

Attitudes Towards Gender Roles, Disability Inclusion, and Prayer Spaces in the Workplace

A Representative Survey of Public Opinion in Lithuania

2025



This study is conducted by the Center for Public Opinion and Research “Spinter Research” on behalf of the Office of the Equal Opportunities Ombudsperson of Lithuania.

- Number of participants: 1012.
- Survey period: 13 - 22 December, 2025.
- The margin of error is up to 3,1 %.
- Survey area: entire territory of the country.
- Selection method: quota sampling maintaining proportions according to age, gender, place of residence.

The survey data is compared with these surveys:

- [Representative public opinion survey on gender stereotypes and violence, „Vilmorus“, 2018.](#)

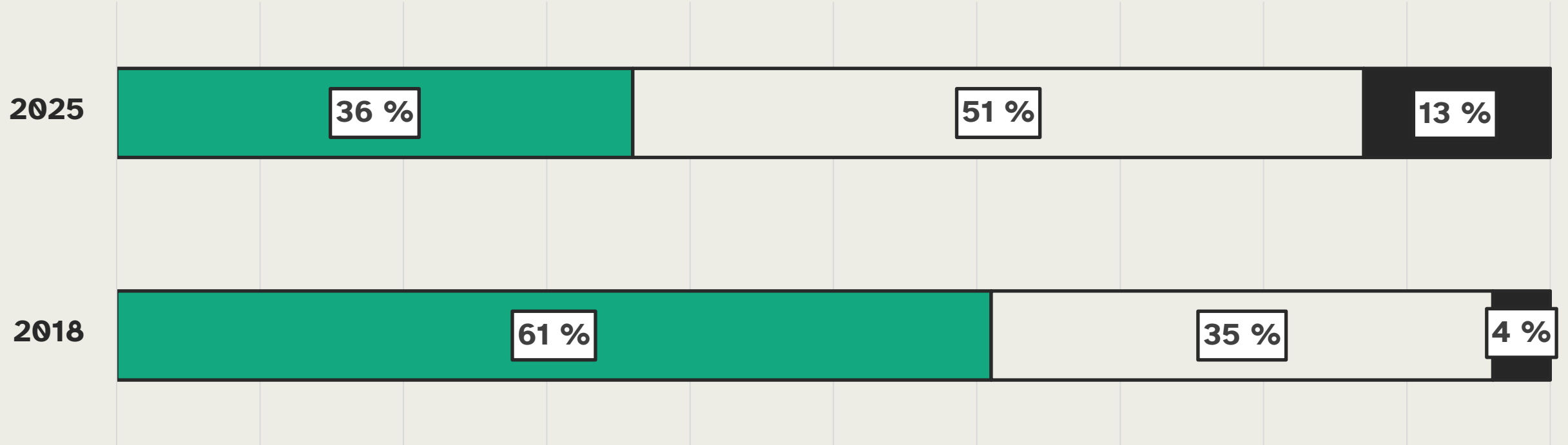
Margin of error




%=	3 / 97 %	5 / 95 %	10 / 90 %	15 / 85 %	20 / 80 %	25 / 75 %	30 / 70 %	40 / 60 %	50 / 50 %
N=									
10	10,6	13,5	18,6	22,1	24,8	26,8	28,4	30,4	31,0
30	6,1	7,8	10,7	12,8	14,3	15,5	16,4	17,5	17,9
50	4,7	6,0	8,3	9,9	11,1	12,0	12,7	13,6	13,9
75	3,9	4,9	6,8	8,1	9,1	9,8	10,4	11,1	11,3
100	3,3	4,3	5,9	7,0	7,8	8,5	9,0	9,6	9,8
150	2,7	3,5	4,8	5,7	6,4	6,9	7,3	7,8	8,0
200	2,4	3,0	4,2	4,9	5,5	6,0	6,4	6,8	6,9
300	1,9	2,5	3,4	4,0	4,5	4,9	5,2	5,5	5,7
400	1,7	2,1	2,9	3,5	3,9	4,2	4,5	4,8	4,9
500	1,5	1,9	2,6	3,1	3,5	3,8	4,0	4,3	4,4
600	1,4	1,7	2,4	2,9	3,2	3,5	3,7	3,9	4,0
700	1,3	1,6	2,2	2,6	3,0	3,2	3,4	3,6	3,7
800	1,2	1,5	2,1	2,5	2,8	3,0	3,2	3,4	3,5
1000	1,1	1,4	1,9	2,2	2,5	2,7	2,8	3,0	3,1


To what extent do you agree or disagree with the following statement?

A man **should earn more** than his wife or partner.



 Totally agree / Tend to agree

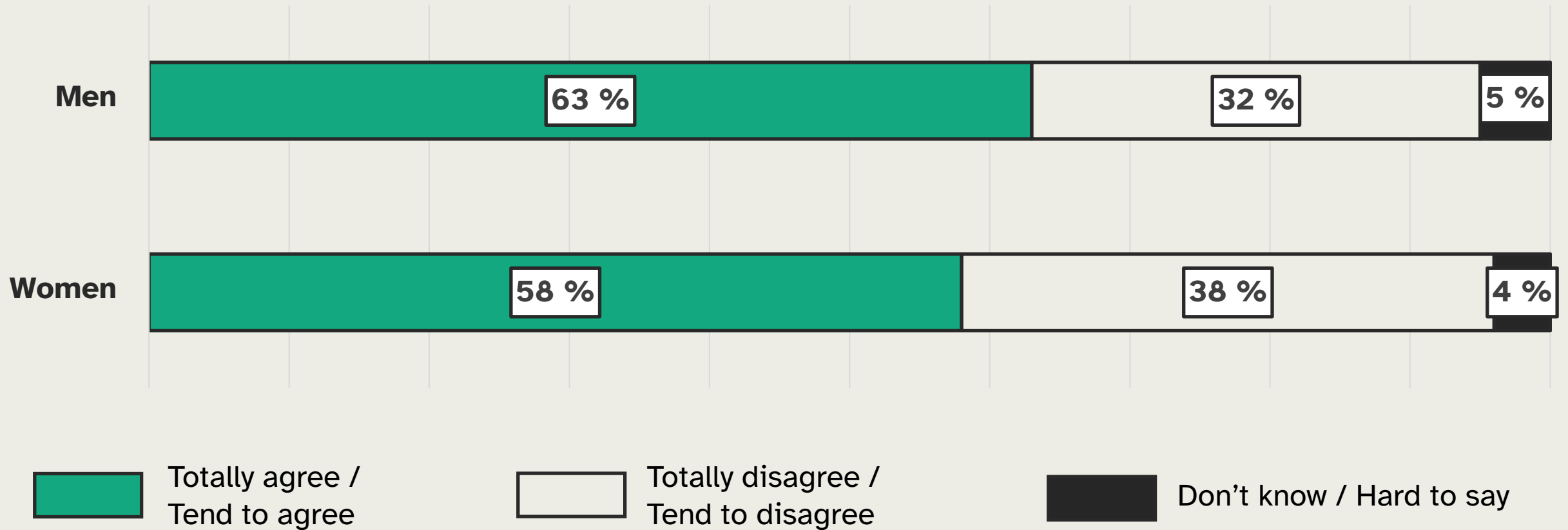
 Totally disagree / Tend to disagree

 Don't know / Hard to say

To what extent do you agree or disagree with the following statement?

A man **should earn more** than his wife or partner.

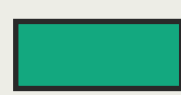
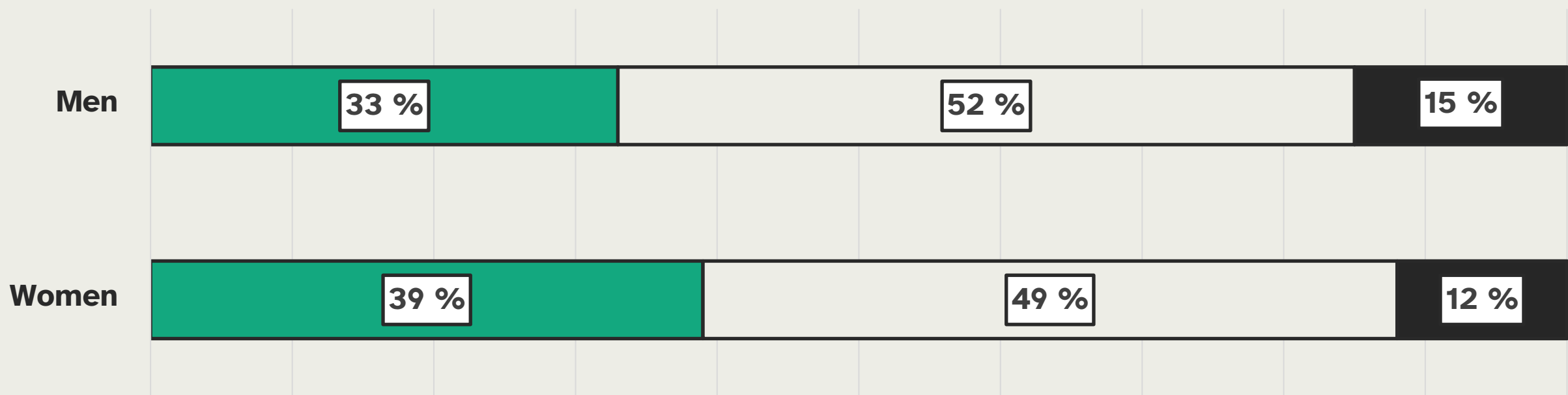
2018



To what extent do you agree or disagree with the following statement?

A man **should earn more** than his wife or partner.

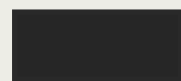
2025



Totally agree /
Tend to agree



Totally disagree /
Tend to disagree



Don't know / Hard to say

Attitudes towards earnings differences within couples



In a [2018 survey](#), more than half of respondents (61 %) agreed that a man should earn more than his wife or partner, while 35 % disagreed. When the same question was asked in 2025, a marked shift in attitudes became evident: the share of those agreeing dropped to 36%, while the proportion disagreeing rose to 51%. These results suggest that the idea of linking income to gender is increasingly being questioned in society.

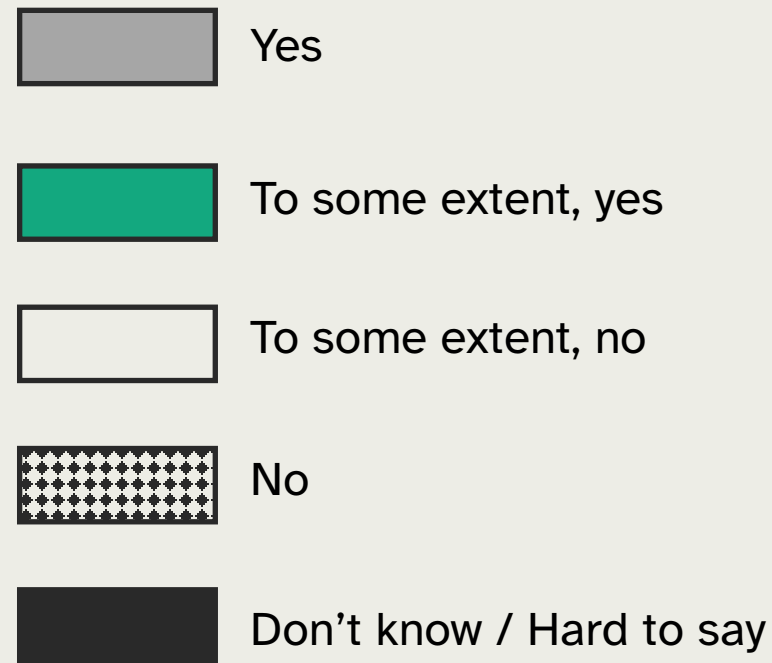
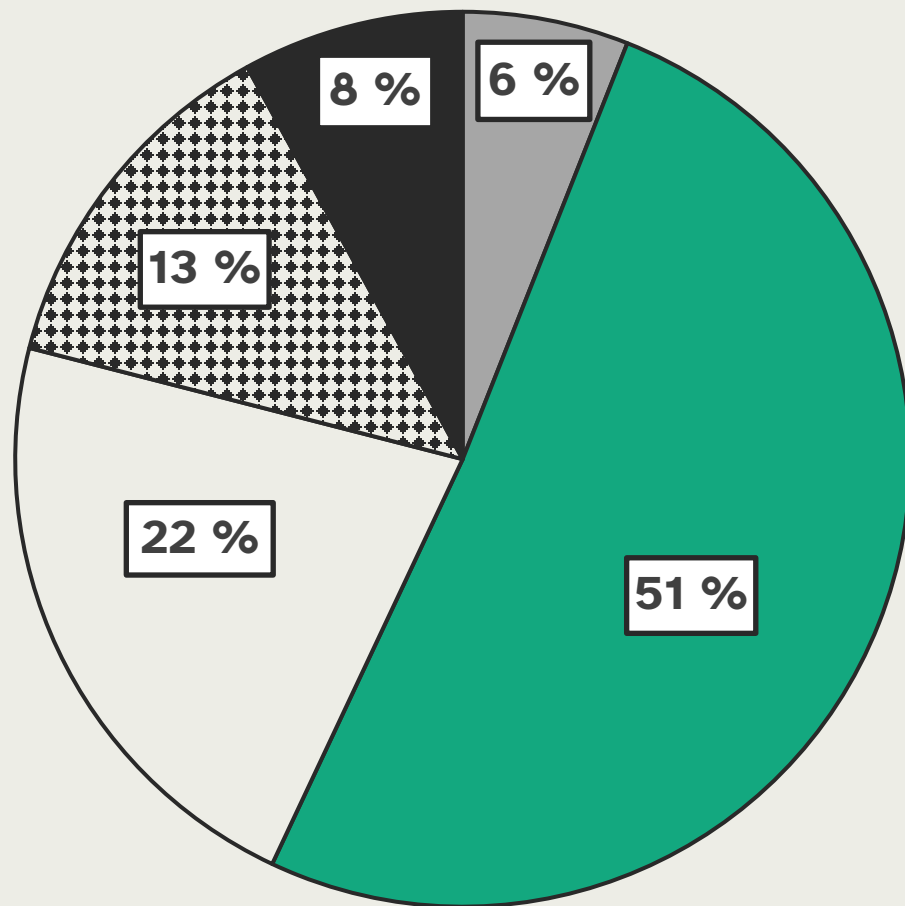
A breakdown by gender shows that the most significant change occurred among men. In 2018, 63 % of men agreed with the statement; by 2025, that figure had fallen to just 33 %, with more than half expressing disagreement. This shift may reflect changing economic realities, women's growing participation in the labour market, and a declining expectation that men must serve as the primary breadwinners.

Although women's agreement with the statement also decreased, in 2025 it remained slightly higher than among men (39 %). This may point both to the continued influence of traditional gender norms and to concerns about economic security, particularly in light of the gender pay gap and the higher likelihood of income interruptions related to childcare or other unpaid care and household responsibilities.

It is also noteworthy that in 2025 a larger share of respondents selected "don't know / hard to say." This may indicate that traditional models of gender roles are becoming less clearly defined, as society moves toward more diverse forms of family life and partnership arrangements.

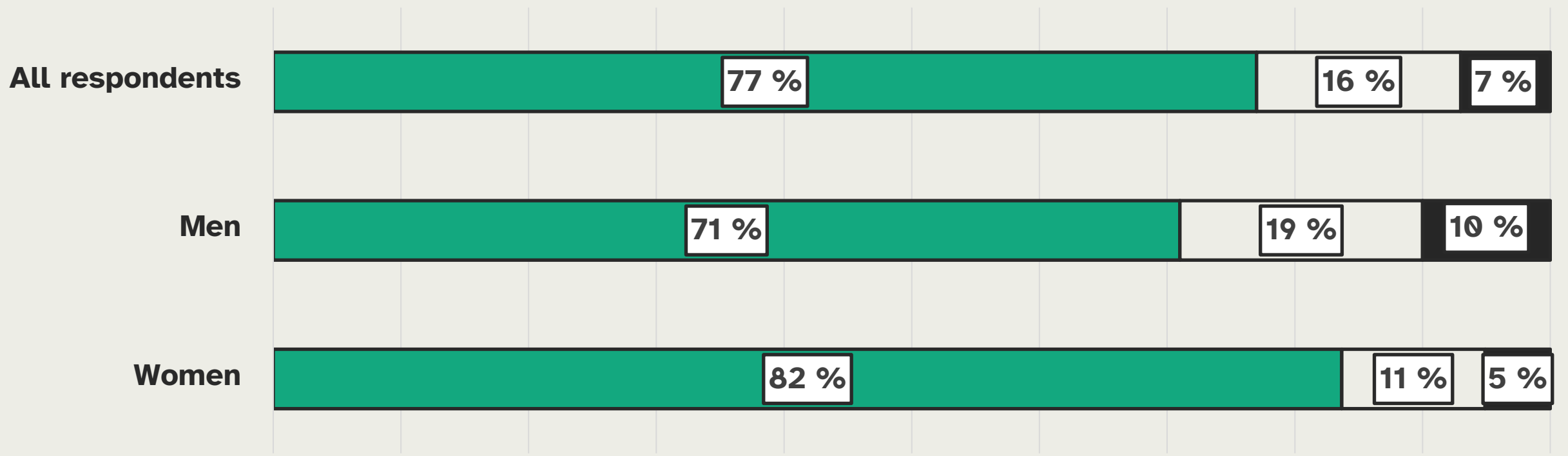


Imagine that someone close to you suddenly acquires a disability (for example, as a result of an injury). In your opinion, would they be able to live an independent life in Lithuania?




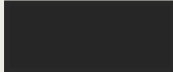
To what extent do you agree or disagree with the following statement?

In public places (e.g., cafés, shopping malls, gas stations, cinemas), **bathrooms should be accessible** to people with disabilities.



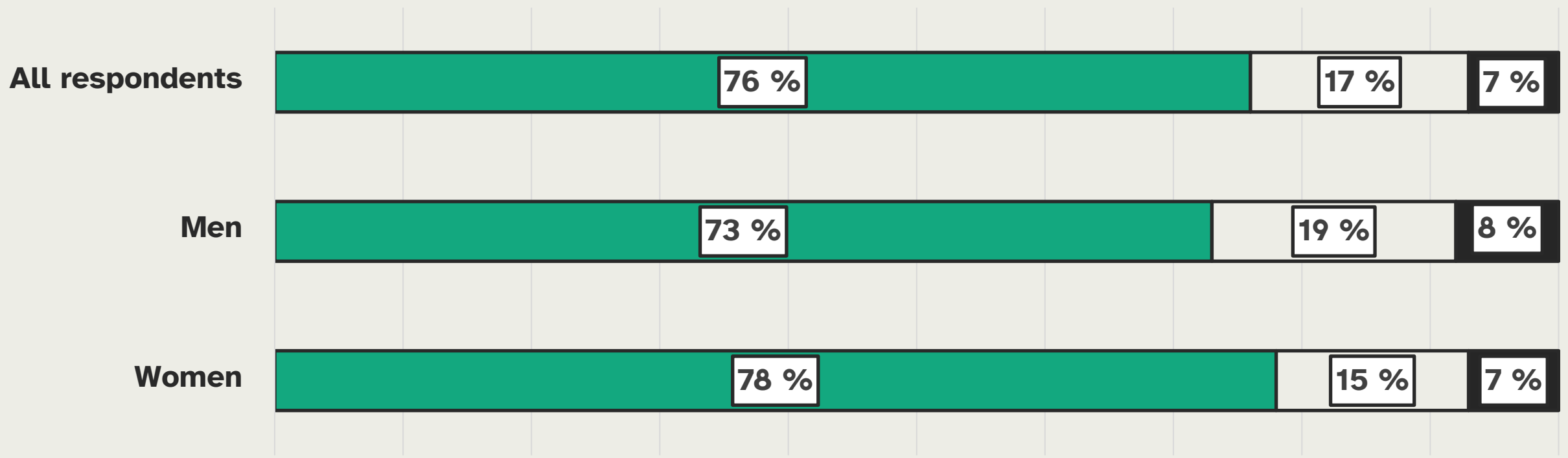
 Totally agree / Tend to agree


 Totally disagree / Tend to disagree


 Don't know / Hard to say


To what extent do you agree or disagree with the following statement?

Public spaces should be made accessible to people with disabilities, **even if it is expensive.**



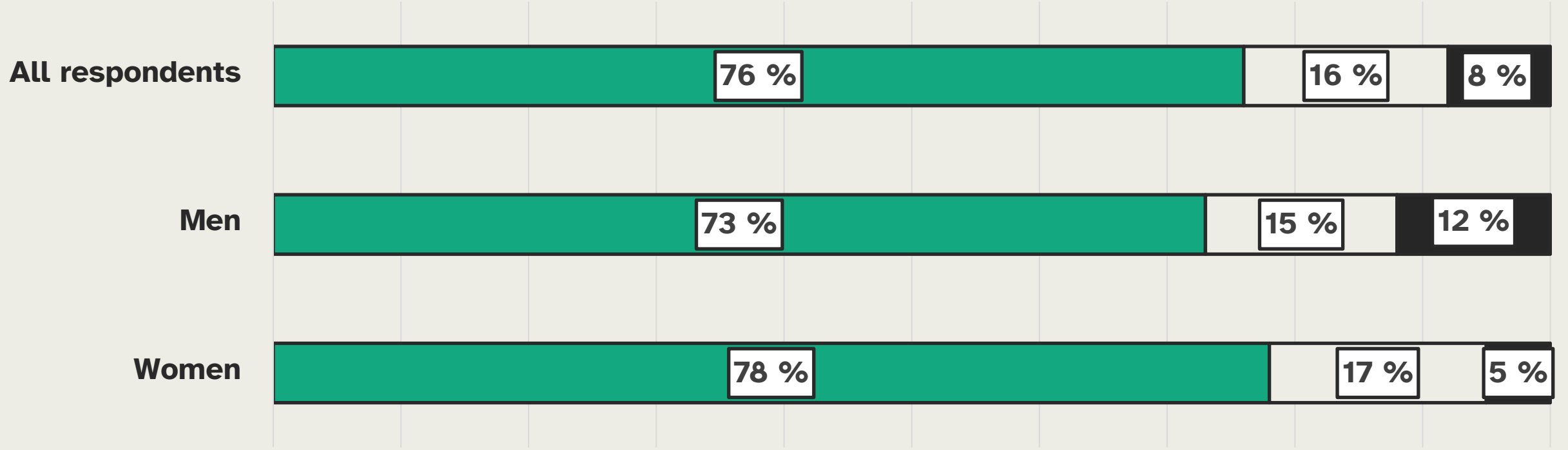
 Totally agree / Tend to agree


 Totally disagree / Tend to disagree


 Don't know / Hard to say

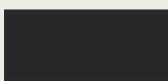
To what extent do you agree or disagree with the following statement?

Employers should **ensure conditions** that allow people with disabilities to work (e.g., by making the workplace accessible or adjusting work arrangements).



 Totally agree / Tend to agree

 Totally disagree / Tend to disagree

 Don't know / Hard to say

Accessibility for people with disabilities

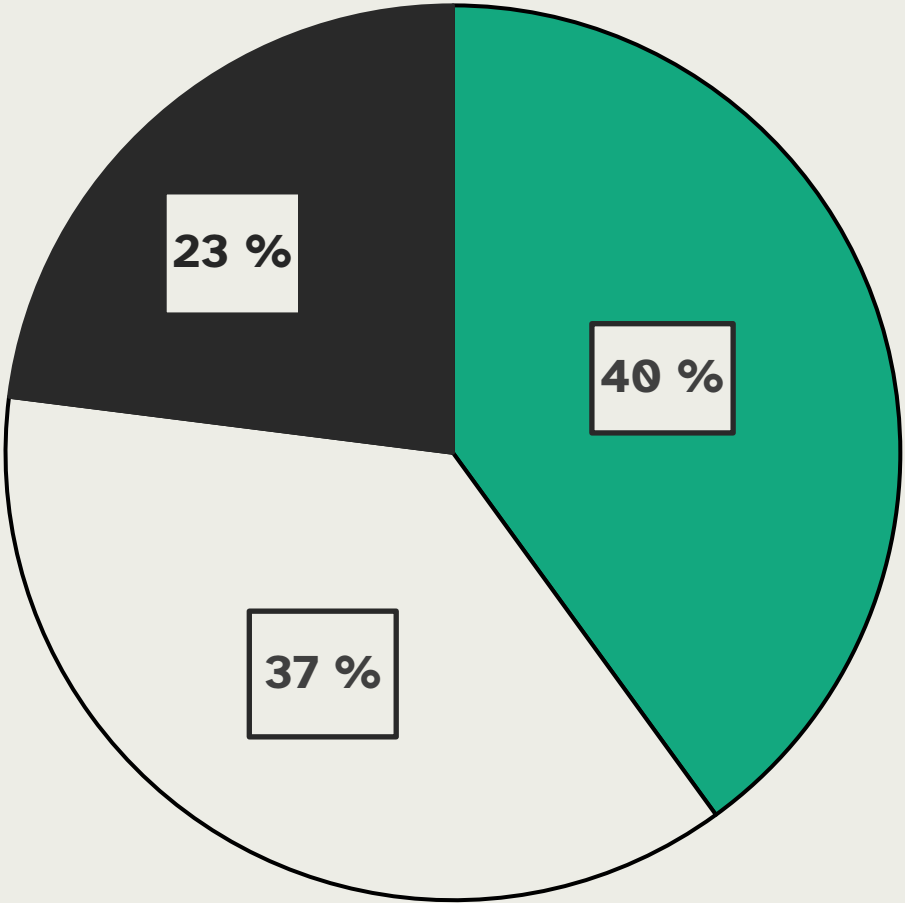
More than half of respondents (51 %) believe that a person who suddenly acquires a disability in Lithuania could live an independent life only to some extent. This suggests that independence for people with disabilities is perceived as possible only under certain conditions, such as receiving support from family members, living in adapted environments, or accessing additional services. Meanwhile, 45 % of respondents doubt that independent living is possible.




This perception aligns with insights from the 2025 [report](#) of the Commission for the Monitoring of the Rights of Persons with Disabilities: independent living for people with disabilities in Lithuania is still not systematically ensured. Community services are lacking, often limited in scope, and insufficiently individualized, while a significant proportion of people with disabilities remain dependent on family support or live in institutional care.

Although society generally understands the situation of people with disabilities, providing suitable conditions and accessible environments is not universally supported. Nearly one in six respondents believe that public bathrooms in cafés, shopping malls, and other public spaces should not be made accessible to people with disabilities, and that employers should not be required to ensure conditions that allow people with disabilities to work. These attitudes suggest that people with disabilities are more often seen as recipients of social care rather than as independent individuals entitled to equal access to public services, urban spaces, public transport, cultural events, employment, and education. According to the National Audit Office, as of early 2025, 80 % of buildings in Lithuania were still inaccessible to people with disabilities.

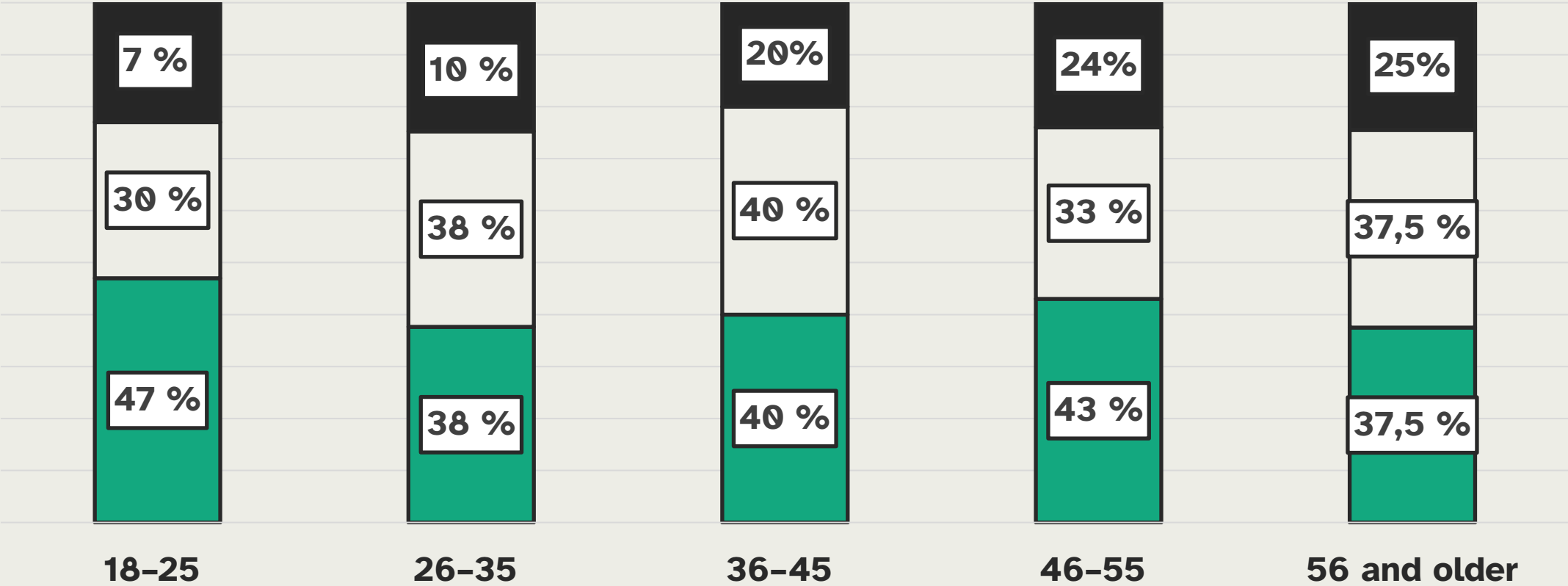
It is also worth noting that support for accessible conditions and environments is higher among women, particularly regarding accessible public bathrooms. This difference may reflect everyday experiences: women more often care for children or family members with disabilities and frequently navigate the city with small children in strollers, encountering inaccessible infrastructure more often than men.

How would you view having a room for prayer or quiet reflection at your workplace?



-  Positively / Rather positively
-  Negatively / Rather negatively
-  Don't know / Hard to say

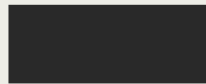
How would you view having a room for prayer or quiet reflection at your workplace? (by age group)



Positively /
Rather positively



Negatively /
Rather negatively



Don't know / Hard to say

Attitudes towards prayer or quiet reflection spaces at the workplace



Survey results indicate that attitudes toward prayer or quiet reflection rooms in workplaces in Lithuania are mixed, but slightly more supportive (40 %) than opposing (37 %) the idea. A significant share of undecided respondents (23 %) suggests that there is a lack of clear understanding and definition of these spaces in society.


The youngest age group of respondents is the most supportive: 47 % of those aged 18–25 view the provision of such spaces at work positively. This may be related to greater openness to diversity, a broader understanding of emotional well-being, mental health, and self-reflection, and less stigma around these practices.

From the equal opportunities perspective, providing a prayer room for employees of different religions is a welcomed practice that strengthens inclusion in the workplace. For some employees, faith and related rituals or practices can be an important part of their identity, inner balance, and daily well-being.

Such spaces can also be used for non-religious purposes, serving as a quiet area for meditation or a break for all employees, regardless of their religious beliefs. In this way, the organization sends a clear message that it values employee diversity, respects individual needs, and fosters a psychologically safe environment.



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