

# **WOMEN'S ECONOMIC EMPOWERMENT IN EMPLOYABILITY: CHALLENGES AND POSSIBILITIES**

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## TOPICS FOR DISCUSSION:

1. What are the possible real legal solutions to increase women's employment?
2. What are the problems in Lithuania and in the EU, which impedes the implementation of the decisions?

## *State of play in employment field Lithuania:*

- gap between employment rates of women and men – about 2 percent;
- gap of unemployment rates – women's unemployment rate is lower;
- gender pay gap – 12,6 percent;
- women leading small and medium sized business – about 29 percent;
- women on boards of publicly listed companies – 16 percent;
- *but problems in other fields (care activities, social activities, political power, part-time work) .....*

## Lithuania: problems (1)

*1. Today in Lithuania we can find main problems, related to the better implementation of gender equality regulation in the field of employment:*

1. Implementation of horizontal approach of gender equality to the legal system;
2. Stereotypes;
3. Actual gaps of financing in gender equality area;
4. Lack of integrated approach in the social protection, family regulation, employment and labour law area.

## Lithuania: problems (2)

5. Need for the transformation of labour relations and lack of flexible labour forms;
6. The need for the better new management, social partnership, better information and employability system (especially in the regional level);
7. Lack of motivation and entrepreneurial skill;
8. Gender gap and low level of part-time work.

## Problems EU (1):

*In the European Union level, we can see two main specific phenomena:*

A. Practical problems of implementation of gender equality principle in the national legislation.

B. Problems, related to the implementation of legal coordination/subsidiarity principles.

## Problems EU (2):

1. Regarding practical problems of implementation of gender equality principle in the national legislation (difference between de jure and de facto):

*a) slow implementation of strategies (example: Youth guarantees);*

*b) not enough binding procedures in the light of the European employment semester (EU Council recommendations).*

## Problems EU (3):

2. Regarding problems, related to the implementation of legal coordination/subordination principle:

*a) the lack of stronger coordination of national employment strategies;*

*b) legislative proposals in the field of gender equality are related to the national competences – company's law, labour law and social insurance law.*



# Solutions for Lithuania (1)

Regarding women **returning** to the labour market after parental leave and **reconciliation** family and work commitments:

*-to create flexibility in the new labour code,*

*-to revise the duration of the maternity leave (more possibilities for work; tax incentives for child's care),*

*-to develop private kindergartens network (less administrative burden),*

*-to promote women's professional/university studies (with tax incentives for study fee),*

*-more corporate social responsibility and fight against pregnant women's discrimination (68 % of all complaints in the field of labour relations are related to gender issues).*

## Solutions for Lithuania (2)

Regarding **re-integration** of older workers into the labour market:

- more flexibility in the working time regulation (partial retirement),*
- more active role of social partners,*
- to introduce new active labour market measures,*
- to introduce simplified labour/business forms and tax incentives.*

## Solutions for Lithuania (3)

To increase the opportunities for women **to start** entrepreneurship and to encourage economic activity for women (and men):

*-new flexible employment and active labour market forms,*

*-more flexible support for the entrepreneurship and tax incentives for the start-ups,*

*-changes in the unemployment benefit (higher, but shorter),*

# Solutions for Lithuania (4)

To **reduce** the gender pay gap, discrimination in the labor market:

*-to strengthen Equal opportunities ombudsman's office,*

*-new social model (correlation between labour law, social security law, employment law, poverty protection including horizontal approach of gender equalities),*

*-fight against stereotypes (changes of employers attitude regarding women with child),*

*-to promote corporate examples of good practice.*

## Solutions for Lithuania (5)

Gender equality authorities must **be equipped** with adequate human and financial resources:

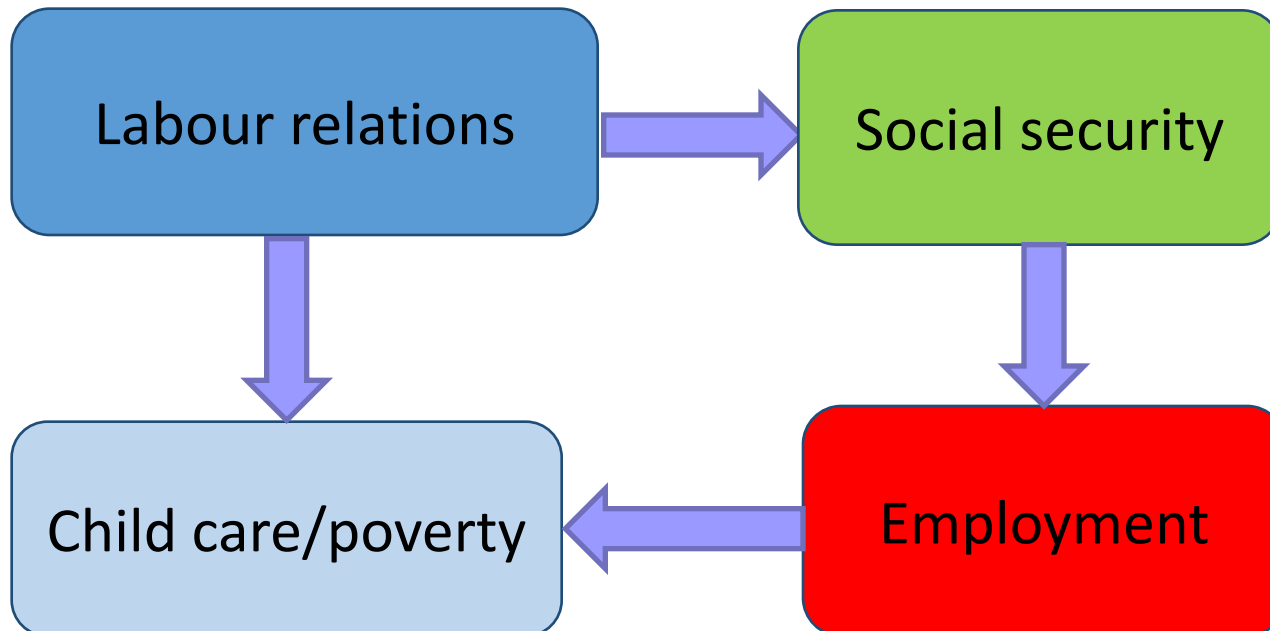
- *greater emphasis on long-term national strategic programs with sufficient attention to the gender equality training topics. According to the National gender equality programme, 68.000 Euro in 2014 were allocated from national budget. Sufficient? No.*
- *gender equality institutions must operate at the highest level of subordination.*

# Contributions from EU

1. In order to assess the progress, it is essential to elaborate methods related to the collection of reliable and comparable statistics data from the pre-defined indicators.
2. Permanent legislative initiatives (example: finding the consensus on the Directive's proposal for a gender balance on company boards).
3. Develop application tools of gender mainstreaming, such as for example, the impact on women and men in decision-making and evaluation of capacity building (example: Gender Equality Index).

# CONCLUSIONS

To encourage employment for “miraculous triangle” young persons, women, elderly persons: the creation of new social model with *horizontal approach of gender equality* is going on.



# CONCLUSIONS

Political equality, true democracy and equality is not assured in the absence of de jure and de facto gender equality and equal representation of women and men.



**THANK YOU!**