

Equal Pay for Women and Men in Lithuania: Mission (Impossible)?

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In the European Union, for each worked hour women in average earn 13 percent less than men (Lithuanian Statistics Department 2022). Gender pay gap reflects certain inequalities between women and men in the labor market: horizontal and vertical segregation, a higher share of women than men in atypical and unstable jobs, the double burden of paid and unpaid work, family burdens mostly borne by women, and other stereotypes.

The paper presents the results from the research in 2022, which studied the gender pay gap reduction measures applied (or proposed to be applied) in the business sector in Lithuania.

During the COVID-19 pandemic, applied widespread adoption of more flexible working arrangements, such as remote work, childcare subsidies (e.g., Australia, South Korea, Norway), changes in social norms regarding fathers' involvement in a childcare and housework have resulted in that gender pay gap was decreasing in individual countries. Therefore, social policy changes that include greater public investment in a quality childcare, education and support, and other out-of-school-hours services; extending parental leave for fathers and encouraging them to use it; ensuring equal opportunities for women and men to obtain and use remote work opportunities and prohibiting the provision of possible penalties (e.g., career opportunities, salary increases, etc.), targeting persons using this form of work contributes to the reduction of the pay gap. In this case, an active state-business-society partnership is necessary, which enables the implementation of a coherent and effective gender equality policy.