

SoDRA-Calculated Pay Gap Reporting — Lithuania's Labour Code Transposition of the EU Pay Transparency Directive

Gender Equality · Good practice · Lithuania

Quality score: 52/100

Evidence strength: Descriptive / self-reported

Summary

Lithuania was one of only four EU states to meet the 7 June 2026 deadline for the EU Pay Transparency Directive. Its amended Labour Code has the state payroll agency SoDRA — not employers — calculate and publish gender pay gaps from existing insurance data.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	1/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-11

[Seimas of the Republic of Lithuania; SoDRA \(State Social Insurance Fund Board\)](#) — accessed 2026-09-11

[DCI Consulting: Lithuania Transposes EU Pay Transparency Directive](#) — accessed 2026-09-11

[PayGap.com: Lithuania Gets Transparent](#) — accessed 2026-09-11

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