

Report

on activities of the public institution

Center for Equality Advancement (CEA)

for 2006

Public institution Center for Equality Advancement (CEA) was founded in 2003 by the Ministry of Social Security and Labor of the Republic of Lithuania, Office of the Ombudsperson of Equal Opportunities for Women and Men and NGO Kaunas Woman's Employment Information Center.

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, 2006, the Center had a staff of four people.

Financial sources for CEA work come from project activities.

In 2006 CEA implemented following projects and activities:

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

1.1. Media and gender policies.

“Gender montage: Films from Post-Soviet Space”. The Second collection of the documentary

films under the project *Gender montage: Paradigms in Post-Soviet Space* has been produced and demonstrated on March 1-9, 2006 in international festival "One World" in Prague. The collection consists of seven documentary films from seven countries of Eastern Europe, Caucasus and Central Asia. The films address some of the most acute yet overlooked problems in each post-Soviet country: women's human rights violations, the impact of institutionalized and ingrained inequality, and the effects of gender stereotyping. The documentary film of Lithuanian producer Inesa Kurklietyte "Kirstina and Christ" demonstrates 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.

On June 22-23, CEA organized the documentary film festival „Gender Montage 2“ in Vilnius and demonstrated *Kristina and Christ*, the Lithuanian film of the „Gender Montage 2“ collection for the opening ceremony of the film festival. The main actor of the film Kristina was present and answered the questions. The film festival was numerously attended by the participants of the international conference „Capitalism and/or patriarchy“ that took place in Vilnius on June 21-24 and was organized by the Gender department of European Humanities University-International.

Partner: Cinema Center *Skalvija*

1.2. 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 Margarita Jankauskaite is the member of the General Education Board at the Ministry of Education and Science

1.3. Equal Opportunities for Women and Men in European Union

1.4 Prevention program on violence against women

In 2006 CEA implemented the international project on *Monitoring Actual Situation of Violence against Women*. This project covered 22 Central and East European countries, Caucasus and Central Asia. Referring to the methodology based on Recommendation (2002)5 of the Minister's Committee of the Council of Europe the completed research investigated the effectiveness of legal, political, social and cultural means of the state and its commitment to solve the problem of violence against women. The completed research has provided the recommendations to improve the situation in Lithuania. The findings of the research were presented in the meeting, organized by the working group of the Ministry of social security and labor to discuss the draft Strategy on Reduction of Violence against Women for 2007-2008 with women's NGOs.

Facts sheets of 22 countries are placed on the international website:

http://www.stopvaw.org/Violence_against_Women_Do_the_Governments_Care_NGO_Reports_on_the_State_Response.html

Executive summary of the research in English:

http://www.stopvaw.org/sites/3f6d15f4-c12d-4515-8544-26b7a3a5a41e/uploads/LITHUANIA_VAW_FACT_SHEET_2006.pdf

Executive summary in Lithuanian:

<http://www.gap.lt/lt/sppm>

Project supporter:

OSI Women's Network Program

Project partners:

NGOs of Central and South Eastern European countries.

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 June 2006, the project coordinator were trained to manage web portal in national language and data update in Budapest, Hungary. Since September 2006, new web page in national languages started operating www.stopvawmonitors.org . On Lithuania, the information was mainly translated from the English web page and currently has been updated in both languages.

As a result of the this international project, in December 2006 the project coordinator was invited to be the member of the working group in the Parliament of Lithuania on preparation of legislation on prevention of violence against women in the parliament.

Project supporters:

OSI Women's Network Program

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

2.1 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

CEA activities in this project;

- Content update of the web page www.dadcomehome.org
- Preparation of the concept for the social advertisement on TV on changing gender roles stereotypes
- The staff of CEA conducted seminars for employers, politicians and trade-unions on reconciliation of family and professional life
- Publication of the project research "Between paid and unpaid work: Family friendly policies and gender equality in Europe" in English and Lithuanian
- Publication of the good practice guide "Guidelines of good practice in reconciling family and work for workers, employers and policy makers" in English and Lithuania.
- Translation of academic study "working parents and the welfare state: Family change and policy reform in Scandinavia by Norwegian social researcher Leira Arnlog from English to Lithuanian
- Drafting the concept and content of the CD "Modern men in focus: work-life balance" which contains the products of the 30 months project Modern Men in Enlarged Europe in 2004-2005 and 2005-2006.
- CEA prepared the project Innovative Gender Equality Strategies: Reconciliation of Family and Work and received financial support from the Open Society Institute East-East Program for 26 participants from Central and East Europe, Caucasus and Central Asia. The project covered three main activities on 14-17 November, 2006:
 - 1) the study visit in Siauliai that aimed to provide practical examples of implementation of gender equality in Siauliai municipality,
 - 2) workshop on "Changing norms of masculinity and gender equality" that introduced Norwegian experiences on changing deeply rooted gender roles stereotypes
 - 3) and final conference "Paid and unpaid work: family friendly working environment and gender equality that presented the findings of research in Denmark, Iceland, Italy and Lithuania.
- The overall objective of the project Innovative Gender Equality Strategies: Reconciliation of Family and Work was to strengthen cooperation among various countries and regions and obtain knowledge on experiences on various countries in their work on implementing gender equality.
- The workshop on Changing Norms of Masculinity and Gender Equality was partially supported by the Nordic council of ministers to invite the lecturer from Men's Crises Center in Oslo, Norway.

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
Open Society Institute, East-East Program
Nordic Council of Ministers
More information <http://www.gap.lt/lt/mvie>

2.2.Equality for local development: gender mainstreaming in municipalities

Duration of the international project: October 2006- December 2007

Project aims

to provide knowledge and skills for managerial staff of local administration to map and analyze the ways women and men participate in local activities and the norms for that involvement in order to develop equality action plans and deconstruct traditional gender-neutral categories

Key target groups:

- Decision-makers, middle and low range civil servants in municipalities;
- Local media;
- Local community.

Project activities:

- Training of municipal officials (including training on 3R method for investigation of gender equality situation);
- Study visit of municipal clerks to Sweden ;
- Small scale 3R investigations made by municipal servants themselves to see the GE situation in respective municipalities;
- Dissemination seminars/round table discussions in other municipalities;
- International conference.

The products to be produced in the project:

- Manual for gender equality work in municipalities (gender mainstreaming and gender budgeting aspects especially);
- Web information;
- Informational brochure;

- Local informational campaigns through local media.

Project coordinator:

[Office of Ombudsperson for Equal Opportunities](#)

Project partners in Lithuania

[Ministry of Social Security and Labor](#)

Center for Equality Advancement

[Municipality of Siauliai](#)

International project partners

[Centre of Women's Studies and Policies](#), Sofia, Bulgaria

Gender Equality Commission, Tallinn, Estonia

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

Project duration: April, 2006 – December, 2007

Project aims:

- Awareness raising and building intolerance towards discrimination against gender
- Promote social dialogue on prevention of discrimination against groups of exclusion
- Change stereotypes on traditional roles of women and men in society and existing images towards groups of exclusion
- Promote women's motivation and professional skills in labour market
- Promote new images and roles of modern men as care givers that share the burden of everyday routine in order to influence changes of employers' attitudes towards women as "risky and reserved work force".
 - Support the employers' innovative management strategies allowing the practical reconciliation of professional and private life for both women and men.
 - Promote social policies that develop practices of reconciliation of private and professional life.

Project activities

- trainings including equal opportunities and gender equality
- scientific research
- -Public information campaign
- -Educational broadcasting on TV. CEA prepares the content analysis of the show,

suggests themes for the show, provides material on the acute questions of gender and other inequalities, composes the condensed information for the social advertising of the TV show

- Articles in mass media
- Short-term surveys of society attitudes towards gender equality in labor market.

Target groups:

- Employers
- Representatives of trade-unions
- Representatives of labor market institutions in Lithuania
- Representatives of labor market training offices
- Social and employment policy makers
- Women that returns to labor market in a long-term period
- Elderly women

Beneficiary:

Society in general

Project coordinator:

Kaunas Women'S Employment Information Center

Project partners

Office of Ombudsperson of equal opportunities for women and men

Center for Equality Advancement

Project sponsors:

Republic of Lithuania

Project co-founder:

European Union

3. EQUAL Community Initiative Programmes

3.1. Open and Equal at Job.lt

Project aims:

- to reduce discrimination against sexual minorities at job
- 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 homophobia

Project activities in 2006

- developed the website www.atviri.lt
- monthly seminars for guys, lesbians and bisexuals have been organized since September
- two seminars for employers were organized
- information material was 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. Equality, Diversity... Action!

The project duration 12 month, starting from December 1, 2006

Project purpose:

This project is one of the activities for 2007 *EU Year for Equal Opportunities* that aims to raise public awareness on existing social exclusion and inequalities and foster tolerance and joint actions for their removal.

Project activities:

- Documentary film festival on the subject of human rights
- Public campaign against discrimination
- seminars for NGO, lawyers, trade unions, municipalities and community

representatives

Project coordinator:

Lithuanian Human rights center

Project partners

Office of Ombudsperson for equal opportunities

Center for equality Advancement

4.2. Petition to the Prime Minister of Lithuania Mr. Gediminas Kirkilas

On August 4, 2006 CEA initiated the petition to the newly appointed prime minister of Lithuania G. Kirkilas, pointed out to the existing structural obstacles for implementation of gender equality and called the government to introduce effective measures to resolve gender inequality problems. The petition was distributed on the network of women's NGO operated by Women's Information Center in order to invite other NGOs to support this initiative and sign the petition. 23 women's NGOs expressed their support for the petition. However, no reply from the Government was received.

4.3. March 8, 2006. Action "Solid laws instead of fragile flowers"

CEA initiated the action to declare March 8 the **Day of Debate and Adoption of Laws Important to Women at the Seimas of the Republic of Lithuania**. Its aim was to revive the traditions of the International Women's Solidarity Day and demonstrate the demands of civil society in Lithuania in terms of expectations of political will effectively solve gender equality issues. For this purpose the Centre published leaflets where introduced the brief historical account on development of international women's solidarity date and firmly stated that important issues for women are not recognized as priority in Lithuania, therefore their approval is constantly postponed or ignored. CEA referred to the fact that the ignorance of women's questions makes negative impact on demographic situation, violence, trafficking in persons and intolerance in society.

These and other important issues were raised and discussed in the conference on March 8 in Parliament, organized by the Women's Parliamentarian Group.

4.4. Education for Equality in Enlarged Europe

Project aim:

- discuss problems of non-discrimination and tolerance and challenges of education in current Lithuania
- analyze the EU and national legal documents and education strategies
- exchange the everyday realities and experiences of direct and indirect discrimination on the ground of gender, sexual orientation, ethnicity/race, disability and age.

Project activities:

- 2 days workshop *EU Anti-Discrimination Policy: Education for Equality in Enlarged Europe* in Druskininkai, April 20-21, 2006
- Approximately 80 participants of education centers and education departments of municipalities and teachers from all over Lithuania attended the workshop and discussed the issues and challenges of tolerance training at school. The experts from Lithuania, Spain and Sweden analyzed legal, political, social and cultural aspects of direct and indirect discrimination against gender, sexual orientation, race, ethnicity, disability and age.

For details:

[Seminar agenda](#)

Project supporters

European Commission DG Enlargement TAEIX Regional Training Programme (RTP)

Project partners:

Vilnius City Municipality

Center for Equality Advancement

4.5. Poverty Reduction Strategies in Rural Lithuania

Project duration: December 1, 2005 – January 31, 2007

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 activities:

4 practical workshops for Dubingiai community women to train their skills in hand-made crafts

Practical seminar on self-confidence building

Round-table discussion on experiences of Dubingiai community and dissemination of good practices to other

Project sponsor:

Private fund FILIA, Germany

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

Project duration: December 2005 – July 2007

Project aims:

- to revise lesbians' invisibility in Lithuanian society
- to provide detail 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. ENAR (European network against racism)

On 2006 NGOs of Lithuania that work in the field of human rights and non-discrimination policies agreed to cooperate and unite under the national coordination network ENAR-Lithuania. This body is a complex part of the larger unit, namely, European network against racism and represents Lithuanian organizations at EU. CEA jointed this initiative and delegated project coordinator Vilana Pilinkaite-Sotirovic to complete functions of coordinator's substitute in the ENAR-Lithuania.

Project aim:

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

Project activities:

- Training seminars
- Analysis of 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

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)

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:

March 6. Conference on International Women's Day at Kaunas municipality. Presented paper "Women's images in media" by Margarita Jankauskaite

March 21. Discussion on women in politics in the program "Labas rytas (Good morning)" at Lithuanian national TV

March 22. Discussions on reconciliation of family and work organized by Youth for Tolerance Organization

April 14. Paper "Women in Lithuania: situation analysis" by M. Jankauskaite at the seminar on gender equality. Center of European information under the Seimas of the Republic of Lithuania

April 20. Papers "Model of discriminatory system" and "Women in Lithuania: situation analysis" by M. Jankauskaite at the international seminar "Human rights and NGO activities"

April 21. Papers "Gender and social development" by M. Jankauskaite and "Models of cultural pliarism" by V. Pilinkaite-Sotirovic at the workshop Education for Equality in Enlarged Europe.

May 4. M. Jankauskaite at the live TV show "Nomedas" discussed the issues of violence against women

May 5. Paper "Women's images in media: psychoanalytical aspects" at the conference to commemorate Z. Freud date of birth. Location: M. Mazvydas national library

June 1. M. Jankauskaite moderated session at the conference "Success for each child" organized by the Ministry of Education

August 23. M. Jankauskaite participated in discussions on paternity leave and fatherhood at the broadcasting "Kontrastai" on National TV

October 4. Paper on vertical and horizontal segregation of labor market by M. Jankauskaite at the training seminar for business women in Kupiskis Business Information Center

October 27-31. Seminars on gender equality issues in Adjara region, Georgia.

November 7. Paper "Women in Lithuania: situation analysis" by M. Jankauskaite at the conference "Implementation of laws on Equal opportunities for women and men and Equal opportunities" organized by the Ministry of Environment.

December 6. Paper "Again about women" by M. Jankauskaite at the conference "Equal Opportunities: diagnosis and prognosis"

December 7. Paper “Violence against women in media” by M. Jankauskaite in Sirvintos within the broader campaign of violence against women.

6. Published books in 2005, compiled by LGPC

- Arnlaug, Leira. 2006. *Dirbantys tėvai ir socialinės gerovės valstybė. Kintanti šeima ir politikos reforma Skandinavijoje*. Vilnius: Eugrimas, Lygių galimybių plėtros centras

The book is translated from English to Lithuanian under the international project Modern Men in Enlarged Europe II: Family friendly policies.

- Reingardienė, Jolanta (sudarytoja). 2006. *Neapamokamas darbas: šeimai palanki darbo aplinka ir lyčių lygybė Europoje*. Vilnius: Socialinių tyrimų centras, Vytauto Didžiojo universitetas
- Reingardienė, Jolanta, ed. 2006. *Between paid and unpaid work: family friendly policies and gender equality in Europe*. Vilnius: Social research center of Vytautas Magnus University.
- *Šeimos ir darbo derinimo geros praktikos gairės darbuotojams, darbdaviams ir politikos formuotojams*. LGPC, ESTEP
- *Guidelines of good practice in reconciling family and work for workers, employers and policy makers*. CEA, ESTEP.

Virginija Aleksejunaite

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