



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

Vilana Pilinkaite-Sotirović

State of the Art and Mapping of Competences Report: Lithuania

Institute for Human Sciences (IWM)
Vienna
2007

Preferred citation: Pilinkaite-Sotirović, Vilana (2007): *State of the Art and Mapping of Competences Report: Lithuania*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at http://www.quing.eu/files/results/soa_lithuania.pdf.

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

Table of Contents

Introduction	4
Annotated bibliography	7
1 General Gender Equality Policies	7
1.1 Lithuanian sources	7
1.2 English sources	12
2 Non-employment	13
2.1 Lithuanian sources	13
2.1.1 Comparative studies	18
2.2 English sources	19
2.2.1 Comparative studies	20
3 Intimate citizenship	22
3.1 Lithuanian sources	22
3.2 English sources	27
4 Gender-based violence	29
4.1 Lithuanian sources	29
4.2 English sources	31
4.2.1 Comparative studies	33
5 OPERA. Gender Training Books and Manuals	36
6 FRAGEN	37

Introduction

In Lithuanian academic discourse the focus on gender and gender equality developed within the context of dissolution of Soviet Union, transition to the market economy and Lithuania's integration to European Union. The emerging scholarly work in Lithuania on gender in the 1990s can be characterized by a dominant emphasis on the Soviet heritage of the gendered order, the re-emergence of the traditional, conservative and neo-familial ideologies that have been concerned with redefining of public/private boundaries and gender roles within this dichotomy. Gender as analytical category became the subject of analysis of social historians and scholars of literary and cultural studies who published academic articles in the periodical annual journal *Feminism, Society, Culture* in 1999-2002. Much academic research challenging the traditional gendered roles and gender order has been completed by sociologists, social demographers and some by legal scientists during the EU enlargement period. It should be noticed that research on gender equality by political scientists and economists is very limited in Lithuania, except very few that deals with women's political rights and participation in public and gendered budgeting.

In general, the academic discourse on gender equality in Lithuania has developed by importing international theoretical discourses and adopting them to analyse empirical data on participation of women and men in public sphere, legal instruments and institutional mechanisms for prevention of discrimination against gender and public opinion on gender equality

Non-Employment

The subject of employment and gender equality in Lithuania remain the main preoccupation of the sociologists. They mainly deal with the sociology of gender and complete research on policy documents on welfare state and gender equality, qualitative and quantitative research on paternal leave, reconciliation of family and work, social services for families facilitating women's employment in public sphere, segregation in labour market and cultural stereotypes of femininity and masculinity, discrimination and marginalisation of aging and rural women . In general, the social scientists conclude that employment is crucial source of power, resources, quality of life and identity and in Lithuanian society these are attached to the male identity. Social scientists' research advocate for the double-breadwinner family models, expansions of qualitative social services by welfare state to help reconciliation of family and professional life and the necessity to eliminate the dichotomous boundaries between public and private spheres by involving men in unpaid work in private sphere and shift women's orientation to the career job. For this purpose structural measures for institutionalization and defeminization of care should be introduced by the state. Some social scientists highlight the necessity to evaluate the cultural factors which make impact on social inequalities and thus limit the development of welfare state in Lithuania. Emerging academic inquiry into masculinity studies suggest the tendencies of limited male participation in child care and house care and reservations of society towards male abilities of being caregiver.

Though academic research on inter-sectional connection between gender and ethnicity hardly exists in Lithuania, one study by sociologists provide a complex

analysis on the segregation of labour market along ethnicity. It shows the tendencies that ethnic minorities occupy the lower economic and social status in Lithuanian social hierarchy. Women of ethnic minority origins particularly expressed their unsatisfactory position in the social hierarchy in ten years of independence and evaluated it decrease of their social status.

Intimate citizenship

Intimate citizenship in Lithuanian academic discourse is addressed through the concept of family and representation of hetero-normativity, partnership, traditional and non-traditional relationships and silence of sexual identity. This subject has been thoroughly investigated by sociologists and social demographers. As a result much academic research concentrates on nuclear family institution, normativity of heterosexual married relationships within the family, its demographic characteristics, modernization tendencies (late age at marriage, cohabitation, fertility control, high illegitimacy rates, single motherhood), changing family values, causality of demographic decline and gender equality as a method to resolve population decline in Lithuania. The leading social demographers misleadingly approach family and marriage as the same institution without distinguishing juridical and social aspects of these two separate institutions. As legal scholars pointed out politicians in Lithuania do not distinguish both these institutions and adopt laws which privileges married couples and discriminate families living out of wedlock.

Research on traditional heterosexual relationships in media provides information and concepts of traditional and non traditional family and reproduces traditional gender roles and normative heterosexuality. Homosexual partnership particularly is constructed as danger and threat to Lithuanian nation and its reproduction, to society's order and wealth. Intimate relationships between family and nation imply the dominant discourses on "acceptable" sexual and gender identities and their inclusiveness/exclusiveness into labour market, nation and state. The "acceptable" citizens are only heterosexual married individuals bearing their "natural" gender roles, and others such as gays, lesbians, single parents, cohabitating families are excluded from citizenship, civil society and nation.

Though family as a space of private relationships occupies an important theme in analyzing the adaptation strategies for ethnic minorities in Lithuania, academic research does not point out to gender specific concepts in terms of inclusion/exclusion ethnic minorities in the broader context of Lithuanian society. Legal literature is also gender neutral when investigates the discrimination and (in)tolerance issues in Lithuania.

Gender-based violence

Scientific inquiry and policy debate on violence against women, including trafficking in women and sexual exploitation can be characterised by descriptive work, lacking analytical reflections, contextual analysis, or attempts to construct integrated theories. The theory construction and testing in the field of gender violence is at a very early stage of development in Lithuania. Subject of violence against women as well as sexual harassment has caught the attention of some legal scientists who have dealt with the international instruments and limits of national legal regulation and approached violence against women as an issue of human rights. Trafficking and prostitution has been investigated by social scientists and practitioners of

international migration office Vilnius bureau They suggests investigating the complex issue of trafficking from three theoretical streams: theory of migration, a model of human smuggling and social concept of prostitution within the broader international context. The authors identify the concept of trafficking in women as an illegitimate side of the global migration business with a complex intrinsic structure and gender-specific nature of many violations of human rights.

Annotated bibliography

1 General Gender Equality Policies

1.1 Lithuanian sources

1) Daukantienė, Neringa. 2006. Darbo rinkos pokyčiai Lietuvoje: moterų ir vyrų padėties aspektai (Changes in Lithuanian labor market: aspects of women and men's position). *Filosofija/Sociologija* 4: 46-54

Keywords: labour market, equal gender opportunities, gender division in labor market, gender roles, discrimination, mobility of carriers, professional carrier

The article presents the deeply rooted unequal position of women and men in labor market from 1990 till 2005 in Lithuania. The reasons for that, as the author argues, lay in the unequal economic rights of distribution of resources, the wage gap, horizontal and vertical labour market segregation along gender lines, absence of reconciliation of family and professional life, unequal positioning in the decision making process. Women's unemployment is higher than men's and continues to remain the patterns during the period 1990-2005. Long-term unemployment is particularly widely spread among women. Gender stereotypes also deeply rooted in the culture in terms of dividing tasks according to traditional gender roles ("women's job", "men's job"). Public/private divide along gender lines, as author argues, is produced and reproduced by the patriarchal values of traditional culture and traditional family. The author concludes that regardless the enforced laws on equal opportunities in labor market and advanced changes in society economic activity, gender division of labor, gender role stereotypes and discrimination against gender are unresolved problems in Lithuanian society.

2) Jankauskaitė, Margarita. 2005. Galios žaidimai masinės kultūros vaizdiniuose (Power games in images of mass culture). In *Lytis, medijos ir masinė kultūra*, ed. Audronė Žukauskaitė and Virginija Aleksejūnaitė, 89-100. Vilniaus Dailės akademijos leidykla. 89-100.

Keywords: cultural approach to gender hierarchy, mass culture, sexual object, gender-based violence.

This article deals with visual language in representation of women and men in mass culture in order to show the hidden codes of gendered hierarchies and power relationships. The author argues that visual codes in Lithuania are based on the opposition woman/man and the confirmation of the "natural" hierarchy of sexes. It is conveyed by emphasizing both "natural" and status difference. The article explores a broad range of advertisements in sports, politics (election campaign) and consumer culture. The author argues that pornographic codes create meaning and legitimise violence against women, because they induce the attitude that women seek violence or sexual abuse. As research shows there is a tendency to interpret woman's refusal as a seduction trick. The author argues that such thinking suggest approaching rape just a romantic affair. The article concludes with the recommendation to rethink critically the heterosexual

imperative in order to achieve structural changes in the visual representation of the sexes.

3) Rakauskienė, Ona. 2005. Genderinė asimetrija Lietuvos makroekonomikoje (Gendered asymmetry in Lithuanian macroeconomics). In *Viešojo politika lyčių lygybės aspektu*. Vilnius: Mykolo Riomerio Universitetas

Keywords: feminist movement, globalisation, gendered economy, gendered budgeting in Lithuania

This article briefly present international feminists scholarly research on gendered economy. The author states about the lack of such a studies in Lithuania and presents her research on imbalances in macroeconomics and budget. Reproductive economics (reproductive of human resources), for example, are out of consideration in Lithuanian fiscal policies that shows women's work exclusion from the monetary evaluation. As author argues this exclusion makes negative social consequences for women as social group (poverty, professional career and other). The author also presents the gender inequality in distribution of EU funds and budget of Lithuania. The gendered budget shows that the spheres occupies by men (defence, transport, energy) are the mostly financed and the spheres occupied by women (education. health care, culture) receive minimal assets.

4) Stankūnienė, Vlada, Aiva Jasiulionienė, and Raminta Jančaitytė. 2005. *Šeima, vaikai, šeimos politika: modernėjimo prieštara* (Family, children, family policy: inconsistencies of modernization). Vilnius: STI

Keywords: family, gender equality, fertility change, family policy, welfare state and its models.

The authors of this monograph present the in depth study about the fertility decline and identifies the reasons of demographic crises in Lithuania. They argue that vague mechanisms and lack of political will to implement gender equality in public and private spheres make a negative impact on population growth in Lithuania. The authors, referring to the international academic writing, present the concept of traditional family such as early age at marriage, family consists of married couple, low divorce rate, early age of childbearing. Additionally, they argue that this traditional model has been under transformation in Lithuania as in other European countries. The authors, however, claim that Lithuania's family policy is not ready for challenges of modernisation. Modernization of family policy, for example, does not prioritise the opportunities for economic male and female activity and for reconciling employment and family functions, but retains the same already set form of maternity/paternity leave. Other available complex measures such as flexible and sufficient child care services, flexible employment arrangements, practical gender equality in public and private spheres and flexible system of housing are underdeveloped in Lithuania. The authors propose complex model of family policy which should be integrated into gender equality policy, policy on childcare services, employment policy, housing policy, education policy, culture policy and policy of regional development.

5) Jankauskaitė, Margarita. 2004. Moterų (ne)reprezentacija masinės kultūros vaizdiniuose ((Non)representation of women in mass culture). *Sociologija: mintis ir veiksmai* 3: 52-64.

Keywords: academic discourse on symbolic gender representation, psychoanalysis, gender theory, mass media , “everyday pornography”, erotization of violence, silencing of women.

This article contributes to the Lithuania academic discourse and focuses on the analysis of imagery that construct modern mass culture and form the codes of symbolic gender representation. By applying the psychoanalysis, cultural gender theories and mass media tools the author uncover the strategies of women’s representation or withdrawal from popular images. The author focuses on the deeply rooted codes of “everyday pornography” in terms of the naturalisation of gender hierarchy, objectification of woman’s images, erotization of violence, and silencing of women in Lithuanian mass culture. The author presents the visual strategies that reinforce masculine hegemony and critically evaluates heterosexual imperatives and normative gender system.

6) Juraitė, Kristina and Arnas Zdanavičius. 2004. Lyčių lygybės vertinimai ir Lietuvos viešojo nuomonė (Evaluations of gender equality and public opinion in Lithuania). *Sociologija. Mintis ir veiksmai*. 3:95-109

Keywords: sociological research on gender equality, gender policies, gender relationships, traditional relationships, public opinion and values, normative equality

The main goal of the article is to analyze public opinion towards gender equality and identify the understanding of normative and empirical equality in Lithuania. The authors argue that in Lithuania limited theoretical discourse on conceptualisation of gender equality by providing different dimensions exists. Generally, attempts to construct Lithuanian academic discourse are based on deductive methods of structuring gender equality analysis, evaluation of traditional relationships and quantitative data research. Empirical data shows that regardless normative equality enshrined in laws women’s situation was hardly improved in the period from 1994 to 2000 especially in the private sphere. Women and men in Lithuania strongly supports the traditional gender relationships with the clear sexual division of labour and hierarchical division of private/public space. This is a signal for limited social policy development in Lithuania.

7) Reingardienė, Jolanta. 2004. Lyčių lygybės strategija ir užimtumo politika Europos Sąjungoje (Gender mainstreaming and employment policies in the European Union), Kaunas: VDU.

Keywords: gender mainstreaming concept and its explanation, practical application of gender mainstreaming in EU, gender equality policies in Lithuania, sociological survey of public opinion and experts’ evaluation.

The study do not deal much on the theorising the concepts of gender mainstreaming, gender regimes, gender equality. The author presents the gendered perspective on the European strategy for employment based on four main pillars: employability, entrepreneurship, adaptability and equality of

opportunity and argues for the need of complexity of gender mainstreaming at all levels and in all areas of society life in order to overcome old fashioned gender stereotypes. The study presents the population attitudes to gender roles and meaning and experts' evaluation of the courses of gender inequality, gender policy and gender mainstreaming in Lithuania

8) Reingardienė, Jolanta. 2004. Europos lyčių lygybės strategija: kintančios lyčių politikos privalumai ir grėsmės (European gender mainstreaming: achievements and challenges of transformative policy). *Sociologija. Mintis ir veiksmai*. 3:13-28

Keywords: gender mainstreaming, gender equality, history, structural factors and gender contracts in Lithuania.

The author analyses the gender mainstreaming concept, theoretical innovations and practical challenges of its application. By analysing the ideological, cultural, institutional, political and legal factors that influence models of gender mainstreaming in European countries, she identifies the Lithuanian model of gender mainstreaming that is limited in political commitment, inadequate understanding of the concept and fragmented (non-systematic and non-consistent) implementation. On theoretical level the policies of gender mainstreaming in Lithuania are understood in a positive way that involved gender equality on organization of political processes, their reorganization, improvement and development on each level of political processes. On practical level, there is no understanding of importance of gendered issues for women and men, no clear vision why and how gender equality should be implemented. The article concludes that though *de jure* gender equality and gender mainstreaming exist in Lithuania, *de facto* no clear articulation of the practical implementation and changing mentality towards gender sensitivity has been identified.

9) Kublickienė, Lilija. 2003. Vyriškų vaidmenų ypatumai dabarties Lietuvoje (Peculiarities of Men's Roles in Present Lithuania). *Sociologija: mintis ir veiksmai*. 2:77-86.

Keywords: Sociological research on masculinity, gender roles, men's studies.

This article presents critical evaluation of the concept of masculinity in Lithuania, based on the representative research "Crises of Men's Roles". The results show that patriarchal men's roles and masculinity concept dominate in Lithuania that has its expression in ability to earn money and fully provide for family, complete the small scale repair works at home, take care of his woman and children and defend himself and his dependants.

10) Purvaneckienė, Giedrė and Purvaneckas, Andrius. 2001. *Moteris Lietuvos visuomenėje* (Women in Lithuanian society). Vilnius: Danielius

Keywords: sociological research on women's participation in politics, gender roles, equal opportunities for women and men.

A few public opinion surveys carried out in 1994, 2000 on women's participation in politics have revealed that still a large number of the population think that women

lack qualities needed for politics and political competence, interest in politics, or that family obligations should be a priority for women.

11) Vidrinskaitė, Saulė. 2001. Lyčių lygybės užtikrinimo mechanizmas Lietuvoje (Mechanisms for safeguarding gender equality in Lithuania). *Feminizmas, Visuomenė, Kultūra*. 3: 107:117.

Keywords: Legal analysis of the legal instruments, human rights, equal opportunities for women and men, office of ombudsperson of equal opportunities for women and men.

The article deals with the tools to defend human rights and ways to ensure implementation of equal rights of women and men guaranteed in the international human rights instruments and Constitution and other laws. Also it presents the juridical powers of the ombudsperson for equal opportunities of women and men to stand for the principles of equality and against discrimination against gender.

12) Droblytė, Patricija. Feministinė jurisprudencija ir liberalios valstybės kritika (Feminist jurisprudence and critique of the liberal state). *Feminizmas, Visuomenė, Kultūra*. 17-27.

Keywords: feminists theory, legislation, gender equality, liberal state

This article presents the critical overview of Law of Equal Opportunities in the context of western feminist legal discourse and provide the limitations of Lithuania's legal documents to perform equality de facto. Though legally imbedded equality makes shift in political discourse, however, structural and cultural obstacles of Lithuanian society makes the legal basis only declarative equal opportunities in Lithuania rather than norm of society. The author shows that the law and legal discourse continues operating only within the public sphere and eliminates interfering into the private sphere where gender division of tasks, gender roles and gendered power relations perform most deeply structured inequalities. The public sphere continues to accommodate the universal principles of equality based on man's as a norm perspective.

13) Vidrinskaitė, Saule. 2000. Lyčių teisinė padėtis (Legal status of the sexes)). *Feminizmas, Visuomenė, Kultūra*. 2000:145-153.

Keywords: gender equality, national legislation, international legal instruments

The article reviews national legislation and international instruments on gender equality and effects and limitations of their application in Lithuania. In general, the article deals with the legal discourse on gender equality and demonstrates its legal concepts. The author describes the laws that regulate political participation, economic social and cultural rights and available instruments that enshrine and guarantee equal political, social, economic and cultural rights for women and men in Lithuania.

The detail listing of the laws, however, does not provide the critical assessment of the legal regulations and limitations of their application along gender lines.

1.2 English sources

14) Indre Mackeviciute. 2005. *Equal opportunities for Women and Men. Monitoring law and practice in new member state and accession countries of the European Union. Overview*. Budapest: OSI.

http://www.soros.org/initiatives/women/articles_publications/publications/equal_2005_0502/eowmlithuania_2005.pdf

Keywords: gender equality legislation, equal treatment of women and men, EU directives, national instruments of gender equality in Lithuania.

This is a study of assessment of the status of equal opportunities *de jure* and *de facto* in Lithuania. A detailed assessment of the legislative development, institutional mechanisms, policies, programs and research at the national level was carried out. Provided country report contains key recommendations related to outline the specific areas of concern.

15) Taljūnaitė, Meilutė and Rita Bandzevičienė. 2004. Lithuania: Analysis of Policy Context and Policies. *Gender –sensitive and women-friendly public policies: a comparative analysis of their progress and impact (Equapol)*,

www.equapol.gr/Pubs/Lithuania%20DL4.pdf

Keywords: Gender equality policy framework, understanding and effects of gender equality, gender dimension, policy quality

This research on gender equality and gender mainstreaming emphasizes a number of obstacles impeding the achievements of gender equality: frequent governmental change, the absence of solidarity among women, stereotypical and very patriarchal attitudes of responsible officials. The authors completed policy documents analysis and sociological survey of attitudes and opinions of policy makers. The authors concluded that one of the major obstacles for institutionalising gender sensitive policies is the lack of political will of constantly changing political actors in decision making process. Gender analysis and related political processes constantly depend on the political will and commitment of the ruling elite. This means that gender mainstreaming is not integrated in the everyday policy.

16) Matonytė, Irmīna and Algis Krupavičius. 2001. Women's Political Recruitment and Representation in Lithuania. *Viešosios politikos studijos* 1: 7-30

Keywords: policy analysis, women's activism, political representation

This study deals with the gendered policy trends of emerging democracy and opening of political career opportunities among women that were primarily perceived as the way to come back to a family rather than politics. According to the authors, the under-representation of women in national politics and their specific problems during the initial stages of democratization was also led by the dominance of the macro-political issues on the political discourse. The democratic consolidation and stabilization of social and economic environment of 1994-1997 opened new ways for women's issues to get onto political agenda. Moreover, if at

the end of the socialist period men took the most visible roles in the oppositional movements, in the years since 1989, civil society has increasingly become an arena of women's political action; national politics- a forum for asserting new powers and influence- a realm of men. Within civil society women have been more likely to be involved in associations related to public services, education, self-support, and less in those with more conventionally political agendas. In government, the numbers of women increases as one moves from national to regional to local offices. Matonytė and Krupavičius talk about the double-track development of women's NGOs in Lithuania, one of which originated from the local grass roots initiatives and another one built on the base and later dependence on international aid. Under the poor financial support of non-governmental sector in Lithuania, the most of the organizations have remained dependent on private sources and highly competitive international programs, hardly being able to promote a bigger initiative.

2 Non-employment

2.1 Lithuanian sources

1) Davidavicius, Algis. 2006. Darbo ir šeimos suderinimo politikos kryptys bei galimybės ES ir Lietuvoje: vyraujančių viešosios politikos paradigmu kaitos analizė (Policies of reconciliation of work and family life: trends and possibilities in the EU and Lithuania). In *(Ne)apmokomas darbas: šeimai palanki darbo aplinka ir lyčių lygybė Europoje*, ed. Jolanta Reingardienė, 203-236. Vilnius: STI, Vytauto Didžiojo Universitetas

Keywords: family and work reconciliation, gender equality, public policy paradigms in EU and Lithuania

This article shows the existence of some neo-familistic elements in Lithuanian policy paradigm where "gender justice" is still accumulated by the practical division of public and private spheres along gender lines. By analysing the policy documents the author draws the attention to the priorities on female employment which is understood as encouragement of re-employment of women that are outside of labour market because of their care activities, on the one hand, and as promotion of new forms of work (flexible time table, part-time work and other). Analysis of the programs of two most influential political parties suggests the persistence of neo-familistic rhetoric and vague promotion of innovative employment strategies which would facilitate gender equality in public and private spheres.

2) Kondrotaitė, G. 2006. Socialinės rizikos šeimos Lietuvoje: atvejo studija (Social risk families in Lithuania: case study). *Filosofija, Sociologija* 4:55-60

Keywords: social risk families, social tension areas, social exclusion, socio-demographic factors.

Social risk families are analyzed on the base of the concept of social tension areas. The article deals with the social risk families as a separate “marginal class” in order to show their social exclusion mechanisms. Social risk families interfere with such socio-demographic actors as poverty, unemployment, alcoholism, lack of contraception and high family fertility, child neglect and so on.

3) Reingardiene, Jolanta and Arturas Tereskinas. 2006. Darbo ir šeimos gyvenimo suderinimas Lietuvoje bei lyčių lygybė: iššūkiai ir galimybės (Reconciliation of family and work and gender equality in Lithuania: challenges and opportunities). In *(Ne)apmokamas darbas: šeimai palanki darbo aplinka ir lyčių lygybė Europoje*, ed. Jolanta Reingardiene, 47-103. Vilnius: STI, Vytauto Ddžiojo Universitetas

Keywords: sociological research on reconciliation of reconciliation of family and work, gender equality, welfare state.

This article presents a summary of international national debates on the welfare states, gender regimes and gender inequality in Western Europe and Lithuania. Also, it presents the research data, completed in 2006, on concepts, understandings and possibilities for women and men to reconcile professional and family work in Lithuania. Research shows that in Lithuania, traditional patriarchal attitudes prevails in dividing the tasks, space and recourses along gender lines. In Lithuania men continue to occupy the leading position in public sphere and breadwinners role in private sphere. Work and masculine identity is closely connected. Women, regardless their employment in public sphere, continue being occupied in child raring and caring activities. Consequently, women still bear more pressure than men in the effort to obtain the work-family balance and pay much higher price of gender inequality. In Lithuania a strong scepticism towards family-supportive policies as “men’s issue” still exists.

4) Maslauskaitė, Aušra. 2004. Lytis, globa ir kultūriniai gerovės kapitalizmo barjerai Lietuvoje (Gender, care and opportunities in welfare capitalism in Lithuania). *Sociologija. Mintis ir veiksmai*. 3: 39-51.

Keywords: gender, gender identity, care, welfare capitalism, welfare state.

The article aims to evaluate the opportunities for the welfare capitalism in the Lithuanian society and analyses the cultural conditions which largely determine the efficiency of the social policy actions. It shows how gender inequalities are produced and reproduced in the family. Unequal distribution of care in family limits gender opportunities, generates discriminatory attitudes and undermines gender modernisation. Referring to EU practices, the author argues that institutionalisation of care influences the promotion of social rights equality, enhances women’s participation and assists in solving the family policy issues. In Lithuania, however, institutionalisation of care reinforce the traditionalisation of gender roles in family and society by feminisation of social and emotional care.

5) Reingardiene, Jolanta. 2004. Moterų karjeros ir šeimos dilemos (Dilemma between Women’s career and family). *Sociologija: mintis ir veiksmai*. 1:59-72

Keywords: gender identity, gender roles, career, equal opportunities, family, women's socialization, reconciliation of family and work.

This article analyses career women's experiences in reconciling family and work. The particular focus is on their experiences during the childhood socialization (gender differences in identity formation, the quality of parent-child relationship, maternal roles). The analysis suggests the positive impacts of strong mothers to make career for daughters as they obtained strategic skills and value orientations for their future career. On the other hand, it shows the other factors that influence women's career oriented perspectives from the childhood. These aspects are following: financial shortages, loss of mother/ father in the early childhood and other hardships of family. Analysis also shows the deeply existent conflict of gender roles for women in their career. Many women still consider that family is more important than career and devote their time and energy for career if they are unmarried or their children are enough grown-up. The author critically approach institution of marriage and shows its different meaning for women and men. For men, it is the stability, advantages, security, emotional and physical comfort. For women, most frequently marriage creates the conflict of roles. The article shows the mechanisms of constant reproduction of gender inequality in family and work where both women and men uncritically adopt the culturally constructed gender roles and gender identities. The material of interviews show that in Lithuania women's understandings about gender equality have false picture and is rather masked than reduced.

6) Zdanavičius Arnas. 2004. Moters karjeros trajektorija. Karjeros samprata ir sėkmingos karjeros strategijos (Trajectories of women's career. Concepts of career and strategies of succesful career). *Sociologija: mintis ir veiksmai*. 1: 73-87.

Keywords: sociological analysis, subjective and objective concepts of career, types of career, career-oriented woman.

This article identifies the different conceptualization of career by women and men which is closely connected to the traditional construct of gender roles but are open for socialization and changes. The author provides the concepts of objective career that covers the culturally and structurally constructed norms, values and identifications (gender roles, prestige, high position, big salary). Subjective career is conceptualized in connection to individual understanding and priorities. The author based his analysis on interviews with career-oriented women. He found that women do not connect the work and career opportunities as men do. For men, their work is the beginning of the career. For women, work is important but it does not mean that it is connected to their career. Very often women's work is disrupted by pregnancy, care, migration because of husband's career and other. Thus women perceive their career as a constant processes depending on various subjective and objective factors.

7) Kasatkina N. and T. Leončikas. 2003. *Lietuvos ethninių grupių adaptacija: kontekstas ir eiga* (The adaptation of ethnic groups in Lithuania: context and process). Vilnius. Eugrimas.

Keywords: ethnicity, ethnic minority, adaptation strategies, status groups, gendered experiences

This study provides in depth analysis on four adaptation strategies in order to expand theoretical framework to investigate integration of ethnic minorities in the majority society. It suggests grasping the ways of how ethnicity works in everyday life and which symbolic differences affect ethnic minority's (un)successful adaptation. The authors' findings show that ethnic minority women experiences decrease of their social status in society in the post-socialist period and this highly differs from the Lithuanian women (majority group) assessment of their occupied social status. Lithuanian women indicate the increase of their social status in the post-socialist period. Bearing in mind that in Lithuania a clear segregation of labour market along ethnicity lines occurred where individuals of ethnic minorities occupy the lower positions in the economic and social sectors, thus ethnic minority women most probably occupy the lowest branches or dropped out from the labour market. This hypothesis require in depth analysis

8) Valackienė, Asta. 2002. Moterų saviraiška darbo aplinkoje: profesinę karjerą lemiantys veiksniai (Self-expression in the work environment of women: factors determining professional career). *Feminizmas, Visuomenė, Kultūra* 4:25-36.

Keywords: professional career, self-realization, European integration, emotional and professional transformations, gender stereotypes

The author analyses interplay of social relationships in labour market. She conceptualises work as necessity of human substance to define the quality of life, fulfil physiological, social, security, personal and self-realisation needs and identifies the individual achievements, aggression, altruism and autonomy. Self-realisation at work is extremely important in the processes of making professional career, particularly in the current situation when society has been undergoing political, social, economic and cultural transformations. The author presents the main stress factors that reduce possibility for women to achieve professional career. One of main obstacles in this sphere is the conflict of gender roles in family and at job or so-called cultural traps when gender roles are learned in the childhood and therefore makes impact on limitation of women's possibilities due to existing gender roles stereotypes.

9) Vosyliūtė, Anelė. 2002. Moterų marginalių egzistenciniai išgyvenimai (The existential problems of marginalized women). *Feminizmas, Visuomenė, Kultūra* 4: 37-47

Keywords: sociological research on marginalized rural women, unemployment, transition to market economy, social transformations.

This article deals with the problem of unemployment in rural Lithuania in the period of transition and its negative impact on women's life, personal security, family dissolutions and uncertainty for the future. Due to the economic transformations and transition from soviet type economy to the free market economy, many rural women lost their previous jobs and did not obtain necessary skills for new jobs and possibilities in the new economic and social environment. Due to the economic

hardships, rural women experience stigma in the community, are vulnerable to domestic violence, are destined to poverty for themselves and their children.

10) Kanopiene, Vida. 2000. Užsiėmimų segregacija Lietuvos darbo rinkoje (Sexual segregation of occupations in the Lithuanian labour market). *Filosofija/Sociologija*. 4: 57-65

Keywords: labor market, sexual segregation of occupations, feminization of occupations, gender stereotypes, discrimination, attitudes of employers

This article deals with the understanding of gender inequality by analyzing the gendered occupational segregation. It is argued that existing cultural prejudice about gender roles in society and emphasis on traditional women's family roles determine their limited opportunities in the labor market, leading to the unequal distribution of males and females in the majority of professions. Analysis of statistical data shows that majority women occupy the bottom of the occupational pyramid where lower socio-economic job categories are represented. The general trends of female employment in Lithuania during the last decade – the period of the economic reform- show a noticeable reduction in the proportion of women in many branches of economy, except health care and education. With the rise of the importance of male labor, the share of men has increased in many previously feminized occupations, especially in services. Nevertheless, the vertical segregation is deepening. This process promotes the existing gender inequality and wage gap between men and women: there are significant differences between the average earnings in male dominated and female dominated branches of economy as well as between the average of males and females occupied in the same area. The author provides her findings of a sociological investigation of employers in 1996-1997 and concludes that demands of employers are grounded on the patriarchal understanding of the social roles of men and women. The employers follow the traditional sex stereotypes concerning the abilities and personal characteristics of males and females. Therefore the majority of vacancies, including upper and medium socio-economic positions, are addressed to men while women are asked to enter feminized areas or to perform unskilled labor. The requirements indicated by employers openly demonstrate inequality of opportunities for women and men, maintaining the segregation of occupations in the Lithuanian labor market.

11) Kanopienė, Vida. 2000. Darbo pasidalijimas šeimoje (Division of Labour in Family). *Feminizmas, Visuomenė, Kultūra*. 83 – 91

Keywords: public survey on non-employment, gender roles, unpaid and paid work.

The author discusses the gender division of labor in family and presents the concept of non-employment in the family discourse by individuals. Non-employment is understood as female work in private sphere – the making home, caring of children and being full time involved only in family (private) matters which is not identified as job because it is unpaid. Rather it is considered as a duty, pleasure, mission of a woman and full self-realization. Even in the cases when women are employed in paid work, the private family activities remain occupation or in other words, non-employment of a woman –wife. The author concludes that

in Lithuania deeply rooted patriarchal cultural traditions divides the labor along gender lines in family and conceptualize the non-employment as exclusively woman's preoccupation.

2.1.1 Comparative studies

12) Reingardiene, Jolanta, ed. 2006. (Ne)apmokamas darbas: šeimai palanki darbo aplinka ir lyčių lygybė Europoje. Vilnius: Socialinių tyrimų centras, VDU.

Keywords: welfare state, gender equality, reconciliation of family and work, gender roles, gender stereotypes

This book in Lithuanian is the product of the EU funded international project "Modern Men in Enlarged Europe II: Family Friendly Policies". The articles of Lithuanian and international scholars from Italy, Denmark and Iceland covers the situation in each country on gender equality issues, family friendly policies, their challenges and obstacles. The scholars did research based on unified methodology in each respective country. The qualitative and quantitative research marked an attempt to focus on men's participation in work-family reconciliation process and to develop better knowledge of how employed fathers fulfil their roles within family and at work.

2.2 English sources

13) Davidavicius, Algis. 2006. Policies of reconciliation of work and family life: trends and possibilities in the EU and Lithuania. In *Between paid and unpaid work: family friendly policies and gender equality in Europe*, ed. Jolanta Reingardiene, 117 –136. Vilnius: STI, Vytauto Didziojo Universitetas

Keywords: family and work reconciliation, gender equality, public policy paradigms in EU and Lithuania

This article shows the existence of some neo-familistic elements in Lithuanian policy paradigm where “gender justice” is still accumulated by the practical division of public and private spheres along gender lines. By analysing the policy documents the author draws the attention to the priorities on female employment which is understood as encouragement of re-employment of women that are outside of labour market because of their care activities, on the one hand, and as promotion of new forms of work (flexible time table, part-time work and other). Analysis of the programs of two most influential political parties suggests the persistence of neo-familistic rhetoric and vague promotion of innovative employment strategies which would facilitate gender equality in public and private spheres.

14) Reingardiene, Jolanta and Arturas Tereskinas. 2006. Reconciliation of work and family life in Lithuania: challenges and opportunities for gender equality. In *Between Paid and Unpaid Work: Family Friendly Policies and Gender Equality in Europe*, ed. Jolanta Reingardiene, 27-62. Vilnius: STI, Vytauto Didziojo Universitetas

Keywords: sociological research on reconciliation of reconciliation of family and work, gender equality, welfare state.

This article presents a summary of international national debates on the welfare states, gender regimes and gender inequality in Western Europe and Lithuania. Also, it presents the research data, completed in 2006, on concepts, understandings and possibilities for women and men to reconcile professional and family work in Lithuania. Research shows that in Lithuania, traditional patriarchal attitudes prevails in dividing the tasks, space and recourses along gender lines. In Lithuania men continue to occupy the leading position in public sphere and breadwinners role in private sphere. Work and masculine identity is closely connected. Women, regardless their employment in public sphere, continue being occupied in child raring and caring activities. Consequently, women still bear more pressure than men in the effort to obtain the work-family balance and pay much higher price of gender inequality. In Lithuania a strong scepticism towards family-supportive policies as “men’s issue” still exists.

15) Reingardiene, Jolanta. 2005. Fatherhood in question: attitudes of Lithuanian politicians and state officers towards paternity leave. In *Men and fatherhood. New forms of masculinity in Europe*, ed Arturas Tereskinas and Jolanta Reingardiene. 38-58. Vilnius. Eugrimas.

Keywords: sociological research, paternity leave, public attitudes of politicians and state officers

This article analyzes the opinions of Lithuanian politicians and state officers about an active participation of men in family life and a means for the improvement of legal regulation of childcare in Lithuania. The author argues that Lithuanian politicians and state officers cautiously yet more openly indicate that the state should be responsible for gender equality in a family. Almost half of the parliamentarians agree that the legalized participation of men in child care could help to achieve real gender equality in Lithuania. The politicians emphasized the importance of promotion of a family-friendly work environment and stronger support and obligation of employers to parents on leave would make a greater impact on practical implementation of gender equality in public and private spheres rather than concentration only on individual rights of fathers to paternity leave or the increase of a financial compensation.

16) Tereskinas, Arturas. 2005. Men on paternity leave in Lithuania: between hegemonic and hybrid masculinities. In. *Men and fatherhood. New forms of masculinity in Europe*, ed Arturas Tereskinas and Jolanta Reingardiene.11-37. Vilnius. Eugrimas.

Keywords: sociological research of individual fathers on paternity leave, masculinity, fathering practices

In his article the author examines how Lithuanian fathers construct their masculinity in relation to fathering practices. Focusing on a group of fathers on paternity leave, he analyses the meanings and experiences of fatherhood in order to identify whether the father integrate their gender conception into the hegemonic form of masculinity or whether they construct a new type of masculinity based on their own child-caring experiences. The author argues that the examined men describe a “hybrid” model of fatherhood that combines the idea of a man s a breadwinner and the notion of a father actively participating in family life and child care. However, these ideals of a breadwinner man and a caring father create significant tensions for men as they seek to perform their masculinities.

2.2.1 Comparative studies

17) Jancaitytė Raminta. 2006. Family-friendly policies and welfare state: a comparative analysis. In *Between Paid and Unpaid Work: Family Friendly Policies and Gender Equality in Europe*, ed. Jolanta Reingardiene, 9-26. Vilnius.

Keywords: welfare state, gender equality, family friendly policies, comparative analysis of social policies and practices

The focus of this article is mainly on leave arrangements, part-time arrangements and child-care facilities that compose a part of policies supporting parents to carry out obligations to family and work. It is a comparative study covering Iceland, Italy, Denmark and Lithuania with the aim to examine the essential similarities and differences of the arrangements mentioned above.

The author has presented international debates on family-friendly policies and summed up that the reconciliation of work and family encompasses a number of facilities from

different policies, such as family policy, gender equality policy, employment policy and such fields as organizational management and culture. The author analyses family-friendly arrangements such as family leaves, childcare facilities and flexible work time and concludes that in Lithuania conservative and liberal welfare regimes overlap that shows limited possibilities for parents to combine work and family obligations. Lithuania has a middle female employment rate, a very low fertility rate and well developed and generous leave schemes. However, the lack of childcare services and underdeveloped flexible working arrangements cause difficulties for parents to reconcile work and family. As some research shows part-time job is not popular because of great impact on reduction of income, but women who usually take care of children frequently choose part time working. Women are still considered to be primary caregivers and have constantly solving “their” problem to balance work and family. The patriarchal attitudes of employers impede women’s possibilities to make career and to reconcile work and family life. In general, economic and social environment in Lithuania is not favourable for flexible working arrangements.

18) Reingardiene, Jolanta, ed. 2006. *Between paid and unpaid work: family friendly policies and gender equality in Europe*. Vilnius: Social Research Centre, VMU.

Keywords: welfare state, gender equality, reconciliation of family and work, gender roles, gender stereotypes

This book in English is the product of the EU funded international project “Modern Men in Enlarged Europe II: Family Friendly Policies”. The articles of Lithuanian and international scholars from Italy, Denmark and Iceland covers the situation in each country on gender equality issues, family friendly policies, their challenges and obstacles. The scholars did research based on unified methodology in each respective country. The qualitative and quantitative research marked an attempt to focus on men’s participation in work-family reconciliation process and to develop better knowledge of how employed fathers fulfil their roles within family and at work.

19) Reingardiene, Jolanta and Arturas Tereskinas, ed. 2005. *Men and fatherhood. New forms of masculinity in Europe*. Vilnius: Eugrimas.

Keywords: hegemonic masculinity, men, fatherhood, paternity leave, gender equality, East/Wet European perspective

This book is published under the EU funded international project “Modern Men in Enlarged Europe: Developing Innovative Gender Equality Strategies”. The articles of scholars from Denmark, Lithuania, Malta and Norway present the situation on paternity leave, changing masculine identities and gender equality strategies in the respective countries. The authors use paternity leave as a means to challenge hegemonic gender identities and create new images of men as caregivers in different European countries. The authors conclude that father who participated in

this project represent the model of generative parenting characterised by the equal sharing of housework, child care and family responsibilities among both partners.

20) Aidukaite, Jolanta. 2004. *The Emergence of the Post-Socialist Welfare State - The Case of the Baltic States: Estonia, Latvia and Lithuania*. PhD diss. Stockholm University, Institute of Sociology

Keywords: welfare state, comparison, Estonia, Latvia and Lithuania

This dissertation takes a step towards providing a better understanding of post-socialist welfare state development from a theoretical as well as an empirical perspective. The overall analytical goal of this thesis has been to critically assess the development of social policies in Estonia, Latvia and Lithuania using them as illustrative examples of post-socialist welfare state development in the light of the theories, approaches and typologies that have been developed to study affluent capitalist democracies.

3 Intimate citizenship

3.1 Lithuanian sources

1) Maslauskaitė, Aušra. 2004. *Meilė ir santuoka pokyčių Lietuvoje (Love and Marriage in Changing Lithuania)* Vilnius: Mokslo aidai.

Keywords: gender equality, femininity, masculinity, public/private divide, gender roles, love, marriage, modernization.

The author analyses the sociological aspects that make impact on cultural ideals about love and marriage and how they changed in the second half of the 20 century. She presents structural and cultural factors that affected the normative marriage creation motives based on romantic love during the Soviet period and their continuity and change in the last decade of 20 century. She critically assess the current though limited academic research on family and marriage in Lithuania that mainly deals with a family as a system of social roles. The author suggests rethinking cultural norms of masculinity and femininity in Lithuanian society in order to make shift in equal opportunities policies from equality advancement in public sphere towards equal promotion in private sphere. Also the shift from culturally imbedded gender social roles will help to identify the personal strategies for individuality, self realization and personal autonomy rather than criticism of social gender roles. Her research on these strategies suggests better understanding of quality of emotional and psychological gender relationships.

2) Tereškinas, Arturas. 2004. Tarp norminio ir subordinuoto vyriškumo formų: vyrai, jų seksualumas ir maskulinizmo politika šiuolaikinėje Lietuvoje (Between hegemonic and subordinated masculinities: men, their sexuality and politics of masculinity in contemporary Lithuania). *Sociologija. Mintis ir veiksmai*. 3: 28-38.

Keywords: men, hegemonic masculinity, homosexual masculinity, sexuality, body, gender equality policies.

The author summarises the existing international academic literature on masculinity studies and identifies the problem of limited academic research on masculinities in Lithuania. Completed survey on population attitudes to masculinities in 2002 shows the existing traditional model of hegemonic masculinity based on financial independence, status, success, toughness and sexual domination. Independent media also reproduce the images of heroic masculinity as a body that controls and dominates. Men's normative sexuality according to representative survey is understood as man's readiness to have sex any time, to sexually satisfy his partner and constantly maintain man's sexual potential. Men's emotional life is not considered as a value of normative masculinity in Lithuanian society. The author presents the descriptions of homosexual masculinity in Lithuania as deviant and abnormal in comparison to normative and normal masculinity. Normative masculinity as a social norm of heterosexuality and heterosexual family is institutionalised through social policy, school, family, media and police.

3) Tereškinas, Arturas. 2004. Šeimos bei partnerystės formos ir šeimos politika Lietuvos žiniasklaidoje (Forms of family and partnership and family policy in Lithuanian Media). In *Šeimos politikos ir teisės iššūkiai Europoje*, ed. Algis Davidavičius and Eduardas Platovas. 17-32. Vilnius: ESTEP, LGL.

Keywords: family, partnership, family policy, deviant partnerships, intimate citizenship, media discourse.

The main goal of this article to discuss the family discourses in Lithuanian media in order to find out who is representing family, what is the purpose of its representation, what images of family dominate in media. The author analyses media discourse and representations and argues that public discourse and rhetoric in Lithuania are exclusively hetero-normative. Homosexuality is particularly represented as deviant and abnormal. The author concludes that deeply rooted hetero-normative sexist culture in Lithuania negatively affects all social groups as they do not fit to the dominant concepts and categories and therefore are excluded from participation in public institutions and public life on equal footing with the dominant group.

4) Vanagienė G. 2004. Situoktinių ir sugyventinių (partnerių) teisinės padėties Lietuvoje lyginamoji analizė (Comparative analysis of legal aspects of married couples and cohabitating partners.). In *Šeimos politikos ir teisės iššūkiai Europoje*, ed. Algis Davidavičius and Eduardas Platovas. 33-48. Vilnius: ESTEP. LGL.

Keywords: marriage, cohabitation, family, law

This article analyses the Civil code that regulates family and partnership relationships and identifies different legal implications for married couples and cohabitating partners. Civil laws in Lithuania recognise only heterosexual partnership that legally identified as marriage or cohabitating partnership. Also, Civil laws enshrine the principles of monogamy and prohibition of marriages

among close blood family members. The author analyses the differences in regulation of marriage and partnership through property regime. Married couple in family has very clearly defined right to ownership and common property, while in partnership case property relations receive less regulation and identify individual property relations rather than rights of common property. Another important aspect is time span of regulating property relationships between married couple and cohabitating partners. In the case of marriage, the law recognises immediately common united property regime of the married couple, while in the case of partnership the civil code starts recognising property relations only in one year. In terms of non-property relations the cohabitating partners do not have right to the last name, to adoption of a child (only married couple has the right for adoption). The author presents differences in social rights and duties. The cohabitating partner by law has limited social rights and opportunities.

5) Stankūnienė, Vlada, Aiva Jonkarytė, Sarmitė Mikulionienė, Algimantas Mitrikas and Aušra Maslauskaitė (Kolektyvinė monografija). 2003. *Šeimos revoliucija? Iššūkiai šeimos politikai* (Family revolution? Challenges for family policies). Vilnius: STI.

Keywords: family, family policy, social policy, value system, family transformation, matrimonial and reproductive behavior, second demographic transition, public opinion

This collective monograph is one of the first attempts of Lithuanian demographers and sociologists to conceptualise family policy in Lithuania. Previously the conceptualisation of social policy and particularly family policy in Lithuania was based on practices of foreign countries, demographic studies on Lithuania and policy guidelines of trans-national institutions. Though the study presents in depth study on demographic tendencies in Lithuania and changing value system about family among population, it lacks critical assessment on discrepancies of family value-system among political actors, institutional forces and population. The authors argue that in general politicians who develop the family policies have limited paternalistic attitudes and society is tolerant to the diverse family forms. These arguments however contradict to the reality because traditional family values with the traditional gender division of tasks and spheres are still very deeply rooted in practice. The authors do not go into the detail to analyse this discrepancies. There are no clear conceptual definitions of marriage and family. As a result, sometimes they are muddled up providing certain confusions to the text.

6) Maslauskaite, Aušra. 2002. *Šeiminiai tarpasmeniniai santykiai visuomenės pokyčiuose: jaunų šeimų biografinis tyrimas* (Family interpersonal relationships in the context of society change: biographical research of young families). PhD diss. Vilnius University and Institute of Social Research.

Keywords: family, marriage, interpersonal gender relationships, intimacy, love, friendship, self-realization, life stories.

The author presents research on interpersonal relationships which she has analyzed as relations of two social interactions: social normative and intimate. The

study suggests the rethinking and currently existing discourses on gender equality and culturally constructed masculine and feminine identities, which are constantly and symbolically reproduced by both gender within interpersonal relationships. Structural equality cannot be automatically transformed from public to private sphere without reformulating masculine and feminine identities and normative gender roles. The author suggests investigating interpersonal gender relationships as multi-facet components rather than dichotomy of both. Multiple model shows the three interrelated processes – intimacy, sexuality and commitment.

7) Maslauskaitė, Aušra. Seksualumo konstravimas biografijoje: lytinio debiuto strategijos (Social construction of sexuality: strategies for sexual debut). *Feminizmas, Visuomenė, Kultūra* 4: 78 – 88.

Keywords: sociological research, sexuality, social construct, life story, gender identity, marriage

This article presents what changes on sexuality occurred in the sexuality discourse. Sexuality has become a profitable market commodity. Research of 40 life stories of young married people reveals the individual approach on sexuality, gender and marriage. The author concludes that sexuality still is perceived as a mean in the constructing the traditional gender identity. Women explore sexual relations to get into the marital market, to receive a status of a married women. They rationally plan their first sexual intercourse. Accident strategy is more typical in men's practices. Sexual intercourse happens by accident, there is no rational project. The third strategy, identified by the author, is a long lasting romantic relationships. The fourth type of sexual strategy postpones the first sexual intercourse until marriage. In sum, sexuality is considered as a tool of maintaining the traditional gender identity rather than component of committed and long-lasting woman and man's bond

8) Tereškinas, Arturas. 2002. Viešumo įkainiai paraštėse: seksualinių mažumų vaizdavimas Lietuvos spaudoje 2000-2001 metais (Hostages of publicity in the margins: representation of sexual minorities in media 2000-2001). In *Vieši gyvenimai, intymios erdvės: kūnas, viešumas, fantazija šiuolaikinėje Lietuvoje*, ed. Arturas Tereškinas. 181-204. Vilnius: Baltos lankos.

Keywords: sociological research on sexual minorities, media, representation, public sphere, sexual identity, normative heterosexuality.

This article presents the international theoretical framework in investigating bodies and images in culture and media in order to analyse media discourse in Lithuania on sexual minorities and their representation. The author's analysis suggests that sexual minorities are represented in a way of public threat and danger rather than public discourse of rational communications and debates. The author suggests rethinking the representation strategies and provide new alternative for public debates about homosexuality.

9) Maslauskaitė, Aušra. 2001. Moterų ir vyrų santykiai 1990-2000m. moterų spaudoje (Women and men's relations in Lithuanian women's press of 1990-2000). *Feminizmas, Visuomenė, Kultūra*. 3: 70-84

Keywords: masculinity, femininity, gender hierarchy, family, gender roles, mass media.

This article analysis the masculine and feminine identities and reproduction of gender stereotypes in Lithuanian mass media in the period form 1990-2000. The author applies quantitative and qualitative approach in analyses of the women's journals in order to discuss gender relationships from the social psychological perspective. Though the author tries to uncover the changes in cultural understanding of masculinity and femininity and shows these changes in new discourses about masculinity and gender roles images, hierarchical gender relations in family, however, remain unchanged and reproduced in those magazines.

10) Mitrikas, Algimantas. 2000. Šeimos vertybių pokyčiai pastaruju dešimtmečiu (Changes of family values in the last decade). *Filosofija/Sociologija*. 4: 66-73

Keywords: sociological research on family, values, family formation, woman's role, conjugal life, children.

The article deals with the changing family forms in Lithuania and the adoption of the new family behavior by the broad society. What value orientations exist in society and how they change in terms of marriage, abortion, cohabitation, justification of divorce and "normalization" of single motherhood. In general, the findings show that regardless the demographic and behavioral changes in Lithuanian society, the traditional values concerning family patterns and gender roles in family and labor market remain. Though the respondents agree that women should be occupied in economic and social sectors of occupations but the opinion that children will suffer if their mother is working is highly prevailing. Abortion are in general justified but opinion about children's needs to have both parents also are strong.

11) Marcinkevičienė D. 1999. *Vedusiųjų visuomenė: santuoka ir skyrybos Lietuvoje XIX a-XX a. pradžioje* (Society of married people: marriage and divorce in Lithuania in the Nineteenth and Beginning of the Twentieth Centuries) . Vilnius. Vaga.

Keywords: history of family, traditional family, modernization, age at marriage, national projects about modern family

This study is one of the first social histories of family in Lithuania. Family in academic research has been preoccupation of ethnographers and ethnologists. This study provided a brief overview of international historiography on family and introduced the model of modernisation theory in investigation of family in the turn of the twentieth century. Though the study presents linear transformation from the traditional family to the modern one among Lithuanian population in the nineteenth century, it provides the new research subjects and concepts of gender for historians to investigate Lithuanian history.

12) Stankuniene Vlada. 1997. Šeimos kūrimo strategijos kitimas Lietuvoje: nuo tradicinio prie modernaus modelio (Strategy changes of family formation in Lithuania: from traditional to modern Pattern). *Lietuvos Mokslas V* (15): 182-198.

Keywords: demographic research on family, family strategies, traditional family model, modern family model

This article presents the results of research on family and fertility in Lithuania and analyses the changes in marriage strategies, age at marriage and family forms. The author argues that in the 1990s the new forms of families occur: these are cohabitation (heterosexual) couples that live together out of marriage. However, the wide distribution of such forms of partnership are still limited because of impact of Catholic church and their propagated ethnic Lithuanian values that support the traditional family forms consisting of married couple. Women, as research data shows, tend to hide their cohabitation partnerships double time often than men.

13) Žvinklienė, Alina. 1997. Šeimos beiėškant. Šeimos teorijos Lietuvoje (In the search of family. Family theories in Lithuania). *Lietuvos mokslas* V(15): 168-177

Keywords: family, family policy, social policy, gender, feminism

The author discusses the international classical and liberal theories on family and presents the interpretation of family concepts in Lithuania in historical perspective from the soviet times to the present. Finally, she presents her concepts of family in macro level sociological research. The author argues that in the last decade of the 20 century, the traditionalised concept of family has been established with the clear separation of roles in private and public spheres. Some ethnologists even suggested to identify the family as a social institution, which perform the tasks ad goals of God and community where it exist. This ethno-nationalistic view even was enforced by the cultural rights of the ethnic community of Lithuanian national state to preserve the national culture by assimilating the other ethnic groups, suggesting to turn to ethnically closed marriage model in the national community in the extreme cases of physical and moral danger. Demographers suggested to approach family in terms of heterosexual married couple with children. The “normal” family, according to family policy concept, is the one based on marriage. Any other forms of family composition are not discussed. Finally, the author suggest to apply family discourse and ideology concepts in the analysis on family. Discourse concept provides possibility to research values, norms and rules of family life. Ideology concept identify the method of control by investigation into legislation, practices and their interpretation.

3.2 English sources

14) Reingardiene, Jolanta and Arnas Zdanevicius. Disrupting the (Hetero)normative: Coming –out in workplace in Lithuania. *In Beyond the pink curtain: everyday life of LGBT people in Eastern Europe*, ed. Roman Kuhar and Judit Takacs (upcoming publication). Lublijana: Peace institute

Keywords: sociological analysis, sexual orientation, homophobia, marginalization, stigma, LGBT people

This article presents results of the thirty –eight in depth interviews of LGBT people and shows the construction of their sexual identity at work and personal experiences of survival in hetero-normative working environment. The authors

conceptualise homophobia not only as fear of homosexuals or of heterosexual people to be called homosexual. The concept refers to a process of socialization and the structure and stratification of heteronormative society. The authors' suggest to understand the terms *sexual minorities* and *minority sexual identity* in the context of power relationships in working environment in which LGBT people find themselves subordinated, marginalized, stigmatised and excluded.

15) Tereskinas, Arturas. 2005. Nomadologies: mass media, "migratory scripts" and citizens in the contemporary world. In *Beginnings and ends of emigration. Life without borders in the contemporary world. A collection of scholarly essays*, ed. Dalia Kuiziniene, 26-32. Vilnius: Versus Aureus.

Keywords: sociological survey of theories of mass media, migration, citizenship.

This essay focuses on mass media, migration and citizenship. It suggests to think in terms of existence of globalism alongside localism, intersection of new nationalism and ethnicities with the international communication. It shows inequalities to access information mobility structured by class, gender, ethnicity, sex, ability and disability and power of construction of inclusive/exclusive identities. Citizenship in this context also is viewed through the number of contentious public images, official definitions, commodity signs, consumer practices, nostalgic longings and historical memories.

16.) Pilinkaite-Sotirovic, Vilana. 2003. Family and individual strategies of husband and wife in rural Lithuania, 1864-1904. *L'Homme. Zeitschrift fur Feministische Geschichtswissenschaft*. 14 (1): 55-64

Keywords: history of family, gender relationships within family, individual and family strategies of women and men in rural environment.

This article critically evaluates the international and Lithuanian historiography on interpretation of romanticized husband-wife relationships within family as a consequence of modernization. Analysis of daily practices of emancipated peasants suggests the complex interplay and overlap of family interests and individual free choices. This article suggests that both spouses typically viewed the outside world as a family unit. At the same time husband and wife had different and often contradictory attitudes to each other and chose individual strategies in order to enhance their autonomy. Research suggests that female strategies involved complex linkage of accepting, evading and resenting husband's dominance, while male strategies were always based on seeking control over women.

17.) Pilinkaite-Sotirovic, Vilana. 2002. *Family structures and strategies in post-emancipation Lithuania*. PhD diss. in History. Budapest. Central European University.

Keywords: family history, gender roles, sexual division of labor, intimate relationships, modernization and its critics.

This study challenges the linear story of modernization. The author propose to go beyond the sharp opposition contrasting structural, material and collective factors against symbolic, emotional and individual and, consequently, beyond the

traditional-modern dichotomy. The analysis of the patterns and changes of family structures, marital and generational relationships in this study suggests that both material and emotional elements of the family in history are socially constituted and arise from the same social grounds.

4 Gender-based violence

4.1 Lithuanian sources

1) Ruškus, Jonas, Natalija Mažeikienė, Artūras Blinstrubas, and Sigitas Balčiūnas. 2005. *Prekybos moterimis ir prostitucijos aukų rehabilitacija ir reintegracija* (Rehabilitation and reintegration of the victims of trafficking and prostitution). Šiauliai: ŠU universiteto leidykla

Keywords: trafficking prevention policies, measures of reintegration, victims of trafficking, services for the victims

This study presents the research of social scientists on measures of the state policy on prevention and assistance for victims of trafficking and prostitution and prostitution. By applying the social construction and victim empowerment theories this research evaluates the models of rehabilitation and reintegration for the victims in Lithuania. The findings of the research suggests tendencies of incomplete systematic approach and policies by national, regional and local government bodies to implement gender mainstreaming in everyday life policies and providing the consistent assistance for the victims. It showed professional competences of NGOs to deal with the problem but their low financial capacities in providing necessary services. Finally, the authors presented a number of recommendations that covers complex measures and inter-institutional cooperation, gender mainstreaming in education and particularly for professional staff and improvement of financial instruments for victim-oriented systematic and consistent services.

2) Dvilaitis Vidmantas. 2004. Seksualinis priekiaviavimas ir teisinė atsakomybė už jį (Sexual harassment and legal liability for it). *Jurisprudencija, Mokslo darbai* 60 (52): 104-114.

Keywords: human rights, sexual harassment, discrimination.

The article deals with the legal definitions of the sexual harassment in Lithuania legal acts and analysis their practical implementation. It presents sexual harassment as violation of human rights in the law of Equal opportunities for Women and Men and Criminal Code and presents different types of liability applicable by various institutions.

3) Palavinskienė, Brigita. 2004. Gatvių prostitucijos Vilniaus mieste kriminologinė analizė (Criminological analysis of Vilnius street prostitution). *Jurisprudencija. Mokslo darbai* 61(53): 35-48.

Keywords: sociology of law, prostitution, social and economic causality

This article conceptualize the problem of street prostitution as a social problem. The sociological survey covers the socio-demographic characteristics of the street prostitutes, their social and economic condition, their attitudes to the legislation on prostitution and its legalization. The author concludes that poor social and economic conditions are the main factors that push mostly young women (19-26) to the prostitution. Many women got trauma's during their childhood and teenage years, 70 % continue experiencing violence from their cohabiters or pimps.

4) Sipavičienė, Audra, Danutė Tureikytė, Rasa Erenaitė et al. 2004. *Prekyba žmonėmis: problemos, sprendimai, žvilgsnis iš vidaus* (Trafficking in women: problems, solutions, insight from Inside). Vilnius: Socialinių tyrimų institutas

Keywords: Trafficking in women, international migration, illegal business, prostitution, human rights, employment abroad, psychological violence, sexual abuse

This study presents theoretical background of trafficking in women connecting it to the illegal migration, illegal business and social aspects of prostitution. The study provide the definition of trafficking based UN Committee Protocol on trafficking in human beings, particularly women and children, its prevention, control and punishment in 2000. Authors analyse the situation in Lithuania where provide economic reasons for trafficking (high rates of women's unemployment, low position in labour market, high burden of care and supply for their families) , psychological (traumas in childhood, violence in family, vulnerability, lack of self-confidence), legal (institutional responsibility, borders' controls, unpunished organizers of trafficking) and political (lack of political will to combat trafficking, corruption). The study also presents the legal and political measures to combat trafficking in women. It give a brief survey of international and national legal acts that enshrine the provisions for combating violence. The authors describe the measures of national program of Prevention and Control of Trafficking in Persons and Prostitution for 2002-2004. The innovative aspect of this study that it suggests approaching the problem of trafficking in women as a very complex social problem where economic, gender, family, education, cultural and other issues interplay and overlap.

5) Vaičiūnienė, Laima. 2003. *Seksualinis priekabiavimas. Nekaltas flirtas ar žmogaus teisių pažeidimas* (Sexual harassment. Innocent flirt or violation of human rights). Vilnius: Lietuvos respublikos Seimas, JNVP.

Keywords: sexual harassment, legal concept, forms of sexual harassment and methods to combat sexual harassment

The study presents the concepts of sexual harassment as defined in the laws of Lithuania – as the violation of human rights on the grounds of gender. The author gives a brief overview on differences of the concept of sexual harassment from the other forms of harassment and highlights the liability according to civil, administrative and criminal legislation. Also it gives practical guide how to differentiate sexual harassment from any possible flirt and where to apply in the case of sexual harassment.

6) Palavinskienė, Brigita and Saulė Vidrinskaitė. 2002. Smurtas prieš moteris (Violence against women). *Feminizmas, Visuomenė, Kultūra* 4: 67-77

Keywords: violence against women and children, legal concept of violence, sexual violence, physical violence

In general violence as a crime committed in public is banned under the legal acts of the Republic of Lithuania. Constitution guarantees the right to the security of private life, however, the data provided by the UNDP in 2001-2002 shows that 82% women experienced psychological violence, 35% - physical violence. Economic violence is still considered as non-existent in Lithuania. Legal acts do not provide the legal definition of domestic violence. The authors identify several problems of ignorance of the problem of domestic violence in society. Firstly, they point to the unqualified police staff who avoid interference in the private conflict. Secondly, the existence of the private accusation practices in the case of domestic violence. It means that the victim should initiate the case against perpetrator, to collect enough evidence and witnesses and continue to live in the same living quarters with the perpetrator. Finally, stigmatised attitudes of society to the victims of domestic violence also prevent the victim to stand for their rights.

The authors concluded that their research of 280 women – victims of domestic violence, proves that majority women experience domestic violence from their husbands and close people. This suggests that private life is a very insecure for women in Lithuanian society.

7) Reingardienė, Jolanta. 2001. *Socialinis prievartos prieš moterį kontekstas Lietuvoje (Social context of violence against women in Lithuania)*. PhD diss. Kaunas. Vytauto Didžiojo Universitetas.

Keywords: violence against women, public/private dichotomy, gender identities, patriarchal cultural norms, family.

Violence against woman in this study is defined as any act directed towards woman by her intimate male partner that results in, or is likely to result in physical, sexual, or psychological harm or suffering to woman, including threats of such acts, coercion, or arbitrary deprivations of liberty, occurring in private sphere. The research tradition of the subject proves that despite its historical tradition that goes back centuries and cuts across continents, male to female violence needs to be examined within a particular social historical context, which shapes its social acceptability and meaning. To consider and to conceive the dynamics of the subject and its social context is an important theoretical as well as practical task: on an individual level - for raising women's consciousness, on a social policy level - for developing the conception of gender relations and in defining priorities for gender policy in the country.

4.2 English sources

8) Reingardienė, Jolanta. 2002. Historical and theoretical discourses in violence against women research. *Feminizmas, Visuomenė, Kultūra* 4: 48-66

Keywords: violence against women, sociological theories, power relations, instrumental power, traditional norms, human rights.

This article discusses theories of West European and North American social scientists on violence against women and conceptualise violence as pathology, manifestation of expressive aggression, instrumental power, acceptable behaviour by justified norms and problem of human rights.

9) Mikalajunaite, Raimonda. 1999. Sociological survey of the Problem of Violence Against Women in Lithuania. In *Violence against Women in Lithuania*. 62-92. Vilnius: Danielius (Women's Issues Information Centre)

Keywords: domestic violence, psychological violence, physical and sexual abuse, familial and interfamilial violence.

The author of this article suggests the definition of domestic violence that contains three main elements: psychological, physical and sexual abuse in the familial and inter-familial domains. The analysis covers a broad range of gender relationships in these domains including close (husband-wife) and extended family members (fathers- daughters, in-laws, stepfathers, step daughters), co-habituating relationships and pre-marital relationships. The findings of the research show that many young women that experienced any type of violence in the familial domain very rarely apply to the legal, medical and psychological institutions for help, assistance or rehabilitation. The explanations for this situation are identified in the mistrust of the legal authorities and, the most important, is the fear of victims for publicity. Thus the author concludes about the gendered power relationships in Lithuanian society where women always occupy subordinate position and argues to conceptualise violence as a powerful social control mechanism most frequently exercised by men.

10) Purvaneckiene, Giedre. 1999. Public Opinion on a Scope of Violence against Women in Lithuania. In *Violence against Women in Lithuania*. 16-23. Vilnius: Danielius. (Women's Issues Information Centre)

Keywords: sociological survey, violence against women, human rights, family, invisibility of domestic violence

This article presents the evidence of sociological research on a scope of violence against women and presents the results of the research. The author argues about the invisibility of this problem due to non-interference attitudes to the private family issues. The author, the active proponent of the women's movement, approaches VAW as a human rights problem that should be resolved and victims should be protected. However, research has showed that the society is not ready to solve the problem of VAW and delegate this responsibility to the family institution. As a result, police interference is very vague and helpless in this matter. Therefore, as an activist of the women's movement in Lithuania the author suggests educating and empowering society to undertake effective measures and combat VAW.

11) Purvaneckiene, Giedre. 1999. Violence against women; victim survey report. In *Violence against Women in Lithuania*. 93-139. Vilnius: Danielius

Keywords: sociological survey, violence against women, domestic violence, sexual harassment, sexual abuse.

This article presents the evidence of sociological research on violence against women in family and outside family. The article presents data about social-demographic characteristics of victims and their relationship to the abuser. The author analyses the cases of sexual harassment and sexual abuse, the invisibility of these crimes in society and victims' experiences.

12) Skucas, Loreta 1999. Young People and Rape Myths. In *Violence against Women in Lithuania*. 24 – 61. Vilnius: Danielius,. (Women's Issues Information Centre)

Keywords: sociological research, rape, victim's guilt, patriarchal values, stereotypes.

The author presents three types of myths that represent society's attitudes towards rape. These are following: victim-blaming presumptions, patriarchal values and stereotypical gender roles in society and simplification and victimization of women. The author draws the attention on the inconsistencies in legal system, because of lack of protective measures in the cases of intimate rape (rape in marriage, partnership or friendship), indifference and non interference of law enforcement in such cases. This is interconnected with the public attitude that family is a closed private zone and stereotypical gender roles and power relationships within and outside family. The author concludes about the existing oppositional private/public division where private relationships are still overlapped in the patriarchal value system, traditional understandings of femininity and masculinity and gendered power relations.

13) Seduikiene, Jurate. Official statistics of violence against women. In *Violence against Women in Lithuania*. 4-10. Vilnius: Danielius,. (Women's Issues Information Centre)

Keywords: statistics, violence against victims, crime data, police registers, police non-interference, private domain.

The article presents the problem of official statistics to gather gender segregated statistics and reveal the crimes on domestic violence. The only source of domestic violence cases could be identified from the police registers. The author presents the statistics of so-called domestic conflicts fixed by police. The article concludes that absence of systematic data collection along gender crimes makes a great impact on invisibility of the domestic violence against women.

4.2.1 Comparative studies

14) Council of Europe. 2006. *Combating violence against women. Stocktaking study on the measures and actions taken in Council of Europe members States*. Strasbourg: Directorate General of Human Rights. <http://www.coe.int/equality>

Keywords: monitoring law and policy, violence against women, domestic violence, sexual harassment,

This is a comparative study of all member state of Council of Europe on legislation, policy documents and policy mechanisms to prevent, protect and combat violence against women. It provides the methodology of monitoring and results obtained. Research covers health-care system in order to identify the cases of violence against women, negative impact of children, cost of violence and positive policy actions to resolve the problem. The study also carefully examines and compare the legislative trends in the member countries of the council of Europe and apply intersectional approach to resocialization of perpetrator and child protection. The study provides the linking approach of various legal frameworks and complexity of awareness raising campaigns for more effective problem solution.

15) *Violence against Women. Do the governments care? NGOs Fact Sheets on the State Response.* 2006.

http://www.stopvaw.org/Violence_against_Women_Do_the_Governments_Care_NGO_Reports_on_the_State_Response2.html

Keywords: comparative analysis, Central and Eastern Europe, violence against women, legislation, policy documents, education tools, awareness raising campaign, media

Based on Recommendation Rec (2002) 5 adopted by the Committee of Ministers on 30 April, 2002, the Network Women's Program at Open Society Institute initiated the monitoring on measures and commitments of the governments of the Central and Eastern Europe to combat violence against women. 22 countries participated in the monitoring. The fact sheets for each has been prepared and placed on the internet. These Fact Sheets issue clear recommendations to governments, serving as effective tools for advocacy at national and international levels.

On Lithuania the main findings show that regardless the national programs on combating violence against women and trafficking and prostitution, the government lack the systematic and consistent approach to the problem. The prevention measures are overlooked, the financial commitments ignored and general gender sensitive policies absent. The policy makers have limited knowledge and understanding on gender mainstreaming.

16) Tureikyte D. and A. Sipaviciene. 2001. Trafficking in Women In Lithuania: Magnitude, Mechanism and Actors. In. *Trafficking in Women and Prostitution in the Baltic States: Social and Legal Aspects.* International Organization for Migration. Regional Office for the Baltic and Nordic Countries.

Keywords: trafficking in women, migration, prostitution, human rights, gender equality.

The whole study provides the comparative analysis on reports by IOM in Baltic states (Estonia, Latvia and Lithuania)

This article suggests investigating the complex issue of trafficking from three theoretical streams: theory of migration, a model of human smuggling and social concept of prostitution within the broader international context. The authors identify the concept of trafficking in women as an illegitimate side of the global migration

business with a complex intrinsic structure. They present the report of the IOM activities in Lithuania and highlight the gender-specific nature of many violations of human rights connecting to the feminization of poverty, the denial of equal rights and lack of economic opportunities as well as women's deprivation of social power. This critical approach suggests rethinking deeply-rooted concept on trafficking in women as indispensable aspect of prostitution as used by Lithuanian government agencies, NGOs and certain experts, referring to the moral aspects and inherent indignity of prostituting females. The current study investigates the situation of a country through three interrelated processes: mobilization and recruitment of migrants, their movement en route, and their insertion and integration into labor markets and host societies of the destination countries. The authors argues that explanations for the individual decision to migrate must be closely combined to structural context in gendered terms (gender roles, ideologies and practices).

5 OPERA - Gender Training Books and Manuals

1) Davidavičius, Algis, ed. 2006. *Šeimai palanki darbo aplinka: geros praktikos gairės darbuotojams, darbuviams ir politikams*. Vilnius

Davacavicius, Algis, ed. 2006. *Guidelines of good practice in reconciling family and work for workers, employers and policy makers*. Vilnius

Keywords: gender inequality, reconciliation of work and family, work environment, gender equality policies

These two guidelines were published in Lithuanian and English and contains material on consequences of gender inequality in welfare state and positive impacts of practicing family friendly policies. It is written in everyday language, based on practical real examples in four countries (Denmark, Iceland, Italy and Lithuania) and without much theoretical argumentations.

2) Mackevičiūtė, Indrė, comp. 2005. *Lyčių lygybės principo įgyvendinimo gairės Lietuvos savivaldybėms* (Gender mainstreaming guidelines for municipalities in Lithuania). Vilnius.

Keywords: gender mainstreaming, gender equality, legal aspects, gender equality policies, municipalities, 3R method

This manual presents theoretical and practical tools of gender mainstreaming in municipalities. Based on Swedish experience, it introduced 3R (Representation, Resources and Reality) method which helps to measure gender inequality in municipal work. By using this method the municipal civil servants are encouraged to make small- scale research in their work place and find the solutions how to deal with the gender imbalances in their work environment.

3) Jankauskaitė, Margarita and Indrė Mackevičiūtė. 2005. *Lyčių dialogui atvira bendruomenė. Kodėl reikia ir kaip galima siekti lyčių lygybės?* (Community open for gender dialogue. Why and how can we implement gender equality)

Keywords: gender mainstreaming, gender equality, gender stereotypes, gender roles, 3R method

This manual provides practical information why gender equality is important for women and men in everyday life, what are the costs of gender imbalance in public and private sphere and the methods to overcome gender inequality.

6 FRAGEN

In Lithuania there is no one specialized documentation centre that would collect all relevant materials in the field of gender equality policies.

There are libraries that fragmented selections on gender equality policies have been stored:

Academic books only could be found at

- the Centre of Gender Studies, Vilnius University <http://www.moterys.lt>
- the Centre for Social Research, Vytautas Magnus University, Kaunas <http://www.vdu.lt/sociologija/main.php/id/1000130/lang/1>

Academic books, selected publications and documentation on gender and gender equality policies could be found in the joint library of the Office of the Ombudsperson for Equal Opportunities and Centre for Equality Advancement

http://www.gap.lt/library_search)

Some fragmented documentation could be found at the library of the Women's Information Centre. <http://www.lygus.lt/biblio/>