

**MINISTRY OF SOCIAL SECURITY AND LABOUR OF THE REPUBLIC OF  
LITHUANIA**

**Report  
on the Follow-up to the Regional Implementation Strategy (RIS) of the Madrid International  
Plan of Action on Ageing (MIPAA) in Lithuania**

January 2012  
Vilnius

## TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY</b>	<b>3</b>
<b>GENERAL INFORMATION</b>	<b>4</b>
<b>1. National ageing situation</b>	<b>4</b>
<b>2. Methodology</b>	<b>6</b>
<b>3. Review and Appraisal of National Actions to fulfil Commitments of UNECE MIPAA/RIS</b>	<b>6</b>
RIS Commitment 1: to mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages	<b>6</b>
RIS Commitment 2: to ensure full integration and participation of older persons in society	<b>8</b>
RIS Commitment 3: to promote equitable and sustainable economic growth in response to population ageing	<b>10</b>
RIS Commitment 4: to adjust social protection systems in response to demographic changes and their social and economic consequences	<b>11</b>
RIS Commitment 5: to enable labour markets to respond to the economic and social consequences of population ageing	<b>12</b>
RIS Commitment 6: to promote lifelong learning and adapt the educational system in order to meet the changing economic, social and demographic conditions	<b>13</b>
RIS Commitment 7: to strive to ensure quality of life at all ages and maintain independent living including health and well-being	<b>15</b>
RIS Commitment 8: to mainstream a gender approach in an ageing society	<b>17</b>
RIS Commitment 9: to support families that provide care for older persons and promote intergenerational and intra-generational solidarity among their members	<b>18</b>
RIS Commitment 10: to promote the implementation and follow-up of the regional implementation strategy through regional cooperation	<b>20</b>
<b>4. Conclusions and Priorities for the Future</b>	<b>21</b>
<b>5. Annexes</b>	<b>24</b>

## EXECUTIVE SUMMARY

The Report presents basic information related to the situation of older people in Lithuania, developments in various policy fields and best practice examples on the follow-up to the Regional Implementation Strategy (RIS) of the Madrid International Plan of Action on Ageing (MIPAA).

The outline of this Report is based on information submitted by state institutions (first of all ministries) and other information sources (*Lithuanian Statistics*, state agencies, non-governmental organisations and scientific institutions). The Report was prepared in consultation with non-governmental older people's organisations and the organisations working for older people.

According to the submitted information, during the period under review some progress, although uneven, has been achieved in all policy fields related to fulfilment of the MIPAA/RIS Commitments.

It should be highlighted that the problem of population ageing is addressed by pursuing a holistic approach and by taking into account the advantages and shortcomings in many policy fields.

The major achievements include:

- **Further implementation of the pension reform** aimed at ensuring financial stability of future pensions, including the adoption of the amendments to the Law on State Social Insurance Pensions on the increase of the retirement age which will help to solve financial pension system sustainability problems in long-term perspective;
- Implementation of **complex (integrated) measures** with a view to improving quality of life for older people. These measures have been applied in the field of regional development, renovation of urban infrastructure, community activation, including support to the above activity;
- **In order to reduce social exclusion among older people**, Lithuanian policies were aimed at increasing employability and entrepreneurship of older adults and developing their opportunities for life-long learning by providing these people with necessary training and access to computer technologies. This could also be referred to as a significant best practice example.

All the above measures contributed to the improvement of the quality of life of older people. Lithuania's membership in the European Union was also important for implementation of the above measures, as well as exchange of best practices of other EU Member States and the absorption of the EU structural support funds.

The focus was given to the development of social and health services facilitating older people's well-being in well-accustomed environment.

Regarding perspectives on future, first of all it is necessary to ensure adequate and sustainable pension system, further implementation of the pension reform and improvement of financial situation of older people. In pursuance of these objectives it is important to reduce obstacles for older people's participation in the labour market and consequently increase general national economic potential aimed at compensating negative effects of demographic trends.

Another priority field in the future should be development of services for older people. It should include the provision of a variety of support services, the increased scope of and better access to services.

Here we have in mind a broad range of services relevant to older people, including enhanced opportunities for independent living, medical, cultural and social services, and palliative care.

It is important to note that further progress is still one of the main issues in the national agenda, as well as removal of current obstacles in fulfilling other commitments of the Regional Implementation Strategy.

## **GENERAL INFORMATION**

Country name: Republic of Lithuania

National Focal Point on Ageing: Ministry of Social Security and Labour, A.Vivulskio st. 11, Vilnius, LT- 03610, tel. (370 ~5) 2664 201, fax (370 ~5) 2664 209, email: [post@socmin.lt](mailto:post@socmin.lt)

Information revised by:

Steponas Kulbauskas, deputy director of Family Welfare Department of the Ministry of Social Security and Labour (tel.(370~5) 266 4223, email: [steponas.kulbauskas@socmin.lt](mailto:steponas.kulbauskas@socmin.lt))

Tomas Milevičius, deputy head of Family Policy Division of Family Welfare Department (Ministry of Social Security and Labour), tel. (370~5) 266 8132, email: [tomas.milevicius@socmin.lt](mailto:tomas.milevicius@socmin.lt)

Irena Vitkauskienė, Chief Specialist, tel.(370~5) 266 4219, [email: irena.vitkauskiene@socmin.lt](mailto:irena.vitkauskiene@socmin.lt)

### **Data about the national strategy:**

The National Strategy of Overcoming the Consequences of Ageing approved by the Resolution No 737 of the Government of the Republic of Lithuania of 14 June 2004 (Official Gazette, 2004, No 95-3501).

The Action Plan of the National Strategy for Overcoming the Consequences of Ageing for 2005-2013 approved by the Resolution No 5 of the Government of the Republic of Lithuania of 10 January 2005 (Official Gazette, 2005, No 5-112).

## **1. National ageing situation**

### **Demographic indicators**

At the beginning of 2011 the estimated population of Lithuania totalled to 3244,6 thousand. In the last ten years (2001-2010) Lithuania's population declined by 242,4 thousand (7 percent). There were two causes of population decline: negative net international migration (140,5 thousand) and negative natural decrease (101,9 thousand). During the period of 2007-2011 Lithuania's population declined by 140 thousand (4,2 percent).

Over the last twenty years Lithuania experienced a more rapid ageing of its population. Low fertility rates (during the recent years the total fertility rate has increased from 1,31 (in 2006) to 1,55 (in 2010), but it is still quite low) and increasing numbers of young people emigrating abroad resulted in the decline of the share of children and youth and in the increase of the share of elderly and old-age people in the total population (in 1990 persons aged 60 and older accounted for 15,7 percent, in 2010 – 21 percent). Over the last twenty years the mean age of population has increased more than five years (34,6 years in 1990, 39,8 in 2011).

During the last twenty years life expectancy in Lithuania didn't change significantly. In 1990 the average life expectancy for men was 66,44 years compared with 76,27 years for women (in 2010 - 67,98 and 78,78 years respectively). It should be noted that life expectancy has been increasing in the country since 2007.

Pursuant to population projections of the Statistical Office of the European Union (Eurostat), Lithuania will further experience rapid population ageing. It is expected that by the year 2060 the elderly people will account for about 37 percent in Lithuania.

One of the important characteristics of Lithuania's population ageing is that women represent the majority of older people. At the beginning of 2011 the number of men in this age category amounted to 249,1 thousand, women to 452,1 thousand, i.e. older age women outnumbered men by a factor of 1,8 times.

### **Brief description of the economic situation**

During the period of 2006-2011 Lithuania has experienced uneven economic development and periods of growth and recession. The economic growth in Lithuania manifested itself in the period between 2006 and 2008. According to the statistical data, in 2007 Lithuania had the highest economic growth amongst all EU Member States. Growth in all economic areas was related to the increase in domestic consumption. The average wage in Lithuania has also increased, whereas unemployment rate decreased. Compared to 2006, in 2007 Lithuania's gross domestic product (GDP) has increased by 8,8 percent at constant prices; the unemployment rate decreased from 5,6 percent in 2006 to 4,3 percent in 2007. According to the labour force survey data, in 2007 the employment rate in Lithuania amounted for 64,9 percent. Compared to 2006, in 2007 the average monthly gross wages in the national economy has increased by 21,2 percent, and real wages (after evaluating impact of inflation) increased by 17,7. The national economy continued to grow in the 1<sup>st</sup> and 2<sup>nd</sup> quarter of 2008. Compared to 2007, in 2008 the gross domestic product has increased by 3,2 percent at constant prices, and average monthly gross earning of employees in the whole economy has increased by 20,6 percent; the real wages in 2008 (compared to 2007) increased by 11,2 percent.

Since the end of 2008 Lithuania experienced a significant economic recession determined by global economic trends. During the 4th quarter of 2008 the gross domestic product has decreased by 1,5 percent compared to the corresponding period of 2007.

Compared to 2008, in 2009 the real GDP has decreased by 15 percent. The largest decrease in the gross value added was observed in the following sectors: construction (by 43,3 percent), trade, transport and communication services (by 17,3 percent), industry and energy (by 14,4 percent).

The 2008 economic downturn had a major impact on employment, and in 2009 the employment rate has fallen down to 60 percent. Compared to 2008, in 2009, the real wages decreased by 7,3 percent. The unemployment rate in 2009 accounted for 13,7 percent and, compared to 2008, increased by 7,9 percentage points.

By the end of 2010 Lithuanian economy has experienced signs of economic growth again: compared to 2009, the gross domestic product has increased by 1,4 percent. In 2011 leading economic indicators have further improved: the gross domestic product created over three quarters of 2011 has increased by 6,3 percent against the corresponding quarter of 2010; during the 2nd quarter of 2011 the unemployment rate in Lithuania accounted for 15,6 percent (decreased by 1,6

percentage points as against the first quarter of 2011). During a year the unemployment rate has declined by 2,7 percentage points.

## **2. Methodology**

In order to evaluate the achieved progress, the Report was prepared with the help of information submitted by the ministries working within the framework relevant commitments, including the analysis of documentation directly or indirectly related to the ageing issues: strategies, programmes, statistical information, Reports on implementation of the National Strategy of Overcoming the Consequences of Ageing for 2007-2008 and 2009-2010, and documents on the activity of the Council for the Affairs of Pensioners of Lithuania. The authors of the Report consulted the experts of relevant ministries, non-governmental older people's organisations and centres of the organisations working with older people. A draft Report was discussed in the Council for the Affairs of Pensioners of Lithuania.

The authors of the Report have also referred to the Social Report elaborated and published by the Ministry of Social Security and Labour on a yearly basis, as well as to various cross-sectional surveys (Lithuanian Labour Market: development trends, problems and possible solutions, supervisor: the Institute of Labour and Social Research, researchers: associate professor Dr. B. Gruževskis, Dr. A. Pocius, Dr. Julija Moskvina; Adult Education Survey by the Social Information and Training Agency, Vilnius 2011; National Computer Literacy Survey by the Lithuanian Adult Education and Information Centre, Vilnius 2009; and other surveys related to education of adults <http://www.suaugusiųjų švietimas.lt/lt/publikacijos/>). In the sphere of equality between women and men the authors of the Report referred to the research „Women and Men in Lithuanian Society, 2009: In-depth Research and Evaluation of Changes in Women's and Men's Life in All Policy Fields“ by Women's Issues Information Centre; other research and surveys.

## **3. Review and Appraisal of National Actions to Fulfil Commitments of UNECE MIPAA/RIS**

### **RIS Commitment 1: to mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages**

In Lithuania the problem of ageing is one of the national priority areas.

The main document addressing the problem of population ageing is the National Strategy of Overcoming the Consequences of Ageing. The challenges of an ageing population are discussed in the Programme of the Government of the Republic of Lithuania. Implementation of cross-sectoral strategies and programmes also plays an important role in addressing the population ageing issues. The key strategies and programmes include:

- The National Demographic (Population) Policy Strategy;
- National Anti-Discrimination Programmes;
- National Programme on Equal Opportunities for Women and Men;
- Programmes for reduction of regional social and economic disparities;
- Rural Development Strategy for 2007–2013.

Following the principles of active ageing, the aim of the **National Strategy of Overcoming the Consequences of Ageing** is to create optimum conditions and maximise older people's quality of life, recognise their experience and skills and adequately ensure their future. The document applies a holistic approach toward the population ageing problem and encompasses various policy fields:

demographic situation; income and income guarantees for older people; employment; health and social services; opportunities promoting well-being of older people (education and inclusion in the information society); housing and environmental adjustments; access to cultural life; transport facilities; personal security, participation in the activities of non-governmental organisations and promotion of a positive image of ageing. The situation of ageing society is analysed in the framework of the above policy fields, including identification of possible key changes and challenges.

In order to achieve objectives and tasks set forth in the Strategy, the Measures for Implementation of the National Strategy of Overcoming the Consequences of Ageing for 2005-2013 have been approved and included five fields: income guarantees, employment, health and social services, opportunities promoting well-being of older people, participation in public life and promotion of a positive image of ageing.

**The Programme of the Government** of the Republic of Lithuania approved at the end of 2008 has also given considerable attention to ageing-related issues. Here population ageing is analysed within the social and family context and is perceived as an issue of major concern. Objectives of the Programme include: improvement of the social insurance system fostering relative increase of the old-age pensions, establishment of a more effective social support system, improvement of social care and care services and enhancement of community participation and solidarity between generations.

**The National Demographic (Population) Policy Strategy** sets forth long-term objectives and tasks of the demographic (population) policy up to the year 2015. The Strategy defines the objectives relevant in the context of population ageing. The major strategic aim in the field of family welfare is to promote the establishment of an independent and viable family, which is based on the mutual care and responsibility, and able to ensure the change of generations. In the field of public health it is anticipated to improve life quality of Lithuanian citizens and increase life expectancy (reduce morbidity, mortality and disability).

**National Anti-discrimination Programmes.** The purpose of these programmes is to develop respect for a human being, to ensure the implementation legislation which determines the principle of non-discrimination and equal opportunities, to raise legal awareness in society, to form mutual understanding and tolerance based on age, gender, race, nationality, language, origin, social status, religion, convictions or beliefs, sexual orientation, disability etc. The Programme served as the basis for organising various educational events and NGO supportive activities aimed at reducing all forms of discrimination.

In this context it is important to highlight the activity of the **Office of the Equal Opportunities Ombudsperson**. The institution seeks the effective implementation of legal provisions and improvement of legal acts prohibiting discrimination. The efforts are taken to integrate the principle of equal opportunities into all national policies, state and municipal programmes, and all levels of government.

Provisions of the **State Programme on Equal Opportunities for Women and Men** are aimed at preventing any form of gender-based discrimination (more information in the description of Commitment 8).

The **Programmes for the Reduction of Regional Social and Economic Disparities for 2007–2010 and 2010–2013** are implemented by applying the measures for solving the problems like

uneven development of social infrastructure, low economic activity in rural areas and unattractive living environment in certain cities. The above measures contribute to solving social problems caused by population ageing. Implementation of this programme includes:

- Funding of new **community initiatives** aimed at improving the living environment of regional centres and life quality;
- Development and modernisation of **public** recreational, leisure, sports, transport and cultural **infrastructure** in cities of problem territories;
- **Renovation and thermal insulation of multi-apartment buildings** in problem territories;
- **Adjustment of vacant buildings used for other purposes to social housing needs** in problem territories;
- Support to **public space and community infrastructure development projects** in rural areas;
- **Establishment of multi-functional centres** in rural areas;
- Renovation and development of **infrastructure of personal and public health care centres**;
- Funding of **projects for the development of a social services infrastructure** (day centres, homes for independent living etc.).

The programmes are implemented by applying a complex approach contributing to solving the age-related problems.

Population ageing is one of the key issues in the **National Rural Development Strategy for 2007–2013**. Within the framework of the Programme support is provided for:

- Renovation of public infrastructure;
- Renovation and adjustment of rural buildings to community needs;
- Renovation of cultural heritage objects;
- Renovation of religious objects;
- Improvement of drinking water quality;
- Renovation of sewerage systems etc.

The goal of these measures is to improve life quality for rural population through reinforcement of living environment and infrastructure relevant for rural community and by adjusting the infrastructure to its needs. The measures are implemented from the European Agricultural Fund for Rural Development and from the state budget funds.

## **RIS Commitment 2: to ensure full integration and participation of older persons in society**

The challenges and sought changes of the National Strategy of Overcoming the Consequences of Ageing include: to increase the role of non-governmental organisations representing the interests of older people by involving these people into the national and self-governance level consultations, and into the cultural and political life. The aim of the Strategy is to ensure participation of older people in public and community life and in the self-help initiatives; to enable older people to make the informed decisions by involving them in the decision-making process; to enhance the development and influence of non-governmental organisations.

In Lithuania older people are encouraged to take part in social, economic, political and cultural life by ensuring representation of their interests and implementation of various policies and programmes aimed at improving the situation of older people.

**Existence of a national advisory body on ageing. The Council for the Affairs of Pensioners** has been established in Lithuania. This is a collegial organisation acting on a voluntary basis with the



aim to ensure effective cooperation between public and municipal institutions/ agencies and non-governmental organisations representing the interests of older people (the elderly and pension-age persons) by providing these people an opportunity to take part in relevant decision-making processes of public and municipal institutions and in the national and municipal counselling councils. The Council is made up of NGO's and state institutions representing the interests of older people.

## **Policies and programmes aimed at improving the situation of older persons**

**The opportunities for use of information technologies.** The progress in this field should be considered as one of the best **examples of successful economic and social development.**

With the increasing opportunities provided by information technology, its use among older adults has nearly doubled during the recent three years. This was mainly due to the projects specifically designed for older people. In 2008-2012 the **Ministry of Culture**, together with Martynas Mažvydas National Library of Lithuania, has been implementing the Project "Libraries for Innovation". The key objective of the Project is to achieve, through strengthening and using the capacities of public libraries, a considerably better use of the capacities of information technologies among the Lithuanian population for obtaining information and communication.

- Public Internet access has been installed in all progressive public libraries, whereas libraries which already provide access to Internet services expanded and modernised the existing system. Municipal and regional public libraries installed one computer work station adjusted to persons with visual impairment.
- Citizens (especially older people), as well as persons residing in rural areas, are encouraged to be more active in using the Internet opportunities in libraries and optional training material provided by the Internet. Persons who have reached the pension age can obtain a public library **reader's card at a lower price.**
- Libraries take active part in training of specialists and visitors, promotion of e-services and counselling. The competence of information literacy of public librarians has increased significantly. Librarians working in urban and rural areas have become active promoters and assistants of local communities in using the opportunities offered by information technologies.
- **Target publicity measures** are also under implementation, including various campaigns promoting the inclusion of older people (to provide the society with new opportunities, especially persons at risk of digital exclusion: elderly people, the disabled, unemployed, children from social risk families etc.).
- A **special Internet portal** *eSenjoras* ([www.esenjoras.lt](http://www.esenjoras.lt)) has been established for senior citizens. It provides information on various **campaigns** and publishes relevant material.
- According to the impact evaluation study, participants of the IT courses organised by public libraries are mostly the persons over the age of 55.
- Public libraries are more active in organising computer literacy courses for citizens. In 2010 56 percent of libraries and 39 percent of librarians have been engaged in this activity; in 2009 respectively 34 and 15 percent.

Generally older adults use public access computers and Internet for health, employment or e-Government information. Nine out of ten Lithuanian public libraries provide the citizens with free computer and Internet access.

### **RIS Commitment 3: to promote equitable and sustainable economic growth in response to population ageing.**

One of the objectives of the National Strategy of Overcoming the Consequences of Ageing is to ensure for every older person steady income not degrading their dignity with guarantees to retain huge part of the former standard of living and allowing to live full life.

During the period covered in the Report efforts were made to ensure adequate funding for social security systems and the right balance between pension funding during the period of economic growth and growing welfare level in Lithuania. During the economic downturn or crisis it was important to prevent older people from a disproportionate impact of the worsening situation, and to take the first opportunity to increase their income. The above provisions are reflected in the decisions made during the period of 2007-2011.

In order to ensure adequate allocation of budget funds from the State Social Insurance Fund and taking into account the average wage increase in the country in 2007-2011, state social insurance basis pension rates have been increased several times: by LTL 266 as of 1 February 2007 to 31 December 2007 (in 2007 more than LTL 6,1 billion was allocated for the State social insurance pensions (LTL 1,2 billion (25 percent) more compared to 2006). As of 1 January 2008 to 31 July 2008 the basic pension amounted to LTL 360. In total during the period of 2007-2011 the state social insurance basic pension has increased by 57 percent.

Compared to the same period of 2007, in December 2008 the average old-age pension entitled to people having compulsory social pension insurance record increased by LTL 185 (28,7 percent) and amounted to LTL 830.

At the same time the insured income was revised and increased, i.e. the income for calculation of the coefficient of a person's insured income. As of January 2007, the insured income rose up to LTL 1212 (up to 1 February 2007), from 1 February to 31 December – to LTL 1356; from 2008 to 1 August – to LTL 1414; from 1 August to 1 January 2010 – to LTL 1488.

Notably, during the period of the economic growth an increase in state social insurance pensions corresponded to the wage increase rates, however, due to the changing economic situation in the country (reduction of average wages), in 2010-2011 the current year's insured income was lowered to LTL1170.

In 2009 Lithuania's economy declined and reached 2006 levels. The economies of the majority of the EU Member states have also declined to a similar level, including a drop in the national budget income from the country's economy. In view of this it was necessary to take radical measures for stabilisation of public finance, i.e. to reduce public expenditure and increase income. In 2009, average gross wages in Lithuania have been reduced by 8,7 percent (in public sector by 10,4 percent).

In order to ensure a proper balance between the cash flows and State Social Insurance budget, radical decisions have also been made in the field of social policy. In 2008 the deficit of the State Social Insurance Fund reached LTL 1,2 billion and was financed from the reserve fund (all reserve funds have been used to this end). At the end of 2008/beginning of 2009 contributions to pension funds have been reduced; the term for payment of arrears of social insurance old-age and disability pension was postponed to the year 2012, including the adoption of the Provisional Law on Recalculation and Payment of Social Benefits of the Republic of Lithuania which came into effect

on 1 January 2010). Pursuant to the Law, social benefits shall be temporarily recalculated (for the two year period). After expiry of the term of the Provisional Law (as from 1 January 2012) it is anticipated to re-establish former social insurance pension amounts. The reversal of pension cuts demonstrates a special attitude toward older people - the reimbursement of crisis-related income reductions for other population categories financed from the state budget was not discussed.

#### **RIS Commitment 4: to adjust social protection systems in response to demographic changes and their social and economic consequences**

One of the objectives of the National Strategy of Overcoming the Consequences of Ageing is to ensure stable income enabling older people to maintain their human dignity and lead a full-fledged life. One of the main challenges in the sphere of income and income guarantees for older persons in the National Strategy of Overcoming the Consequences of Ageing is very small and too slowly increasing old-age and disability pensions for many beneficiaries.

Following the changes of 2007-2011, actions have been undertaken in all fields within the framework of the above commitment:

- Enhancement of sustainability of social security systems;
- Pension adjustment system;
- Life-long social protection for women and men etc.

In 2007 the amendments and measures to the Law on State Social Insurance Pensions have been approved. The Law stipulates the possibility to award the pension anew and provides a bonus (supplementary part of a pension) (as of 2007) for the acquired state social insurance pension period, including better conditions for the awarding the pension anew. The amendments encouraged current pensioners to continue working activity after retirement, and helped to ensure sufficient income for pension-age people, including:

- A reduced requirement to have up to one year of the state pension insurance record (further referred to as record) for awarding of the pension anew (up to 1 July 2007 awarding of the pension anew was possible only in case of 2 years of record). Under the amendment to the Law more pension recipients can use this right.
- Adoption of a new measure (as of 1 July 2007): a bonus for each full year of service contributing to the assurance of sufficient income for the recipients of old-age and disability pensions. The amount of the bonus is calculated individually for each beneficiary by multiplying 3 percent of the basic pension by the number of full years of the pension insurance period exceeding 30 years.

The above measures encourage older people to stay longer in the labour market.

The implementation of the social insurance and pension system reform commenced in 2010. It included the preparation of the concept of the reorganisation of the State Social Insurance and Pension System, and other important actions required in the short-term period.

The Seimas (Parliament) of the Republic of Lithuania approved the amendments to the Law on State Social Insurance Pensions stipulating a gradual increase of the retirement age as of 2012. Pursuant to the amendments, from 1 January 2012 the pension age will be raised by two months a year for men and four months a year for women to reach 65 for both by 2026. The current age for retirement is 60 for women and 62 and a half for men

This decision was made by taking into account the increasing lifespan of pensionable age people and with a view to preventing from a heavy burden of social insurance contributions on the employed persons and retaining the same pension rates.

In 2011 the Seimas approved the Guidelines for Reorganisation of the State Social Insurance and Pension System. Pursuant to Guidelines, the Government approved the Plan of Actions for Reorganisation of the State Social Insurance and Pension System.

The Plan stipulates the measures to be implemented by the year 2026. One of the main objectives is to stabilise, in the long run, the expenditure of the state social insurance and pension system; to encourage persons to take more active part in the pension scheme and declare all income for payment of social insurance contributions, and to make them stay longer in the labour market.

***RIS Commitment 5: to enable labour markets to respond to the economic and social consequences of population ageing***

In the sphere of employment the National Strategy of Overcoming the Consequences of Ageing set an objective to keep older people in the labour market as long as possible, to reduce their unemployment rate and increase participation in the labour market. One of the major challenges identified in the Strategy is more difficult adaptation of pre-retirement age and older adults to labour market changes.

In Lithuania, persons over 50 years of age are attributed to persons additionally supported in the labour market. Legal conditions are created to increase their social inclusion and economic activity, reduce unemployment, attract older adults to the labour market and keep more persons of this age category in the labour market, and to promote their attitude to work as a life-long cycle.

In order to increase the opportunities for older people to remain in the labour market or change jobs, Lithuania is implementing the following active labour market policy measures:

- Vocational training of unemployed or persons notified on the dismissal;
- Supported employment (subsidised employment, support to job acquisition skills, public works, job rotation);
- Support for establishment of workplaces (subsidised job placement, supported self-employment, implementation of local employment initiative projects)

During the period of 2007-2011, support was provided to 58,6 thousand older adults (24,4 percent who returned to the labour market. From them, 8,2 persons (2.7 percent) had a possibility to acquire qualification, requalify or upgrade current qualification skills. The support in finding the place in the labour market and in implementing supported employment measures was provided to 48,9 thousand persons (20,3 percent). 1,5 thousand people (0,6 percent) were placed to jobs via employment support measures.

In 2007-2011 coordination of active and passive employment support implementation of life-long learning measures for older people's integration in the labour market was pursued through a wide range of actions: information and counselling, employment mediation, implementation of active labour market policy measures and promotion of self-employment.

In order to implement the measures for employment and integration into the labour market, **the focus is given to socially vulnerable older women** by encouraging their entrepreneurship and

supporting reconciliation of family life and work responsibilities (employers normally set more flexible work schedules for older women).

During the period of 2007-2011 the territorial labour exchange of the country registered 240,5 thousand working age persons over 50 years of age; from them 116,6 thousand (48,5 percent) were employed. Through the mediation of the labour exchange 22,8 thousand persons (9,5 percent) over 50 years of age acquired business certificates and started self-employment activity.

Persons over 50 years of age have been provided with information and counselling services (individually or in groups taking into account their needs, capacities and labour market needs). During the period of 2007- 2011 individual information and counselling services were provided to 2030,5 thousand older people; group counselling services to 36,4 thousand, employment mediation services to 59,0 thousand persons.

Older adults seeking self-employment were informed about the conditions for setting up a business, recruitment of employees and the nature of work under business certificates. All counselling services were provided free of charge.

**The database “Senjorų bankas“** (Seniors Bank) within the National Labour Exchange website accumulates information on the retirement age job-seekers and provides relevant information to employers. During the period of 2007-2011 about 5 thousand pension-age job seekers have registered in the Seniors Bank.

More information on further enhancement of equal opportunities for women and men in the labour market is provided in the description of Commitment 8.

**RIS Commitment 6: to promote lifelong learning and adapt the educational system in order to meet the changing economic, social and demographic conditions**

Promotion of life-long learning and education of older people are among the key priorities stipulated in the Long-Term Development Strategy of the State. In this field the National Strategy of Overcoming the Consequences of Ageing identifies the following challenges: the absence of relevant education environment for older people, lack of information concerning education opportunities, underdeveloped network of educational institutions and lack of research and statistical information.

The measures of the National Strategy of Overcoming the Consequences of Ageing for 2005-2013 are aimed at improving work quality of formal educational institutions in response to the needs of persons in retirement.

The objective factors affecting older adults' learning include:

- relatively small demand for older workers in the labour market;
- usually low income;
- lower motivation to learn;
- insufficiently developed network of education institutions for adults/education services responding to the needs of persons in retirement.

Universities of the Third Age offer education opportunities for older adults. Following the research data analysis efforts are made to develop methodological/institutional capacity of universities working as independent legal entities or university departments, including preparation of the **EU structural support projects** of national importance. One of them is the Project „Development of

Adult Education System by Providing the Learners with General Competences (2nd phase)“ the total value of which is about LTL 8 million. During the project 2500 adults in 25 municipalities could acquire relevant healthy lifestyle skills in the classroom-based studies (two years). The adults could study the subjects directly related to personal health: healthy life-style, psychological support, public, personal and family security, safe traffic and problem resolution. In order to improve self-care skills of adults, it is anticipated to develop training modules of relevant subjects and other modern training tools facilitating adult learning (both at home, while driving a car etc.).

The Project also includes various **educational broadcasts through radio, educational movies** and publication of **books in CD audio format**. Educational tools developed during the Project will be distributed to the Universities of the Third Age, whereas the staff will acquire relevant competences for work with the innovative material.

In order to ensure affordable learning opportunities for older people, **relevant legislation was developed** in the Republic of Lithuania, including strategic documents for the enhancement of adult education (e.g. the Strategy for Assuring Life-Long Learning (2008) stipulating the tasks for vocational training, continuous learning and access to learning opportunities. The national research on training/learning needs of adults is also under development (more information about the research is provided in the annex).

**Development of universal multifunctional centres** also contributes to the adjustment of educational institutions to the needs of older people. The main objective of these centres is to meet social and educational needs of different age or interest regional/local groups by pooling national, private and local financial and intellectual resources (the concept of the above centre is provided in the annex to the Report). A special project of multifunctional centres is aimed at modernising the educational institutions for adults including the plans to fully renovate the infrastructure of these institutions (premises and computer hardware), and enable the adults to acquire new knowledge and skills (through the introduction of flexible and accessible opportunities and in response to the needs and capacities of older people).

Concerning financial support the primary focus is given to adult training directed toward labour market needs. In view of this there is an increasing need to advance the development of non-formal and non-vocational education services for adults by attracting various financing mechanisms. Non-formal non-vocational education of adults is funded both by state and other institutions: national and EU programmes (e.g. Gruntvig), various foundations, civil organisations etc.

The **State supports adult educational activities** in the following ways:

- direct funding of educational institutions;
- financing of separate national/municipal or individual/team educational projects and programmes;
- preferential lease of public buildings and tax credits;
- support to charity and education through the tax system;
- partial or full compensation of educational activities for socially disadvantaged persons;
- support of adult education through subsidies (internships);
- free access to information and printed materials of public libraries.

State institutions most often finance non-formal adult learning and education programmes either in the form of earmarked subsidies or through the project selection process.

Funding of formal adult education institutions - adult education schools, training centres and general education schools with classes for adult pupils – is based on the pupil’s basket and the

methodology for calculating the number of notional students approved by the Government of the Republic of Lithuania.

Older people are among the groups of society which have fewer opportunities to learn because of social exclusion. In view of this non-governmental organisations are encouraged to take part in addressing the problem of employment of older adults. Proposals are prepared concerning the establishment of subsidised jobs for the pre-retirement age unemployed by taking into account their age and duration of unemployment. One of the possible forms of employment for older workers is dissemination of their experience (e.g. by providing training to new staff members and, consequently, pursuing own working activity).

**RIS Commitment 7: to strive to ensure quality of life at all ages and maintain independent living including health and well-being**

The National Strategy of Overcoming the Consequences of Ageing identifies the following challenges: development of health care services for older people, development of geriatric services; lack of wellness programmes for older people, and lack of home-based services etc.

In order to advance the support to people who take care of older adults living in their families and to reconcile family life and work responsibilities in organising social services in Lithuania, the priority is given to day social care in day centres or short-term respite social services by offering an older adult temporary lodging facility. One of the major tasks is further integration of care and nursing care services for older people, and the enhancement of team work and interaction between the providers of health and social services.

Quality of social services is ensured by bringing the services closer to an individual's permanent place of residence. In view of this day social care services are provided in day centres, including the delivery of day social care services at home. This form of care is directed toward the delivery of multiple social services and toward the integrated care services. Long-term (and short-term) social care services are provided in residential social care institutions.

About 85 percent of beneficiaries of home-based social services are older adults. The elderly attending day centres account for about 30 percent of all the attendants. Lithuania also has residential care institutions for old-age people, and homes for independent living. These new-type social service institutions provide housing to older adults (including the disabled) where they can arrange their daily life under the partial guidance of social workers.

Positive trends have been identified in the dynamics of the number of beneficiaries of social services. In 2003-2010 the total number of beneficiaries of home-based services has increased 2,8 times; the total number of attendants of day centres increased twice, whereas the number of service beneficiaries in the residential social care institutions decreased by 10 percent. The protection of rights is highlighted in providing social services to older adults.

Community building and development which is currently promoted in Lithuania will also contribute to increasing the support opportunities for older persons in their own homes.

In order to enhance general delivery of nursing care and social services, the Description of the Procedure Regulating General Provision of Nursing Care and Social Services was approved by the Order of the minister of social security and labour of 4 July 2007. This legal act sets forth the main objectives and principles for general provision of nursing care and social services (further referred to as long-term care services), as well as service beneficiaries; organisation, documentation and

financing of long-term care services. Pursuant to the above legal act, municipality shall be responsible for the organisation of long-term care services and for assembling a team of specialists. Long-term care is a team-based care provided in institutions, establishments, organisations and at home.

Delivery of **home-based nursing services** commenced in June 2008. The services are financed from the Compulsory Health Insurance Fund. Currently home-based nursing services are rendered to persons for whom the necessity of permanent nursing care has been established according to the procedure established by the law. The key home-based nursing services include: injections, intravenous drip, diagnostic procedures, wound care, prevention and treatment of bedsores, surgical drain care and other procedures executed by nurses. Pursuant to the definition of home-based nursing services a caregiver can also provide training to family members who take care of their relatives.

The delivery of **palliative care services** financed from the Compulsory Health Insurance Fund commenced in June 2008.

Special Requirements and Basic Price for the Provision of Geriatric Care Services were approved by the Order of the Minister of Health on 10 February 2011. Pursuant to the Order geriatric care services will be provided to patients (aged 60 and older persons) who are in need for an in-depth geriatric diagnostic and treatment.

**Palliative treatment (care) and nursing services** are also being developed in Lithuania, including the renovation of infrastructure of about sixty personal health care institutions providing palliative care and nursing services by equipping them with relevant medical devices and repairing (reconstructing) the premises of the above institutions. In implementing the projects financed by the European Union and with a view to developing palliative care and nursing services, the focus is given to people with Alzheimer's disease. For instance, Alytus region successfully implemented the Project of PI Alytus Medical Rehabilitation and Sports Centre financed from the European Union funds. Approximately sixty persons with Alzheimer's disease will have access to professional support in this Centre annually. Special needs defined for the above patients are met by providing special support measures, i.e. by equipping them with the special technical aids, allocating financial support (cash social assistance, target compensations, benefits and concessions) and delivering social services. Special support measures are financed from the state and municipal budgets, the budget of the Compulsory Health Insurance Fund, the funds of other institutions (organisations) and other support funds.

Development of the **primary health care** is related to better diagnosis of chronic non-communicable diseases among older adults, advancement of their treatment and access to services. It is one of the priority fields for the development of health system in the Republic of Lithuania. The Concept for the Development of Primary Health Care was approved by the Order No V-717 of the minister of health of 5 September 2007. The plans for implementation of the Concept are approved every 2-3 years.

The primary health care is enhanced by upgrading the competence and functions of family doctors and caregivers working in the field of primary health care, including the establishment of a team of the family doctor (family doctor, carer, obstetrician, social worker etc.). It is anticipated to develop a pilot model for integration of primary health care services through application of the „case management“ principle. This will create necessary preconditions for a gradual development of the age-friendly primary health care.



Implementation of **preventive programmes** is also under way and includes: the programme for breast cancer mammographic screening (for women aged 50-69 years); the programme of preventive measures against cervical cancer (for women aged 25 - 60 years); the programme of early diagnosis of prostate cancer (for men aged 50-75 years; by the age of 45 for men whose parents or brothers had prostate cancer), the programme for selection and prevention measures for persons attributed to the group of greater risk of cardiovascular diseases (for men from aged 40-55 years and for women from 50 to 65 years of age), and the programme of the early diagnosis of colorectal cancer (for persons aged 50-75 years).

According to financial possibilities it is anticipated to further develop and expand nursing and palliative treatment services, home-based service delivery, palliative care and geriatric services, including the analysis and, if needed, development of the general procedure for the provision of nursing and social services so as to ensure integrated nursing and social care services at home for older persons.

#### **RIS Commitment 8: to mainstream a gender approach in an ageing society**

In Lithuania equal rights for women and men in all policy fields are *de jure* ensured in the Law on Equal Opportunities for Women and Men; besides, a gender mainstreamed approach is integrated in the majority of legal acts regulating various fields. Lithuanian legislation fully complies with **the EU acquis and other international legal acts on equality between women and men**. In response to changes, the laws are constantly supplemented and amended so as to ensure equal opportunities for women and men.

With regard to equality between women and men during the period under analysis Lithuania implemented the Programme of Equal Opportunities for Women and Men for 2005-2009 and commenced the implementation of the Programme for 2010-2014.

The main objectives of the Programme for 2010-2014 are stipulated in the following fields: employment, education and science, health, environmental protection, national defence, decision-making, European Union and transnational cooperation, mechanisms for implementation of equality between women and men and development of relevant methodologies. Quite a number of measures implemented within the framework of this programme are relevant in addressing the population ageing problems.

#### **Employment policy:**

- measures to encourage and enable **older women to return to and stay in the labour market**;
- Measures to increase the opportunities for **women (especially women residing in rural areas) to start up and develop their own business**; measures to **promote economic activity of rural residents (both, women and men)** and to create more favourable conditions for rural residents (both, women and men) to upgrade vocational skills.
- measures to support the acquisition of **professional skills directly at the workplace** for women and men who return to labour market after a longer break, and for older women and men lacking the above skills;
- provision of information to women/men seeking self-employment on setting up and development of own business, recruitment of employees, the nature of work under business certificates, and on organisation of training on business fundamentals;

- implementation of projects related to the organisation of information, motivation, training and counselling courses for rural communities with a view to promoting reorientation of the agricultural labour force towards activities alternative to agriculture; organisation of training for social partners on the establishment of a family-friendly workplace.

#### **Health policy:**

- measures to ensure continuing **education and information on the impact of improved health** behaviours on life expectancy and on the consequences of unhealthy behaviours in order to reduce the difference in life expectancy between women and men;
- measures to **reduce the incidence of cardiovascular diseases**, as well as the disease-related disability and mortality from cardiovascular disease;
- Measures to address **specific health problems of women and men** and to ensure screening for cervical, breast and prostate cancer, including provision of information on screening results.

The outcomes of the National Programme of Equal Opportunities for Women and Men for 2005-2009 are reflected in the Extended Comparative Study and Evaluation of Cross-Sectional Changes to the Situation of Women and Men carried out by the Women's Information Centre, namely:

1. Legal provisions as well as attitudes of the population towards equality between women and men become more favourable in Lithuania. Women's attitude to equality between women and men is more favourable than that of men. Attitudes and human behaviour are more favourable to women in the policy fields implementing the programmes approved by the Government.

2. Comparison of the study executed in 1994 and in 2000 revealed that attitude **toward equal participation of women in the labour market has changed completely**. The majority of citizens do not anymore agree with the attitude that men have priority in case of labour shortage. According to the research results, 70 percent of Lithuanian citizens pursue a family model where both, a husband and wife work and take care of children and home.

Lithuania's achievements in the field of equality between women and men have been acknowledged by the European Union: the European Institute for Gender Equality opened its doors in Vilnius in 2010. This is the first EU agency with a special focus on gender equality and the first EU agency set up in Lithuania.

#### **RIS Commitment 9: to support families that provide care for older persons and promote intergenerational and intra-generational solidarity among their members**

The National Strategy of Overcoming the Consequences of Ageing set forth several major changes and challenges related to problems of families taking care of older age family members, namely: inability to fully meet the demand for home-based services, insufficient support to families taking care of older people at home. In the above field the Strategy's goals include the development of home-based services and the improvement of home-based service providers.

With regard to implementation of this Commitment it is important to highlight the role of Lithuania's membership in the European Union. Implementation of relevant programmes and legal acts adopted in the EU institutions and contributing to the improvement of life of older people should also be related to membership in the EU.

One of priorities of **Lithuania's Operational Programme for the Development of Human Resources for 2007-2013** is quality employment and social inclusion (Measure „Reconciling

Family Life and Work Responsibilities“). In 2009 the organisations have been invited to submit applications for project implementation under this Measure. Inter alia, the tender provisions specified a set of activities directly related to the improvement of life of older people:

- provision of services to persons who due to family commitments (take care of children under 10 years of age, disabled persons or elderly family members) are unemployed or have difficulties in reconciling family life and work responsibilities; social care of the disabled or older people: home help.
- day (short-term) social care in the day social care centre;
- motivation, counselling and training of persons who are out of job because of family commitments (take care of children, disabled or older family members).

A total of LTL36 million was allocated for financing the activities under this measure. Funding has been provided to 23 projects.

**Adjustment of urban infrastructure to family needs and decentralisation of the provision of social services** includes implementation of specific projects and establishment of multifunctional centres. Functions of these centres encompass the establishment of an environment for self-expression, community activation, fulfilment of social needs, upgrading of practical knowledge and skills (more information about multifunctional centres provided in the annex to the Report). The period under analysis also included modernisation of institutions providing outpatient social services and health care services. These activities are pursued in implementing the Programme for the Reduction of Regional Social and Economic Disparities for 2007-2010.

**Improvement of living conditions and transport infrastructure for older people.** This activity is pursued by implementing legal acts and relevant programmes aimed at increasing integration of the disabled into society. In this context it is necessary to highlight the following documents: Regulation (EC) No 1107/2006 of the European Parliament and of the Council Concerning the Rights of Disabled Persons and Persons with Reduced Mobility When Travelling by Air, and Regulation (EC) No 1371/2007 of the European Parliament and of the Council On Rail Passengers' Rights and Obligations, and National Social Integration Programme for Persons with Disabilities. Implementation of the Programme encompassed improvements of infrastructure of railway stations (installation of ramps, elevators, and emergency call points in the airports). More low floor buses and trolleybuses adjusted for the needs of the disabled and older people are available in the cities. Pursuant to the procedure established by the law, all persons aged between 70 and 80 are given a 50 percent discount on urban public transport tickets, whereas the persons who have reached the retirement age with the established high level of special needs and all persons 80 years and older are eligible to an 80 percent discount for public transport tickets.

**Renovation of multi-apartment dwelling-houses.** The problem of renovation of multi-apartment buildings which have been constructed two decades ago is instrumental for Lithuania. Renovation can improve living conditions and, most importantly, reduce energy consumption for heating and, consequently, reduce energy prices. In this context it is necessary to highlight the Law on the Amendment of the Law on State Support for Acquisition or Rent of Housing and Modernisation of Multi-Apartment Buildings. Pursuant to the Law, all project preparation and implementation costs shall be reimbursed for low-income owners of multi-apartment buildings, including low-income elderly persons participating in the implementation of renovation (modernisation) of multi-apartment buildings if the Project meets the requirements of the Programme for Renovation (Modernisation) of Multi-Apartment Buildings.

### **RIS Commitment 10: to promote the implementation and follow-up of the regional implementation strategy through regional cooperation**

A very important outcome of cooperation with the United Nations European Economic Commission is Lithuania's participation in the Generations and Gender Programme initiated by the UNECE Population Activities Unit in 2000. The Generations and Gender Programme is an innovative international survey of a new generation designed to improve understanding of demographic and social development and of the factors that influence these developments. Implementation of this programme in Lithuania contributed the awareness-raising in the field of population ageing. Lithuania was involved in realisation of both parts (pillars) of the Generations and Gender Programme: the first-wave questionnaire in 2006, the second-wave questionnaire in 2009. The contextual database was prepared in 2006-2007. The outcomes of the international survey were presented in the special monograph „The Lithuanian Family: Between Tradition and New Reality“.

Cooperation and best practice exchange in addressing the issues of population ageing and implementing the Regional Implementation Strategy was also instrumental in the European Union context. Notably, Lithuania's accession in the EU provided high quality opportunities in various fields; the same could be said about many issues referred to in this Report.

During the period of 2006-2011 the European Commission's role was crucial in revising the best practice of the EU Member States, organising various meetings, initiating decision-making processes and mobilising financial resources for implementation of various policy decisions directly or indirectly related to population ageing issues.

As it could be seen in the descriptions of the above commitments, the role of the EU is very important in promoting social integration of the disabled, adjusting the environment to their needs, and addressing the problems for the improvement of life of older persons. EU initiatives are relevant in promoting equality between women and men, addressing rural development problems and implementing the regional policy.

Population ageing issues are directly discussed in considering demographic problems which has become more relevant for the entire European Union. In this context the role of the expert group on demographic issues of the European Commission instrumental. The group is a forum for presentation and discussion of the urgent issues related to population ageing.

European Commission declared 2012 as the European Year for Active Ageing and Intergenerational Solidarity. It is expected that this year will also give a new impetus to cooperation between the European Union Member States in addressing the problems related to population ageing and situation of older people. The AGE Platform which also includes a Lithuanian organisation representing older people (“Bočiai“) takes an active part in the preparation for this Year.

Assistance of the UN Economic Commission for Europe is still very important in the field of cooperation, innovative decisions-making outside the operational framework of the European Union, and dissemination of best practice related to older people.

## **4. Conclusions and priorities for the future**

### **Review of the progress achieved during the period of 2007-2011**

Lithuania applies a holistic approach toward population ageing by pursuing social security, employment, health, education and other policies. Relevant actions have been taken in implementing all RIS commitments. The key objective of the National Strategy of Overcoming the Consequences of Ageing is to ensure the activities in various policy fields. During the period of 2006-2011 Lithuania implemented various measures in the field of all RIS commitments.

The 2006-2011 policy responding to the population ageing challenges was influenced by both, positive and negative trends. One of the most favourable factors contributing to positive changes in the sphere of implementation of the majority of commitments was Lithuania's membership in the European Union. After EU accession Lithuania had more opportunities for best practice exchange and for the use of structural support instruments. Among the negative factors was global economic downturn which started in 2008 and affected Lithuanian economy which was directed mainly at export markets.

Another negative factor was high migration rates and relatively low fertility rates. In the long-run this will create additional problems in addressing the population ageing issues (first of all because of the decreasing number of employed people and smaller contributions to social insurance funds).

Lithuania increases participation of older people in social, economic, political and cultural life. This policy is pursued by assuring representation of interests of older people, implementation of various policies to improve the situation of older people, including relevant national strategies and programmes. Remarkable progress has been achieved in enhancing older people's use of information technologies.

The efforts have been made to provide adequate funding of social security systems and to ensure that pension funding during times of economic growth corresponds with the increasing level of country's well-being, that during the economic downturn or crisis older people's situation is not affected by disproportionate worsening, and that the first opportunity is used for the increase of older people's income.

Lithuania has also prepared the concept for reorganisation of the state social insurance and pension system and made a decision concerning the extension of retirement age.

The country has also implemented special active labour market policy measures encouraging older people to stay longer in the labour market. A special attention was given to socially disadvantaged older women.

The country established the legal basis for the assurance of the affordable learning opportunities for adults, including relevant strategic documents related to the development of adult education. Institutions of non-formal education also contributed to education of older people, whereas the Universities of the Third Age have enhanced their capacities. Lithuania has also elaborated various EU structural support projects of national importance. Development of universal multifunctional centres contributed to the adjustment of educational institutions to the needs of older persons.

Non-governmental institutions have been encouraged to address the employment problems of older people. They prepare specific proposals concerning the establishment of subsidised jobs for pre-retirement age unemployed persons by taking into account the duration of unemployment and age.

In the field of health policy, relevant institutions started providing nursing care services at home, as well palliative care services financed from the Compulsory Health Insurance Fond budget. The activities also include: the development of palliative and nursing care services, enhancement of

primary health care and implementation of preventive programmes. When organising social services in Lithuania priority is given to day social care in day centres or to short-term respite social care by providing temporary accommodation to older people in the care institution. Positive trends have been identified in the dynamics of number of beneficiaries of social services.

Implementation of programmes on equal opportunities for women and men provided for the assurance of gender equality. It is necessary to highlight that legal provisions as well as attitudes of the population towards equality between women and men become more favourable in Lithuania. Lithuanian legal acts fully comply with the EU *acquis* and with the provisions of other international legal acts related to equality between women and men.

Lithuania also implemented special projects aimed at providing support to families that provide care for older family members. Older people have been provided with a more secure living environment.

The main outcome of cooperation with the United Nations Economic Commission is Lithuania's participation in the Generations and Gender Programme. Cooperation and best practice exchange in addressing population ageing issues and in implementing the Regional Implementation Strategy in Lithuania is often pursued via the mutual cooperation with the EU Member States.

### **Challenges and perspectives of the ageing policy**

The current situation affected by demographic changes, economic emigration and global economic financial crisis requires to keep a balance between the short-term population ageing challenges and possible long-term challenges.

It is obvious that in the future population ageing and depopulation will determine a constant increase in the expenditure for the support of the pension system, including the need to provide more high quality social and health services (especially care services).

In view of the above and in order to address the current population challenges, the efforts are made to improve life quality of older people by assuring adequate income, improving their living environment, the range of and access to health services and other measures. According to the long-term demographic trends and changing population age structures, the retirement age for both men and women has recently been raised in Lithuania.

It is difficult to forecast future labour market trends, since changes in the situation will depend on many factors: distribution of working age population by age, technological progress and general global economic situation. Nevertheless the reduction in the number of younger age workers and in the relative share of young workers might cause additional tension in the labour market. Therefore in the future it will be necessary to further promote employment and entrepreneurship of older persons and to expand their learning opportunities.

### **Strengths and weaknesses in the field of population ageing**

The main strength in the field of the ageing society in Lithuania is the prevailing positive attitude at the political decision-making level toward older people. It is contributing to the implementation of various decisions related to older people.

Insufficiently stable economic situation of the country impedes the assurance of adequate pension levels; too few jobs are created; employers often are not able to effectively use the increasing

potential of older people's working force. This restricts older people's opportunity to get jobs where they can employ the acquired knowledge/skills and work in the health-preserving environment.

### **Future activity in the field of population and individual ageing. Proposed adjustments to existing policies**

Future activities in the field of population ageing first of all will include further **implementation of the pension system reform** and the improvements of a living environment.

**Development of services to older people** would be one of the main priorities and adjustments to the existing policies. This would also include the development of a variety of services and a better access to services. Service development is instrumental in many policy fields related to the ageing society, e.g. in developing the patterns of independent living, health services, long-term nursing care, transport infrastructure and access to transport etc.

### **Priorities for further policy research. Capacity development needs**

The initiatives of the ageing-related long-term and multi-country surveys would be welcomed pursuant to the experience gained from the Generations and Gender Survey. Moreover that the UN Economic Commission for Europe has a greater potential in mobilising intellectual and financial resources than a single Member States.

In terms of future needs and priorities for policy research, preparation of general studies and dissemination of relevant information becomes more important under conditions of the increasing information flows.

Information review, the search for the most appropriate forms of presentation, organisation of regional forums, best practice exchange matching the needs of experts working in various population ageing fields should continue to be the priority issues in the agenda of international organisations.

**MINISTRY OF SOCIAL SECURITY AND LABOUR OF THE REPUBLIC OF  
LITHUANIA**

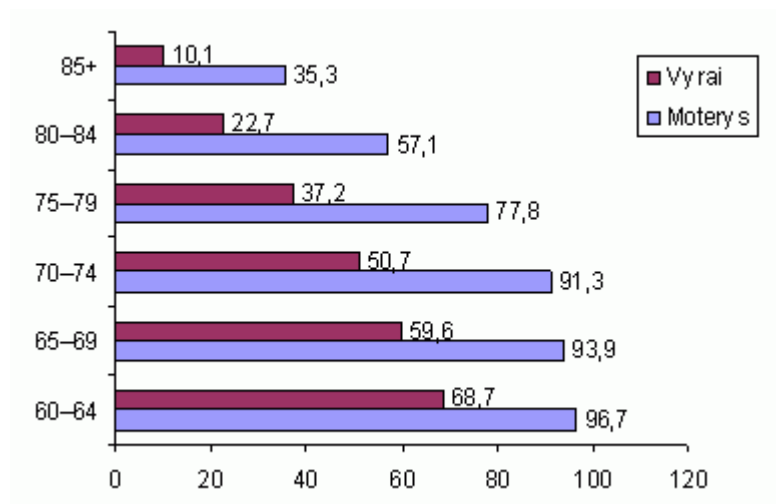
**Report  
on the Follow-up to the Regional Implementation Strategy (RIS) of the Madrid International  
Plan of Action on Ageing (MIPAA) in Lithuania**

**ANNEXES TO THE REPORT**



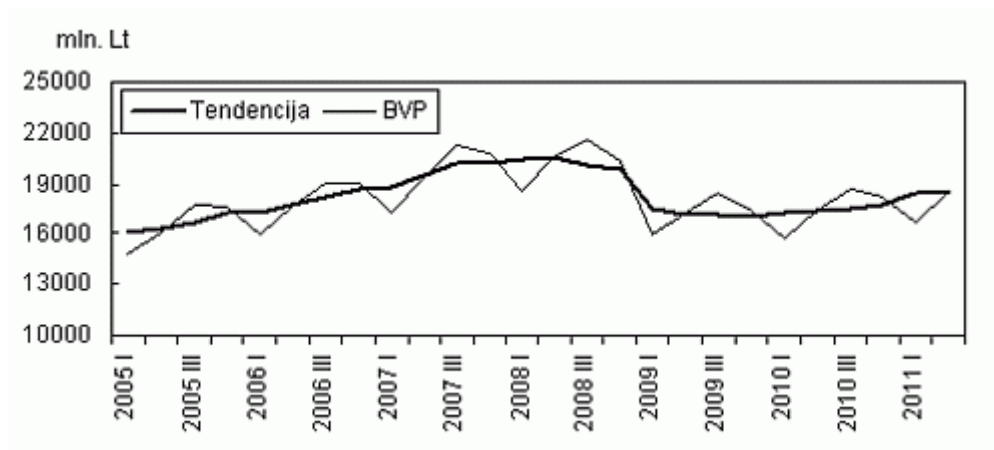
## 1. Population Ageing in Lithuania

**Older people by sex and age group, 2011**  
As of 1 January, thous.



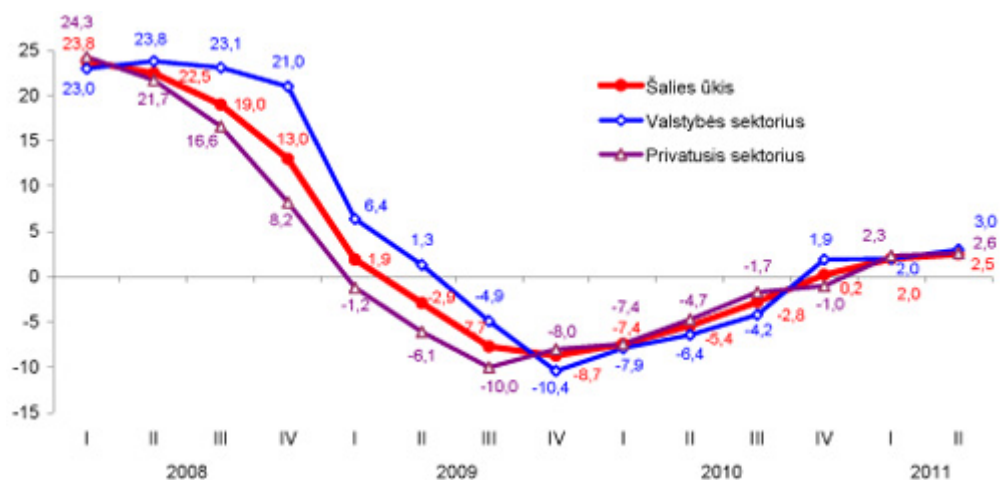
Legend:  
Men  
Women

**Fig.1 Gross Domestic Product**  
At constant prices



Legend  
LTL in millions. Trend - GDP

**Fig. 2. Average monthly gross earnings by economic sector, 2008–2011 (on quarterly basis)**  
Change compared to the corresponding quarter of the previous year  
In percent



**Legend:**

Whole economy

Public sector

Private sector

**Source:** Statistics Lithuania

**Mortality rate by gender**  
**Deaths per 1000 population**



**Legend:** Men, women

**Source:** Statistics Lithuania

**Life expectancy.** In 2010 in Lithuania life expectancy at birth for men was 68 years, that for women 78,8 years. Since 2007 mortality of men has been decreasing and during the three years life expectancy for men has increased by 3,1 years, for women by 1,6 years. The difference in life expectancy at birth between men and women during the above period has decreased by 1,5 years and amounted to 10,8 years in 2010.

According to the data of Statistics Lithuania, in 2009 in Lithuania life expectancy at age 65 was 13, 38 years for men and 18,25 years for women (increasing life expectancy trends are observed).

**Causes of death.** The structure of death causes among Lithuanian population has not changed over the years. Pursuant to the data of the Institute of Hygiene of Health Information Centre, in 2010 three major causes of death were: diseases of the circulatory system, malignant tumours and external causes of **death (they made up 85,2 percent of all causes of death)**. Diseases of the circulatory system made up 47 percent of all causes of death for men and 65,6 percent for women; malignant tumours - 21,2 percent and 17,2 percent respectively, external causes of death - 14,5 percent and 4,5 percent respectively.

**RIS Commitment 3: to promote equitable and sustainable economic growth in response to population ageing.**

At the beginning of 2011, computers were used by 11,7 percent of people aged 65-74, the Internet by 11,4 percent of the same age people (at the beginning of 2010 - 10,1 percent and 9,6 percent respectively).

At the beginning of 2010 in the European Union the share of people aged 65-71 who used computers accounted for 31 percent, the Internet users made up 28 percent.

**RIS Commitment 4: to adjust social protection systems in response to demographic changes and their social and economic consequences**

**Retirement age people (Table)**

Year	Women	Date of birth	Men	Date of birth
<b>2012</b>	60 years 4 months	1 January 1952 – 31 August 1952	62 years 8 months	1 July 1949 – 30 April 1950
<b>2013</b>	60 years 8 months	1 September 1952 – 30 April 1953	62 years 10 months	1 May 1950 – 28 February
<b>2014</b>	61 years	1 May 1953 – 31 December 1953	63 years	1 March 1951 – 31 December 1951
<b>2015</b>	61 years 4 months	1 January 1954 – 31 August 1954	63 years 2 months	1 January 1952 – 31 October 1952
<b>2016</b>	61 years 8 months	1 September 1954 – 30 April 1955	63 years 4 months	1 November 1952 – 31 August 1953
<b>2017</b>	62 years	1 May 1955 – December 31 1955	63 years 6 months	1 September 1953 – 30 June 1954
<b>2018</b>	62 years 4 months	1 January 1956 – 31 August 1956	63 years 8 months	1 July 1954 – 30 April 1955
<b>2019</b>	62 years 8 months	1 September 1956 – 30 April 1957	63 years 10 months	1 May 1955 – 28 February 1956
<b>2020</b>	63 years	1 May 1957 – 31 December 1957	64 years	1 March 1956 – 31 December 1956
<b>2021</b>	63 years 4 months	1 January 1958 – 31 August 1958	64 years 2 months	1 January 1957 – 31 October 1957
<b>2022</b>	63 years 8 months	1 September 1958 – 30 April 1959	64 years 4 months	1 November 1957 – 31 August 1958
<b>2023</b>	64 years	1 May 1959 – 31 December 1959	64 years 6 months	1 September 1958 – 30 June 1959
<b>2024</b>	64 years 4 months	1 January 1960 – 31 August 1960	64 years 8 months	1 July 1959 – 30 April 1960
<b>2025</b>	64 years 8 months	1 September 1960 – 30 April 1961	64 years 10 months	1 May 1960 – 28 February 1961
<b>2026</b>	65 years	1 May 1961 and later	65 years	1 March 1961 and later

When increasing the retirement age, every calendar year old-age pension will be granted only to the persons who during that calendar year have reached the retirement age established for that particular year (it'll increase by two months a year for men and by four months a year for women).

## **RIS Commitment 5: to enable labour markets to respond to the economic and social consequences of population ageing**

**In 2010 in Lithuania the employment rate for the population aged 55-64 was higher than the EU average.** According to the data of the labour force survey, in 2010 the employed people aged 55-64 totalled 171,4 thousand (48,6 percent), from them 79,4 thousand men (52,3 percent) and 92 thousand (45,8 percent) women. The employment rate of citizens of this age group has slightly declined but still was higher than the EU average (46,3 percent). The number of persons aged 65 and older who are still employed totalled 24,1 thousand (4,5 percent); from them 12,3 thousand men (6,9 percent) and 11,8 thousand women (3,4 percent). In 2010 the employment rate of people aged 65 and older accounted for 4,7 percent in the European Union.

Traditionally, women in Lithuania receive better education than men. In 2010 women made up 65 percent of persons with higher than secondary education, 66 percent of persons who earned bachelor's and master's degree; and 61 percent of persons awarded a Doctor's Degree.

The employment rate for women (60,7 percent in 2009 and 58,9 percent during the 1st quarter of 2010) is higher than that of men (59,5 percent in 2009 and 54,5 percent during the 1st quarter of 2010). In the 2nd quarter of 2011 the employment rate for women made up 60,8 percent, for men - 60,7 percent. The annual unemployment rate for women in 2009 accounted for 10,4 percent, for men - 17 percent. In 2010 the unemployment rate for men was higher than that for women and accounted for 21,2 percent (unemployment rate for women 14,4 percent, i.e. nearly half less than that for men). There is still quite a substantial discrepancy in men's and women's remuneration. The difference in the average remuneration in the Republic of Lithuania is about 20 percent (this indicator is higher than the EU average).

## **RIS Commitment 6: to promote lifelong learning and adapt the educational system in order to meet the changing economic, social and demographic conditions**

**Universal multifunction centre (UMC)** is an institution providing educational, cultural and social services to children and local community. The activities of UMC include: preschool education, pre-primary education, supplementary and other non-formal education of children, day care of children, non-formal education of adults, education assistance, special education, distance learning under formal and non-formal education programmes or their modules, recreational, socio-cultural and artistic activity for children and adults etc. The scope and functions of UMC activity are determined by local government authorities based on the assessment of local community needs.

**The goal** of a universal multifunction centre is to meet social and educational needs of various regional and local interest groups by pooling the state, private and local financial and intellectual resources.

### **Tasks:**

- To develop the infrastructure of socio-educational services in rural communities by providing high quality social and educational services that meet the needs of a specific community;
- To enhance social participation of persons residing in towns and rural areas, as well as their mutual understanding/tolerance and responsibility in addressing specific problems;
- To develop community based ideas of voluntarism and self-help;
- To develop social capital based on mutual trust, cooperation and common values.

### **Functions:**

1. activation: to create conditions for self-expression, active involvement and participation of clients;

2. sponsoring/care: to meet biological and social needs of clients;
3. enlightening: enabled competence-building;
4. moral education: to establish the clients' relationship with the environment and work;
5. education: to enhance information exchange and create conditions for self-education;
6. training: to develop the clients' physical, mental and practical knowledge and skills;
7. enabling: to provide knowledge on the importance of team work and social partnership in pursuit of life quality and positive socio-educational environment.

### **Principles:**

1. accessibility: guaranteed access to services for all;
2. contextuality: activity is closely related to the context of the national economic, social and cultural development and, at the same time, matches the constantly changing public needs;
3. diversity: services meet multiple community needs;
4. holistic approach: services might embrace several fields subject to the individual (family) needs;
5. enhanced partnership and cooperation between various social partners/institutions.

The following **sequence of actions** is recommended while planning the educational services in UMC:

1. to identify community needs and specify priority socio-educational services;
2. to organise provision of relevant socio-educational services to community members in their place of residence;
3. to anticipate the development of and the alternative for socio-educational services;
4. to pursue a sustainable development of the relationship with state and municipal institutions providing social services and methodological assistance;
5. to gradually attract private persons capable of organising various events into the activity of universal multifunctional centres, including volunteers and local non-governmental organisations working within the framework of education system.

It is anticipated to establish the following multifunctional centres: 3 in Alytus Region, 9 in Kaunas, 7 in Klaipeda, 6 in Marijampolė, 19 in Panevėžys, 8 in Šiauliai, 4 in Tauragė, 8 in Telšiai, 5 in Utena and 13 in Vilnius regions.

A total sum allocated for the development or establishment of the above centres amounts to LTL 87,8 million (from them LTL 74,6 million from the European Union Fund and LTL 13,2 million from municipal budget funds).

In 2011 the Education Development Centre under the Ministry of Education and Science carried out the research „The Applied Research on Adult Education“. Pursuant to the research, in Lithuania there are nearly two hundred thousand (195 646) potential learners aged 55-74 who are ready to acquire the knowledge on healthy life-style, psychology and other issues relevant for older people.

Older people were asked: if you had an opportunity, would you be interested in learning or upgrading your knowledge and skills? Estimated results of the research showed that 2 out of 3 older people are not involved in any learning activity and are not going to do that in the future. 22 percent of respondents aged 55-74 are not involved in learning activity but would like to do that in the future; 3 percent of respondents are currently involved in learning, 15 percent haven't yet made up their mind. It must be highlighted that out of 890 thousand of Lithuanian population over 55 years of age, people who are motivated to take part in educational initiatives account for 22 percent (nearly 200 thousand) but their learning needs are not yet met. According to the research, nearly 2 out of 3 older people in Lithuania don't want to learn and say that it is too late to do that (more info in Annex 2).

The research and surveys revealed that there is a need for non-formal adult education among Lithuanian adult population, i.e. about one sixth of adult people want to acquire legal knowledge, about one tenth the knowledge on various arts (the same number is interested in psychology etc.). According to the data of the research nearly half of the country's population are not involved in the activity of public organisations and in various movements (they found this activity not interesting). Lack of interest and non-involvement could be related to the lack of positive experience from participation in the activity of such organisations.

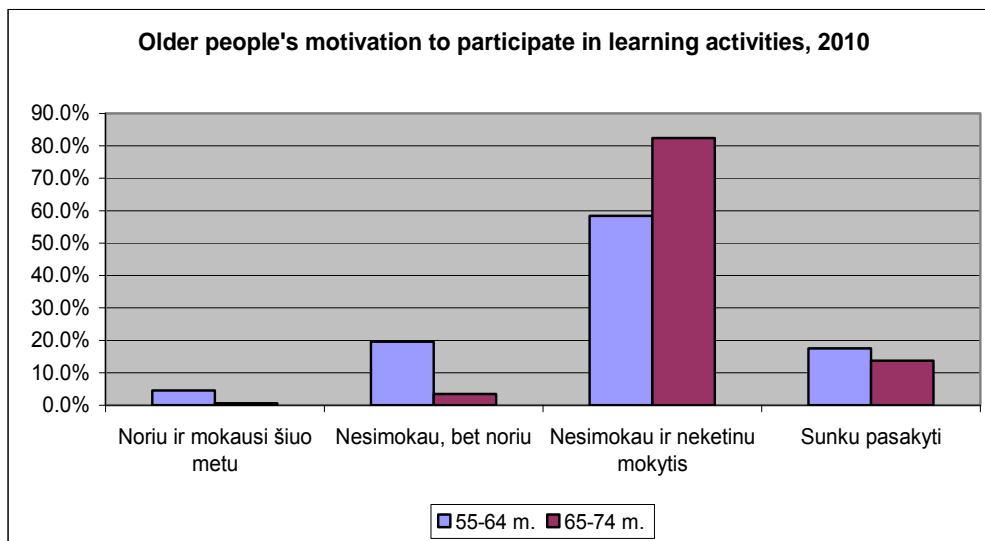
In determining the need for vocational training and counselling programmes for older people, vocational training programmes for the development of older people's capacities have been elaborated and approved in Lithuania.

Older people with practical skills and knowledge gained through self-education are provided with a possibility to take equivalency exams and acquire professional qualification recognised by the state (i.e. they don't need to attend vocational training school). Pursuant to the Law, upon the assessment of the competences acquired in the course of person's non-formal vocational education, they may be recognised as the qualification of an appropriate level or a part thereof in accordance with the established procedure.

Implementation of the EU Project „Development of Distance Learning and Integration into Traditional Training within the Labour Market Training System“ included: preparation of 40 new and the update of 20 distance learning modular programmes. Pursuant to programmes, older people and other social groups have been provided with an opportunity to participate in the distance learning programmes.

According to the research (2006) on the assessment of the need for vocational training and counselling programmes for older people, the main motivational factor of people aged 60 and older was learning for pleasure providing more communication and personal development opportunities. The research also revealed that most popular training courses were computer literacy and foreign language courses matching communication and personal development needs. Following the recommendations, in 2007 ten programmes for senior people have been prepared in Lithuania (programme duration 1-2 weeks).

In order to develop, approve and implement vocational training programmes for the development of general older people's capacities, in 2008 a non-formal training programme (64 hours) „Social Integration of Older People“ was supplemented and amended. The purpose of the programme is to introduce effective successful social integration methods for older people and to teach them to apply these methods in practice through integration into the labour market. Specialists of the territorial labour market training and counselling services provided counselling: in 2008 to 1649, in 2009 – to 2182, in 2010 to 967 older age employable people.



**Legend:**

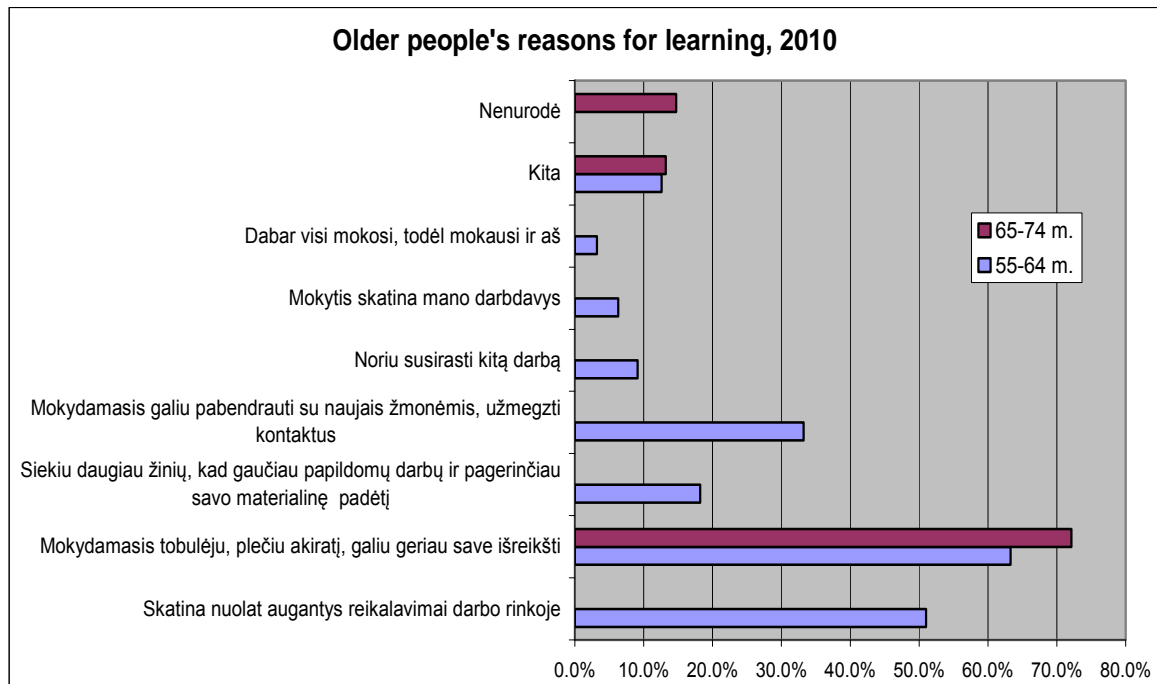
Eager to learn, involved in learning activity

Not learning but eager to learn

Not learning and have no intention to learn

Difficult to say

**Source:** Applied Adult Education Research. Report (2011) prepared by Social Information and Training Agency



**Legend:**

No answer

Other

Everyone is learning, so am I

Was encouraged by the employer

Want to find another job

Learning facilitates communication with other people and making new contacts

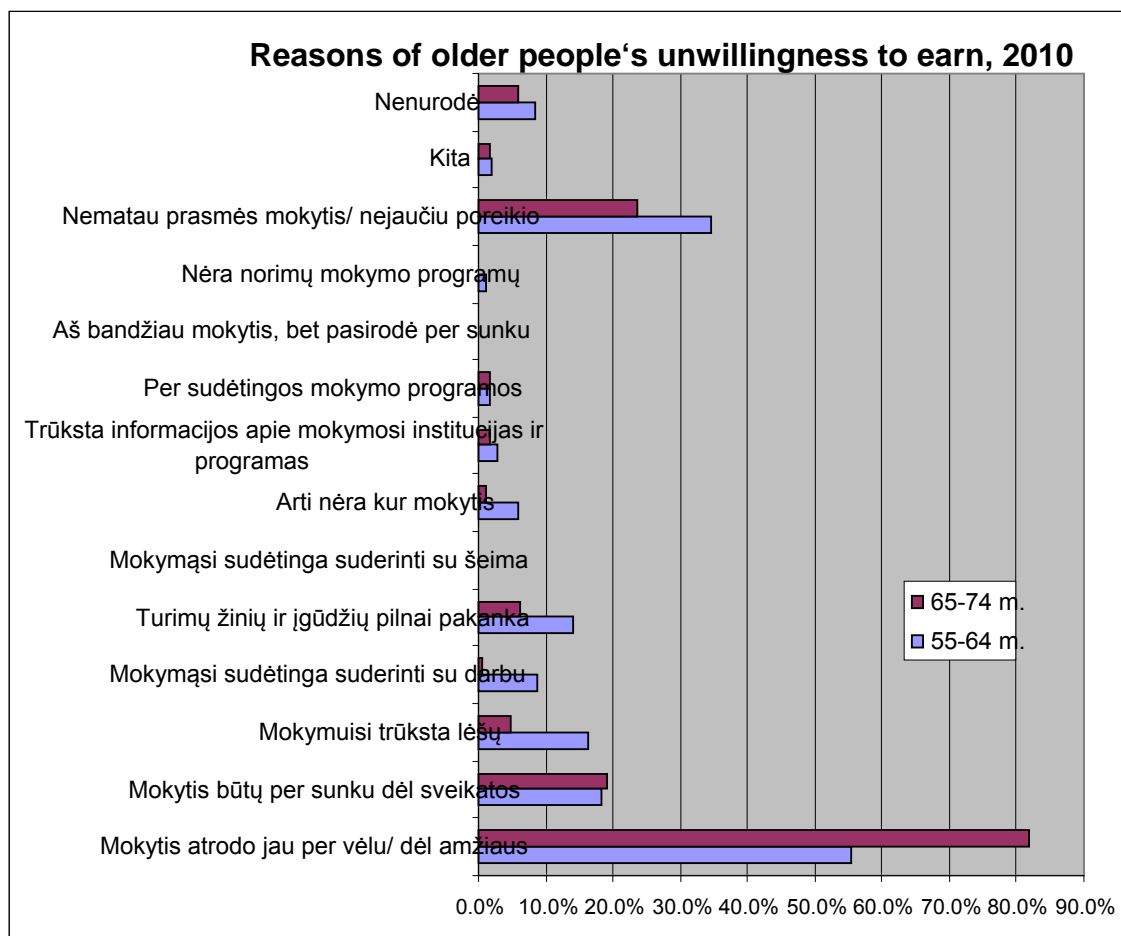
Need more knowledge to get additional job and improve financial situation

For self-development and self-actualisation purposes

Due to constantly increasing labour market requirements

**Source:** Applied Adult Education Research. Report (2011) by Social Information and Training Centre





**Legend:**

No indication

Other

I find no sense in and need for learning

Absence of relevant training programmes

I tried to but it was too difficult for me

Too complicated training programmes

Lack of information on training institutions and programmes

No training facility close to my place of residence

Difficult to reconcile learning with family

I have sufficient knowledge and skills

Difficult to reconcile learning and work

Lack of money

It would be too difficult because of health status

It is too late to learn because of my age

**Source:** Applied Adult Education Research. Report (2011) by Social Information and Training Agency

### **RIS Commitment 8: to mainstream a gender approach in an ageing society**

Participation of women in political life has increased in Lithuania. In the presidential elections of 17 May 2009 there were two women candidates (from the total of seven). It was the first time when woman was elected President of the Republic of Lithuania.

On 7 June 2009, three of the country's 12 members elected to the European Parliament were women. The first female judge from Lithuania works in the European Court of Human Rights. The number of females elected to the Seimas of the Republic of Lithuania for the term of 2008–2012 amounted to 26 (18,44 percent); males – to 115 (81,56 percent). In 2009 it was the first time when a female was elected Chairperson of the Seimas of the Republic of Lithuania, as well as Chairperson of the Audit Committee of the Seimas of the Republic of Lithuania. However, the share of women chairing different commissions in the Seimas of the Republic of Lithuania has decreased: only two commissions (out of 10) are chaired by women. Women also take the lead in the Government. The portfolios of the ministers of foreign affairs and finance are also in women's hands. During the municipal elections of 2007, out of 1504 elected council members women totalled 337 or 22 percent. Women account in some municipal councils for 40 percent of council members. Five elected mayors are also women (12 percent). Pursuant to the data of the Civil Service Department under the Ministry of the Interior, women account for 74 percent of civil servants (except statutory civil servants), and 60 percent of civil servants of political (personal) confidence. However, men account for about 70 percent of heads of state and municipal institutions and agencies.

Labour force activity, employment and unemployment rate (among population aged 15–64 years, in percent)

	2000		2009		2010	
	Women	Men	Women	Men	Women	Men
Level of labour force activity	67,1	74,2	67,8	72,0	68,8	72,4
Employment rate	57,5	60,1	60,7	59,5	58,7	56,8
Unemployment rate	13,9	18,8	10,4	17,0	14,4	21,2

Employment rate for older women:

*Women aged 55-64*

In 2000 – 41,7 percent; in 2009 – 48,3 percent; in 2010 - 45,8 percent

*Women aged 65 and older:*

In 2000 – 2,6 percent; in 2009 – 3,9 percent; in 2010 – 3,4 percent