

**Report on activities of the public institution
Center for Equality Advancement (CEA)
2008**

The public institution Center for Equality Advancement (CEA) was founded in 2003 by the Ministry of Social Security and Labor of the Republic of Lithuania, the Office of the Ombudsperson of Equal Opportunities, and the NGO Kaunas Women's Employment Information Center. In March 2008 by the decision (N#229, 2008/03/12) the Government of the Republic of Lithuania authorized Ombudsperson office to fulfill rights and responsibilities of the Ministry of Social Security and Labor as shareholder of CEA.

CEA's main goals:

1. To promote the enforcement and implementation of equal rights for women and men.
2. To develop tolerance in society, encourage individuals to combat discrimination due to sex, age, race/ethnicity, sexual orientation, disability, and reduce social exclusion in Lithuanian society.
3. To enhance democracy by promoting the equal representation of the interests of both women and men in the decision-making process.
4. To advance the economic independence of both women and men by providing equal and appropriate conditions for both to fulfill the right to work and to reconcile family and work responsibilities
5. To promote values of an open democratic society by encouraging gender dialogue.
6. To develop and promote gender equality ideas and change negative stereotypes of women and men, age groups, national, ethnic minorities, the disabled and other social groups in the society.
7. To advance and popularize ideas on gender equality.
8. To encourage dialogue and cooperation between NGOs and governmental institutions on projects and programs on equal opportunities.

From January 1, 2008, the Center had a staff of four people.

Financial sources for CEA's work come from project activities.

In 2008, CEA implemented following projects and activities:

1. GENDER MAINSTREAMING



1.1. Gender Mainstreaming from Concept to Action

Project goal:

- To mainstream gender in the national policies and encourage the systematic and transformative approach to gender equality, equal participation of men and women in decision making process and gender roles in society.

Project duration:

- December 2007- October 2008 (12 months)

Target groups:

- Civil servants from the ministries and state departments
- Civil servants from the Parliament

Project activities:

- The Center together with the Office of the Ombudsperson for Equal Opportunities organized and conducted the training of the civil servants, applying the 3R method, to generate a separate analysis of the gender equality situation and to include gender aspects when evaluating the present situation, devoting resources and foreseeing in action plans how the present situation can be changed.
- From January to September of 2008 five seminar cycles (2008 February 28-29, Druskininkai; 2008 April 3-4, Trakai; 2008 May, Palanga; 2008 September 3-5, Palanga; 2008 October 15-17, Trakai) were held for the civil servants who got a methodological tool to investigate the everyday policy development through the lens of gender equality. Having participated in a lecture and learned about skills for applying the 3R method at work, participants were tasked with carrying out a small research project on their own using the 3R method and with presenting the project's results and an action plan about gender equality integration into their municipality's daily work.
- In September 2008, the civil servants got the unique opportunity to obtain knowledge about the gender budgeting. The visiting scholar Sheila Quinn provided the theoretical knowledge and practical skills on the understanding and composing gender-sensitive budgeting
- Promotional materials (1500 copies of calendars, 340 table clocks with gender equality slogans) were prepared to keep the gender interest of the participants and attract their colleagues' attention to gender aspects in their work
- National conference. 2008 October 20 was held in Vilnius. The first national conference on gender mainstreaming and gender budgeting issues with a focus on the development and effectiveness of the state policies
- A manual on gender budgeting. Prepared and published in Lithuanian, provided theoretical materials, research results in Lithuania and good practices in the EU on gender budgeting.
 - Rakauskienė Ona, Vaida LISAUSKAITĖ. Lyčių aspekto integravimas į biudžetą (Gender budgeting). Vilnius, 2008
- The manual on gender budgeting together with the promotional materials were sent for each parliamentarian after elections in October 2008. Only one parliamentarian, Česlovas Jursenas -the member of Social Democrats party, replied and expressed his interest in the book.

Project coordinator:

Office of the Ombudsperson for Equal Opportunities

Municipality of Siauliai

The project is financed by the European Commission under PROGRESS Programme

1.2. Innovative Educational Strategies for Social Partners: Towards Practical Implementation of Equal Opportunities

The project is sponsored by the Lithuanian Republic; it is partly financed by the European Union.

Project goals:

- To raise awareness in society and to build opposition for discrimination due to gender.
- To promote social dialogue on the prevention of discrimination against marginalized groups.
- To change stereotypical views on the roles of men and women in society and about marginalized groups.
- To increase women's motivation and professional qualifications in the labor market.
- To encourage men to assume the same responsibility as women for childcare and in that manner to help change employers' attitude that women constitute a "risky" and "unattractive" labor force.
- To support employers' innovative management strategies allowing the reconciliation of professional and private spheres for both women and men.
- Promote social policies that encourage the reconciliation of private and professional life.

Project activities:

- CEA prepared 14 social reportages on the subject of gender inequality, social exclusion and obstacle for implementation of principles of equal opportunities.
- CEA supervised the reports and comments of the experts on the broadcasted social reportages on TV and later maintained that the experts' comment would be posted on the www.alfa.lt website.
- CEA organized and conducted 3 seminars. 75 members of the target group (employers, representatives of trade-unions, representatives of labor market institutions in Lithuania; representatives of labor market training offices; social and employment policy makers) were trained during these seminars on the issues of non-discrimination, gender equality and equal opportunities
- CEA organized publishing of 3 articles in the regional media on cultural roots of gender stereotypes, structural gender inequality and social exclusion.
- 27 articles on the gender equality, equal opportunities, changing gender roles stereotypes and promoting social inclusion will be published in the popular media in order to attract the

attention of the society to the existing problems of discrimination and intolerance

Project coordinator:

Kaunas Women's Employment Information Center

Project partners:

Office of the Ombudsperson for Equal Opportunities

Center for Equality Advancement

1.3. Responsible paternal/maternal care of the preschool-age children

Project aim: to promote gender equality ideas and changes in gender role stereotypes for the fathers and mothers in their child-care obligations

Project duration: September 1, 2008 - December 31, 2008

Project target groups: fathers and mothers having children of preschool-age

Project activities:

- Seminars for fathers and mothers on changing gender-role stereotypes, reconciliation of family and work and gender equality. Seminars were held in the kindergarten in Vilnius, Sirvintos and Siauliai
- Guidelines on the general knowledge about children's education were prepared and distributed for the nursery schools which were involved in the project

Project funding:

Ministry of Education and Science

1.4. Resisting and Challenging Religious Fundamentalism – Lithuanian case

Project goal: to produce new and strategic knowledge on growing Catholic religious fundamentalism in public and political life in Lithuania, its deteriorating impact on women's rights and strategies employed by women's rights activists and organizations to resist and challenge them in order to contribute to supporting and strengthening responses to religious fundamentalism by women's rights activists and advocates.

Project duration: 2008-2009

Project activities:

- CEA prepared the summary of the planned article for the competition at the AWID publications “Resisting and Challenging Religious Fundamentalisms” which was selected for the preparation of full publication
- CEA staff drafted the first version of the 10-page article for the publication and submitted for further proceeding where presented the contextual analysis of the current situation in Lithuania and analysis of strategies by women’s rights activists in challenging religious fundamentalism.

Project funding: AWID

1.5. Addressing Gender Equality and Women’s Empowerment in Lithuania’s Development Cooperation.

Project goals:

- to examine gender equality and women’s empowerment in the development cooperation of Central, Eastern and Southeastern Europe, Caucasus and Central Asia as part of the project Development Cooperation and Gender.
- to call for action by reminding the national as well as European representatives of their formally anchored commitments to gender equality and women’s empowerment.

Project duration: March-November 2008

Project activities:

- CEA completed research reviewing Lithuania’s key political and legal commitments in development cooperation, and examined the gender aspect of bilateral development cooperation. This review allowed us to look into Lithuania’s small, but growing, role in countries such as Belarus, Moldova, and Afghanistan
- On the basis of these reviews, recommendations have been made to the national government, and to the European institutions
- CEA also made a presentation of the Advocacy Card results for fifteen non-governmental organizations involved in development cooperation activities in Lithuania. These NGOs work in the field of education, health, human rights, and social inclusion. The presentation was done on November 10, during the annual meeting held by these NGOs. In addition, CEA sent a copy of the Advocacy Card to the head of the Department of Development Cooperation at the Ministry of Foreign Affairs. CEA also plans to translate a Lithuanian-language version of Advocacy Card, which will be located on the organization’s website, www.gap.lt
- Additionally, CEA presented the Advocacy Card and discussed with 130 teachers from primary and secondary schools from almost all regions of Lithuania during three seminars organized under the project Equality through Tolerance and Education supported by the European Community Program for Employment and Social Solidarity – PROGRESS (2007 – 2013). The information and situation analysis of the Advocacy Card complemented the theoretical knowledge on sustainable human development presented in these trainings.
- Working on IGPN’s Advocacy Card project was useful to CEA. It allowed to identify Lithuania’s emerging role as a donor and as a promoter of gender equality and to push the

Lithuanian government to take steps to improve the promotion of gender equality initiatives internationally and domestically

Project partner: International Gender Policy Network

Project funding: Presidency Fund

1.6. Protest meeting and appeals to international community against the Law on the State Family Policy to the Lithuanian Parliament

- CEA joined in organization the protest meeting against the Law on the State Family policy that defines the traditional family based on the married heterosexual partners as the subject of the state. This legal act is discriminatory towards single mothers, cohabitating couples and children born out of wedlock. The protest meeting was held in May 2008.
- CEA appealed to the international women's organizations urging them to write the protest letters to the chair of the Parliament and the President of Lithuania. Many international women's NGOs from Europe and United States replied and send their protest letters supporting the protest of women's NGOs against the Law on the State Family Policy. Regardless the international women's NGOs petitions to the Lithuanian parliament and president, the Law on State family policy was adopted.
- Additionally, CEA wrote to the European Commissionaire on Social and Economic policies Vladimir Spidla informing about the discriminatory legal act in Lithuania. However, the answer of Vladimir Spidla highlighted that the family policy does not comprise under the EU competences.
- The letter by CEA to the UN Committee under CEDAW was presented as a shadow report in the debating the state report of Lithuania in June. The CEDAW committee highlighted the negative impact of the law on state family policy and urged the government of Lithuania to stop discrimination against gender and marital status.
- CEA also sent the copy of the protest letter against the Law on State Family Policy and its discriminatory aspects to the Ministry of Nordic Council of the Ministers.

1.7. Transformative approach to the Mother's Day

Project goal: to transform the existing Romanticized image of Mother in Lithuanian society and culture by providing the visual materials on the everyday domestic work and care routines

Project activities:

- CEA in cooperation with the professional artist designed, produced and printed the post cards on the occasion of the Mother's Day in May 2008. These post cards were widely distributed for the governmental and non-governmental institutions and public audience in general
- CEA organized press conference on the occasion of the Mother's day in order to present the difficult situation of the mothers in Lithuanian society and indirectly protest against the debated law on the Concept Law of State Family Policy which openly discriminates against single and unmarried mothers.

2. EQUAL OPPORTUNITIES FOR ALL

2.1. EQUALITY THROUGH TOLERANCE AND EDUCATION

Project goal: to provide complex and broad awareness raising and training on multiculturalism, tolerance and non-discrimination.

Project duration: October 1, 2007- November 31, 2008

Target group: civil servants, teachers of the schools and society in general

Project activities:

- CEA staff participated in the trainings on tolerance education, provided by the international experts. As a result, **a manual *We can change* and a DVD**, focusing on multiculturalism and non-discrimination was produced, including the broad materials on sustainable development, environmental changes, social-economic development and human rights.
- Cycle of trainings for 130 school teachers over the whole country was held where theoretical knowledge on tolerance, human rights and sustainable development were provided and the manual and DVD as a practical tool for teachers to work with their students were distributed. The teachers commented that the seminars and felt they had provided good ideas and practical ways to employ a variety of techniques in their work and discussions with students.
- Seminars for civil servants were held where CEA staff provided the trainings on non-discrimination and equal treatment
- Diversity and human rights film festival “Ad hoc: Inconvenient Films” in Vilnius and Kaunas was organized by the partner organization, namely Lithuanian Human Rights Centre. CEA obtained several films in order to show them during the trainings for the teachers and civil servants.
- Round table discussion with the education policy makers was organized to address the issues of current training content and gaps of teachers’ competences and inform about the manual for teachers as a tool to work on tolerance education with the students

Project coordinator:

Lithuanian Human Rights Center

Project partner:

Office of the Ombudsperson for Equal Opportunities

Project funding

European Community Programme for Employment and Social Solidarity – [PROGRESS](#) (2007 – 2013)

Ministry of Foreign affairs for the production of DVD on tolerance education under the national program on development cooperation

2.2. ENAR (European Network against Racism)

In 2006, Lithuanian NGOs working in the field of human rights and anti-discrimination created the national coordination network ENAR-Lithuania. CEA joined this initiative and appointed Project Coordinator Vilana Pilinkaite-Sotirovič to represent it. Along with ENAR's Lithuanian coordinator, Edita Ziobiene (Lithuanian Human Rights Center director) Ms. Pilinkaite-Sotirovič represents ENAR-Lithuania at the EU level.

Project goals:

- Promote tolerance, equality and non-discrimination.
- Promote close cooperation of Lithuanian NGOs working in the field of human rights and equal opportunities.

Project activities:

- Training seminars.
- Analysis of the situation in Lithuania.
- Dissemination of EU good practices.

Project coordinator:

Lithuanian Human Rights Center

Project partners:

Center for Equality Advancement

Center of Civil Initiatives

Roma Community Center

3. VIOLENCE AGAINST WOMEN

3.1 Ways of implementing the EU directives on Violence against Children, Young People and Women: Good Practices and Recommendations

Project goal: to evaluate the process of changes in legislation considering violence against women, children and youth in new member states in the period from 1991 to 2006 and identify and explore

the EU impact on the changes in the national legislation

Project duration: September 1, 2007 – August 31, 2009

Project activities in 2008:

- CEA completed research which consisted of questionnaire composed of 112 questions and comments. The aim of the questionnaire was to identify and explore the process of changing the legislation concerning violence against women, children and youth that has been introduced in Lithuania in the period from 1991 to 2006. The questionnaire identified the laws and other legal instruments that have been introduced and political actors that have contributed to the changes.
- In filling in questionnaire the contacts with the Ministries of Interior, Justice, Social Security and Labor, Health, Education and Science, Department of courts, Department of Police, Office of Prosecutor General were maintained in order to obtain the necessary data and information to complete the questionnaire.
- Additionally a broad range contacts with NGOs (women, children, human rights in general) were renewed in consultation on the research questions.

Project coordinator:

University of Ljubljana Faculty of Arts, Slovenia

<http://www.ff.uni-lj.si/fakulteta/Dejavnosti/ZIFF/DAPHNEeng/oprojektu.htm>

Project partners:

Partner organizations from the following states: Slovakia, Poland, Latvia, Estonia, Malta, Hungary and Cyprus; Czech Republic

<http://www.ff.uni-lj.si/fakulteta/Dejavnosti/ZIFF/DAPHNEeng/Partnerji/partnerji.html>

Project funding

European Commission Daphnie II program

4. OTHER PROJECTS

4.1. Employers for Equality

Project goal: to promote ideas of equality and non-discrimination at work.

Project activities:

- CEA composed the questionnaire on gender equality and equal opportunities at work, selected up to 200 enterprises and distributed the questionnaire. CEA completed analysis of the answered questionnaire and identified the good practices of the inquired Lithuanian enterprises

- CEA held 8 hours training seminar for the employers where provided knowledge on gender equality and equal opportunities at work, discussed the results of questionnaire and debated the practical perspectives of reconciliation of family and work in Lithuania

Project partner: Office of the Ombudsperson for Equal Opportunities

Project funding: Government of Lithuania

4.2. Endowment fund for the organization

CEA participated in the new initiative to apply for the Endowment fund by the Baltic-American Partnership Program. This has been innovative support mechanism for the NGOs in Lithuania. Ten leading non-governmental organizations in Lithuania were granted this endowment fund. CEA, as one of these 10 leading organizations, received the Endowment fund. This was the second installment before the closing BAPP program.

4.3. Practical Mechanisms for Implementing Gender Legislation in Ukraine: Experience of Lithuania

Project goal: The project aims to ensure practical implementation of gender legislation in two regions of Ukraine through establishing cross-sectoral partnerships and integrating gender sensitive practices into the work of local authorities

Project duration: January-May, 2008

Project activities:

- ❑ CEA selected 5 Lithuanian representatives (2 trainers (one of them CEA staff member), 2 state officials, project coordinator (CEA staff member)) and under the invitation of the Ukrainian Women's Fund traveled to Ukraine and provided trainings for officials and NGO activists in Kiev and to conduct final conference of the project in Ivano-Frankivsk.
- ❑ CEA organized the study-visit for the Ukrainian officials and NGO activists in Lithuania. The aims of the study visit was to provide theoretical and practical knowledge on gender equality policies in Lithuania by addressing issues of combating gender based discrimination, challenges of work in multicultural environment, good practices of reconciliation of family and work, reduction of gender-based violence and changing gender role stereotypes in society.
- ❑ During the study visit the participants from Ukraine had the chance to visit Siauliai city and learn the practical results of gender mainstreaming policies in everyday municipal work. Since 2005 Siauliai municipality has practically applied 3R method to implement gender mainstreaming in its everyday work and accumulated valuable experience in doing small scale research, analyzing research findings and making action plans.
- ❑ The networking between Ukrainian and Lithuanian municipal officials and gender equality experts has been enhanced.

Project partner:

Ukrainian Women's Fund

Project funding:

East-East Partnership Beyond Borders Program

4.4. Study tour on labor migration issues for specialists' delegation from Uzbekistan

CEA hosted the delegation of Women's Committee and the Ministry of Labour of Uzbekistan in Lithuania on August 11-13, 2008. UNDP Uzbekistan recently established the Project "Promoting the rights of women migrant workers" in order to improve existing mechanisms for the protection of human rights of women involved in labour migration and to increase the quality of services provided to women migrant workers by relevant government and non-governmental bodies. Within the context of this initiative, the experience sharing study tour in Lithuania aimed at building the capacity of staff from the Women's Committee and the Ministry of Labour of Uzbekistan.

The main objectives of the study tour are:

- to provide the participants with general insight on the mechanisms of regulation of migration and protection of the rights of migrants
- to receive practical recommendations on how to improve the effectiveness and efficiency of staff dealing with migration issues
- to assist participants in exchanging experiences and identifying areas for developing and improving the system of protection of migrant workers' rights.

CEA organized meetings with the leading experts and officials at the different institutions in Lithuania: the office of Ombudsperson on Equal opportunities, Ministry of Social Security and Labour, Ministry of Education and Science, Department of Migration, International Organization for Migration, Vilnius office, Refugee Day Center of Women's Information and Employment in Kaunas, Centre for Ethnic Studies, UNDP-Lithuania

Project partner: UNDP -Lithuania

Project funding: UNDP

4.5. Practice in Nordic institutions-Lithuania

The Grant of the Nordic Council for CEA project manager Margarita Jankauskaite for study visit to Norway. The aim of the program is to strengthen cooperation between Nordic and Baltic institutions.

4.6. Envisioning Europe: Quality in Gender+ Equality Policies

Since 2007, CEA staff member Vilana Pilinkaitė-Sotirovič has participated in the European Union financed research project FP6 "QUING: Quality in Gender+ Equality Policies." In 2008 research covered in depth analysis of the policy documents in four gender equality fields: general gender

equality and machinery, nonemployment, intimate citizenship and gender based violence. Country study report and report on intersectionality in policy on gender and equality were prepared and submitted to the European Commission.

4.7. Membership at the Lithuanian NGDO Platform

Since 2007 CEA actively participates in the activities of the Lithuanian NGO Platform on Development Cooperation.

- CEA created a DVD on sustainable development and development cooperation for teachers. This innovative training tool covered a wide range of topics such as sustainable growth, social-economic equilibrium, human rights, anti-discrimination and social inclusion. The DVD presented each subject; suggested possible topics for the discussion; and included interactive exercises, a photo gallery, and video collection where discussions centered on discrimination due to gender, race/ethnicity, religious beliefs, disability and age.

Project funding:

Ministry of Foreign Affairs, Lithuania

- CEA member Margarita Jankauskaite participated in the Development education summer school in the Netherlands in June 21—30, 2009

Funding:

Ministry of Foreign Affairs, Lithuania

DEEP- Development Education ion Europe Project

- CEA together with the other members of the Platform were invited for the round table discussions with the Ministry of Foreign Affairs to discuss the perspectives of further activities in 2009.
- CEA organized a charity campaign for helping victims of the war in Georgia. NGOs and private persons were invited to donate for the needs of refugees in Georgia. A special account was opened for this purpose and approximately 1000 EUR were donated. All these money were transferred to our partner .organization in Georgia Taso Foundation (Women's fund and memory research center), which used them for humanitarian aid.

4.8. Electronic Catalogue of CEA library

CEA jointly with the Office of the Ombudsperson for Equal Opportunities has developed an electronic catalogue that includes approximately 3000 documents: books, periodicals, methodological materials, research, reports, video materials, booklet and pamphlets. The library is constantly renewed and updated. (http://www.gap.lt/library_search)

4.9. Cooperation with the M. Romeris University and Vilnius University

CEA closely cooperates with the academic establishments. Annually the students from Vilnius University and M. Romeris University choose our Centre for their professional practical training to obtain practical skills in the fields of social work, social policies and social movement. Students participate in the CEA project activities, participate in the trainings and contribute to the effective work and project results. Some of them stay for a longer as volunteers of CEA.

5. PARTICIPATION IN SEMINARS AND CONFERENCES AND PRESS COVERAGE

March 13, 2008. Conference on official opening Year on Cultural Dialogue. Margarita Jankauskaite presented the paper: (Non) discrimination rhetoric: between values and manipulations

March 17, 2008. Conference on the week of human rights activists against Racism. Margarita Jankauskaite presented the paper “Multiple discriminations: reasons and consequences”

March 29 Conference organized by Kaunas Women’s Information Center Margarita Jankauskaite presented the paper “Negotiation with patriarchy”

April 18 Margarita Jankauskaite interview for the Radio news channel on law on the state family policy concept.

April 30 press conference on the occasion of the Mother’s day at the centre of the Baltic News service

May 8-11. Conference “Interactive Tech Tools for Greater Transparency”, Prague, Czech Republic, attended by Virginija Aleksejune. Conferences supported by the European Commission and US embassy in Prague.

May 8. International conference of the EQUAL network partners. Margarita Jankauskaite presented the paper: (Non) discrimination rhetoric: between values and manipulations

May 14. Press conference in the Parliament of Lithuania on the debates of the law on the state family policy concept. Margarita Jankauskaite presented the protests letter signed by women’s and human rights NGOs.

June 5-7, 2008, IGPN annual meeting and CEDAW training for IGPN training. CEA director Virginija Aleksejune took place in the meeting and training

October, 2008. Trainings on non-discrimination, gender equality and equal opportunities for the attorneys by Margarita Jankauskaite.

November 12-19, 2008. Participation in the AWID FORUM, Cape Town, South Africa. CEA director Virginija Aleksejune presented the paper on Lithuanian case in the panel “Women’s movements in IGPN member countries: experience and perspective”.

December 19. Conference organized by Association of Tolerant Youth under implementation of the project on integration of immigrants into Lithuanian society. Margarita Jankauskaite presented the paper “Women’s status in the perspective of cultural change”

CEA participated in the REGINA network, opposing initiatives by Parliament members to make abortion illegal.

Contribution by Margarita Jankauskaite and Vilana Pilinkaite-Sotirovic to the publication “Sexuality: social, cultural and health aspects” compiled by Marija Ausrine Pavilioniene and Esmeralda Kuliesyte (Vilnius, 2009)

6. BOOKS PUBLISHED IN 2008 BY CEA

- Rakauskienė Ona, Vaida Lisauskaitė. Lyčių aspekto integravimas į biudžetą (Gender budgeting);
- *Galime keisti(s)* Manual and DVD compiled by Margarita Jankauskaite, Virginija Aleksejune and Vilana Pilinkaite –Sotirovic;
- 2009 Calendar for changing gender role stereotypes *Super heroes at home*.

Virginija Aleksejūnė

Director, Center for Equality Advancement