

Lithuania

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Vilnius). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Lithuania scores 93.8 out of 100.0**. The overall score for Lithuania is lower than the regional average observed across OECD high-income economies (95.4). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

Lithuania - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, and gender differences in property and inheritance, Lithuania gets a perfect score.

Areas for Improvement

When it comes to laws affecting the size of a woman's pension, Lithuania could consider reforms to improve legal equality for women.

For example, the lowest score for Lithuania is on the indicator measuring laws affecting the size of a woman's pension (the WBL2024 Pension indicator). To improve on the Pension indicator, Lithuania may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the ages at which men and women can retire with partial pension benefits.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Lithuania are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/lithuania/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 2.12, 3.3(1) and 3.29
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Identity Card and Passport, Art. 3; Regulation on Passport and Identity Cards, Arts. 3, 12 and 13
	Can a woman travel outside the country in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on Equal Opportunities for Women and Men, Arts. 1, 6 and 11; Labor Code, Art. 26
	Is there legislation on sexual harassment in employment?	Yes	Labor Code, Arts. 26(2)(5) and 58(3)(4); Law on Equal Opportunities for Women and Men, Art. 6(4)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Criminal Code, Art. 152 <i>Civil:</i> Law on Equal Opportunities for Women and Men, Art. 18
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Law on Equal Opportunities for Women and Men, Art. 6; Labor Code, Arts. 26 and 140(5)
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 3.3(1) and 3.26
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Arts. 3.3(1), 3.26 and 3.29
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection Against Domestic Violence No. XI-1425 of 2011; Law on Protection Against Domestic Violence Law No. 2022-05117 amending Law No. XI-1425 of 2011; Criminal Code, Arts. 129(2)(3), 135(2)(3), 138(2)(3), 140(2) and 141(2)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 3.51, 3.54, 3.55, 3.60 and 3.61
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 132
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Sickness and Maternity Social Insurance, Art. 30
	Is paid leave available to fathers?	Yes	Labor Code, Art. 133; Law on Sickness and Maternity Social Insurance, Art. 19
	Is there paid parental leave?	Yes	Law on Sickness and Maternity Social Insurance, Art. 22
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 61
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Equal Opportunities of Women and Men, Art. 7
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Arts. 3.3(1) and 3.29
	Can a woman register a business in the same way as a man?	Yes	Law on Companies, Art. 6
Assets	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Arts. 3.3(1), 3.29 and 3.92(5)
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 3.92 and 3.97
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 5.11
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 5.11 and 5.13
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 3.92
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 3.87-3.89
	Is the age at which men and women can retire with full pension benefits the same?	No	Law on State Social Insurance Pensions, Arts. 15 and 57 and Annex 7
	Is the age at which men and women can retire with partial pension benefits the same?	No	Law on State Social Insurance Pensions, Arts. 20 and 57
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on State Social Insurance Pensions, Art. 10 (3)	