

## VISION FOR THE DEVELOPMENT OF THE COURTS IN LITHUANIA 2023-2033

A modern judicial system focused on people's needs and continuous growth, with the aim of strengthening public confidence, improving the administration of justice, the regulation, and management of the judicial system, and planning of future resources, had prepared a long-term development vision of the judicial system.

The vision for the Lithuanian judicial system was developed through discussions with the judicial community and external partners, including a survey of judicial partners and people working in the judicial system, as well as debates and discussions. This way of developing the vision helped to clearly identify the existing problems, to envisage long-term priorities, objectives, measures, and actions of the judicial system and the desired outcomes. The vision was adopted by consensus of the Judicial Council.

The main issues addressed in the vision for the development of the Lithuanian judicial system are:

- » low authority of the judicial system,
- » the weakening of the independence of the judicial system,
- » a significant decline in the attractiveness of the judicial profession.

External and internal factors determine these problems:

- » inadequate funding of the judicial system,
- » lack of cooperation with other authorities,
- » a low level of legal awareness of the society and other authorities,
- » a lack of judicial communication and communication skills,
- » lack of managerial skills.



The debate on the definitions of the mission and vision of the judicial system sought to incorporate the following critical elements of importance to the judicial community and external partners: professionalism, authority, credibility and integrity, the importance of the administration of justice, and human rights.

**The mission of the Lithuanian judicial system is to protect human rights and deliver justice openly, responsibly, professionally, and fairly.**

**The vision of the Lithuanian judicial system: a reliable, wise, efficient, and authoritative court is the guarantor of a strong rule of law.**

**Authority, Services, People, and Communication** are the four areas where implemented changes will establish a credible, wise, efficient, and authoritative court that protects human rights and delivers justice in Lithuania.

### **1. Strengthening the independence and authority of the judicial system**

*Specific actions:*

- » National Agreement on the Judicial system
- » Establishment of a rational financing model for the judicial system
- » Establishment of the right of the Judicial Council to appeal to the Constitutional Court of the Republic of Lithuania
- » Strengthening the role of the judicial community in the process of formation of the judicial corps
- » Legal education of the public
- » Creating an environment of zero tolerance for undue influence and corruption in the courts

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### **2. Direction for improvement of the quality of judicial processes and services**

*Specific actions:*

- » Strengthening the management of the judicial process
- » Developing innovation in the courts
- » Development of a model for calculating an optimal judge's workload
- » Improving the model for the evaluation of judicial performance
- » Improving and strengthening management in the courts
- » Development of a rational and efficient model (network of courts) for the management of the judicial system
- » Development of alternative dispute resolution methods

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### **3. Direction for strengthening human resources**

*Specific actions:*

- » Development of a system for identifying, developing, and retaining leaders
- » Creating a motivating working environment for judges and court staff and strengthening the organizational culture of the courts
- » Preparation of a strategy for the formation of the judicial corps

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### **4. Direction for strengthening external and internal communication**

*Specific actions:*

- » Review and update the external communication strategy of the courts
- » Strengthening the communication of judicial representatives with the media and the public, establishment of the institution of a judicial spokesperson
- » Strengthening the Court's position as a socially responsible institution
- » Strengthening the internal communication of the judicial system
- » Preparation of a crisis communication management manual

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The successful implementation of the vision for the development of the judicial system depends on the commitment of all members of the organization, the support and oversight of the leadership, as well as of the judicial organizations, and the establishment of a straightforward process to monitor progress.