

**Report on activities of the public institution  
Center for Equality Advancement (CEA)  
2011**

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 Woman's Employment Information Center.

CEA's main goals:

1. To promote the enforcement and implementation of equal rights for women and men.
2. To build the tolerance level of society, encourage individuals to combat discrimination due to sex, age, race/ethnicity, sexual orientation, disability, and reduce social exclusion within Lithuanian society.
3. To support the ideals of 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 women and men by providing equal and proper 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 the sexes, age groups, national and ethnic minorities, the disabled and other social groups in 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 which promote equal opportunities.

From January 1, 2011, the Center had a staff of four people. In October, a new staff member was employed.

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

In 2011, CEA implemented following projects and activities:

## **1. GENDER MAINSTREAMING**

### **1.1. Flexible work for family success and economic development (SUCCESS)**

**Project goal:** to build in-depth understanding of the reconciliation of family and work and to develop practical knowledge in order to implement it. CEA organizes training sessions for employers and municipal administration to develop a model of services and consultations needed for families to reconcile familial obligations and employers' needs.

**Project duration:** August 2009- August 2012

**Project activities in 2011:**

- CEA continued conducting seminars for municipal administrations and employers in regions of Lithuania. In 2011 the CEA's experts conducted four two-days trainings for 87 employees of municipal administrations and one two-days training for 19 employers.

**Project coordination:** Kaunas Women's Employment Information Centre

**Project funding:** European social fund

### **1.2. Gender Mainstreaming for Better Governance**

**Project goal:** to emphasize the importance of gender mainstreaming throughout government by targeting government officials and providing them with training to deal with gender inequality

**Project duration:** December 2010 – June 2012

**Project activities in 2010-2011:**

- CEA examined current gender equality policies within government
- CEA preparing to provide four training sessions of two days each that will target the main issues surrounding gender inequality (small scale research projects involving the concepts learned at the trainings will be assigned)
- CEA identified international experts from Sweden and Belgium to conduct training-of-trainers seminars on theories and methods of gender+equality policies
- CEA drafted the training program designed for Inter-ministerial commission members and civil servants from the Parliament and institutions accountable to the Parliament.
- From September 2011 CEA's staff conducted three trainings seminars: two seminars (in September and November) targeted the Inter-ministerial Commission on Equal Opportunities for Women and Men, one seminar (in November) was conducted for the civil servants from the Parliament and institutions accountable to the Parliament.
- CEA contracted the national experts to complete critical frame analysis of the policy documents on gender equality in Lithuania

- The staff started to draft the methodological tool on gender mainstreaming by adapting critical frame analysis to Lithuanian context.

**Project coordinator: Office of Equal Opportunities Ombudsperson**

**Project funding: European Commission**

### **1.3. Women's Leadership Training**

**Project goal:** to train women leaders of Kyrgyzstan, Tajikistan and Uzbekistan to empower women leaders of the area, focus on long term complex goals and advance the civil and political participation of women as well as their knowledge and skills.

**Project duration: September 2010 – January 2011**

#### **Project activities:**

- CEA in cooperation with the International Gender Policy Network (IGPN) drafted the project “Women's Leadership Training” and submitted to OxfamNovib foundation for funding
- Together with IGPN, CEA organized process for selection of the participants for the training.
- The staff of CEA prepared the program for two-days training and conducted it in January 2011 in Istanbul
- During the training the following themes were discussed: the importance of the concept of gender and the public/private division among gender issues; the importance of women participating in the political process; European Union standards on gender equality, media's affect on gender stereotyping; a five step system to overcome resistance to gender equality.
- CEA measured results and made final observations involving gender equality of the region

**Project coordinator:** International Gender Policy Network

**Project funding:** OxfamNovib foundation

### **1.4. Modern business culture for improvement of jobs and welfare of family and community**

**Project goal:** to develop modern work environment open for diversity, gender equality and non-discrimination and promote values of socially responsible business.

**Project duration:** March 2011 – August 2012

#### **Project activities in 2011:**

- CEA carried out brief survey of Vilnius-SPA employees to find out their perception about organization of work and possibilities to reconcile family obligations and work duties.

- CEA completed survey of Vilnius-SPA clients to identify their needs and vision about family-friendly services
- CEA conducted five trainings for Vilnius-SPA employees and employers and disseminated the results of surveys.

**Project coordinator:** UNDP-Lithuania  
**Project funding:** European Social Fund

## **2. EQUAL OPPORTUNITIES**

### **2.1. Developing open and socially inclusive dialogue between Lithuanian society and third country nationals. “A School For ALL 2”**

**Project goal:** to build and sustain interactive communication and confident relations between Lithuania society and third country nationals, building capacities in order to accept the challenges of diversity as well as a multicultural environment and promote intercultural dialogue and integration of the third country national in schools.

**Project duration:** January 1, 2011 – June 30, 2012

#### **Project activities for 2011 :**

- CEA visited Denmark to learn about the work on migrants’ integration, good practices, lessons learned and other experiences between Danish NGOs and schools. During the study visit, the officials from the Ministry of Immigration and Integration presented their migrants’ integration programs, education strategies for a majority of society in acceptance of multicultural environment, and work with migrant young men in preventing honor based violence in migrant communities. CEA staff visited a Danish Refugee centre, Danish Human Rights Institute, Amnesty International, Danish women’s foundation and three schools in Copenhagen.
- CEA organized and conducted the cycle of three-day seminars for 60 teachers from Lithuanian cities (Klaipeda, Kaunas, Kupiškis, Panev žys, Š ta and Vilnius) in spring and autumn.
- CEA created the concept and drafted the content of the methodological tool for teachers
- The practical tool on multicultural learning – two table games for primary school students and secondary school students – was developed, designed and prepared for printing.

**Project partner:** Social partnership fund “Magnum Bonum”

**Project funding:** European Fund for the Integration of the Third Country Nationals

### **2.2. My student is a foreigner**

**Project goal:** to enhance intercultural competences and diversity management skills for school teachers and school administration personnel. The project also aims to improve school environment by making it open for diversity and facilitating the adaptation processes of third country nationals.

**Project duration:** January 1, 2011 – June 30, 2012

**Project activities for 2011 :**

- CEA together with other partner prepared a questionnaire and conducted a survey in order to find out the needs and expectations of teachers and school personnel in the project
- Together with partner CEA drafted the content of the website on education systems for different countries
- CEA drafted the program and prepared materials for the up-coming seminars for eighty teachers in September
- Conducted series of training seminars for school administrations and teachers from all over Lithuania
- Web-page of forum discussion among teachers and experts was developed and maintained.

**Project partner:** Association for the Quality of Education

**Project funding:** European Fund for the Integration of the Third Country Nationals

### **2.3. Multiple discrimination in Lithuanian universities and colleges**

**Project goal:** to conduct research about the attitudes towards minorities of students from universities and colleges in Lithuania and understand their reasons for discrimination on the grounds of gender, ethnicity/race/religion, sexual orientation, age and disability.

**Project duration:** January 2011 – July 2011

**Project activities:**

- Prepared research methodology and composed questionnaire
- Provided consultations for a research agency which collected answers to the questionnaire
- CEA did analysis on students' attitudes and presented it in the publication *vairialyp diskriminacija aukštojo mokslo institucijose*, Vilnius 2011

**Project coordinator:** Lithuanian Students' Union

### **2.4. 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-Sotirovi to represent it. Along with

ENAR's Lithuanian coordinator, Gediminas Andriukaitis (Lithuanian Human Rights Center director) Ms. Pilinkaite-Sotirovi represents ENAR-Lithuania at the EU level.

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

**Project activities:**

- Participation at the ENAR conference on Diversity at Work and General Assembly meeting in Brussels 24-25 June, 2011
- Dissemination of EU good practices in solving the problems of social exclusion and adaptation by racial and ethnic communities.
- Participation at the ENAR meeting on future developments of the network in Brussels 25-27 November, 2011

**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. Prevention of violence against women in Lithuania: raising awareness about effective legal response to domestic violence**

**Project goal:** to train judges, prosecutors and police officers, improve their professional capacities and provide international and European good practices on ways to effective response to domestic violence cases

**Project duration:** December 2010 – April 2011

**Project activities:**

- This project was a part of the broader prevention campaign on combating violence against women in Lithuania, initiated by the US embassy in Lithuania, involving Lithuanian government, the Royal Embassy of the Netherlands, other EU embassies and Lithuanian NGOs
- Under the cooperation with the US embassy, the Centre for Equality Advancement identified two US legal experts dr. Cheryl Thomas, Director of Women Human Rights Program, The Advocates for Human Rights and the judge Kathryn Quaintance from Minnesota State Court who have long experience in dealing with the domestic violence legislation and trainings in Central and Eastern Europe.
- CEA organized two workshops for judges, prosecutors and police officers from Klaipeda and Vilnius regions, coordinated the selection of the participants,

maintained liaison and with Ministry of Justice, Police department and Office of General Prosecutor, consulted the international experts on the content and methodology of the training and provided them the material on Lithuania's legislation, policies and social context related to the issue of violence against women.

- Together with the US experts the CEA's staff participated in the workshops, helped the experts to conduct practical exercises, hypothetical situations and role playing activities and observed the group dynamic in order to see how these targeted groups viewed violence against women
- CEA collected feedback from participants about their new approach to dealing with domestic violence and more specifically violence against women

**Project partners:** Ministry of Justice, Office of the General Prosecutor, Police Department, the Judges Training Center under the Ministry of Justice

**Project funding:** US Embassy and Royal Embassy of the Netherlands

### **3.2. Awareness raising campaign on combating violence against women**

The US embassy in Lithuania initiated an awareness campaign which started in December 2010 and involved the Lithuanian government, the Royal Embassy of the Netherlands, some other EU embassies and Lithuanian NGOs. All were expected to work together to combat violence against women. CEA was an active participant in this campaign, took part in consultations and working group meetings, proposed the topics to discuss and was a factor in discussions. The round-table talks under this campaign were organized by the US and EU country embassies. In December 2010, the US embassy hosted the first round table discussion and invited the Lithuanian government and NGOs to discuss the newly drafted law on the Protection of Violence in Close relations. In March, 2011 the Royal Embassy of the Netherlands hosted the round-table "Combating Violence against Women- Role of Education". CEA expert Vilana Pilinkaite-Sotirovic contributed to the discussion by stressing the role of education in prevention of violence against women. In May, 2011 the Embassy of Finland invited CEA expert Margarita Jankauskaite to moderate the discussions on issues of women's trafficking prevention during the upcoming European Basketball championship in Lithuania. The discussions on combating violence against women continue. The US embassy maintains constant communication with all European and Lithuanian participants and currently prepares an action plan for autumn activities.

## **4. OTHER PROJECTS**

### **4.1. Participation in the International Gender Policy Network (IGPN)**

In 2010 Virginija Aleksejune – the director of the CEA – was elected to the Board of IGPN. She participated in the annual Board meeting in October 15-16 in Prague.

#### **4. 2. Cooperation with the Organization for Security and Cooperation in Europe (OSCE)**

March 3-4, CEA staff participated in the OSCE conference “Women’s Entrepreneurship: Good practices from OSCE countries” and contributed to the discussions on structural obstacles for women in business, suggested an intersectional approach to analyze discrimination in labor market and introduced transformative approach on gender equality policies.

May 18-19, CEA expert Vilana Pilinkaite-Sotirovic was invited by the Ministry of Foreign Affairs to participate in the OSCE Human Dimension seminar on the Role of Political Parties in the Political Process in Warsaw, Poland and contribute to the discussions on women’s role in political parties and policy-making.

CEA staff cooperated with the Ministry of Foreign Affairs in selecting the speakers for the sight-event “Women’s voices heard” at the OSCE Inter-ministerial meeting on December 5-6, 2011 which was organized by the Lithuanian government as the final event of the Lithuanian Presidency at the OSCE. Margarita Jankauskaite delivered the presentation on representation of gender in media and Vilana Pilinkaite Sotirovic presented the paper on legal reform of domestic violence in Lithuania

#### **4. 3. UNDP Equal Opportunities and Women’s Rights (EOWR)**

CEA expert Margarita Jankauskaite participated in the project by UNDP –Ukraine on the promotion of education without gender bias and integration of gender knowledge and gender sensitivity into the educational system. Margarita Jankauskaite organized study-visits for civil servants, teachers and university gender experts from Ukraine to Lithuania. She periodically travels to Kiev, Ukraine, to provide assistance and consultation for local experts.

#### **4. 4. Membership at the Platform of Development Cooperation**

Since 2007 CEA actively participates in the activities of the Lithuanian National Platform of Development NGOs.

In September 12-13 Virginija Aleksejune participated in the study visit to Finland. It aimed at learning the initiatives, practices and policies of development cooperation planned and implemented by Finish NGOs.

#### **4.5. Study visit for delegation of Ukrainian MPs on gender mainstreaming**

CEA hosted the delegation of Ukrainian MPs and organized meetings with governmental institutions and non-governmental organizations to provide information and share the



experience of mainstreaming gender in public policies. The delegation visited the Office of the Ombudsperson for Equal Opportunities, Office of the President, Parliament, Ministry of Foreign Affairs, European Institute for Gender Equality, non-governmental child-care facilities and women's shelter. The study visit took part in November 21-25, 2011.

#### **4.6. Safety Walks in Vilnius**

CEA experts participated in the initiative of the intern Magnus Hansson from the Nordic Council of Ministers in Vilnius to improve the safety in public parks in Vilnius. Together with the Vilnius municipality and Vilnius police CEA invited inhabitants and guests of Vilnius to take a safety walk in Vingis Park, identify the problems of insecurity experienced by urban residents and propose ideas and solutions for their safety. For this purpose a questionnaire was prepared which involved the questions about why and where people feel unsafe and/or uncomfortable. After the safety walk Magnus Hansson collected the filled-in questionnaires and prepared recommendations for improvements

#### **4.7 Participation in the international round table “Pathways for women in democratic transitions: international experience and lessons learned”**

In June 3, 2011, CEA director Virginija Aleksejune was invited by the UN Women in partnership with UNDP, IPU and Hub American University in Cairo to participate and deliver the lecture on the role of NGOs in democratic transition and share Lithuanian experience and lessons learned. Virginija Aleksejune attended the international round table and contributed to the session “Gender-responsive accountability system in democratic transition”.

#### **4.8. Informal network of human rights organizations**

In Lithuania human rights organizations working on different grounds of discrimination united under the informal human rights coalition for advocacy purposes. CEA actively participates in the initiatives of HR coalition. The coalition started planning the peaceful demonstration to celebrate the Independence of Lithuania on March 11, 2012 as a festivity of freedom for all people living in Lithuania.

#### **4.9. Electronic Catalogue of CEA library**

CEA joined by 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 improved and updated. ([http://www.gap.lt/library\\_search](http://www.gap.lt/library_search))

#### **4.10. Drafted new project proposal**

The informal education association, Youth Academy, invited CEA to partner in the call for a proposal under the Ministry of Education. The drafted project “Open Code-Citizen” was submitted and approved for funding.

Together with *Social partnership fund “Magnum Bonum”* CEA drafted the project “Open dialogue 3”, to continue the initiatives of working with schools on multicultural education and inclusion of third-country nationals. The project was submitted for funding, however, due to big competition was not successful.

Institute for Ethnic Research under the Lithuanian Social Research Centre invited the CEA to cooperate in the project on building the platform of information and cooperation in dealing with the integration of third-country nationals. Both institutions drafted and submitted the project to the European Fund for Integration. It was approved for funding. Implementation started in March 2012.

## **5. PARTICIPATION IN SEMINARS, CONFERENCES, PRESS COVERAGE, OTHER PUBLIC EVENTS**

January 11, 2011 Margarita Jankauskaite participated in the radio talk-show on family concept in *Ziniu radijas*.

February 1-3, 2011 Margarita Jankauskaite participated in the workshop for international gender experts to learn good practices about implementation of gender equality in practice. Margarita presented the paper “From concept to action” and shared Lithuanian experience.

February 15, 2011 Margarita Jankauskaite participated in the TV show “Valanda su Ruta” (LNK) to discuss the questions of women’s entrepreneurship, obstacles for doing business and quota system

March 8, 2011 Margarita Jankauskaite and Vilana Pilinkaite-Sotirovic participated in the press conference on the occasion of the International Women’s Day in the Parliament of Lithuania. Both experts highlighted the issues of gender equality and violence against women in the press conference.

March 8, 2011 Margarita Jankauskaite participated in on-line *DELFI* conference on the occasion of the International Women’s Day and answered the questions asked by *DELFI* readers.

March 8, 2011 Margarita Jankauskaite moderated discussion on “Gender and Climate Change” in the Nordic Council of Ministers.

March 10, 2011. the Embassy of the United States of America awarded Margarita Jankauskaite of the Center for Equality Advancement with the U.S. Embassy’s annual National Woman of Courage Award

<http://vilnius.usembassy.gov/pr2012/u.s.-ambassador-presents-margarita-jankauskaite-with-the-u.s.-embassy-woman-of-courage-award>

March 14, 2011. Vilana Pilinkaite-Sotirovic participated in the discussions on violence against women organized by the Lithuanian Human rights Center in the *Ad Hoc Inconvenient film* club.

May 2, 2011. Vilana Pilinkaite-Sotirovic participated in the ceremony for the occasion of commemoration of Holocaust victims organized by Jewish Community in Lithuania.

May 3-5, 2011. Vilana Pilinkaite-Sotirovic participated in the Workshop on Monitoring Strategies for Domestic Violence Laws organized by the Minesota Human Rights Advocates. Ms. Pilinkaite-Sotirovic presented the paper on Lithuania's legal instruments and currently adopted law. The workshop took place in Istambul, Turkey.

May 5, 2011. Margarita Jankauskaite presented the lecture on "Gender Stereotypes in Mass Culture" for school students at the Center for Children and Youth.

May 5, 2011. Margarita Jankauskaite was invited by the *Feminist Front* to present the lecture on "Gender and Nation" for the university students.

May 12, 2011. Margarita Jankauskaite and Vilana Pilinkaite-Sotirovic Participated in a discussion "What is a family?" hosted by HRMI in order to react to legislative initiatives to protect family and traditional values

May 13, 2011. Margarita Jankauskaite conducted the workshop on gender stereotypes and career opportunities for women and men in current society. This workshop was organized for medical doctors.

May 17, 2011. Margarita Jankauskaite participated in and contributed to the discussion on homophobia

June 2, 2011. Vilana Pilinkait -Sotirovi was invited to present paper on education for immigrant communities in the round table discussions on migrant integration policies. The round-table was organized by British Council and Ethnic Research Institute under the project "Outcomes for Policy Change (OPC): Common European Monitoring, Analysis and Recommendations from the Migrant Integration Policy Index (MIPEX) Indicators

June 16, 2011. Margarita Jankauskaite participated in the meeting on human rights issues with the delegation from Thailand

June 30-July 1, 2011. Virginija Aleksejune and Margarita Jankauskaite participated in women leaders' conference "Women Enhancing Democracy: Best Practices" organized by the President of Lithuania in cooperation with the President of Finland. This event ended up Lithuania's and the US joint presidency at the Commission of Democracies. Final speech was delivers by the US State Secretary Hillary Clinton.

August 8-26, 2011, Margarita Jankauskaite was awarded by the US embassy the grant for the study visit to the US to learn about women's movement in the US and globally. She visited the governmental institutions in Washington DC, NGOs working on the issues of gender based violence, women's rights advocacy, social justice and masculinity.

September 1, 2011, Margarita Jankauskaite was awarded by the European Institute of Gender Equality to be included in to calendar "Women Inspiring Europe-2012".  
<http://www.eige.europa.eu/content/women-inspiring-europe-2012>

October 10, 2011, the Human rights committee at the Parliament in Lithuania (Seimas) in cooperation with the US embassy organized the conference on "Protection of violence in private sphere" to discuss the preparation for implementation of the Law on Protection of violence in private sphere. Margarita Jankauskaite moderated the first session on the legal reform in Lithuania in the field of domestic violence. Vilana Pilinkaite Sotirovic presented the paper on "No-tolerance to violence against women: Change of masculinity norms"

October 13-14, 2011 Vilana Pilinkaite-Sotirovic participated in the Forum on Future of Democracy organized by the Council of Europe in Larnaka, Cyprus.

Virginija Aleksejune  
CEA director