



ENAR Shadow Report 2005

Racism in Lithuania

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I. Introduction

There are more than 100 nationalities living in Lithuania. Poles, Russians, Belarusian, Ukrainians and Jews are the largest communities of national minorities. All national minorities are in danger to be discriminated against on the grounds of race, nationality, ethnicity, religion, beliefs or language. Still there are certain nationalities whose representatives are more vulnerable than others. The problems of national minorities have been widely discussed in Lithuania for years. The various measures are applicable by the government in order to integrate all residents of the state into society and avoid the processes of social segregation of national minorities. Despite the fact that the national policy of the Republic of Lithuania seeks to secure the equal rights of all residents, problems of discrimination on the ground of nationality or religion still sometimes occur.

National legislation in the field of prohibition of racial discrimination regulates the main areas where discrimination may occur: employment, education, housing, health care, etc. The latest achievements of the State in the sphere of new legislation can be considered as sufficient input into the creation of a society free from all forms of racial discrimination. However, certain areas still lack the attention of the government.

The problem of racism in its narrow meaning is not so widely spread as the issues of discrimination on the other grounds covered by Directives 2000/43 and 2000/78. Mostly, the discriminatory acts on the ground of race are infrequent and do not have continuation. The Roma people are the only group which faces frequent threat of discrimination in all areas of everyday life. Other national minorities are more integrated into society, have better quality of life and generally do not face discrimination on the ground of race.

The present report introduces a short analysis of the situation of racism in Lithuania. The second part deals with developments in the field of new national legislation. A number of new laws and amendments to the existing ones seek for a higher level of protection of human rights. Beyond the legislative developments, this report reveals the standing of the national minorities most vulnerable to racism. The most important is the Roma community, because this national minority is being discriminated against most frequently.

Ultimate attention in this report is given to the uncovering of potential race discrimination in all fields of life: employment, housing, education, health, etc. The analysis of the situation in certain spheres of life has unfathomable importance in planning the next measures for improving the present situation.

The report is finalised by a presentation of the government response to racism and religious discrimination in the light of developments in 2005. A short conclusion presents a brief analysis of racism in Lithuania.

II. Political and Legislative Developments

II.i Anti discrimination

During 2005 some important new legislation should be mentioned. In analysing the constitutional level of anti-discriminatory legislation, the most important achievement was the draft law amending the Constitution of the Republic of Lithuania. The goal of the amendment was to extend the right of individuals to file a petition to the Constitutional Court in order to protect the fundamental rights of all individuals granted by the Constitution.¹

The Law on Equal Treatment² was passed in November 2003 and came into force on 1 January 2005. This law covers the prohibition of discrimination on all grounds listed in Directives 2000/78/EB and 2000/43/EB, including racial or ethnic origin and religion. By this law, the Office of Equal Opportunities Ombudsperson was designated to deal with the promotion of equal treatment of all persons without discrimination on the grounds of racial or ethnic origin (based on Article 13 of Directive 2000/43). This body implements all tasks listed in the 13 articles of Directive 2000/43.

The Directives proclaims that the sanctions, which may comprise the payment of compensation to the victim, must be effective, proportionate and dissuasive. In Lithuania there are no such rules on sanctions applicable to infringements of the national provisions adopted pursuant to Directives 2000/78 and 2000/43.

Under the Resolution of the Government of the Republic of Lithuania a long term Action Programme for the Integration of National Minorities for 2005-2010 was adopted.³

An important achievement in the national legislation on the question of protection of linguistic minorities was the formulation of a draft law on the writing of names and surnames in documents. The draft law was presented for consideration before the Parliament⁴ in September 2005. Representatives of linguistic minorities have expressed the wish to write their names and surnames in their native language. The present regulation on writing names and surnames defines that the names and surnames of persons who are not Lithuanian have to be written in Lithuanian characters. Article 5 of the draft law stipulates that names and surnames of the members of national minorities can also be transcribed in

¹ The draft law amending Article 106 of the Constitution of the Republic of Lithuania, XP-980 (2005).

² The Law on Equal Opportunities, *Valstybės žinios*, No.114-5115 (2003).

³ The decision of the Government of the Republic of Lithuania No. 703 'Concerning the confirming of the Action Programme for the Integration of National Minorities for 2005-2010', *Valstybės žinios*, No. 93-3403 (2004).

⁴ The draft law on the writing of names and surnames in documents, XP-689A (2005).

Latin characters. Wherever names and surnames are not written in Latin characters, they will be transcribed into documents in Latin characters. The draft law will enter into preliminary effect on 1 January 2007.

The 2005-2006 implementation phase of the National Action Plan to fight Poverty and Social Exclusion for 2004-2006⁵ includes special measures with regard to the knowledge of the state language among national minority youth. The main goal of the mentioned measures is to estimate the level of knowledge of the state language among national minority youth in order to secure that youth will have the right to study and to qualify as professionals with interruption.

In seeking absolute implementation of the principle of equality, one of the most important goals is to ensure qualified and available legal aid for everyone. During the period of scrutiny a lot was done in this area. The new version of the Law on State Guaranteed Legal Aid was adopted on 8 February 2005 and entered into effect on 1 May 2005 (a few provisions entered into effect on 1 July 2005). Since May 2005, after having improved the aforementioned law, Lithuania rendered primary legal aid available to everybody.⁶ This fact is important evidence of the implementation of the general principle of equality in the State.

In 2005, the draft development strategy of the National (Ethnic) Relationships Policy was prepared. This document can be considered the most important in the field of planning national (ethnic) relationship policy. The main goal of this document is to create a well-proportioned society where there are no differences between national minority groups and the rest of society. The main institution that will have to implement this strategy is the Department of National Minorities and Lithuanians Living Abroad.

On 24 January 2005 the Lithuanian Government confirmed the Shortened Strategy Plan of Activities of the Department of National Minorities and Lithuanians Living Abroad. This document was prepared in order to ensure the further prosperous integration of national minorities into Lithuanian society.

II.ii Migration, family reunion and asylum policies

On 29 April 2004 the Law on Foreigners' Legal Status was adopted.⁷ The Law replaced the two previous laws – the Law on Foreigners' Legal Status and the Law on Refugee Status and aimed to make the Lithuanian legislation completely compatible with EU requirements. However, in the third report on Lithuania adopted on 24 June 2005, ECRI concluded that the Law on Foreigners' Legal

⁵ The decision of the Government of The Republic of Lithuania No. 1002 'Concerning the measures 2005-2006 of the implementation of the National Action Plan to fight Poverty and Social Exclusion for 2004-2006', *Valstybės žinios*, No. 112-4091 (2005).

⁶ The law amending the Law on State Guaranteed Legal Aid, *Valstybės žinios*, No. 18-572 (2005).

⁷ 2004 04 29 LR įstatymas "Dėl užsieniečių teisinės padėties" Nr. IX-2206 [29 April 2004 Law on Foreigners' Legal Status Nr. IX-2206].

Status was a definite step back for refugee protection in several areas.⁸ The most problematic areas identified during the reporting period are examined below.

Firstly, the Law on Foreigners' Legal Status leaves significant space for detention of foreigners, especially those who are undocumented or regarded as a threat to State security. In practice, the vast majority of illegal migrants, including women and children, are detained. Being detained they do not have access to legal assistance. Even asylum seekers are detained until they get temporary territorial asylum. The Law on Foreigners' Legal Status does not establish a maximum period of detention. In practice, foreigners might be detained for quite a long period until their deportation is practically arranged. According to the Supreme Administrative Court decision⁹ of 18 March 2005 foreigners can be detained on the ground of deportation even if the execution of their deportation is suspended. Such a practice might be not in compliance with Article 5 of the ECHR if deportations are not executed with due diligence.

Secondly, the asylum seekers' reception system in Lithuania, providing the Foreigners Registration Centre in town of Pabrade with a status of the only accommodation facility for all asylum seekers except for unaccompanied minors, might be characterised as being not in the line with Articles 13, 14, 15, 17, 18, 20 and 24 of Council Directive 2003/9/EC of 27 January 2003, laying down minimum standards for the reception of asylum seekers. The Foreigners Registration Centre definitely lacks the character of a social institution. Once accommodated in the Centre, asylum seekers with special needs, particularly women, children, the elderly, the traumatised and the disabled, find themselves in a very poor social environment surrounded by uniformed border guards and next to detained irregular migrants. The nutrition system in the Foreigners Registration Centre is centralised and does not always secure religious or cultural dietary requirements. The medical unit provides only necessary health care services, while access to hospitals and specialist services is available only in emergency cases. Neither psychological nor mental health services are available in the Centre.

Thirdly, the social rights of foreigners who do not have permanent residence permit are very limited. The European Committee of Social Rights concluded that the situation in Lithuania was not in conformity with Article 14§1 of the Revised Charter due to the existence of a length of residence requirement for entitlement to social services.¹⁰ Most social rights in Lithuania are granted only to citizens and persons who have a permanent residence permit. Even asylum seekers who get subsidiary protection (i.e. a temporary residence permit) are left without rights to social assistance after the period of social integration. Such a situation might be not in compliance with Article 28 of Directive 2004/83/EC.

⁸ CRI (2006) 2: *Third Report on Lithuania*, European Commission against Racism and Intolerance, Council of Europe, 24 June 2005.

⁹ 2005 03 18 Lietuvos Vyriausiojo administracinio teismo sprendimas Nr. N7-809-05 [18 March 2005 Lithuanian Supreme Administrative Court Decision No. N7-809-05].

¹⁰ European Committee of Social Rights, Conclusions 2005 (Lithuania).

Fourthly, the Law on Foreigners' Legal Status gives only a seven day period for submitting an appeal to the administrative courts against decisions in all migration cases. Such a short time-frame makes the right of foreigners to appeal less effective. As in Lithuania the general term for appeals against administrative decisions is 30 days, such a disproportionately shorter term for foreigners to challenge administrative decisions may raise issues of discrimination.

Fifthly, Article 30 of the Law on Foreigners' Legal Status limits the right to family reunification for Convention refugees. Although Article 12§2 of Council Directive 2003/86/EC on the right to family reunification explicitly exempts Convention refugees from the two year residence requirement term, the Law in fact requires Convention refugees alongside other third country nationals to reside for at least two years in Lithuania before having their family members join them. The Law on Foreigners' Legal Status does not recognise the right of a Convention refugee who is an unaccompanied minor to reunite with his parents in Lithuania, which might raise a serious concern with regard to the conformity of the Law with Council Directive 2003/86/EC on the right to family reunification.

Article 128 of the Law on Foreigners' Legal Status states that a foreigner's family relations in Lithuania shall be taken into account if the decision on his or her deportation is being examined. However, the Law fails to specify how a foreigner's family relations might prevent deportation. In practice, if the foreigner is married to a Lithuanian national and is illegal in Lithuania, he or she is asked to leave Lithuania (or is deported) and they are required to apply for a Lithuanian residence permit from abroad. Such practice might violate Article 8 of the ECHR if due to objective reasons (e.g. impossibility to obtain travel documents, financial costs, health condition, etc.) the separated family did not have a chance to reunite legally and practically.

II.iii Racism as a crime

The Criminal Code of the Republic of Lithuania entered in force on 1 January 2003. Criminal legislation systematically covers a range of racism and xenophobia issues: Articles 169 and 170 of the Criminal Code provide criminal liability for publicly inciting discrimination based on different grounds including race, ethnic origin and religious belief; Article 312 of the Criminal Code provides criminal liability for the desecration of graves for reason of race, ethnic background or religion. During 2005 no amendments in the area of racial discrimination were made. The existing provisions are rarely applied in practice.

II.iv Counter Terrorism

In the third report on Lithuania adopted on 24 June 2005, ECRI concluded that the Law on Foreigners' Legal Status mainstreamed national security and public order considerations into all aspects of asylum and refugee law, including deliverance of residence permits, deportation and detention. The Law opened significant space for indefinite detention of those foreigners who are considered to pose a threat to national security or public order.¹¹ The situation has not improved in this respect during the reporting period.

¹¹ CRI (2006) 2: *Third Report on Lithuania*, European Commission against Racism and Intolerance, Council of Europe, 24 June 2005.

III. Communities vulnerable to racism

According to the 2001 Census data, representatives of 115 nationalities live in Lithuania, whereas only 29 nationalities account for one hundred or more people. Lithuanians account for 83.5% of the population, Poles make up 6.7%, Russians 6.3%, Byelorussians 1.2%, and Ukrainians 0.7% (See Table 1). Jews, Germans, Tatars, Latvians, and the Roma make up 0.2%, while 0.9% of the population did not indicate their nationality at all. Citizens of the Republic of Lithuania make up 99% of the population, citizens of the Russian Federation account for 0.4%, citizens of other countries make up 0.2%, and those without citizenship 0.3%, whereas 0.1% of the population did not indicate their citizenship. National minorities count for 16.55% of the total population.¹²

Lithuanian Population by Nationality, 2001 (thousand,%)
Table 1

Nationality	2001	
	thousand	%
TOTAL	3,483.9	100
Lithuanians	2,907.3	83.45
Poles	234.9	6.74
Russians	219.8	6.31
Byelorussians	42.9	1.23
Ukrainians	22.5	0.65
Jews	4.0	0.12
Latvians	2.9	0.08
Tatars	3.2	0.09
Roma	2.5	0.07
Germans	3.2	0.09
Armenians	1.5	0.04
Other	6.1	0.18
Not indicated	32.9	0.94

Although improper treatment because of one's ethnic origin may be encountered by various groups, the number of registered complaints is relatively low. The Office of the Equal Opportunities Ombudsperson has only admitted complaints concerning discrimination on ethnic and racial grounds since 2005. In 2005, the Office received 15 complaints on ethnic grounds (out of 128 complaints received, the majority of which were related to gender and age discrimination).

According to monitoring data from the Centre of Ethnic Studies (CES) at the Institute for Social Research, social surveys reveal that Roma, Chechens, refugees and Muslims are the least tolerated groups in Lithuania. The public opinion poll in May 2005¹³ revealed that 77% of respondents mentioned Roma, 55% – Chechens, 54% – refugees, 51% – Muslims, and 31% – Jews as those whom they would not like to have as their neighbours.

¹² Population by ethnicity, *Statistics Lithuania*, <http://www.std.lt/lt/pages/view/?id=1706>, accessed 5 March 2006.

¹³ Centre of Ethnic Studies, Institute for Social Research, 2005, <http://www.ces.lt/downloads/structure/files/apklausa.pdf>, accessed 15 February 2006.

Similar tendencies were revealed at the end of the year, when a survey showed that people of other origin are disliked as potential neighbours: Roma are disliked by 70%, Jews by 31%, Muslims by 51%, and immigrants by 34%.¹⁴ All those groups are disliked more than previously, so it can be said that there is a tendency of increasing intolerance against and social distance towards ethnic minority groups over the last decade.¹⁵

Although research data addressing Islamophobia is very scarce, the results of the 2005 CES poll indicate that 45% would disagree and 13% rather disagree to have a mosque built in their town/place of residence.

Jews could be mentioned as a separate case, since anti-Semitic overtones appear in various forms on a regular basis. Anti-Semitic attitudes are sometimes expressed in the media. Right-wing extremist groups (e.g. representatives of the Lithuanian National Democratic Party), although not numerous, quite regularly address the Jews as the cause of evil in public events. Cases of vandalism against Jewish cemeteries or Holocaust memorial sites are quite regular in Lithuania.

The Roma are the most vulnerable group with regard to multiple discrimination in the fields of employment, education, housing, policing, etc. Extreme poverty, low educational levels, involvement in illegal activities and negative attitudes of the majority keep this group locked in social exclusion. The most common Roma stereotype is that they are inclined to commit offences, dirty, ailing and in general untrustworthy. This stereotype is prevalent in society and stops the integration of Roma people.

The majority of Roma people (more than 46%) are youths. This fact can be attributed to the latest tendency of migration or even the short life expectancy of Roma people because of their quality of living. Their integration into society is a very difficult process because half of them do not know the state language and the question of their education and later employment is very complicated. The myth of self-isolation of Roma people cannot be noticed valuating their attempts to change the existing situation. Their distrust of governmental actions is easily understandable in the context of the latest events concerning the demolition of Roma houses in the Vilnius city suburb Kirtimai.

Measures applied as a result of the National Programme for Roma Integration for 2000-2004¹⁶ improved the situation; yet the problems identified by the State in

¹⁴ Research of Civil Society Institute, <http://www.civitas.lt/files/060202%20Lietuviu%20tolerancija%20mazta%20.pdf>, accessed 15 February 2006.

¹⁵ Leoncikas, T. 'Tolerancija Lietuvos visuomenėje: tyrimų duomenys' in the Lithuanian Centre for Human Rights, ed., .Tautinių mažumų teisės (Vilnius, 2005).

¹⁶ The Decision of the Government of the Republic of Lithuania No. 759 concerning the confirmation of the Programme of integration of Roma people for 2000-2004, *Valstybės žinios*, No. 54-1580 (2000).

this Programme survive and deserve new measures and plans for further achievements.

The European Commission against Racism and Intolerance (ECRI) has emphasised the complicated situation of Roma and refugees with regard to discrimination in its 2003 report. Public authorities do not ensure effective measures for the integration of socially excluded groups. Society tends to condemn, generalise and blame the whole group for its problems.

Although only few cases were reported by the media, foreigners (especially people of colour or coming from Islamic countries) have been victims of street hooliganism or violence.

Special attention should be paid to forms of multiple discrimination. A frequent example is the intersection between race and language. Knowledge of the State language is requested for public and civil service by the Law on State language and other laws. A person who wishes to be employed in organisations or institutions listed in the mentioned law has to learn the State language. These provisions cannot be considered as discriminatory. Even so, there are situations when the principle of equality of persons is trampled upon when employers selecting employees are considering their native language. Language is an integral element of the nationality of a person, so discrimination on this ground cannot be accepted. Discrimination on the ground of nationality is also a reason to file a complaint before the Ombudsperson.

In one case the person noted that he was discriminated against while filling in the questionnaire of an employment company. The questions in the form were discriminatory because it was necessary to note gender, age and native language. The Ombudsperson in decision 05-SN-75¹⁷ stressed that such a requirement violates the equal opportunities of a person and strongly recommended that the employment company change the content of the questionnaire.

According to the Department of National Minorities and Lithuanians Living Abroad “national minorities take part in the political life of the state. Currently, four political organisations of national minorities are registered.”¹⁸ Despite this fact, only two persons from national minority parties were elected during the elections to Parliament of the Republic of Lithuania. This small number of representatives in Parliament also shows the need for special attention for national minorities.

¹⁷ The decision of The Equal Opportunities Ombudsperson No. (05)-SN-75 (2005).

¹⁸ Political parties, *The Department of National Minorities and Lithuanians living abroad*, http://www.tmid.lt/index.php?page_id=221, accessed 10 March 2006.

IV. Manifestations of racism and religious discrimination

IV.i Employment

Unfortunately, no official statistics are available with regard to the unemployment of ethnic minorities in 2005. The Statistics Department under the Government of Lithuania stopped collecting unemployment data by ethnicity at the end of 2003, but the data of previous years indicate that ethnic minorities tend to suffer higher unemployment. Compared with the general level of unemployment in 2003 (12.4%), the unemployment rate among Lithuanians was 11.7%, Russians 18.7%, and Poles 13.9%.¹⁹ These disparities are partially predetermined by educational attainment differences and geographical concentration of non-Lithuanians in areas which are less developed socially and economically.²⁰

Concerning Roma employment, the Human Rights Monitoring Institute released a research paper *Roma Discrimination in Employment*.²¹ Although it does not provide statistics, the conclusions are based on analysis of various sources and maintain that Roma unemployment surpasses the national average several times. The evidence states that Roma face systematic discrimination in employment: due to the negative attitudes of employers, it is impossible to compete for vacancies in the labour market on equal terms with other candidates. Even employed Roma are paid less and have worse working conditions. Negative stereotypes about Roma among the majority maintain that Roma do not want to work. The Roma themselves hold a different opinion and the majority of them wish to be employed. While understanding that Roma are unable to resist discrimination themselves, the HRMI provides a set of political, judicial and economic recommendations to improve the Roma situation.

At the end of 2005, a research study on the employability of asylum seekers was carried out.²² The survey concluded that despite a shortage of employees, Lithuanian companies tend to withdraw job applications of asylum seekers. According to the study, such decisions are based on xenophobia and negative

¹⁹ Statistics quoted in: Beresnevičiūtė, V. *Etninių grupių socialinės integracijos dimensijos šiuolaikinėje Lietuvos visuomenėje. Etniškumo studijos / Ethnicity Studies 2005*. Vilnius: Socialinių tyrimų institutas, Eugrimas, p. 140.

²⁰ Centre for Strategy and Evaluation Services and Public Policy Management Institute (2004) *Ex-Post Evaluation (and Dissemination of Findings) of EU Support to National Minorities in Lithuania 1993-2003*. Evaluation report, Vilnius.

²¹ The Human Rights Monitoring Institute
http://www.hrmi.lt/admin/Editor/assets/tarpt%20dok/Romai_diskriminacija_II%20_2_.pdf accessed 10 February 2006.

²² The survey was carried out in the framework of the EQUAL project *In Corpore*, which aims at the integration of the asylum seekers and refugees into society. The Institute of Social Economy carried out the study while interviewing employers, asylum seekers and social workers.

<http://www.delfi.lt/archive/article.php?id=8265377&categoryID=7&ndate=1134597600>, accessed 10 February 2006.

stereotypes towards some ethnic groups rather than a lack of appropriate professional skills or knowledge of the state language. Employers are worried about foreigners' abilities to adapt and also want to have full information about a foreign candidate for a job vacancy. Refugees interviewed reiterated the difficulty in finding a job and acknowledged discrimination.

Since the Law on Equal Treatment entered into force, the Equal Opportunities Ombudsperson became the most important figure in the fight against discrimination based on all grounds covered by Directives 2000/43 and 2000/78. Since 1 January 2005, the Ombudsperson received 18 complaints based on the ground of ethnic origin and two complaints on the ground of religion. Eleven complaints were filed by Roma people. Four complaints were based on discrimination in the labour market.

In analysing the situation of Roma people in the labour market, the starting point is to ascertain the primary reasons for the low level of employment. Many Roma do not have identification papers and there are Roma who do not have Lithuanian citizenship. This can be clearly exemplified by a case which was investigated by the Equal Opportunities Ombudsperson. In June 2005 the Ombudsperson received a complaint in which it was stated that the complainant was discriminated against on the ground of ethnic origin by the Migration Department when he applied for Lithuanian citizenship. At the point of application, the complainant was in receipt of a court decision which found that he was born in Lithuania and that his parents were unknown. As a result of this decision he received a birth certificate, but this was not enough to be granted citizenship. The complainant applied to different institutions. The situation was compounded by the fact that he was illiterate and that it was therefore difficult for him to understand the established procedures.

Article 11 of the Law on Citizenship²³ states that "a child found on Lithuanian territory and whose parents are unknown is a citizen of Lithuania." The Department of Migration recognises that the court decision proves that the complainant was found in Lithuania and that his parents are unknown, yet state that today he is an adult and that Article 11 therefore cannot be applied. Article 12 of the Law on Citizenship states that a person may obtain Lithuanian citizenship if he/she passes an exam testing his/her knowledge of the national language. He/she must also have lived in Lithuania for the last ten years, have legal means of subsistence and pass an exam testing basic knowledge of the Constitution. But considering that the complainant is illiterate and undocumented, he will be unable to fulfil these conditions.

Article 2 of the Law on the Legal Status of Aliens states that an alien who has lived in Lithuania until 1 July 1993 shall prove before a court that he/she has lived and still lives on Lithuanian territory and has means of subsistence, pays taxes and has a fixed abode in order to obtain a residence permit. The Ombudsperson

²³ Law on Citizenship of the Republic of Lithuania, *Valstybės žinios*, No. 95-4087 (2002).

accepted that a person without documents (lacking citizenship or legal residency) is unable to access certain social services, notably public housing and unemployment benefits, that 38% of Roma have no knowledge of Lithuanian and that the level of illiteracy among Roma is high. After a round table discussion the Ombudsperson decided to recommend that the Department of Migration give the complainant legal information about the possibilities to apply for citizenship. It was also recommended that the complainant prove to the court the fact that he lived in Lithuania until 1993 and still lives there, which will be useful in obtaining a residence permit. In his decision, the Ombudsperson also noted that it is necessary to initiate changes to Articles 11 and 12 of the Law on Citizenship.

This example of the practise of the Equal Opportunities Ombudsperson shows the depth of the employment problem. Without citizenship or a residence permit, persons cannot be employed.

There are no actual statistics on the issue of unemployed Roma. Still there is no doubt that most of them do not have jobs. The integration of Roma into the employment market is quite a complicated process. Taking into consideration the fact that only 7% of Roma people have a profession, it is clear that most of them do not have a steady income except for social allowances. Most Roma earn an income through fortune telling, selling goods in markets or even through criminal activities.

In analysing possible discrimination on the ground of religion, the situation in the military forces should be studied. According to the Law on Organisation of State Security Systems and Military Service²⁴, every soldier is granted freedom of conviction, religion and expression. Despite this, soldiers who are of religious minorities do not have possibilities to follow the doctrines of their religion during army service. Algirdas Orenius in his article²⁵ stresses that representatives of religious minorities in the military forces of Lithuania do not have appropriate conditions to celebrate their religious feasts, to follow fasts or to fulfil other religious rituals. Catholics, as they belong to the dominating religion, have all facilities for following religious canons. The same rights should without a doubt be granted to representatives of all religious faiths.

IV.ii Housing

Roma communities face a lot of problems concerning housing. First of all, their low living standards mean that housing conditions are of unsatisfactory standing. Secondly, most of the Roma's houses are illegally built so these people do not have the possibility to sell their property or change it. The infrastructure of the settlements is also unsatisfactory.

²⁴ Law on Organisation of State security systems and military service, *Valstybės žinios*, No. 49–1325 (1998).

²⁵ Orenius, Algirdas, 'Some Cases of Restriction on Human Rights in Organisations of The Statute Government', *Jurisprudencija*, Nr. 48(40) (2003), 27-33.

Commonly, state institutions do grant social accommodation for the Roma people. Still, there is doubt whether social accommodation would improve the living conditions of Roma people, knowing the existing quality of social housing. The financial resources of the municipalities' social accommodation fund are not comparable with the existing needs of residents.

The demolition of illegally built houses in Kirtimai by the Municipality of Vilnius City has been widely discussed in society. More than 500 Roma live in Kirtimai, in 99 illegally built houses. At the beginning of December 2004, the Vilnius municipality initiated a series of demolitions of Roma property in the Kirtimai settlement. The administration of the Municipality of Vilnius City explained that these houses were illegal constructions and were therefore demolished. The residents of Kirtimai filed a complaint with the Office of the Equal Opportunities Ombudsperson. Investigating the case and communicating with Roma community members, it was found that basic house wares were carried out during the destruction of the houses, proving therefore that the houses were not uninhabited as the municipality claimed. According to the data provided by the Municipality of Vilnius City, in 2004 191 illegal constructions were registered and three complaints were submitted to the court regarding the enforcement of the constructors' obligations to demolish illegal constructions. However, pursuant to the decision of the court, there were no orders to demolish constructions. The demolition of buildings was implemented on the initiative and with the funding of the Municipality of Vilnius City without the court's approval.

The Equal Opportunities Ombudsperson decided that the administration of the Municipality of Vilnius City under its own initiative and allocating its own finances for the demolishing Roma property was infringing on the requirements enshrined in Article 3, part 1 of the Law on Equal Treatment. It was decided to warn the mayor of Vilnius city for the infringement of the Duty of State and Local Government Institutions and Agencies to Implement Equal Treatment enshrined in Article 3, part 1 of the Law on Equal Treatment. With regard to Article 3, part 2 of the Law on Equal Treatment, a decision was taken to apply to the Government of the Republic of Lithuania with a request to establish an interdepartmental working group to prepare a new programme for Roma integration into Lithuanian society. This programme should act in accordance with the requirements highlighted by the European Commission against Racism and Intolerance (ECRI) and the Advisory Committee of the Council of Europe. The programme should envisage actions and measures for the implementation of legal registration of buildings in the Kirtimai Roma settlement as well as solutions for the social problems in this area.

IV.iii Education

The main principle of the Law on Education is equal opportunities for everybody. Part I of Article 5 of this law declares that the education system should be socially just and grant equal rights to all, regardless of his gender, race, nationality, language, ethnic origin, social status, religion, beliefs or convictions. Everybody should be free to access education.

Lithuania has a relatively well-developed infrastructure for minority education, namely primary and secondary education in minority languages. Education at the tertiary education level is predominantly carried out in Lithuanian. During the school year 2004-2005 173 schools teaching in the languages of national minorities were functioning in Lithuania.²⁶ The statistics for the last five years show that both numbers of schools and numbers of schoolchildren are constantly decreasing, which is a particularly sensitive issue for Russian and Polish minority communities.²⁷ The decrease relates to the general demographic situation as well as reform of the educational system. The Centre of Ethnic Studies maintains that the majority and minority schooling systems remain somewhat segregated subsystems.²⁸

Education continues to pose the most serious problems for the Roma community, since many young Roma fail to complete basic schooling. Despite various measures applied by State in order to increase the level of integration, the opinion of society toward the Roma community is negative. It conditions the discriminatory actions in all fields of life. The negative stereotypes of Roma people are alive in schools too.

There are very few Roma with a diploma and a high rate of illiteracy prevails. The Roma had the highest rate of illiteracy according to the 2001 Census - as many as 31 illiterate persons per every 1,000 Roma aged ten and over. Among other ethnic groups, this index rates from 1.3 to 4.0. According to the information of the Human Rights Monitoring Institute²⁹ only one Roma person was studying in university, while Lithuania is one of the states with a high number of persons with higher education qualifications. About 38% of Roma people do not know the state language.

²⁶ Education, *the Department of national Minorities and Lithuanians living abroad*, http://www.tmid.lt/index.php?page_id=22, accessed 6 March 2006.

²⁷ Centre of Ethnic Studies (2005) Unpublished research report *Mokyklos pasirinkimas*.

²⁸ Centre of Ethnic Studies, *An Executive Summary of the National Report 2004* for EUMC. Available in English at: http://www.ces.lt/downloads/structure/files/Nat%20Rep%202004%20Exe%20summary_Eng.pdf, accessed 6 March 2006.

²⁹ Survey on the discrimination of the roms in the area of work and employment, *Human rights monitoring institute*, http://www.hrmi.lt/downloads/structure//Romu_padeties_analize_20050330.pdf, accessed 6 March 2006.

The 2005-2006 measures of the National Action Plan to fight Poverty and Social Exclusion for 2004-2006³⁰ include special measures with regard to the knowledge of the state language among national minority youth. The main goal of these measures is to estimate the level of knowledge of the state language among these youths in order to secure that they would have possibilities to study and to qualify as professionals without interruption.

One NGO working in the field of education of national minorities is the public institution The House of National Communities. This organisation “acts in the spheres of culture, education and science, providing services in the above fields to the members of society seeking to help to preserve cultural and ethnic peculiarities of national minorities of Lithuania in the course of their full – value integration into the public life of the country.”³¹ The House of National Communities pays much attention to the projects related to the problems of organisation of informal education of national communities. Universally supporting the activities of Sunday schools of national minorities, they are constantly organising methodological and practical seminars for teachers of such schools. The House of National Communities was established in 2002 and has from then on constantly organised festivals for national minority schools.

IV.iv Health

The question of health care is closely connected with problems of employment. Social protection is based on the State Social Security Insurance Law. Every employee has social security protection and receives basic health care free of charge. National law does not mention race, nationality, religion, belief in terms of social protection. In relation to age, children under 18 years are granted social protection and health care free of charge. Parents or guardians receive a state allowance for children up to the age of three. Despite the fact that national legislation does not discriminate against national minorities in the sphere of health care, certain communities are still vulnerable to discrimination. A high number of Roma who are unemployed does not have access to health care services because they do not work and thus do not pay social contributions. In Lithuania, people who do not work and do not pay the obligatory social insurance payments can not apply for free health care services. In case of illness, people who are not insured through the obligatory social insurance can only expect free services for first aid.

According to Article 6 of the Law on Health Insurance, health insurance paid by the State is provided to all foreigners working in Lithuania, to all foreign unaccompanied minors and to the most vulnerable foreigners granted subsidiary

³⁰ The decision of the Government of the Republic of Lithuania No. 1002 ‘Concerning the confirming of these measures 2005-2006 of the implementation of the plan of actions of national fight against poverty and social disjuncture for 2004-2006’, Valstybės žinios, No. 40-1290 (2005).

³¹ About us, *the House of National Communities*, <http://www.tbn.lt/en/>, accessed on 5 March 2006.

protection or temporary protection (i.e. children, single parents, pregnant women, particularly ill persons and persons at the age retirement). Other foreigners without a permanent residence permit do not have the right to avail of health insurance paid by the State.

A very low level of health assistance is guaranteed to asylum seekers and illegal migrants residing in the Foreigners Registration Centre. The medical unit, located in the Foreigners Registration Centre, provides only necessary health care services, while access to hospitals and specialists services is available only in emergency cases. Neither psychological nor mental health services are available in the Centre.

IV.v Policing and racial profiling

There is no practice of racial profiling in policing in Lithuania. In cases of racial violence or property destruction with Nazi-style signs or slogans (e.g. painting a swastika on a Jewish cemetery), the police tend to treat them as ordinary hooliganism or street violence that bears no racist motives. Lawyers mention the difficulty of ascertaining proof as the suspects tend to deny their racist or anti-Semitic motives.

Court cases and investigations related to incitement of ethnic hatred are also very complicated. Usually, the process takes a very long time and decisions are postponed. As an example, the case of M. Murza, a leader of the Lithuanian National Democratic Party and also a member of the Šiauliai City Council, could be mentioned. M. Murza is famous for his regular anti-Semitic declarations and manifestations. In December 2003, he and his colleagues held a picket against the Jewish Holiday Chanuka in Šiauliai, while using a poster with anti-Semitic content. In 2004, the representatives of the Lithuanian National Democratic Party made a declaration of both anti-Semitic and Euro-sceptic content. Several pre-trial investigations in pursuant to Part 1, Article 170 of the Penal Code (incitement of national, racial, ethnic, religious or other hatred) began. Later, they were united into one case. No decision has been made to date (beginning of 2006).

The Lithuanian Centre for Human Rights has organised seminars and published several books in the field of discrimination for police officers, lawyers, judges and attorneys.

IV.vi Racist violence and crime

The Criminal Code of the Republic of Lithuania entered into force on 1 January 2003. This law contains XXY provision concerning crimes and criminal offences towards the equality of persons and freedom of expression. In Article 169 of this Code, the discrimination on the grounds of nationality, race, gender, ethnic origin,

religion or other collective belonging is prohibited. Article 170 prohibits incitement to hatred on the basis of nation, race, ethnic, religious or other belonging. Judicial persons are also held liable for the offences prohibited by this article.

As it was mentioned in the very beginning of this report, the existing provisions mentioned below are rarely applied in practice. It is difficult to prove that the goal of a certain activity or incident was to humiliate a certain group of persons on the grounds of nationality, race, religion, etc. In other countries it is common in criminal law that discriminatory motives are aggravating the criminal responsibility. This choice secures the upper level of protection for a vulnerable group. The list of circumstances which aggravates the criminal responsibility provided in the Criminal code of the Republic of Lithuania should be amended by the suggested motives.

IV.vii Access to goods and services in the public and private sector

National law does not make any distinction between goods and services available to the public and those available privately. Article 6 of the Law on Equal Treatment regulates this situation. When implementing equal treatment, the salesperson, manufacturer of goods or service provider must:

“1) Create equal conditions for all consumers, regardless of their age, sexual orientation, disability, racial or ethnic origin, religion or belief to obtain the same products, goods and services, including the provision of housing and applying equal pay terms and guarantees for the same products, goods and services and those of equal value.

2) When providing information on products, goods and services or advertising, they must ensure that there be no humiliation, insult, restriction of rights or granting of privileges based upon age, sexual orientation, disability, racial or ethnic origin, religion or beliefs and no formation of public opinion about the superiority or inferiority of a person due to the latter grounds.”³²

In the area of access to goods and services, national minorities in Lithuania are not facing recurring difficulties. Members of national minorities who do not know the state language may encounter some problems. In the area of access to services in the public sector, it is quite common that people who do not know the state language do not obtain all the necessary information. Translation services are quite expensive. According to the Law on Public Administration³³, all administrative procedures are carried out in the state language. Article 29 of this law obliges the institution which executes the administrative procedure to invite a translator if the person does not know the state language. The state guarantees free translation services during the court hearings also.

³² The Law on the Equal Opportunities, *Valstybės žinios*, No.114-5115 (2003).

³³ Law on Public Administration, *Valstybės žinios*, No. 60-1945 (1999).

IV.viii Media, including the Internet

Article 44 of the Constitution of the Republic of Lithuania³⁴ declares the prohibition of censorship of mass media. Widespread notoriety of the anti-Semitic and homophobic articles in one of the leading newspapers in 2004 shows however that the absolute right to spread one's convictions can be harmful to all society. The need to prevent such articles in newspapers also encouraged representatives of journalists and publishers organisations to validate a new edition of the Lithuanian journalists and publishers code of ethics.³⁵

According to Article 54 of this Code, a journalist or publisher is prohibited to sneer at a person's surname, race, nationality, ethnicity, religious belief, age, sex, sexual orientation, disability or physical defect, even if that person is a delinquent. The humiliation of a person on these grounds is also prohibited. Article 55 of the Code equally prohibits directly or indirectly stimulating disagreement or stoking anger against a person on these grounds.

When dealing with international legislation in the field of mass media in the context of protection of the rights of national minorities, it should be mentioned that Lithuania is planning to ratify the first additional protocol to the Convention on Cyber Crime of the Council of Europe. This protocol was signed by the Minister of Justice of the Republic of Lithuania on 7 April 2005 and is scheduled to be ratified in the beginning of 2006.

Concerning NGO activities in this field, the initiative of The American Centre should be mentioned. With the support of the Department of National Minorities and Lithuanians Living Abroad, the inspector of Journalistic Ethics organised a seminar entitled "The diversity and equality of the nations: dialogue with the mass media" in October 2005. Participants to the seminar, journalists and representatives of various national minorities, received a lot of information regarding the relationship between national minorities and the mass media.

Despite mentioned innovations, there are still problematic spheres where the lack of legal regulation and implementation mechanisms leads to possibilities to spread offensive information. According to the Human Rights Monitoring Institute, "although virtual newspapers and other sources of virtual information is a routine phenomenon, there is no institution responsible for supervising the content of information circulating on the Internet."³⁶ There are no provisions concerning virtual mass media in the Law on the Conveyance of Society.³⁷ This sphere is partly regulated by the government's legal Acts, but according to the Constitution

³⁴ The Constitution of the Republic of Lithuania, *Valstybės žinios*, No. 33-1014 (1992).

³⁵ Lithuanian journalists and publishers code of ethics, The Parliament of the Republic of Lithuania, <https://www3.lrs.lt/docs2/FDQOUEDY>PDF>, accessed 1 March 2006.

³⁶ The implementation of human rights in Lithuania, *Human Rights Monitoring Institute*, www.hrmi.lt/download/structure/ziniasklaida_laisve.pdf, accessed 6 March 2006.

³⁷ Law on Conveyance of society, *Valstybės žinios*, No. 71-1706 (1996).

of the Republic of Lithuania, all restrictions on human rights can be regulated by law only.

Mass media is a place where harmful and discriminatory information can be spread. The prohibition of censorship in this sphere must be restricted by laws proportionate with the possible harm to the rights of people.

In the third report on Lithuania adopted on 24 June 2005, ECRI noted that the media had sometimes sensationalised incidents concerning asylum seekers and contributed to exacerbating negative stereotypes around these persons. Chechens are a particularly frequent target of stigmatising or stereotyping coverage by the media.³⁸ The situation has not improved in this respect during the reporting period.

A joint project initiated by the UNHCR, the Lithuanian Red Cross and the Institute of Journalism of Vilnius University could be mentioned as an example of best practice. It aims to promote a better image of non-citizens and particularly asylum seekers and refugees in Lithuania, including by providing objective information to journalists and specific training to young media professionals.

³⁸ CRI (2006) 2: *Third Report on Lithuania*, European Commission against Racism and Intolerance, Council of Europe, 24 June 2005.

V. Assessing the response

V.i Anti-discrimination

The provisions of Directives 2000/78 and 2000/43 are for the most part successfully transferred into national legislation. There are still a number of areas where national law is in breach of the Directives however. In cases of discrimination on the ground of gender, the fact of discrimination is presumed. The same presumption with regard to discrimination on other grounds as well as on the grounds of racial or ethnic origin and religion are not enshrined in the Law on Equal Opportunities of Women and Men.³⁹ The person or institution suspected of discrimination does not have a duty to prove innocence in cases of discrimination on grounds of racial or ethnic origin, religion, belief, age, sexual orientation and disability.

Lithuanian legislation lacks clarity in the field of measures which are necessary to protect individuals from any adverse treatment or adverse consequence as a reaction to a complaint or to proceedings aimed at enforcing compliance with the principle of equal treatment.

The Directives proclaim that Member States shall lay down the rules on sanctions applicable to infringements of national provisions adopted pursuant to this Directive and shall take all measures necessary to ensure that they are applied. In Lithuania, no such rules on sanctions applicable to infringements of national provisions adopted pursuant to Directive 2000/43 exist.

There are no legal rules in the field of prohibition of discrimination based on assumed characteristics or on association with persons with particular characteristics.

In relation to laws governing self-employment, the Directives have not been implemented yet. There are no anti-discrimination provisions in the laws regulating self-employment.

National case law in the field of discrimination is very infrequent. Court proceedings in this field are very rare and no substantial information can be given in this area.

There are no laws that provide definitions of racial or ethnic origin or belief. The law on Religious Communities and Associations of the Republic of Lithuania has defined the right of freedom of religion.

³⁹ Law amending the law on Equal Opportunities of Women and Men, *Valstybės žinios*, No. 115-4280 (2004).

On 9 of November 2004 the Lithuanian Parliament passed a Law amending the Law on Equal Opportunities of Women and Men. A new article, Article 24, came into being. According to this article, a person who has suffered from discrimination on the ground of gender or sexual orientation has the right to recover monetary compensation under the Civil Code of The Republic of Lithuania. The same right is not extended to persons who have suffered discrimination on other grounds, including race, ethnicity or religion.

On 1 January 2005, the Law on Equal Treatment entered into force. According to this law, every person has a right to file a complaint to the Equal Opportunities Ombudsperson regarding violations of equal rights based on the grounds of sex, age, sexual orientation, disability, racial or ethnic origin, religion or belief. During 2005, the Office of Equal Opportunities Ombudsperson received 18 complaints on the basis of ethnic origin and two complaints on the basis of religion. Most complainants (11) were Roma people. The number of complaints and their content show that the creation of this institution was really needed and that its contribution to the fight against discrimination is significant.

The attitude of society toward this institution is positive. Despite the fact that decisions of the Ombudsperson have different roles, the public and private organisations even take into account those decisions which are recommendatory. The mass media has already created a certain strict and relentless image of the Office of the Equal Opportunities Ombudsperson.

V.ii Racist violence and racist crime

There are only three articles concerning the protection of the equal rights of people in the Criminal Code of the Republic of Lithuania.⁴⁰ 169 article of this legal act foresees the criminal responsibility for discrimination on the grounds of nationality, race, gender, ethnic origin, religion or other encountered dependence. Article 170 foresees the responsibility for incitement to racial hatred. According to Article 171, it is prohibited to disturb persons when carrying out religious ceremonies. These mentioned provisions of the Criminal law have been rarely used in practise. This fact forces to consider them ineffective.

Article 171 of the criminal code can be named discriminatory. Criminal responsibility is only envisaged for disturbing religious ceremonies of state-recognised religious communities. According to Article 5 of the law on Religious Communities and Associations⁴¹, only nine religions are recognised by the state. People who practise other religions cannot expect help from the state if somebody disturbs their ceremonies.

⁴⁰ Criminal Code of the Republic of Lithuania, *Valstybės žinios*, No. 89-2741 (2000).

⁴¹ Law on Religious Communities and Associations, *Valstybės žinios*, No. 89-1985 (1995).

In general, discriminatory actions are rarely recognised by the authorised state institutions. According to the Human Rights Monitoring Institution “clearly anti-Semitic actions are commonly qualified as vandalism or hooliganism.”⁴² In other countries, such actions are described as hate crimes or wrongdoing with racial hate motivations. These circumstances are usually considered as aggravating.

There is no official data available which allow assessing the improvements of the qualification of police officers and pre-trial officers in the field of anti-discrimination.

V.iii Counter-terrorism and protection of human rights

The counter terrorism measures which may be applied by the government did not have a notable impact on ethnic and religious minorities. In general, these problems are not relevant to the national context with regard to national minorities living in Lithuania on a long-term basis.

V.iv Integration and social inclusion of ethnic and religious minorities

Assessing the government’s input in the fight for social and cultural integration of ethnic or religious minorities, it is important to mention the activities of the Department of National Minorities and Lithuanians Living Abroad. The Lithuanian Government has confirmed the Action Programme for the Integration of National Minorities into Lithuanian Society for 2005-2010. According to this document, the main goals are the improvement of legislation regulating the status of national minorities and the creation of possibilities for national minorities to take a part in social processes. The document also raises the question of the preservation of the identity of national minorities. In order to achieve these goals, specific measures related to the support of NGOs of national minorities and the creation of opportunities to study in the native language are planned.

The input into the integration process of the National Programme for Roma Integration into Lithuanian Society 2000-2004 was notable, and lead to the formulation of the draft National Programme for Roma Integration into Lithuanian Society 2005-2010. According to this document, the Lithuanian Government has planned further measures for the integration of Roma. The number of actions aimed at reducing social segregation, show the level of attention for the problems of Roma people.

The government’s positive attitude towards NGOs of national minorities and future measures planned for securing the integration of minorities into Lithuanian

⁴² The implementation of human rights in Lithuania, *Human Rights Monitoring Institute*, www.hrmi.lt/project.php?strid=119&id=1504, accessed 6 March 2006.

society determine the propitious viewpoint of society towards governmental actions in the discussed area.

VI. Conclusion

In the opinion of the author; the three most important developments in the realm of anti-racism and anti-discrimination are: the successful implementation of Directives 2000/43 and 2000/78 into national legislation; the successful start of the activities of the Equal Opportunities Ombudsperson; and the number of governmental actions towards the integration of Roma people into Lithuanian society.

Despite the fact that Directives 2000/43 and 2000/78 are not fully implemented yet, the contribution of those legal acts is substantial. Persons who suspect being discriminated against on various grounds henceforth can make use of the human rights protection system. The high standards of human rights protection are ascertained in national legislation and are binding for everyone.

The need for implementation of the mentioned Directives created an imperative to establish an institution which would supervise the implementation of the Law on Equal Opportunities. The competence of the Office for Equal Opportunities of Women and Men was expanded and this institution became the most important figure in the fight against discrimination on all grounds covered by the Directives. During 2005, the number of complaints related to discrimination on the grounds of race, ethnicity and religion was settled. Until the end of 2004, discriminatory actions were rarely ascertained because of the absence of a problem-oriented institution. The Office of the Equal Opportunities Ombudsperson publicised the problem of discrimination. Now even the mass media often investigates cases of possible discrimination on its own initiative and in this way forms an anti-discriminatory oriented and tolerant society.

One-time actions will not allow putting an end to a complicated problem like the segregation of Roma people. The fact that the Lithuanian Government is seriously resolved to integrate Roma communities into Lithuanian society is a very important development of national policy in the field of protection of the rights of national minorities.

All the measures applied by the State are influenced by NGOs, who are the mediators between the vulnerable and discriminated against on the one hand and the State on the other. Their activities lead the State to successfully develop tolerant behaviour with regard to minorities in society.

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ANNEX: Overall Assessment of Directive 2000/43/EC

- ⊖ Not yet implemented
- Partial implementation
- Fully implemented

Article	Provision	Implementation Status	Comment
2	Concepts		
	Direct discrimination	●	
	Indirect discrimination	●	
	Harassment	●	
	Instruction to discrimination	●	
3	Scope		
	Employment	●	
	Vocational training	●	
	Working conditions	●	
	Membership of organisations	○	The law on Equal Treatment does not regulate the membership of organisations. In general the right to swarm into organisation is declared by the Constitution, Employment code and other branch legal acts.
	Social protection	●	
	Social advantages	●	
	Education	●	
	Goods and Services	●	
4	Exceptions for genuine and determining occupation requirements	No	Despite of the requirements to know state language and to be a citizen of the Republic of Lithuania, which are applied for civil servants, there are

			no other exceptions.
5	Government led positive action measures	Yes	Specific measures are applied in regard of specific groups of national minorities.
6	Anti-discrimination goes beyond the provision of the Directive	Yes	The national legislation prohibits discrimination not only on the grounds listed in the Directive 2000/43.
7	Remedies available	⊖	The Law on the Equal rights of Women and Men do not
	NGO participation in complaints procedures	○	Despite of the fact that NGO are quite active in the area of discrimination, the Law on Equal Treatment do not envisages directly the participation of NGO in complaints procedures.
8	Application of the shift in the burden of proof	⊖	The law on Equal Opportunities of Women and Men in 2004 was amended by the article declaring the presumption of the fact of discrimination. The Law on Equal Treatment does not fix the presumption of discrimination.
9	Victimisation	⊖	There are no provisions regulating

			victimisation in the context of discrimination on the grounds covered by a Directive in the national law.
10	Government dissemination of information	●	
11	Social dialogue on anti-discrimination	●	
12	Government dialogue with NGOs	●	
13	<u>Functions of the Equality body</u>		
	Provide assistance to victims	●	
	Conduct surveys concerning discrimination	○	No conduct surveys concerning discrimination were presented.
	Publish reports	●	
14	Review of existing law to ensure that they are compliant with the Directive	●	
15	Effective and dissuasive sanctions	⊖	The article 15 of Directive is not implemented yet.