

**REPORT ON WORK OF THE PUBLIC INSTITUTION *CENTER FOR EQUALITY  
ADVANCEMENT (CEA) FOR 2004***

CEA was founded in July 2003.

The main CEA's goals:

1. to enlighten and inform society on implementation of equal opportunity policies in Lithuania and European Union.
2. to develop tolerance in society for and encourage to combat discrimination against sex, age, race/ethnicity, sexual orientation, disability;
3. to reduce social exclusion in Lithuanian society
4. to promote values of open democratic society by encouraging gender dialogue
5. 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

**Mission of the Center** - to educate society, strengthen equal opportunities and prevent any discrimination against person's sex, age, race, ethnicity, health and sexual orientation, and reduce social exclusion of these groups.

**Vision of the Center** – to provide qualified expertise in the field of equality advancement for society in Lithuania and abroad

On January 1, 2005, the Center had a staff of three people.

Financial sources for CEA work come from project activities.

In 2004 CEA implemented following projects and activities:

**1. Projects of Open Society Institute Women's Network Program**

**Media and gender policies.**

**“Gender montage: Paradigms in Post-Soviet Space”.**

CEA has participated in the second stage of the program to create the second collection of documentaries. In May, the Center called for public competition for the best script, received six applications and selected the best project. The Center then organized several meetings with the selected film group, discussed and improved concept and script of the film and organized training for the group. In September, the script writer Zita Cepaite and film manager Teresa Zibuoliene participated in filmmakers' workshop in Crimea (Ukraine)

**The seminar “Gender and Popular Culture” (November 4-5)** was the second part of the project series *(Re)Marking Gender*. This international interdisciplinary seminar aimed to analyze the representation(s) of gender in popular culture: advertising, television, religious tradition, everyday speech and world of technologies. The speakers of the seminar were gender and culture scholars from Lithuania and other countries.

### **Video film program.**

The screening of video films submitted for the competition "Gender and Popular Culture" took place at Cinema center "Skalvija". Films of eight authors-winners (out of 16 proposed) were presented and awarded.

### **Fashion show.**

The fashion show "**Trans-parade: Fashion of Changing Gender**" was performed by the Department of Textile of Vilnius Academy of Fine Arts took place in Gallery „Akademija“. It represented the costume collection and conceptual performance on the subject of trans-gender.

### **Thematic articles.**

The project included four thematic articles translated or specifically written and published in the local cultural press:

1. *Septynios meno dienos* (art weekly), Lucy Tatman, "Innocence Demanded: Globalization and the Production and Consumption of (Female) Virginity", Oct. 8, 2004
2. *Literat ra ir menas* (culture weekly), Anette Kuhn, "Womens' genres: melodrama, soap opera and theory", Nov. 5, 2004.
3. *Kult ros barai* (culture monthly), Anette Dina Sorensen, "Pornography and Gender in Mass Culture", Nr.10, 2004.
4. *Septynios meno dienos* (art weekly), Laima Kreivyt , "S/he: Queer Images in Popular Space", Nov. 12, 2004.

### **Web-discussions.**

The article by Monika Krikštopaityt "Advertising – the oasis of male ego" was specifically ordered for this project and published on Nov. 2, 2004 on the web portal [www.delfi.lt](http://www.delfi.lt) to provoke interactive web discussion. Around 600 comments were received till Nov. 8, 2004.

### **Monitoring mass media.**

Mass media showed a great interest to the project. Below are the main programs and publications about it:

- 6/11/04 – Lithuanian National Radio, First program, Program „Mes – moterys“ (We – women) participated by M.Jankauskait ;
- 12/11/04 – D.Tumpyt . „Gendre and Popular Culture: facts and probabilities“, *Septynios meno dienos* (arts weekly);
- 17/11/04 – Lithuanian National Radio, program „Klasika“. Participants: L.Kreivyt – About Queer Images in Popular Space;
- 17/11/04 – Lithuanian National Radio, First program. Program „Talks with Vanda Juknaite“. Participants: A.Žukauskait and M.Jankauskait .
- 19/11/04 – Lithuanian National Radio, program „Klasika“; „Preljudia“ – participants: A.Žukauskait , A.Tereškinas, M.Jankauskait ;
- 22/11/04 – Lithuanian National Radio, program „Klasika“. Program by V.Jauniškis „Pakel je“. Participants D.Navikait , M.Jankauskait ;
- 27/11/04 – Baltijos TV program „Šeštadienio rytas“ (*Saturday morning*). Participants: A.Žukauskait , K.Klimka, M.Jankauskait ;
- May, 2005 - D.Navikaite. Seminar „Gender and Popular Culture“, *Kult ros barai* (culture monthly).

### **Prospects for continuity.**

Full texts of seminar presentation, published on the popular web portal [www.delfi.lt](http://www.delfi.lt), raised interest among readers who produced many comments and provoked discussions on the issue.

The library of gender related video works has been set up in the Centre.

New publication under the title “Gender, media, popular culture” has been in the stage of preparation. Bilingual volume (Lithuanian-English) will include the papers presented at two seminars and specially written academic articles. This book will have status of scientific publication and be published as a part of “Acta Academiae Artium Vilnensis”.

This project attracted representatives of mass media and many other people, who expressed their interest in the subject and attended all events massively. This suggests the novelty and importance of the project. Positive reviews of experts on gender and culture issues motivate the staff of CEA to continue the initiative and produce new projects in this field.

More information about the seminar on CEA’s website:

<http://www.gap.lt/en/projects/remarking>

### **Project supporters:**

Open Society Institute (New York);  
United Nations Development Program;  
Ministry of Culture of Lithuania;  
Royal Danish Embassy;  
National University of Australia;  
Printing house „Petro ofsetas“;

### **Project partners:**

Gallery „Akademija“;  
Cinema Center „Skalvija“;  
Vilnius Academy of Fine Arts

**International gender studies summer school for lecturers of journalism.** Two PhD fellows, namely Aurelija Juodyte and Aiste Salciute, from the Institute of Journalism have been selected to participate in the summer school. They will integrate obtained knowledge in their newly prepared courses and PhD dissertations. Fellows prepared an article for the monthly specialized magazine for journalists about gender issues in Lithuanian mass-media and Summer school. Their prepared courses that integrate gender mainstreaming will be included in the study program of the Institute for 2005/2006 academic year.

### **Gender and education**

This program aims to promote gender mainstreaming into study programs of universities and encourage gender dialogue at the secondary schools. As a result of implementation of this program, the staff of the Center has participated at the development of the Family and Sexuality Educational Program at the Ministry of Education and Science.

CEA has its representative in the General Education Board at the Ministry of Education and Science. This enables to discuss gender sensitive issues and promote gender mainstreaming in the decision making process on education policies.

### **Empowering Education**

In 2004, the CEA partners – Youth Carrier Center in Kaunas – implemented the fourth stage of the project *Empowering Education*. During the first three stages the project aimed to adopt, test and present the program for teachers of secondary and primary schools, social workers and school students. This program provided knowledge on gender roles, social status, differences between women and men and gender equality issues. In the fourth stage, the program content has been developed and broadened, adopted for various target groups and evaluated.

#### Project goals:

- to develop guidelines of gender mainstreaming in education;
- to strengthen socialization and social partnership in society through training and discussions;

#### Project activities:

- seminars for teachers of Siauliai and Kaunas towns and districts, students of Siauliai university, Kedainiai school students' leaders, Moletai businesswomen;
- presentation of the Empowering Education program for teachers at the conference "Gender tolerance in education" that took place in Vilnius, Teachers' Professional Training Center;
- prepared guidelines of Empowering Education program to help teachers to integrate this program or its parts into their courses;
- evaluation of the Empowering Education program content and methodology. Teachers and lecturers of the project completed the evaluation;
- Round-table discussion "Is Lithuanian society open to gender dialogue?" attended by teachers, students and representatives of Ministry of Education and Science and Office of Equal Opportunities Ombudsman.

#### Project participants

Teachers, social teachers, psychologists, university students, school students, businesswomen.

CEA has certified Youth Carrier Center to take full responsibilities of the project implementation and withdrawn from further participation in the project.

### **Equal Opportunities for Women and Men in European Union**

**"Managing European structural funds"**. The project activities included the translation to Lithuanian language and distribution of the questionnaire on women's NGO awareness about EU structural funds and preparation for international research. Also, in October 10-12, 2004 three women – representatives of NGO were selected to take part in training on EU structural funds in Krakow, Poland.

**Bringing EU Home.** The project has covered eight newly-accepted EU members and completed research analyzing laws and policies of equal opportunities in these

countries. Results will be presented in 2005. The expert and program coordinator attended training in Budapest. Detailed report on situation in Lithuania was completed in English and evaluated. The newly prepared Monitoring report will be used as a tool to promote gender sensitivity at the institutions on governmental, municipal and local levels.

CEA was selected by UNDP as an expert organization to complete data analysis and suggested amendments to the third part “Encourage gender equality and grant more rights to women” of the report “Millennium development goals: Analysis of regional development in Lithuania”, submitted in 2003.

#### **1.4 Prevention program on violence against women**

CEA participated in the joint project with OSI NWP and Minnesota Advocates for Human Rights to develop and maintain international web portal STOP VAW ([www.stopvaw.org](http://www.stopvaw.org)). CEA is responsible for data amendments and renewal concerning Lithuania (<http://www.stopvaw.org/Lithuania2.html>). In May, 2004, the project coordinator and expert were trained to manage web portal and data update in Budapest, Hungary. In December, 2004 web portal was presented in Mother and Child’s Center, Vilnius, for governmental and nongovernmental institutions that work in the field of violence against women. More info:

<http://www.stopvaw.org/2Feb20053.html>

CEA incorporates aspect of VAW in to all trainings for local communities. CEA together with the other Women’s NGO has supported the campaign (writing petitions for the Speaker of the Parliament, heads of Human Rights, Family and Children affairs, Law comities) which forced changes in legislation (November 2004), i.e. the Penal Code has been amended with the article to dislodge or isolate a violator in the case of domestic violence.

Book *Legal and Practical Guidance for Women Violence Survivors* was published. 1500 copies of the book were distributed for the Women Crisis Centers, NGO’s, working with the victims of violence, municipalities and police officers. This publication was part of activities of National Program for Gender Equality, supported by the Ministry of Social Security and Labour.

## **2. Implementation of European Union Program on Gender Equality Strategies (2001-2005)**

CEA as partner organization takes part in two projects funded by European Commission

### **2.1. Modern men in Enlarged Europe: Developing Innovative Gender Equality Strategies**

#### **Project goals:**

- to encourage men for paternity leave
- to motivate parents to take active part in child’s care and education
- to advocate image of modern man without violence and aggression;

- to change stereotypes on social roles of women and men in society

Project activities (2004):

- amended website content [www.dadcomehome.org](http://www.dadcomehome.org)
- prepared information brochures
- translated the book *Can Men Do It?* by the Norwegian researcher Oystein Gullvag Holter to Lithuanian language
- information campaign: photo session; TV and radio broadcastings

Project coordinator

Office of Equal Opportunities Ombudsman;

Project partners

Center for Equality Advancement  
 Vytautas Magnus University, Department of Sociology  
 Danish Research Centre on Gender Equality  
 Center for Gender Equality in Island  
 Employment and Training Corporation in Malta  
 More information <http://www.gap.lt/lt/mvie>

**2.2 Sports, Media and Stereotypes: Women and Men in Sports and Media**

This trans-national project, started in November, 2004, involves five countries and aims to examine and promote changes in the representation of women and men in sports media.

Project goals:

- to analyze women and men images and stereotypes in sport
- to identify the tools of different representation of women and men in sport media
- to raise awareness and encourage discussions in society on changing gender images and stereotypes
- to educate and prepare training material for sport journalists, instructors and referees on representation of women and men in sports

Project activities (2004):

- completed analysis on current situation in Lithuania and survey of research on media and sport statistics
- identified group of experts

Project coordinator:

Center for Gender Equality in Akuyeri, Island

Project partners:

Ministry of Children and Family Affairs, Norway  
 Austrian Federal Chancellery, Austria  
 University of Genoa, Faculty of Arts and Philosophy, Italy  
 Center for Equality Advancement, Lithuania

Project partners in Island:

University of Akureyri Research Institute

### 3. Administration of the Governmental Women and Men Equal Opportunities Program for 2003-2004 years

The Governmental Women and Men Equal Opportunities Program for 2003-2004 years, adopted on June 3, 2003, by the Government of Republic of Lithuania (Decree No. 712, 2003, No. 55-2452) has included the article 51.5 on "Support of the projects of NGOs that deals with violence against women". CEA was contracted to manage the projects, selected by the experts of the Ministry of Social Security and Labor, in April-December 2004. Twenty-seven project applications were submitted and the best ten were selected. CEA monitored the implementation of the projects, provided consultations and visited organizations.

#### Results of these projects:

- 1192 women that experienced violence received psychological, legal, medical and social help and support.
- Women with their children received shelter, food and assistance.
- The projects raised awareness of violence in family and informed about opportunities for women to seek help in certain organizations.
- Cooperation with police, medical professionals, Child' rights protection office representatives and media showed that such joint initiatives and efforts may provide positive results in reducing violence against women.

The NGOs – implementers of the projects - seek for sustainability and try to obtain funding from alternative sources to continue their activities. In one report by Public Institution "Padovanokim šypsen " in Alytus district its director D. Daugeliene stated that support could not end with the end of the project. In any case of violence rural women apply to this center which continue providing assistance for helpless women.

#### Observations and suggestions:

- problems of violence against women in family could be resolved more efficiently and professionally when NGO implement long-term projects in cooperation with various specialists and institutions;
- project results suggest that women need various services to improve their situation. Therefore, more assistance and funding from alternative sources is necessary to provide highly qualified services and consultations.
- highly qualified projects should receive more funding. Such an objective should modify the widely spread practice to support more organizations providing insufficient funds for project implementation.
- publication of good practices would provide more information about the problem of violence against women in family and the diversity of ways to resolve this problem.

#### 4. Other projects and activities

##### **Mainstreaming Gender Equality towards work of regional municipalities**

###### Project aims:

- to give knowledge for three rural communities in Moletai district on gender concepts and describe the negative consequences of imbalanced representation of women and men in public spheres
- to train practical skills of three rural communities to realize women and men equal opportunities in municipalities and communities and introduce balanced representation
- to organize five training cycles for three communities in Moletai district;

The CEA has conducted seminars and trainings to strengthen gender sensitivity in local policies and improve practical skills for development of enhanced gender equality strategies in local communities. Project continues in 2005.

###### Partners:

Office of Equal Opportunities Ombudsman  
Municipality of Moletai district  
Sponsor;  
World bank  
More on the project <http://www.gap.lt/lt/lisd>

##### **“Developing and fulfilling skills for disabled persons in NGOs work”**

###### Project aims:

- integrate the disabled into community
- reduce social exclusion by applying their knowledge and skills in NGO work.

###### Target groups:

- members of the disabled NGO, willing to enhance their qualification, learn and fulfill their skills and actively participate in social life.

###### Project coordinator:

- Druskininkai municipality;

###### Results:

- prepared study material for training gender equality  
(<http://www.gap.lt/lt/druskininkai> )

##### **Women and Politics.**

Parliamentarian elections-2004. CEA together with the other women organizations has actively participated at the pre-election activities in order to encourage women to actively participate in political life of the country.

###### Project results:

- research “Women and Politics”;



- gender sensitivity pre-election campaign “13 Questions for the candidates for the Seimas of the Lithuanian Republic”  
<http://www.gap.lt/en/projects/politicians>;
- conference “Initiative 2004: Vote for Women” (together with Kaunas Women Employment and Information Center) ,
- round-table discussion for the women in politics club “MILDA”.
- Number of women in Parliament has increased from 10% (or 15 women) to 22% (or 31 women).

### **Combat Sexual harassment.**

CEA in cooperation with the Equal Opportunities Ombudsman Office initiated public awareness campaign against sexual harassment:

- TV and radio broadcastings on the topic,
- articles in mass media
- consolidation of women NGO’s and gender activists by CEA for the campaign to support the victim of sexual harassment .

### **Project results:**

- more complains from the victims of sexual harassment have been submitted to the Office of Ombudsman.
- increasing number of such cases generate changes of the public opinion.

### **Work in a field of multiple exclusion** (gender and sexual orientation, disability, ethnicity).

CEA in cooperation with the partners in local communities, NGOs and municipalities promotes an idea of diversity without discrimination with a specific focus on women’s issues. The experts’ committee, responding to the European Commission initiative “For diversity. Against discrimination”, highly evaluated the work of CEA in this sphere. The project manager of CEA dr. Margarita Jankauskaite has been elected as the Diversity Ambassador in Lithuania. This honorary nomination strengthens the organization’s efforts to disseminate ideas of diversity without discrimination in the society.

### **Electronic Catalogue of CEA library**

CEA jointly with the Office of Equal Opportunities Ombudsman has developed electronic catalogue storing approximately 2000 documents: books, periodicals, methodological materials, research, reports, video materials, booklet and pamphlets. Library is constantly renewed and updated.

[http://www.gap.lt/library\\_search](http://www.gap.lt/library_search)

### **CEA internship in Nordic countries**

CEA staff visited governmental and nongovernmental organizations that work on gender equality issues in Denmark, Norway and Island. They developed contacts with local institutions and joint the initiatives to partner in the projects. As a result, two applications were submitted to European commission and received funding.

## **Training of women leaders.**

CEA director has been invited to participate in the training in Haifa (Israel) and present CEA's work and projects. As a result new contacts were developed that encouraged for joint initiatives and projects.

### **5. Participation at the seminars and conferences**

CEA staff participated and presented papers in various seminars and conferences on issues of gender equality, women's rights, health and education. The following list provides information on the place, titles of seminars and conferences or subjects of presented lectures:

January 28, 2004. Training Center of Labour Exchange in Vilnius. Lecture for the permanent unemployed.

April 29, 2004. Training Office of Labour Market in Lithuania. Specialists of territorial labour exchange, consulting offices, labour market centres received training under the title "Gender equality in making professional carrier" (<http://www.gap.lt/lt/dbs>)

May 12, 2004. Lithuanian Association of Family Planning and Sexual Health. Lectures for youth on gender equality

May 13, 2004. Training Office of Labour Market in Lithuania. Specialists of territorial labour exchange, consulting offices, labour market centres received training under the title "Gender equality in making professional carrier" (<http://www.gap.lt/lt/dbs>)

May 14, 2004. Seminar "Strategies of women's employment within integration to EU".

May 20, 2004. Training Office of Labour Market in Lithuania. Specialists of territorial labour exchange, consulting offices, labour market centres received training under the title "Gender equality in making professional carrier" (<http://www.gap.lt/lt/dbs>)

May 21, 2004. Vytautas Magnus University. Conference "Gender Studies in Lithuania: development of academic network".

May 25, 2004. Paper presented in MILDA seminar. The title of the paper "What commonalities we do have. Comparative analysis of mass media in Lithuania and Sweden"

May 27, 2004. Training Office of Labour Market in Lithuania. Specialists of territorial labour exchange, consulting offices, labour market centres received training under the title "Gender equality in making professional carrier" (<http://www.gap.lt/lt/dbs>)

June 10-12, 2004. Conference “Women’s movements: inspiration, intervention, and irritation” in Reikjavik (Island). Participation in plenary discussion.

June 16, 2004. Seminar “Family policies and legal challenges in expanded Europe” in Klaipeda.

June 21, 2004. Lithuanian Association of Family Planning and Sexual Health. Lectures for youth on gender equality

June 23, 2004. Seminar “Family policies and legal challenges in expanded Europe” in Klaipeda.

June 28, 2004. Lithuanian Association of Family Planning and Sexual Health. Lectures for youth on gender equality.

August 27, 2004. Final conference of the project “Family policies and legal challenges in expanded Europe” in Vilnius.

August 31, 2004. Lithuanian Association of Family Planning and Sexual Health. Women’s reproduction rights.

September 2-4, 2004. International conference Ecce Femine in Bratislava. Two papers presented.

September 5-11. Seminar on human rights organized by Raul Wallenberg Institute in Belgrade, Serbia. Presentation of CEA projects.

September 22, 2004. Training Center of Lithuanian Police. Seminar “Violence in family”. Presentation “Gender stereotypes and issues of violence”.

September 23, 2004. Conference “Prevention and support for women and mothers with children” Presented paper “Mass culture, gender stereotypes and violence in family”

September 30, 2004. Training Office of Labour Market in Lithuania. Specialists of territorial labour exchange, consulting offices, labour market centres received training under the title “Gender equality in making professional carrier” (<http://www.gap.lt/lt/dbs>)

October 1, 2004. Conference “EU enlargement and gender policies in Lithuania@, Vytautas Magnus University. Presented paper “Women’s (non)representation in media

October 7, 2004. Conference “Violence on the bases of sex – how to stop it?” organised by the Center of Men’s Crises. Mediation at the workshop.

October 14, 2004. Training Office of Labour Market in Lithuania. Specialists of territorial labour exchange, consulting offices, labour market centres received training under the title “Gender equality in making professional carrier” (<http://www.gap.lt/lt/dbs>)

October 27, 2004. Women's 96 seminar "Women in the enlarged Europe" in Helsinki, Finland. Presented paper on gender equality in Lithuania.

December 3, 2004. Seminar "Violence against women in family and society's stereotypes" organized by Kaunas women's association. Presented paper "Exchange of women: traditions and present".