

The Office of the Equal Opportunities Ombudsman of the Republic of Lithuania received a written complaint from the Chairman of the Trade Union of Engineers of the company AB “Vilniaus Vingis”, with request to investigate whether the decree of January 21, 2005 No. 11 of the Chief Executive of AB “Vilniaus Vingis” is not discriminatory towards the employees of the company. The decree mentioned above establishes that in order to determine the needs of qualified personnel and the number of specialists that require training in the year 2005, the executives of structural divisions of the company are obliged to question the employees of pensionable age and those close to that age in order to find out their plans of their further work for the company.

During the investigation it was determined that such questioning of employees of pensionable age and those close to that age can be regarded as discrimination on the ground of age, it can be understood as a hint that it is time for an employee to exercise his/her right to pension. During the questioning negative preconceived attitude was being expressed towards the employees because of their age. According to the Chairman of the Trade Union and some of the employees, the executives suggested they should quit their jobs during the questioning.

Having examined the above mentioned complaint the Ombudsman of the Equal Opportunities decided to warn the Chief Executive of the company AB “Vilnius Vingis”, that the decree of January 21, 2005 No. 11 can be regarded as discriminatory treatment of the employees, based on preconceived attitude towards their age.