

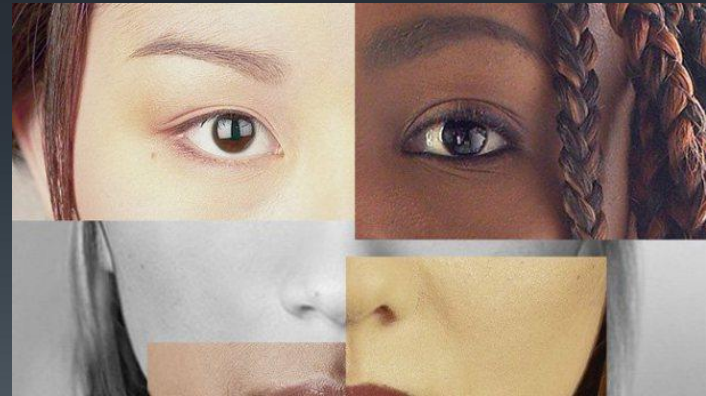


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Equal opportunities
regardless races at the
labour market in
Lithuania


- **Racism** is a reality in the lives of some ethnic minorities in Lithuania.





The main legal documents addressing discrimination and equal opportunities in employment are:

- Law on Equal Opportunities of Women and Men
- The Labour code
- The Law on Equal Treatment

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- **The labour code** states that „ a person’s gender, sexual orientation, race, nationality, language, origin <...> age“ shall not be the reason to terminate employment relationship.

- **The law on equal Treatment.**

The aim of the law is to transpose EU Anti-discrimination Directives, including age, disability, racial or ethnic origin, religion or belief.

These two major document prohibit discrimination on the grounds of race, ethnicity, origin and language in the fields of employment.

Rukla's Refugee Reception Center

The aim of the center is to organize the reception and social integration in the regions of Lithuania for the refugees under the care of Government.

Lithuania has agreed to resettle 1,105 refugees over two years under the EU refugee resettlement programme.



Rukla's Refugee Reception Center



Library

Rukla's Refugee Reception Center



Nursery



Rukla's Refugee Reception Center



Museum

Rukla's Refugee Reception Center



Living rooms

The results of the research done by Refugee Reception Centre in Lithuania

What are the problems that foreigners face while entering the employment?

Answers	%
They don't look for the job	3 (0.48 %)
Employers don't want to hire foreigners	4 (0.64 %)
They don't know Lithuanian	10 (1.6 %)

Is the integration to the labour market for refugees more difficult than for the locals?

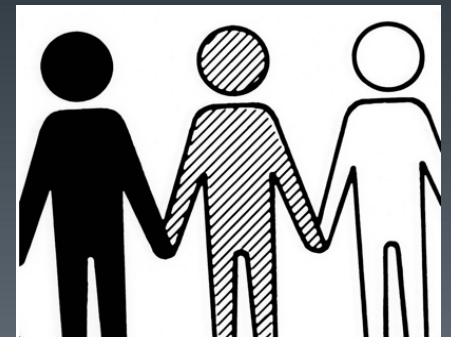
Answers	%
Yes	529 (84.5 %)
No	34 (5.43 %)
Don't know	37 (5.91 %)

Does the refugee has the equal rights in Lithuania?

Answers	%
Yes	2 (0.32 %)
No	18 (2.88 %)
Don't know	4 (0.64 %)

Situation of racial and national discrimination in labour market

- Officially, discrimination happen incidentally.
- There is no official research on frequency of discrimination.
- Complaints are not always efficient. People sometimes do not recognise discrimination and they don't know what institution to approach at first.
- The number of discrimination cases on grounds of race or nationality brought to court is very low.
- The area of anti-discrimination and anti-racism in employment has not fully covered by legislation.



In 2012, the Ethnic Research Institute concluded a public opinion poll on what policy the Lithuanian government should adopt towards immigrants from poorer countries.

- The majority of respondents agreed to allow immigration if there are jobs for them.
- Respondents agreed with the strict regulation of the number of immigrants.
- People strongly disagreed with allowing immigration for all who want to work.
- But the respondents also strongly disagreed with the idea to ban the immigration in Lithuania.



Registration procedures

- Migrants from the third countries come to Lithuania only with a valid working permit and an employment contract. They have restricted mobility in the labour market. They cannot change work place, employers can fire employees at any stage of the contract.
- Citizens of the European Union may arrive and stay in the Republic of Lithuania for up to 3 months within a 6 month period.
- Citizens of the European Union who wish to stay longer than three months have to register with the Migration Department.

The Lithuanian Social Research Centre's Labour and Social research Institute conducted the most relevant research in 2010.

The main problems that national minorities face while entering employment

- Low salaries
- Lack of preparation for the job market
- Insufficient knowledge of Lithuanian (42 % of respondents)
- Employer's negative approach to their ethnicity (10.8 % of respondents)
- Non-recognition of qualification documents in Lithuania
- Discrimination and unequal opportunities due to nationality in labour market.

Refugees' opinions on equal rights in Lithuania

- *“ We have residency permits for one year. No one wants to hire us for a short time.”*
- *“I work and I would like to buy a flat, but I cannot take a credit, but they say you have only one year permit.”*
- *“ I have a higher education in water supplies. I have no job here. I have visited several companies but got no response.”*
- *I saw the society here stereotypes me because of my skin colour or my appearance.”*
- *“Lithuania is not a hard country to integrate in. If you go to bad places then you will get bad perception. But if you go to normal society the integration is not that difficult. People will accept you regardless of your religion, or skin colour.”*

Conclusions and recommendations

- The situation of anti-racism in employment in Lithuania has not been fully covered by legislation.
- The research on racism of migrant and national minorities in employment needs to be conducted.
- Negative stereotyping about ethnic groups have caused ethnic minorities some difficulties.



Conclusions and recommendations

- The State institutions must implement documents to guarantee equal opportunities in labour market in all sections.
- The research on racism in access to employment and at the workplace should be carried out by state institutes.

