57 municipalities. 236 pieces of housing were adapted for the needs of the disabled, including 124 pieces of housing for persons with very severe movement and self-service dysfunctions, 83 pieces of housing for persons with severe movement and self-service dysfunctions, and 29 pieces of housing for persons with moderate movement and self-service dysfunctions.

Houses (dwellings) were adjusted for needs of physically disabled persons in year 2013-2015 following Housing adaptation funding roles, approved by Order No. A1-137 of Minister of Lithuanian Social Security and Labour on 27th of March 2013. Total funds from state budget were 2,526.2 thousand LTL (731,5 thous. Euros) for 2014. Expenditures on housing adaptation are covered by the state and municipal budgets 100 percent. There were adjusted 236 dwellings.

Culture and leisure

People with disabilities are welcomed to visit state cultural institutions (museums, theatres, etc.) free of charge or with discount.

Performances are adapted for people with special needs in the national drama theatres. Lithuanian museums exhibitions are adapted for people with disabilities as well: installed audio guides and video guides, labels of the exhibits written in Braille, touchable temporary and permanent exhibitions and many other means, which enable people with special needs to get to know national cultural heritage and makes collections of the museums accessible for them.

The Law on Copyright and Related Rights of the Republic of Lithuania allows natural and legal persons approved by the Government authorised institution representing the interests of persons with a disability, when they act for non-commercial purposes, to use a work lawfully published or communicated to the public in such manners: to reproduce, publish, adapt and communicate to the public, including the making available to the public of a work via computer networks (on the Internet), an audio version (also in electronic form) and a Braille version of the work; to reproduce, publish, adapt and communicate to the public, including the making available to the public of a

work via computer networks (on the Internet) the works specially adapted for the persons with intellectual and reading impairments (transformation of works by simplifying lexis, grammar and (or) morphology, or by shortening the text, i.e. in such a manner as to make the works perceivable by persons with such impairments).

Public libraries are accessible for peoples with disabilities. Many of them are equipped with computers for people with disabilities. Moreover blinds and tender-eyed are able to use information on the Internet with the compensatory aid equipment in the public libraries. The main tasks of the Lithuanian Library for the Blind are: to meet the literary and information demands of the Lithuanian blind, visually impaired and other print disabled people; to contribute more actively to the educational, cultural and rehabilitation processes of the blind. In order to meet these tasks, the Lithuanian Library for the Blind forms a universal stock of special literature, consisting of talking books, books in braille and print, periodical publications, music, digital material and tactile books. The Lithuanian Library for the Blind is also a publishing institution: it produces talking books, periodicals and typological material in braille and large print.

Social rehabilitation services include services for active life and being occupied of persons with disabilities. Various sports trainings, workshops, competitions, sports events were attended and services received by 4222 persons, including 3808 persons with disabilities, 410 disabled children and 414 families in 2014. 774 persons with disabilities out of 1930 were employed due to projects of social rehabilitation.

ARTICLE 18: THE RIGHT TO ENGAGE IN A GAINFUL OCCUPATION IN THE TERRITORY OF OTHER PARTIES

ARTICLE 18, PARAGRAPH 1

Paragraph 1 - Applying existing regulations in a spirit of liberality

In 2012, after adoption of the Law on Amending Articles and Annex of the Republic of Lithuania Law on the Legal Status of Aliens, *Council Directive 2009/50/EC of 25 May 2009 on the Conditions of Entry and Residence of Third-Country Nationals for the Purposes of Highly Qualified Employment* was transposed into the Lithuanian Law. In the law a list of the grounds for issue of temporary residence permits for an alien was supplemented with the new ground where an alien who *intends to perform a job requiring high professional qualification* according to the provisions of Article 441 of this Law. Pursuant to the new provisions of the Law, as regards an alien as an employee with high professional qualification, as of 1 January 2013 the Lithuanian Labour Exchange only shall make a decision on whether an alien's work meets the demands of the labour market of the Republic of Lithuania and notify the Migration Department under the Ministry of the Interior. A decision on issue of *temporary residence permit* (according to Directive 2009/50/EC – blue card) to an alien shall be made by the Migration Department. It is to be noted that an alien intending to perform a job requiring high professional qualification must have a higher education degree and during the period of validity of the temporary residence permit in Lithuania his/her wages according to the employment contract must be not lower than 2 rates of the national average monthly gross earnings which were most recently published by the Lithuanian Department of Statistics.

Thus, by the Order of the Minister of Social Security and Labour there was approved the Description of the Procedure for Making a Decision on Compliance of an Alien's Work Requiring High Professional Qualification with the Demands of the Labour Market of the Republic of Lithuania. It governs the criteria of establishing the demand for the work of an alien who is a third-country national requiring high professional qualification in the labour market of Lithuania, the evaluation of the demand and the procedure for making a decision on compliance of the work of such alien with the demands in the labour market by the Lithuanian Labour Exchange.

Table 18.1.1. Issued Blue cards for foreigners with high professional qualification 2013-2014

2013	40
2014	154, of them: 94 - issued, 58 - changed

Source: Migration department under the Ministry of the Interior of the Republic of Lithuania

The majority of Lithuanian residents are Lithuanian nationals. The table below presents information about Lithuanian residents by citizenship in 2011-2014.

Table 18.1.2. Population by citizenship

Citizenship	2011 (thousand)	2012 (thousand)	2013 (thousand)	2014 (thousand)
Belorussian	3,4	3,0	2,7	2,3
American	0,3	0,3	0,2	0,1
Latvian	0,5	0,5	0,6	0,7
Polish	1,1	1,1	1,2	1,2
Lithuanian	3028,4	2978,6	2947,9	2920,1
Russian	10,8	10,5	10,4	10,3
Ukrainian	2,1	1,9	1,8	1,7

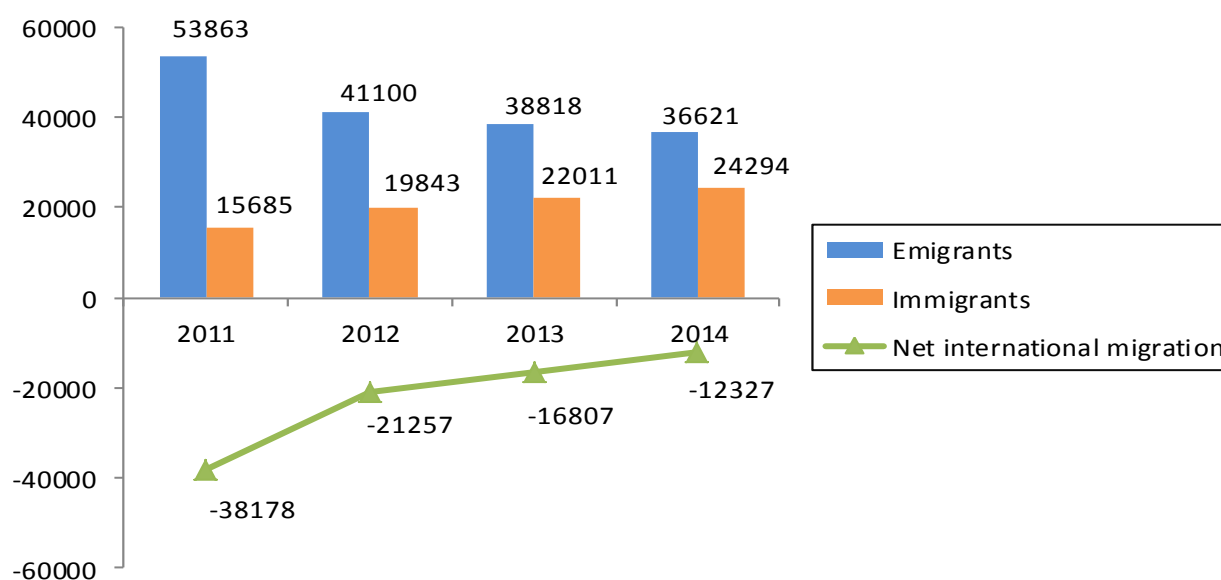
Citizenship	2011 (thousand)	2012 (thousand)	2013 (thousand)	2014 (thousand)
German	0,4	0,3	0,3	0,4
Without citizenship	2,5	2,3	2,0	1,8
Total	3052,6	3003,6	2971,9	2943,5

The trends of international migration in Lithuania are primarily linked to the country's economic situation. During the reference period, the emigration of the Lithuanian population remained one of the biggest threats to the country's demographical development, economic growth and preservation of cultural integrity. In 2011-2014, net international migration was negative.

Table 18.1.3. International migration

	2011	2012	2013	2014
Emigrants	53863	41100	38818	36621
Immigrants	15685	19843	22011	24294
Net international migration	-38178	-21257	-16807	-12327

Fig. 18.1.4. International migration



The number of immigrants from other states in Lithuania is increasing. The majority of people come from the United Kingdom and Ireland.

Table 18.1.4. Immigrants by previous place (country) of residence

Previous place (country) of residence	2011	2012	2013	2014
Ireland	1837	2234	2167	2165
Belarus	399	508	607	667
Spain	740	919	831	781
United Kingdom	6385	8199	9128	9184
United States	498	546	508	622
Norway	1171	1471	1750	1979
Russia	759	936	1206	1886
Ukraine	229	434	505	1204
Germany	682	901	1116	1229
Total	15685	19843	22011	24294

According to statistics, the majority of persons who immigrated to Lithuania are Lithuanian citizens. For instance, in 2014, Lithuanian nationals totalled 19 528 persons (80,4% of the people who immigrated to Lithuania), in 2013, their number was 18 975 (86,2%), followed by 17 357 persons (87,5%) in 2012 and 14 012 persons (89,3%) in 2011.

Table 18.1.5. Immigrants by citizenship

Citizenship	2011	2012	2013	2014
Belarus	255	363	486	520
USA	32	28	18	31
Lithuania	14012	17357	18975	19528
Russian Federation	248	526	774	1496
Ukraine	145	377	413	1120
Stateless	10	8	8	22
Total	15685	19843	22011	24294

The majority of Lithuanian residents left for the English speaking member states of the EU, namely the United Kingdom and Ireland.

Table 18.1.6. Emigrants by next place (country) of residence

Next place (country) of residence	2011	2012	2013	2014
Ireland	5587	3523	3302	3075
Spain	1948	1226	1058	937
United Kingdom	26395	19857	17895	16768
United States	1788	1451	1292	1054
Norway	3814	3178	3005	2631
Russia	1100	932	1111	1275
Germany	3745	3230	2972	2906
Total	53863	41100	38818	36621

Table 18.1.7. The number of work permits issued to foreigners to work in the Republic of Lithuania

	2011	2012	2013	2014
Under employment contracts	2359	3079	3487	4638
Seconded workers	205	224	159	202
Permit extensions	763	1324	1390	542
Total	3327	4627	5036	5382

Table 18.1.8. The reasons for a refusal to extend a work permit

	2011	2012	2013	2014
Total refusals to extend a work permit:	2	2	4	2
Reasons for refusal:				
– no production necessity	2	2		
– employer didn't meet the requirements stated in the legislation			4	2
Total refusals to issue a work permit:	25	20	78	28
Reasons for refusal:				
– employer didn't meet the requirements stated in the legislation	11	3	3	9
– employment of a foreigner didn't meet the needs of Lithuanian labour market, when local labour exchange office offers an employer a suitable and qualified worker, who doesn't need a work permit, and an employer unreasonably refuses to employ him into the registered job vacancy	11	7	8	6
– employee (foreigner) didn't have a required 2 years of work experience over the last 3 years	2	0	0	0
– employee's (foreigner's) qualification didn't meet the requirements and the nature of a future job	0	1	1	0
– employer presented inaccurate, incomplete or improper data, not all documentation	1	6	66	2
– the period of employee's secondment ended	0	3	0	0
– employer's enterprise had periods of over 3 months during which salary, stated in work contract, wasn't paid or the payment was lower, there were downtimes, unpaid leaves, etc.	0	0	0	11

ARTICLE 18, PARAGRAPH 4

Paragraph 4 - Right of nationals to leave the country

No information was provided by the relevant authority concerning the important amendments in this reference period.

ARTICLE 20: THE RIGHT TO EQUAL OPPORTUNITIES AND EQUAL TREATMENT IN MATTERS OF EMPLOYMENT AND OCCUPATION WITHOUT DISCRIMINATION ON THE GROUNDS OF SEX

In 2012 the Law on Equal Opportunities for Women and Men was amended by the Article 6¹ which foresees the actions of an employer or an employer's representative that shall be treated as violating equal rights for women and men, because of a person's sex, if he/ she:

- 1) applies to a person less (more) favourable terms of recruitment, transfer to another post or payment for the same work or for the work of equivalent value;
- 2) in organising work, creates worse (better) working conditions for an employee;
- 3) imposes a disciplinary penalty on an employee, changes the working conditions, transfers him to another job or terminates the employment contract;
- 4) persecutes an employee, a representative of an employee or an employee who is testifying or providing explanations about the complaint or another legal procedure concerning discrimination on grounds of sex.

In 2015 the analysis of Compliance of Job Evaluation Methodology to the Directive on the Implementation of the Principle of Equal Opportunities and Equal Treatment of Men and Women in Matters of Employment and Occupation (hereinafter – the Directive) was conducted. The analysis sought to evaluate the implementation of the principle of equal pay for men and women for equal work according to the Directive's requirements in Lithuania and to recommend measures, including but not limited to the revision of job evaluation methodology, leading to more effective implementation of the equal pay principle, prevent pay discrimination, and to address the prevailing gender pay gap.

The implementation of the National Programme on Equal Opportunities for Women and Men 2010 – 2014

The National Programme of Equal Opportunities for Women and Men 2010-2014 was developed in 2010 and approved by Resolution No. 530 of the Government of the Republic of Lithuania. Specific measures have been established to pursue the objectives and goals of the Programme, responsible bodies have been identified, deadlines established, the need for funds and expected results have been provided for. All of this has been laid down in the Implementation Plan of the National Programme of Equal Opportunities for Women and Men 2010-2014 approved by Order No. A1-323 of the Minister of Social Security and Labour of the Republic of Lithuania of 7 July 2010. The main tasks of the Programme have been provided for in the following fields: employment, education and science, health care, environmental protection, national defence, decision-making, European Union and international co-operation, development of gender mainstreaming mechanisms and methods. In 2010, a number of ministries were involved in implementing the measures of the Programme to achieve the following goals of the Programme:

- Improvement of opportunities for women and men returning to the labour market, for example, after the childcare leave;

- Increasing opportunities for women, rural women in particular, to start up a business, to improve their vocational skills;
- Ensuring constant public education and awareness-raising about the impact of healthy lifestyle on life expectancy and the consequences of health-damaging conduct;
- Encouraging to address specific health problems of women and men; ensuring opportunities for preventive examination of cervical cancer, breast cancer, prostate cancer;
- Promoting local authorities to take action ensuring equal opportunities for women and men;
- Raising qualifications of civil servants on gender equality issues;
- Development of good quality statistical information necessary for a well-based analysis of differences between a situation of women and men.

The majority of them were implemented in the areas of employment, development of mechanisms and methods for the implementation of equal opportunities for women and men, fulfilment of EU and international obligations, and health care. Programme implementation measures were financed from general appropriations allocated to ministries and institutions implementing the Programme. While implementing Programme measures, intensive cooperation with women's non-governmental organisations was pursued in 2014.

During 2014, the gender pay gap in industrial, construction and service enterprises, except for public administration and defence, accounted for 14.8%. In 2014, the average hourly gross salary was EUR 3.66 of women and EUR 4.30 of men.

The gender pay gap in the private sector was bigger than in the public sector and made up 16.4% (as compared to 15.6% in the public sector) in 2014. During the same year, the biggest gender pay gap was among employees aged 35-44 (accounting for 19.4%).

Table 20.1. Gender Pay Gap¹ by Sector, %

	Whole economy ²	Public sector ²	Private sector
2011	11.9	12.1	16.0
2012	12.6	13.3	16.1
2013	13.3	13.3	15.8
2014	14.8	15.6	16.4

Table 20.2. Gender Pay Gap¹ by Age of Employees², %

	Total by age	Less than 25	25-34	35-44	45-54	55-64	65 and more
2011	11.9	5.8	9.7	16.6	13.1	8.9	4.2
2012	12.6	6.6	10.5	17.3	13.9	9.7	5.0
2013	13.3	7.3	11.2	17.9	14.6	10.4	5.7
2014	14.8	9.0	12.7	19.4	16.1	12.0	7.4

Table 20.3. Gender Pay Gap¹ by Economic Activity, %

	2011	2012	2013	2014
B-S Industry, construction and services	11.6	12.0	12.5	13.7
B-S(-O) Industry, construction and services	11.9	12.6	13.3	14.8

¹ Gender pay gap is the difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings. The indicator is calculated in enterprises, institutions and organizations with 10 and more employees.

² Industry, construction and services, except public administration, defence, compulsory social security.

	2011	2012	2013	2014
(except public administration, defence, compulsory social security)				
B–N Business	16.7	16.6	16.3	16.8
B Mining and quarrying	2.4	3.6	5.6	3.7
C Manufacturing	26.9	26.6	25.7	25.2
D Electricity, gas, steam and air conditioning supply	10.1	10.3	9.4	9.4
E Water supply; sewerage, waste management and remediation activities	12.3	12.3	11.7	11.9
F Construction	0.4	-1.3	-2.2	0.9
G Wholesale and retail trade; repair of motor vehicles and motorcycle	19.3	20.2	-2.3	23.0
H Transportation and storage	-2.4	-4.0	-5.8	-6.3
I Accommodation and food service activities	15.3	13.1	11.3	14.8
J Information and communication	25.7	26.4	27.8	28.8
K Financial and insurance activities	40.8	40.0	39.9	39.9
L Real estate activities	14.7	13.0	12.8	11.2
M Professional, scientific and technical activities	15.3	14.6	19.8	17.4
N Administrative and support service activities	9.5	9.9	8.8	8.6
O Public administration and defence; compulsory social security	6.2	4.5	3.6	2.5
P Education	-1.8	-0.7	-0.3	2.5
Q Human health and social work activities	22.8	24.6	22.3	23.6
R Arts, entertainment and recreation	16.7	15.1	15.8	16.0
S Other service activities	23.1	25.3	20.9	23.7

The wage of men exceeds the wage of women in all economic activities, except transportation and storage. In 2014, the wage of men in transportation and storage was lower (by 6.3 %) than that of women.

State Labour Inspectorate of the Republic of Lithuania in 2014 prepared and published detailed information about guarantees and protection of employees raising children: information about guarantees for pregnant woman, maternity and parental leave, additional rest periods for women who have recently given birth or breast-feeding women. This information was widely spread through the most known internet portals and other media.

During the period 2011 – 2014 State Labour Inspectorate of the Republic of Lithuania did not receive any complaints regarding infringements of equal opportunities of men and women.

ARTICLE 24: THE RIGHT TO PROTECTION IN CASES OF TERMINATION OF EMPLOYMENT

The article 129 of the Labour Code of the Republic of Lithuania was amended:

- The provision was added that an employment contract may be terminated on economic, technological grounds or due to the restructuring of the workplace, as well as for other similar valid reasons, as well as sets in the Labour Code and other laws.

- A legitimate reason to terminate employment relationships can't be the intention to have a child (children).

- An exception was introduced that contracts can be terminated for personal professed religion, faith or belief only in case employee works in active religious communities, communities or centres and the requirement of the employee's religion, faith or belief is a genuine, legitimate and justified according to the religious communities', associations' or centres' ethos.

The paragraph 2 of the article 140 of Labour Code, which provides that upon the termination of the employment contract under Article 129 and paragraph 1(6) of Article 136 of the Labour Code, the dismissed employee which worked in the state or municipal agency, funded by the state or municipal budget of the State Social Insurance Fund or other public funds created funds, state or municipal enterprise, public institution owned by the state or municipality, or the Bank of Lithuania, shall be paid a severance pay in the amount of his average monthly wage taking into account the continuous length of service of the employee concerned at that workplace one month after the dismissal of the employee's daily and paid monthly in equal instalments. Severance allowance is stopped if the person begins to work in public servant or shall be recruited at the state or municipal agency, funded by the state or municipal budgets, State Social Insurance Fund or other public funds established by the state or municipal enterprise, public agency, which owned by the state or municipality, or the Bank of Lithuania.

Disputes related to the termination of the employee's labour contract due to age are also dealt in court. The Supreme Court of Lithuania in 8 June of 2012 in civil case No. 3K-3-290/2012 noted that lower courts had also to examine properly the discrimination in relation to the employee's age, although the employee's labour contract was terminated on the ground of restructuring of the company.

Table 24.1. Statistical information of termination of employment contracts

	2011	2012	2013	2014
Complaints and inquiries related to labour law:	16585	15784	10519	11106
complaints related to the termination of employment	784	441	292	193
inquiries related to the termination of employment	2109	2669	2305	2362

ARTICLE 25: THE RIGHT OF WORKER TO THE PROTECTION OF THEIR CLAIMS IN THE EVENT OF THE INSOLVENCY OF THEIR EMPLOYER

During the reference period on 19 June 2012 the Parliament of the Republic of Lithuania had amended the Law on the Guarantee Fund (Recast) which came into effect on 1 January 2013. The law established a better regulation in order to simplify the calculation of allowances from the Guarantee Fund and to speed up the allowances allocation process.

The amendments of the Law on the Guarantee Fund should have enabled to shorten the submission and processing time of applications almost by a half. In order to ensure employees right to receive their remuneration, the law established a clear deadline from which the allowances would not be paid. These changes provided a possibility to receive a monetary compensation for a higher number of employees. Taking into account that the Law on Personal Bankruptcy which was adopted in 10 May 2012 and established a possibility for natural persons to initiate bankruptcy proceedings, it was established in the Law on the Guarantee Fund (Recast) that the employees of natural persons who initiated bankruptcy proceedings could also receive monetary compensation. The provisions concerning the allowances for workers from the other member states were revised as well in the Law on the Guarantee Fund.

According to the law amendments the Regulations of the Guarantee Fund were changed in order to ensure a better protection of workers claims in the event of the insolvency of their employer, inter alia, provided a possibility to receive allowances for persons who do not have an account in credit institution.

In Lithuania the average time to satisfy workers' claim in case of insolvency of their employer has decreased: in 2011 it was 6,9 month, in 2012 – 1,5 month, in 2013 – 0,9 month and in 2014 the time to satisfy workers' claim remained the same as in previous year (0,9 month). Therefore we believe that this period is not excessive any more and Lithuania is in conformity with Article 25 “Right of workers to protection of their claims in the event of the insolvency of their employer”.

Please note, that in 2010 the average time to satisfy workers' claim in case of insolvency of their employer was excessive due to the consequences of had financial crisis in Lithuania when bankruptcy proceedings increased significantly.

ARTICLE 4: THE RIGHT TO A FAIR REMUNERATION

ARTICLE 4, PARAGRAPH 2

Information required on Conclusions 2014

In order to increase employment, improve labour relations, enhance social insurance and fight against poverty, Lithuanian social model of enhanced sustainability is being developed by the Ministry of Social Security and Labour and scientists. The draft legal acts regulating labour relations, state social security and employment (job creation) were submitted to the Seimas. The Draft Labour Code was submitted to the Ministry of Social Security and Labour on 15 December 2014. The Draft Labour Code has been discussed in the Seimas in the main Committee on Social Affairs and Labour since 11 November 2015.

The Draft Labour Code proposed to narrow the special cases when overtime work is not reimbursed. It proposes that the head of a legal person shall dispose of his or her working time at his or her own discretion without violating the requirements for the maximum working time and the minimum rest period, as set out in the labour law norms. As at present, such work on rest days and public holidays and overtime work is recorded and is not additionally paid for. The same regulation is applicable to managers of branches and representative offices. The part of the these persons shall not constitute more than 20 percent of the average number of employer's employees. **However, the Labour Code does not permit the application of this exemption in respect of the other managing employees.**

ARTICLE 6: THE RIGHT TO ORGANISE

ARTICLE 6, PARAGRAPH 2

Upon application, the Ministry of Social Security and Labour registers collective agreements concluded on the state (national), sectoral (production, service, occupational) and territorial (municipal, county) levels, where parties are trade unions and employers' organisations.

Within the framework of the 2007–2013 Operational Programme for the Development of Human Resources in Lithuania, Priority 1 “High Quality Employment and Social Inclusion”, Measure VP1-1.1-SADM-02-K “Promotion of Social Dialogue”, projects financed by the European Social Fund and co-financed by the state budget of the Republic of Lithuania have been underway. Under these projects more territorial and sectoral collective agreements have been concluded. From the end of 2012 until November 2015, the Ministry of Social Security and Labour registered 30 territorial collective agreements (between the Confederation of Trade Unions of Western Lithuanian Constructors and Designers and the Association of Western Lithuanian Construction and Design Company Group; Kaunas Regional Centre of the Lithuanian Confederation of Trade Unions and Kaunas Chamber of Commerce, Industry and Crafts; Šiauliai County Trade Union “Solidarity” and Šiauliai Chamber of Commerce, Industry and Crafts; Panevėžys Coordination Council of Trade Unions and Panevėžys Chamber of Commerce, Industry and Crafts; trade unions of small and middle-sized businesses of Vilnius County and Vilnius Chamber of Commerce, Industry and Crafts and other ...) and 16 sectoral collective agreements (between Lithuanian Medical Workers' Trade Union and the Association of Companies of Medical Services; Federation of Lithuanian Forestry and Forestry-Based Industry Workers' Trade Unions and the General Forestry under the Ministry of Environment; Lithuanian Cultural Workers' Trade Union and the Ministry of Culture of the Republic of Lithuania; Association of Lithuanian Wood Industry Companies “Lietuvos mediena” and the trade union of workers of Lithuanian furniture and wood processing companies (Lithuanian wood industries) and other...). The agreements address issues of work pay, social partnership support, additional employment support and the matters of health and safety at work.

Pursuant to the current provisions of the Labour Code, companies' collective agreements are not registered, and no data about the exact number of collective agreements are available.

During 2014, inspectors of the State Labour Inspectorate carried out inspections of 10,582 companies and their structural subdivisions (17,600 companies were inspected in 2007, 15,859 companies were check in 2008, 15,935 companies were examined in 2009, 12,411 – in 2010, 12,325 – in 2011, 9,926 – in 2012, and 10,069 companies in 2013) (data on the number of companies inspected by the State Labour Inspectorate in 2007–2014 are presented in Figure 6.2.1. below).

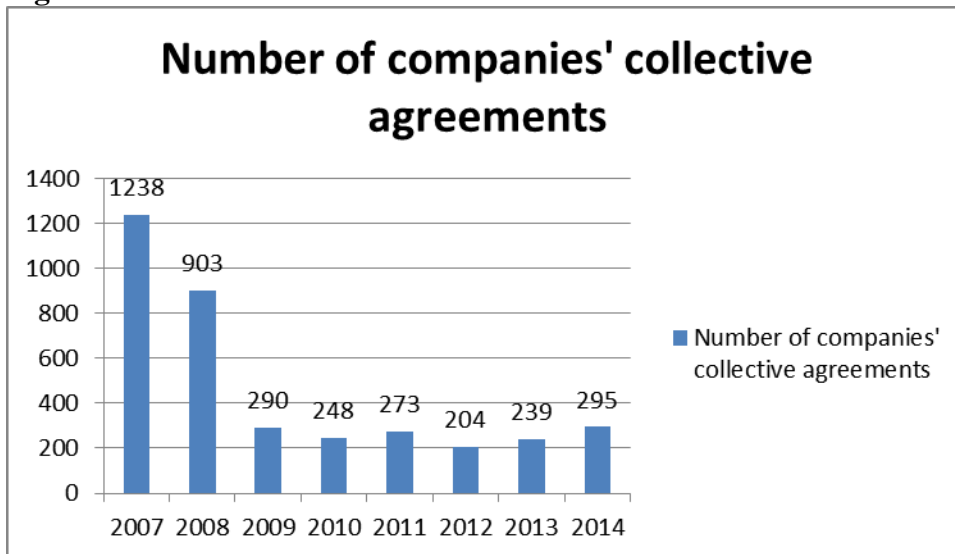
Figure 6.2.1.



Data of the State Labour Inspectorate

During 2014, 295 company collective agreements were signed (1,238 collective agreements were signed in 2007, 903 in 2008, 290 in 2009, 248 in 2010, 273 in 2011, 204 in 2012, and 239 in 2013) (data about the number of companies' collective agreements signed in 2007 – 2014 are presented in Figure 6.2.2. below).

Figure 6.2.2.



Data of the State Labour Inspectorate

As seen from the aforementioned data, the development of social partnership and the scope of collective agreements were shrinking until 2013. The reason for that was the on-going economic

crisis when the establishment of trade unions was avoided. Unemployment contributed to a decrease in production, insolvency of many companies. Some other companies could not comply with the obligations specified in collective agreements. However, the situation is slightly improving and the number of collective agreements signed by companies is going up.

According to the data submitted through the system of Economic Services to Employers³, during the year 2014, Lithuanian workers were represented in 36.7 per cent of economic entities, including workers represented by trade unions (3.5 per cent), functions of workers' representation and defence transferred to sectoral trade unions (0.3 per cent), establishment of the Labour Council (4.3 per cent), labour functions performed by selected workers' representatives (28.6 per cent). 8.7 per cent of economic entities concluded collective agreements.

For a number of years active discussions on the necessity to improve the social dialogue between the public sector, business representatives and trade unions have been continuing in Lithuania. In 2011 these discussions transformed into real actions. The implementation of 20 projects financed from the European Social Fund under the Measure "Promotion of Social Dialogue" of 2007-2013 Operational Programme for the Development of Human Resources (hereinafter as OP DHR) was launched in March, 2011. Projects have been implemented by employers and employees' organisations.

In the course of the implementation of the Measure "Promotion of Social Dialogue", social partners were encouraged to conclude collective agreements, to establish Health and Safety Committees in enterprises and establish tripartite and bipartite councils and commissions in municipalities. Trainings of employers and employees' organisations and employees on rights and obligations of employees, possibilities for introducing flexible and modern forms of work, drafting of collective agreements, gender quality assurance at work, negotiation tactics and on other issues related to safety and health at work, improvement of work conditions and other issues related to labour relations were financed.

A total amount of EUR 4.11 million has been allocated from the European Social Fund for the implementation of projects under this measure. 532 organisations, including 169 trade unions participated in these projects.

In order to develop social partnership skills of employers, employers' organisations and their associations, trade unions and their confederations, to improve collective labour relations, to encourage the conclusion of collective agreements, to raise awareness of trade union members and the public about the development of the social dialogue, the second call for proposals under the measure "Promotion of Social Dialogue" of Priority 1 of the OPDHR was announced in July 2013. The ESF allocated about EUR 1,74 million to finance projects under this call for proposals. The call for proposals was launched for companies, enterprises, organisations seeking to promote social dialogue, conclude collective agreements, create Safety and Health Committees. The applicants under the second call for proposals were employers and trade unions representing their employees.

The managers and employees of companies, enterprises, organisations, as well as managers, members and employees of trade unions participated in trainings on drafting of collective agreements, tactics of negotiations, conflict and crisis management, prevention of illegal work, introduction of flexible and innovative forms of work, assurance of gender equality, occupational safety and health, improvement of work conditions, as well as on other issues related to the improvement of social dialogue skills. Campaigns for promotion of the introduction of partnership

³ Data of the State Labour Inspectorate.

principles aimed at sharing experience or taking it over from foreign partners were implemented, and round table discussions were organised.

In the course of implementation of the projects 12 sectoral collective agreements, 289 collective agreements were signed, 155 Safety and Health Committees were established, 28 bilateral and trilateral councils and commissions in counties and municipalities were formed. 23 640 representatives of employers and employees participated in the trainings, and 91 % of persons accomplished the trainings successfully.

ARTICLE 26: THE RIGHT TO DIGNITY AT WORK

ARTICLE 26, PARAGRAPH 2

Redress

According to the Draft Labour Code the employee will be protected by law in cases of mobbing (persecution, harassment, psychological abuse, etc.) for the first time. It is stated that the employer is obliged to create a working environment where an employee or a group does not suffer hostile, aggressive, unethical, demeaning, derogatory, offensive actions which encroach on the individual employee or groups of the honour and dignity of the person, physical or psychological integrity of the person or persons, or to intimidate, marginalize or plunge into a helpless situation. Moreover, the employer shall take all the necessary measures to ensure the prevention of violence in the working environment and for persons who were the victims of psychological violence, and provide work environment.

The right to reinstatement of employees who have been unfairly dismissed for reasons related to moral harassment is guaranteed to the same extent as for other reasons. However, in practice more likely that this employee might not be reinstated in his previous job because he or she might be put in unfavourable conditions.

The Draft also states that where the labour disputes settlement body establishes that the employee may not be reinstated in his previous job due to economic, technological, organisational or similar reasons, or because he may be put in unfavourable conditions for work, it shall take a decision to recognise the termination of the employment contract as unlawful and award him or her the average wage for the period of involuntary idle time from the day of dismissal from work until the effective date of the decision, but not exceeding one year, as well as damages. The employee is also awarded a severance pay, the amount of which is equal to an average worker's salary for each year of the two years of the duration of working relations, but not exceeding six worker's average wage.

ANNEXES

Statistical information with respect to Article 1 § 1

1. Main indicators of economic activity of the population, 2011–2014

	2011	2012	2013	2014
Thousand				
Labour force	1481,6	1472,5	1465,2	1477,0
Employed persons, total	1253,6	1275,7	1292,8	1319,0
public sector	371,3	369,5	369,7	364,7
private sector	882,3	906,2	923,1	954,3
employees	1120,8	1134,7	1140,6	1159,4
self-employed persons	115,2	124,3	137,1	143,0
contributing family workers	17,5	16,7	15,1	16,6
employed persons aged 15–64	1225,7	1244,4	1264,3	1288,0
Unemployed	228,0	196,8	172,5	158,0
Inactive persons aged 15 and older	1100,0	1078,2	1061,1	1029,5
Per cent				
Employed persons				
full-time	91,1	90,5	91,0	90,9
part-time	8,9	9,5	9,0	9,1
Activity rate				
aged 15–64	71,4	71,8	72,4	73,7
aged 15–24	28,2	29,3	31,5	34,2
Employment rate				
aged 15–64	60,2	62,0	63,7	65,7
aged 15–24	19,0	21,5	24,6	27,6
aged 20–64	66,9	68,5	69,9	71,8
aged 55–64	50,2	51,7	53,4	56,2
Unemployment rate	15,4	13,4	11,8	10,7
aged 15–24	32,6	26,7	21,9	19,3
Long-term unemployment rate	8,0	6,6	5,1	4,8
Males				
Thousand				
Labour force	735,5	728,2	731,7	736,9
Employed persons, total	603,8	617,6	636,1	647,1
public sector	121,1	121,5	124,8	120,9
private sector	482,7	496,1	511,3	526,2
employees	527,9	535,4	547,4	556,3
self-employed persons	68,0	75,0	83,2	83,3
contributing family workers	7,9	7,1	5,6	7,5

	2011	2012	2013	2014
employed persons aged 15–64	590,2	602,6	620,2	631,7
Unemployed	131,7	110,7	95,6	89,8
Inactive persons aged 15 and older	430,5	423,4	409,2	395,9
	Per cent			
Employed persons				
full-time	92,9	92,5	92,9	93,0
part-time	7,1	7,5	7,1	7,0
Activity rate				
aged 15–64	73,5	73,7	74,7	76,0
aged 15–24	32,1	32,4	35,8	38,6
Employment rate				
aged 15–64	60,1	62,2	64,7	66,5
aged 15–24	20,9	22,8	27,6	31,0
aged 20–64	67,2	69,1	71,2	73,1
aged 55–64	54,1	55,9	56,1	58,8
Unemployment rate	17,9	15,2	13,1	12,2
aged 15–24	34,9	29,7	23,0	19,6
Long-term unemployment rate	9,4	7,4	5,5	5,4
	Females			
	Thousand			
Labour force	746,1	744,3	733,5	740,2
Employed persons, total	649,8	658,1	656,7	671,9
public sector	250,2	248,0	244,9	243,8
private sector	399,6	410,1	411,8	428,1
employees	592,9	599,3	593,2	603,1
self-employed persons	47,2	49,2	53,9	59,7
contributing family workers	9,7	9,6	9,5	9,1
employed persons aged 15–64	635,6	641,9	644,2	656,3
Unemployed	96,3	86,1	76,9	68,3
Inactive persons aged 15 and older	669,5	654,8	651,9	633,6
	Per cent			
Employed persons				
full-time	89,5	88,7	89,2	88,9
part-time	10,5	11,3	10,8	11,1
Activity rate				
aged 15–64	69,4	70,1	70,3	71,6
aged 15–24	24,1	26,1	27,0	29,6
Employment rate				
aged 15–64	60,2	61,8	62,8	64,9
aged 15–24	17,0	20,1	21,5	24,1

	2011	2012	2013	2014
aged 20–64	66,6	67,9	68,6	70,6
aged 55–64	47,2	48,5	51,2	54,3
Unemployment rate	12,9	11,6	10,5	9,2
aged 15–24	29,4	22,7	20,4	18,7
Long-term unemployment rate	6,7	5,7	4,6	4,2

2. Employment rate by age group, 2011–2014

Per cent

	15–64	20–64	15–24	25–54	55–64	65+
Total						
2011	60,2	66,9	19,0	76,9	50,2	5,1
2012	62,0	68,5	21,5	78,5	51,7	5,7
2013	63,7	69,9	24,6	79,6	53,4	5,2
2014	65,7	71,8	27,6	80,8	56,2	5,7
Males						
2011	60,1	67,2	20,9	75,7	54,1	7,4
2012	62,2	69,1	22,8	77,7	55,9	8,2
2013	64,7	71,2	27,6	79,8	56,1	8,7
2014	66,5	73,1	31,0	80,7	58,8	8,4
Females						
2011	60,2	66,6	17,0	78,1	47,2	4,0
2012	61,8	67,9	20,1	79,1	48,5	4,5
2013	62,8	68,6	21,5	79,4	51,2	3,5
2014	64,9	70,6	24,1	80,9	54,3	4,3

3. Employed persons by employment status and working time duration, 2011–2014

Thousand

	2011	2012	2013	2014
Total	1253,6	1275,7	1292,8	1319,0
full-time	1142,1	1155,1	1176,7	1198,8
part-time	111,5	120,6	116,1	120,2
Employees	1120,8	1134,7	1140,6	1159,4
full-time	1036,0	1044,3	1057,5	1077,4
part-time	84,9	90,4	83,1	82,0
Self-employed persons	115,2	124,3	137,1	143,0
full-time	96,2	102,6	112,1	111,5
part-time	19,1	21,7	25,0	31,5
Contributing family workers	17,5	16,7	15,1	16,6
full-time	10,0	8,2	7,1	9,9
part-time	7,5	8,5	8,0	6,7
Males	603,8	617,6	636,1	647,1
full-time	560,8	571,5	591,1	601,7
part-time	43,0	46,1	45,0	45,4
Employees	527,9	535,4	547,4	556,3
full-time	497,3	502,9	516,1	527,3
part-time	30,7	32,6	31,3	29,0
Self-employed persons	68,0	75,0	83,2	83,3
full-time	58,9	65,1	72,7	70,2
part-time	9,1	9,9	10,5	13,1
Contributing family workers	7,9	7,1	5,6	7,5
full-time	4,6	3,5	2,4	4,2
part-time	3,2	3,6	3,1	3,3
Females	649,8	658,1	656,7	671,9
full-time	581,3	583,6	585,6	597,1
part-time	68,5	74,5	71,1	74,8
Employees	592,9	599,3	593,2	603,1
full-time	538,7	541,4	541,4	550,0
part-time	54,2	57,9	51,8	53,0
Self-employed persons	47,2	49,2	53,9	59,7
full-time	37,2	37,5	39,4	41,4
part-time	10,0	11,7	14,5	18,3
Contributing family workers	9,7	9,6	9,5	9,1
full-time	5,4	4,7	4,7	5,7
part-time	4,3	4,9	4,8	3,4

4. Unemployment rate by age group, 2011–2014

Per cent

	Total	20–64	15–24	25–54	55–74
Total					
2011	15,4	15,4	32,6	14,3	12,0
2012	13,4	13,5	26,7	12,6	10,6
2013	11,8	11,9	21,9	11,0	10,2
2014	10,7	10,8	19,3	9,9	9,8
Males					
2011	17,9	17,9	34,9	16,5	14,3
2012	15,2	15,3	29,7	14,1	11,9
2013	13,1	13,2	23,0	11,9	12,4
2014	12,2	12,3	19,6	11,1	12,4
Females					
2011	12,9	13,0	29,4	12,1	9,8
2012	11,6	11,7	22,7	11,1	9,3
2013	10,5	10,6	20,4	10,1	8,2
2014	9,2	9,3	18,7	8,8	7,4

5. The unemployed by age group and duration of unemployment, 2011–2014

Thousand

	2011	2012	2013	2014
Total	228,0	196,8	172,5	158,0
Less than 1 month	17,7	17,9	17,0	15,1
1–5 months	44,9	44,3	48,3	42,4
6–11 months	46,6	37,9	33,0	29,8
1 year or more	118,8	96,8	74,1	70,7
Males	131,7	110,7	95,6	89,8
Less than 1 month	10,3	10,0	9,9	8,1
1–5 months	26,3	24,9	26,2	25,6
6–11 months	26,2	21,7	19,1	16,2
1 year or more	69,0	54,1	40,4	39,8
Females	96,3	86,1	76,9	68,3
Less than 1 month	7,5	7,9	7,1	7,0
1–5 months	18,7	19,4	22,1	16,7
6–11 months	20,4	16,2	13,9	13,6
1 year or more	49,8	42,7	33,7	30,9

Source: Labour Force Survey data. Statistics Lithuania.