

REPORT
ON ACTIVITIES OF THE PUBLIC INSTITUTION
CENTER FOR EQUALITY ADVANCEMENT (CEA)
FOR 2005

Public institution Center for Equality Advancement (CEA) was founded on July 8, 2003.

The main CEA's goals:

1. to promote the enforcement and implementation of equal rights for women and men
2. to develop tolerance in society, encourage to combat discrimination against sex, age, race/ethnicity, sexual orientation, disability and reduce social exclusion in Lithuanian society
3. to enhance democracy by promoting the equal representation of interests of both women and men in 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 reconcile family and work responsibilities
5. to promote values of 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 in projects and programs on equal opportunities

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

Financial sources for CEA work come from project activities.

In 2005 CEA implemented following projects and activities:

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

Media and gender policies.

“Gender montage: Films from Post-Soviet Space”. The Second collection of the movies under the project *Gender montage: Paradigms in Post-Soviet Space* has been produced and launched on March 1-9, 2006 at the international festival “One World” in Prague. Lithuanian documentary film (film director I.Kurklietyte) “Kirstina and Christ” presents the institutional discrimination against women to occupy higher position on the institutional hierarchy of Lutheran church. CEA coordinated the selection process of the idea and realization of this documentary.

CEA prepared and published the book *Gender, Media, and Mass Culture* (in Lithuanian and English) which includes the collection of academic articles on the representation of gender in popular culture, presented at the international seminar, held by CEA in 2003 and 2004. The book was donated to all public libraries in

Lithuania, NGOs, gender studies centers, members of Women's Network Program. In February 2006 at the Modern Art Center was organized the public presentation of the book. Five reviews on the book appeared in the press.

Partners: Vilnius Academy of Art

Supporters: Open Society Institute New York, UNDP and Ministry of Culture of the Republic of Lithuania

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 project manager M.Jankauskaite is the member of the General Education Board at the Ministry of Education and Science.

Equal Opportunities for Women and Men in European Union

Bringing the EU Home.

In 2005 the final report *Equal Opportunities for Women and Men: Monitoring Law and Practice in New Member States and Accession Countries of the European Union* was prepared and located on the web of OSI

http://www.soros.org/initiatives/women/articles_publications

Report on the situation in Lithuania in English and Lithuanian was completed by CEA. The text of the report in Lithuanian see : <http://www.gap.lt/lt/LMVGES>

On May 4, 2005 the report was presented at the European Parliament in Brussels. It was stated that gender equality is hardly achievable reality in Central and Eastern Europe. The report reveals the gaps in equal payment for women and men and equal opportunities for employment and political representation. It also describes the existing national mechanisms, policies and programs on equal opportunities and demonstrates their inconsistencies. Research shows two basic issues. Firstly, **society does not understand how existing inequalities of women and men deeply affects their everyday life**. Secondly, **political will to improve the existing national and EU policies on equal opportunities is hardly working on everyday level**.

On June 15, 2005, CEA organized the public presentation of the Report at the Parliament of the Republic of Lithuania (Seimas). More than 60 participants from the Parliament, embassies, NGOs, media and academic establishments attended the event. The speakers presented data of new EU and accession seeking countries, but mainly analyzed and discussed the situation in Lithuania. Was prepared translation of the summary and Lithuanian part of the report and published in 100 hard copies.

1.4 Prevention program on violence against women

CEA joined the international project on *Monitoring Actual Situation of Violence against Women*. The project aims to analyze the effectiveness of legal, political, social and cultural means of the state to solve the problem of violence against women and provide the recommendations to improve the situation in Lithuania in terms.

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). CEA is responsible for data amendments and renewal concerning Lithuania (<http://www.stopvaw.org/Lithuania2.html>). In July, 2005, the project coordinator was trained to manage web portal and data update in Tbilisi, Georgia. In November, 2005, CEA published the leaflet on the information about this web portal and distributed in the academic establishments, women's crises centers, NGOs.

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

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

CEA's project activities

- amended website content www.dadcomehome.org;
- prepared information campaign *Paternity drives*: billboards on the streets distributed in Lithuania, attendance in TV, radio broadcastings and interview in newspapers;
- On June 5, 2005, CEA together with national partners organized the public celebration of Father's day in Vilnius: performance for the families, exhibition in the square *Europa*;
- Organized photo sessions of father on paternity leave with their offspring and exhibitions at the Ministry of Social Security and Labor, Ministry of Education and Science and Holiday Inn during the international conference *Fathers' on Paternity leave: Can men do it?*;
- Published the report of the project research *Fathers on Parental Leave* (Publish house: Eugrimas, 2005) in English and Lithuanian;
- Prepared and published the stories and experiences of fathers on parental leave *Men do it! Stories of Fathers on Parental Leave* (Eugrimas, 2005) in Lithuania, English and Danish languages;

- CEA in cooperation with partners organized the international final conference *Fathers' on Paternity leave: Can men do it?* in Vilnius which was attended by 95 participants from 23 countries;
- CEA prepared the project *Paternity leave as innovative strategy for implementation of gender equality* and received financial support from Open Society Institute East-East program for 25 participants from Central and Eastern Europe and Central Asia to attend the international conference *Fathers' on Paternity leave: Can men do it?* in Vilnius on November 17-18, 2005. The project aimed to disseminate the experience of Denmark, Iceland, Lithuania and Malta and enhance international networking and cooperation in the field of gender equality.

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 Modern Men in Enlarged Europe II: Family Friendly Policies

This 15 months project started in November 2005.

Project aims

- to encourage men to share family duties;
- to promote institutional and political changes in order to develop grounds for reconciliation of family and work;
- to develop modern family model that shows the balance between professional and private life;
- to change stereotypes on women and men's roles in society.
-

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
 IRES, Italy
 More information <http://www.gap.lt/lt/mvie>

2.3 Sports, Media and Stereotypes: Women and Men in Sports and Media

This trans-national project involved five countries and aimed to examine and promote changes in the representation of women and men in sports media.

Project aims:

- 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 on EU level 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 (2005):

- completed comparative analysis on gender representation in sport media. CEA provided data on situation in Lithuania;
- completed methodological material for journalists of sport media, instructors and coaches;
- prepared and published the Report of the project research: *Sports, Media and Stereotypes: Women and Men in Sports and Media*;
- the steering meeting of project partners was organized in Lithuania to discuss the current problems with representatives of sport media and politicians.

Project coordinator:

Center for Gender Equality in Akureyri, 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
University of Akureyri Faculty of Social Sciences and Law (Media Studies Program)
Centre for Women's and Gender Studies, University of Iceland
Island National Olympic and Sport Association

2.4. New models for the competence construction in the local programming EU Socrates Programme Grundtvig 4

The project was prepared and submitted to European Commission. It aims to develop new training models for improvement of professional competences of local municipalities.

Project coordinator:

Agenzia del Lavoro-Regione Valle d'Aosta, Italy
The results of competitions are expected in autumn 2006.

3. EQUAL Community Initiative Programmes

3.1. Open and Equal at Job.lt

Project aims:

- to reduce discrimination against sexual minorities at the working places;
- improve professional and legal competences of the target group;
- enhance public and civil initiatives of the target group;
- educate tolerance in society and train to combat homophobe.

Project activities in 2005

- developed the website www.atviri.lt;
- monthly seminars for guys, lesbians and bisexuals have been organized since September;
- two seminars for employers were organized;
- informational materials were prepared and published: leaflets “Atviri.lt”, flyers, folders, pens and stickers;
- prepared and produced materials for the ILGA conference in Vilnius: cards, t-shirts and pins.

Project coordinator

Office of Equal Opportunities Ombudsman

Project partners

Guy League in Lithuania
Center for Equality Advancement
Vytautas Magnus University, Department of Sociology
Public institution *European social, legal and economy projects*
Ltd. *Gaumina*

4. Other projects and activities

4.1. Mainstreaming Gender Equality towards work of municipalities by involving local communities into gender equality activities

Project activities:

- five training seminars for three communities in Moletai district were organized
- consistent knowledge on gender concepts and the negative consequences of imbalanced representation of women and men in public spheres was provided for three rural communities in Moletai district;
- Methodological material *Community that is Open for Gender Equality: Why and How Gender Equality has to be Implemented?* Compiled by Margarita Jankauskaite and Indre Mackeviciute.

Partners:

Office of Equal Opportunities Ombudsman
Municipality of Moletai district

Sponsor:

World bank

More on the project <http://www.gap.lt/lt/lisd>

4.2. 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;
- organized four seminars on gender equality;
- organized 6 trips for disabled to the other regions to visit other organizations and institutions;

More on the project (<http://www.gap.lt/lt/druskininkai>)

4.3. Gender equality policies as a tool for enhancing municipalities in Lithuania

Project aims

- to provide knowledge and practical skills of gender mainstreaming for municipal staff;
- to eliminate gender inequality and discrimination in municipal policies and decision making processes;
- improve the quality of social services provided by the municipalities;

Project activities:

- Margarita Jankauskaite, project manager of CEA, made presentations for the staff of municipalities on gender equality and worked in the team to compile the methodological material *Strategies of Implementation of Gender Equality in Municipalities in Lithuania*

Sponsor:

Swedish Fund SIDA

4.4. Immigrant Women in Lithuania

Project aims:

- to support integration of immigrant women into Lithuanian society;
- to reduce their social exclusion;
- to educate tolerance and respect to “other” cultures in Lithuanian society;

Project activities

- Round table discussion “Empowering immigrant women” with active participation of M. Jankauskaite and V. Aleksejunaite;
- Screening of documentary films from *Gender Montage* collection about women’s position in society with the active discussions;
- Final evaluation report of the project submitted to the World Bank.

Project coordinator:

Kaunas Women’s Employment Information Centre

Project partners:

Center for Equality Advancement

Vytautas Magnus University, Centre for Social Research

Project sponsor:

World Bank

4.5. Poverty Reduction Strategies in Rural Lithuania

Project aims:

- to enhance women’s employment in Dubingiai rural community (Moletai district);
- Legal education and business;
- Empowerment and self confidence building in Dubingiai community;

Project sponsor:

Private fund FILIA, Germany

4.6. Getting Voices, Changing Minds: Telling Lesbian Life Stories

Project aims:

- to revise lesbians’ invisibility in Lithuanian society;
- to provide detailed study of lesbians’ experiences, challenges and problems and change sneering images of lesbians;
- to change homophobic stereotypes, develop open society and carry out prevention of discrimination against sexual orientation;

Project sponsor

Mama Cash

4.7. IT Tool for Prevention of Discrimination

Project aim:

- to compose database of means for prevention of discrimination and ethical values;
- to develop open for diversity society;
- capacity building of civil society by improving skills to combat discrimination;

The project application was submitted to Fund of Media, Radio and TV Support of the Republic of Lithuania. Funding was not received.

4.8. Electronic Catalogue of CEA library

CEA jointly with the Office of Equal Opportunities Ombudsman has developed electronic catalogue storing approximately 3000 documents: books, periodicals, methodological materials, research, reports, video materials, booklet and pamphlets on the issues of human rights, gender equality, discrimination on different grounds, etc. Library is constantly renewed and updated.

More on the project http://www.gap.lt/library_search

5. Participation at the seminars, conferences and media

CEA staff participated and presented papers in various seminars and conferences on issues of gender equality, women's rights, health and education. They also gave number of interviews for media on the respected topic. The following list provides information on the place, titles of seminars, conference and media and subjects of presented lectures:

January 12-13, 2005. International Conference „Mass Media in (Re)Distribution of Power, Ryga, Latvija. M. Jankauskaitė „Gender Ma(i)nstreaming“.

January 18, 2005 – Lithuanian National TV M. Jankauskaitė's interview on parental leave

January 24, 2005 – Lithuanian National TV, M. Jankauskaitė participate in the live-discussion show „Prašau žodžio“ on EQUAL project

January 28, 2005 – Channel 5, M. Jankauskaite's interview about EQAUL project

February 2, 2005 – M. Jankauskaite gave the lectures on vertical and horizontal gender discrimination in labour market at Kaunas Regional Development Agency.

February 15, 2005 – M. Jankauskaite's interview on parental leave in the journal *Ieva*.

March 8, 2005 – M. Jankauskaite's interview about International Women's Solidarity Day at the National TV

March 8, 2005 – M. Jankauskaite's presentation of U. Barauskaitė book.

April 14, 2005 M. Jankauskaite's presentation „Gender images of mass culture“ at the conference „Impact of social environment for the education of child and youth's values“ for education personnel in Kretinga.

April 17, 2005 M. Jankauskaite's public presentation of the book „Feminizmas“

April 22, 2005 TV Channel 3 on parental leave. M. Jankauskaitė .

April 26, 2005 M. Jankauskaitė's presentation „Vertical and Horizontal discrimination at job: social consequences“ at the seminar „Ištiesk rankas“ under Equal project.

April 28, 2005 Seminar for youth under the project *For Diversity Against Discrimination*. M. Jankauskaitė one of the moderators of the seminar.

May 9, 2005 public lecture „Women's images in media“ by M. Jankauskaitė at *Žinijos draugija*

May 9, 2005 M. Jankauskaitė's paper „Gender in media“ at the Vilnius Women's Conference.

June 2-3, 2005 – M. Jankauskaitė's paper „Factors of discriminatory system“ at Human rights conference in Druskininkai.

June 14, 2005 – M. Jankauskaitė's interview on parental leave for the journal „Lithuania in the World“.

July 7-9, 2005 Four cycles of lectures on gender equality held by V. Aleksejunaite and M. Jankauskaitė for the personnel of Penitentiary department.

September 1, 2005 – M. Jankauskaitė on traditional gender roles in family at TV channel 3 show *Nomeda*

2005 10 03 M. Jankauskaitė's interview on homophobia for e-newspaper *Omni laikas*.

October 5, 2005 M. Jankauskaitė on homophobia at National TV show *Prašau žodžio*.

3 November, 2005 – M. Jankauskaitė on reconciliation of family and professional life at National Radio.

November 17, 2005 – M. Jankauskaitė's interview on parental leave for Channel 5.

November 24, 2005 V. Pilinkaite-Sotirovic's paper „Gender equality in democratic society“ at the seminar in Kaisiadorys during the week of adult education under the topic „Civic in practice“

November 24, 2005 public lecture on gender equality for Užupis gimnazium. Lecturers V. Aleksejunaite, M. Jankauskaitė .

December 1, 2005 – seminar on gender equality at Sudeikiai, Utena district in cooperation with Baltija Fund. V. Aleksejunaite, M. Jankauskaitė .

December 12, 2005 – seminar on gender equality at Raseiniai district in cooperation with Baltija Fund. V. Aleksejunaite, M. Jankauskaitė .

December 20, 2005- seminar on gender equality at kindergarten Nendre in cooperation with Peace Institute of Aland island. V. Aleksejnaitė, M. Jankauskaitė.

6. PUBLISHED BOOKS IN 2005, COMPILED BY CEA

1. *Fathers on Paternal Leave*, Center for Equality Advancement, Eugrimas, 2005
2. Holter Oysten Gullvag, *Ar vyrai sugebės? Vyrų ir lyčių lygybė: Šiaurės šalies patirtis (Can Men Do It? Men and Gender Equality: Nordic Experience)*, Lygi galimybių plėtros centras, Apostrofa, 2005
3. *Lyčių lygybei atvira bendruomenė. Kodėl reikia ir kaip galima siekti lyčių lygybės? (Community that is Open for Gender Equality: Why and How Gender Equality)*, Lygi galimybių plėtros centras, Vilnius, 2005/
4. *Lytis, medijos, masinė kultūra (Gender, Media, and Mass Culture)*, Vilniaus Dailės akademijos leidykla, Lygi galimybių plėtros centras, 2005
5. *Men Do It! Stories of Fathers on Parental Leave*, Center for Equality Advancement, Eugrimas, 2005
6. *Tėiams tai patinka! Tėveli, išjusi vaiko priežiūros atostogų patirtys (Men Do It! Stories of Fathers on Parental Leave)*, Lygi galimybių plėtros centras, Eugrimas, 2005.
7. Tereškinas Artūras and Jolanta Reingardienė (eds.), *Men and Fatherhood: New forms of masculinity in Europe*, Social Research Center of Vytautas Magnus University, Danish Research Center on Gender Equality of Roskilde University, Center for Equality Advancement, Eugrimas, 2005.
8. *Vyrų ir vaiko priežiūros atostogų (Fathers on Paternal Leave)*, Lygi galimybių plėtros centras, Eugrimas, 2005

Virginija Aleksejune
Executive director of CEA