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Quality in Gender<sup>+</sup> Equality Policies

State of the art and mapping  
of competences report:  
Lithuania



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#### ABOUT QUING

QUING is a 54-month long international research project that aims to address issues of gender and citizenship in the European Union and to provide innovative knowledge for inclusive gender and equality policies in present (and future) EU member states. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy-making? 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, and is divided into five building blocks (LARG, WHY, STRIQ, OPERA, FRAGEN; [www.quing.eu](http://www.quing.eu)). The project runs from October 2006 – February 2011. QUING involves twelve project partners across Europe and is coordinated by the Institute for Human Sciences (Institute für die Wissenschaften vom Menschen) in Vienna, Austria.

The Center for Policy Studies at Central European University (Budapest, Hungary) is responsible for coordinating LARG research tasks and covering the following countries within the research project: Bulgaria, Hungary, Latvia, Lithuania, Poland, Romania.

#### ABOUT THE PAPER

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 building blocks of the QUING project (LARG, WHY and STRIQ). Added to this, some information is included that facilitates the preparation of the activities in FRAGEN.

This report is structured the following way: 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 themselves 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 centers specialized in gender equality policies on national level.

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## I. Introduction

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

In general, the development of an academic discourse on gender equality in Lithuania has been shaped by the importing of international (western) theoretical discourses. These theories have been used to analyze empirical data on the participation of women and men in the public sphere, legal instruments, and institutional mechanisms for preventing discrimination against gender and public opinion on gender equality

### *Non-Employment*

The subject of employment and gender equality in Lithuania is a main research focus of sociologists. Most work in this areas concerns the sociology of gender and policy-oriented research on the welfare state and gender equality, qualitative and quantitative research on paternal leave, the reconciliation of family and work, social services for families facilitating women's employment in the public sphere, gender segregation in the labor market, cultural stereotypes about femininity and masculinity, and discrimination and marginalization against aging and rural women. In general, social scientists conclude that employment is a crucial source of power, resources, quality of life and identity and in Lithuanian society, which is attached to the male identity. By and large, social scientists' research advocates: the model of the double breadwinner family; the expansion of quality social services by the welfare state to help with the reconciliation of family and professional life; and the need to eliminate the dichotomous boundaries between public and private spheres by involving men in unpaid work (in the private sphere) and shifting women's orientation toward careers. For this purpose, structural measures for the institutionalization and defeminization of care (for children and others) should be introduced by the state. Some social scientists highlight the necessity to evaluate the cultural factors, which impact social inequalities and limit the development of the welfare state in Lithuania. Emerging academic inquiry into masculinity studies show the limited participation of men in childcare and domestic duties, as well as society's reservations about the ability of males to serve as caregivers.

Though academic research on inter-sectional connections between gender and ethnicity is very limited in Lithuania, one significant sociological study does provide a complex analysis on segregation in labor market by ethnicity. This study shows that ethnic minorities tend to have a lower economic and social status in Lithuanian society. Women of ethnic minority groups are at a

particularly social and economic disadvantage, and research suggests that their status has decreased since the early 1990s.

### *Intimate citizenship*

Intimate citizenship in Lithuanian academic discourse is addressed through the concept of the family and representations of hetero-normativity, traditional and non-traditional partnerships, and the silence on sexual identity, and has been investigated thoroughly by sociologists and social demographers. As a result, much academic research concentrates on the institution of the nuclear family, heterosexual partnerships as the norm within the family, demographic characteristics of the family and trends in contemporary society (late marriage age, cohabitation, fertility control, high rates of childbirth out of wedlock, single motherhood), changing family values, the relationship between population decline and gender equality in Lithuania. 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 have pointed out, politicians in Lithuania do not distinguish between these institutions. They adopt laws that privilege (heterosexual) married couples and discriminate families living out of wedlock.

Research into the portrayal of relationships in the media has contributed to a better understanding of ideas about traditional and non-traditional family and the reproduction traditional gender roles and normative heterosexuality. Homosexual partnerships in particular are constructed as dangers and threats to the Lithuanian nation — to the social order, and to society's wealth. The intimate relationship between "the family" and "the nation" is part and parcel of the dominant discourse in society and shapes what kinds of sexual and gender identities are acceptable and seen as "natural" in Lithuanian society. That is, "acceptable" citizens are heterosexual; they are members of heterosexual marriages and within these relationships, they perform "natural" gender roles. Gays, lesbians, single parents, cohabitating families are excluded from dominant ideas about citizenship, civil society, and the nation.

Though the family as a space of private relationships occupies an important theme in analyzing the adaptation strategies for ethnic minorities in Lithuania, academic research along these lines is largely gender-neutral. Legal literature also tends to be gender neutral, such as when investigating issues of discrimination and (in)tolerance.

### *Gender-based violence*

Scientific inquiry and policy debates on violence against women, including sexual harassment, trafficking in women, sexual exploitation, can be characterized by descriptive work, lacking any critical reflection, contextual analysis, or attempts to construct integrated theories. The contribution of theories and their testing in the field of gender violence are at a very early stage of development in Lithuania.

The subject of violence against women has caught the attention of some legal scientists, who have dealt with international instruments and the limits of national legal regulations, and approach violence against women as an issue of human rights.

Trafficking and prostitution have been investigated by social scientists and practitioners of the International Office for Migration, Vilnius bureau. They suggest investigating the complex issue of

trafficking from three theoretical streams: theories of migration, a model of human smuggling, and a social concept of prostitution within the broader international context. They 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, violating many human rights.

## II. 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:** labor market, equal gender opportunities, gender division of labor, gender roles, discrimination, career mobility

This article presents the unequal positions of women and men on the labor market from 1990 till 2005 in Lithuania, suggesting that inequalities are deeply rooted. The reasons for existing inequalities, the author argues, pertain to economic rights, the distribution of resources, the wage gap, horizontal and vertical labor market segregation along gender lines, difficulties reconciling career and family life, and imbalances in decision-making processes. Women's unemployment is higher than men's; this has been the trend from 1990 to 2005. Long-term unemployment is wide-spread particularly among women. Gender stereotypes are also deeply rooted in culture, in terms of the dividing of tasks according to traditional gender roles ("women's job" vs. "men's job"). The public/private divide along gender lines, the author argues, is produced and reproduced by patriarchal values in traditional culture and family. The author concludes that regardless of the enforcement of laws on equal opportunities in the labor market and changes in economic activity in society, the gender division of labor, stereotypes about gender roles, and 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. Vilnius: Dailės akademijos leidykla.

**Keywords:** mass cultural, visual language, cultural approach to gender sexual object, gender-based violence.

This article deals with visual representations of women and men in mass culture in order to show the "hidden" gendered hierarchies and power relationships in society. The author argues that visual codes in Lithuania are based on a woman/man opposition and the confirmation of the "natural" hierarchy of the sexes, which are conveyed through an emphasis on "natural" and status differences. The article explores a broad range of advertisements in sports, politics (election campaigns), and consumer culture. The author argues that pornographic images create meaning and legitimize violence against women, because they induce the attitude that women seek violence or sexual abuse; there is a tendency to interpret woman's refusal to engage in sexual activity as a seductive "trick." This line of thinking, the author argues, equates rape with a romantic affair. The article concludes with the need to rethink critically the heterosexual imperative in visual representations of the sexes as a step toward achieving structural changes in gender inequalities.

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

**Keywords:** feminist movement, globalization, gendered economy, gendered budgeting in Lithuania

This article briefly presents scholarly research by international feminists on the gendered economy. The author brings attention to the lack of studies that integrate gender into economic research in Lithuania. She presents her research on gender imbalances in macroeconomics and budgeting. Reproductive economics, or the reproduction of human resources, for example, are not considered in Lithuanian fiscal policy. A great deal of "women's work" is unpaid and excluded from monetary evaluation. The author argues that this exclusion has a negative consequence on women as social group, in the form of poverty, profession and careers, and so forth. The author also presents the gender inequality in the distribution of EU funds and the state budget of Lithuania. A gender-sensitive budget shows that spheres dominated by men (defense, transportation, energy) are relatively well financed; spheres dominated by women (education, healthcare, culture) receive minimal resources.

4) Stankūnienė, Vlada, Aiva Jasiulionienė, and Raminta Jančaitytė. 2005. Šeima, vaikai, šeimos politika: modernėjimo prieštaros [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 an in-depth study about fertility decline in Lithuania, and attempt to identify reasons for the current demographic crises in the country. They argue that vague mechanisms and a lack of political will to advance gender equality in public and private spheres negatively impact population growth. The authors, referring to international academic writing, present the concept of the "traditional family" (two-parent household, early age of marriage and childbearing). They argue that this traditional model has undergone a transformation in Lithuania as in other European countries. The authors, however, claim that Lithuania's family policy is not ready for challenges of modernization. Contemporary family policy, for example, does not prioritize opportunities men and women to engage in economic activity, reconciling employment and family roles, but retains the same already set form of maternity/paternity leave. Other available complex measures such as flexible and sufficient childcare services, flexible employment arrangements, practical gender equality in public and private spheres and flexible system of housing are underdeveloped in Lithuania. The authors propose a complex model of family policy, which should be integrated into gender equality policy, as well as into policies on childcare services, employment, housing, education, culture, and 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. <http://www.ku.lt/sociologija/EN/issue.php?uid=14> (accessed February 16, 2009).

**Keywords:** symbolic gender representation, psychoanalysis, gender theory, mass media, “everyday pornography”, eroticization of violence, silencing of women.

This article contributes to academic discourse in Lithuania by offering an analysis of symbolic gender representations and the gendered imagery in modern popular culture and mass media. By applying tools from psychoanalysis, cultural gender theories, and mass media the author looks at representations of women in popular images. The author focuses on the deeply rooted codes of “everyday pornography,” in terms of the naturalization of gender hierarchy, the objectification of women through images, the eroticization of violence, and the silencing of women in Lithuanian mass culture. The author presents the visual strategies that reinforce masculine hegemony and critically evaluates heterosexual imperatives and the normative gender system.

6) Juraitė, Kristina and Arnas Zdanavičius. 2004. Lyčių lygybės vertinimai ir Lietuvos viešoji nuomonė [Evaluations of gender equality and public opinion in Lithuania]. *Sociologija. Mintis ir veiksmai* 3: 95-109 <http://www.ku.lt/sociologija/EN/issue.php?uid=14> (accessed February 16, 2009).

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

The main goals of the article are to analyze public opinion towards gender equality and to identify understandings of normative and empirical (gender) equality in Lithuania. The authors argue that, in Lithuania, theoretical discourse on the conceptualization of gender equality is limited. Generally, Lithuanian academic analyses of gender equality are based on deductive methods, normative concepts (like gender roles and "traditional" relationships), and quantitative research. Empirical data shows that, regardless of important legislation, women's situation barely improved in the period from 1994 to 2000, particularly in the private sphere. Women and men in Lithuania strongly support traditional gender relationships with a clear, gender division of labor and a hierarchical division of private/public spheres. The authors suggest that these findings show that there is 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, practical application of gender mainstreaming in EU, gender equality policies in Lithuania, sociological survey, public opinion

Though drawing very little from existing theory on gender mainstreaming and related concepts, this study presents a 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 author presents popular attitudes to gender roles and meanings, and experts' evaluation on the trends in 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. <http://www.ku.lt/sociologija/EN/issue.php?uid=14> (accessed February 13, 2009).

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

Reingardienė analyzes the concept of gender mainstreaming, related theoretical innovations, and practical challenges to its application. By analyzing 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: In Lithuania, she shows, gender mainstreaming lacks political commitment, is poorly understood, and is fragmented, or unsystematically and inconsistently implemented. On the theoretical level, the policies of gender mainstreaming in Lithuania have understood such that gender equality is involved throughout political processes. On the practical level, there is no understanding of the importance of gender, and no clear vision of why and how gender equality should be implemented. The article concludes that, *de jure*, gender equality and gender mainstreaming exist in Lithuania, but *de facto*, the practical steps needed to improve gender sensitivity and equality have not been articulated.

9) Kublickienė, Lilija. 2003. Vyriškų vaidmenų ypatumai dabarties Lietuvoje [Peculiarities of Men's Roles in Present Lithuania]. *Sociologija: Mintis ir veiksmai* 2:77-86. <http://www.ku.lt/sociologija/EN/issue.php?uid=11> (accessed February 16, 2009).

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

This article presents a critical evaluation of the concept of masculinity in Lithuania, based on the research project, "Crises of Men's Roles." The results of this research show that patriarchal norms regarding men's roles and concepts of masculinity dominate in Lithuania. This is expressed through a man's ability to earn money and provide fully for his wife and children, complete the small-scale repairs and physical labor at home, and defend himself and his dependants.

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

**Keywords:** sociological research, women's political participation, gender roles, equal opportunities

Public opinion surveys carried out in 1994 and 2000 on women's political participation reveal that still, a large portion of the population thinks that women lack political competencies, and interest in politics, and 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* 2001: 107:117.

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

This article deals with the tools needed to defend human rights and equal rights for men and women. It considers ways to ensure the upholding of equal rights, as guaranteed in international human rights instruments, the Constitution of Lithuania, and other laws. Also, it presents the juridical powers of the Ombudsperson for Equal Opportunities (established 1999), is responsible for the implementation and supervision of the Act on Equal Opportunities for Women and Men (1999) in Lithuania and for investigating complaints from victims of discrimination, including gender-based discrimination,

12) Droblytė, Patricija. 1999. Feministinė jurisprudencija ir liberalios valstybės kritika [Feminist jurisprudence and critique of the liberal state]. *Feminizmas, Visuomenė, Kultūra* 1999: 17-27.

**Keywords:** feminist theory, legislation, gender equality, liberal state

This article presents a critical overview of Law of Equal Opportunities from the perspective of western feminist legal discourse, and shows the limitations of Lithuania's legal documents to achieve equality (*de facto*). Despite recent laws that have shifted the political discourse and suggest a progress toward gender equality and equal opportunities, structural and cultural obstacles in Lithuanian society mean that these laws are "declarative" and exist solely on paper. Droblytė shows that laws and the legal discourse continue to operate only within the public sphere and to do intervene into the private sphere, where gender divisions (of tasks, roles, and power relations) reflect deeply structured inequalities. The public sphere accommodates "universal" principles of equality, based on the male-norm perspective.

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

**Keywords:** gender equality, legislation, international legal instruments

This article reviews national legislation and international instruments on gender equality and the effects and limitations of their application in Lithuania. In general, the article deals with the legal discourse on gender equality and presents its key legal concepts. The author describes the laws that regulate political participation, and economic, social, and cultural rights, and the available instruments that guarantee equal political, social, economic and cultural rights for women and men in Lithuania. It should be noted that the author's detailed listing of laws, does not provide a critical assessment of legal regulations or the limitations of their application along gender lines.

## 1.2 English sources

14) Krupavičius, Algis and Irmina Matonytė. 2003. Women's Representation in Post-Communist Lithuania. In: Women's Access to Political Power in Post-Communist Europe, ed. Richard E. Matland, Kathleen A. Montgomery. Oxford: Oxford University Press.

**Keywords:** gender equality, representation, gender quotas, women's movement, political participation

In this chapter, the authors present extensive public opinion polling information that show there is only a small difference between men and women in terms of how politically involved they are. In terms of voting, interest in politics, participating in political discussions there are only limited gender differences. The authors also evaluate the electoral system, nomination procedures and the effects of political ideology on women's access to power. There is a clear upward trend in terms of fielding women candidates among all the parties over time. The authors attribute this partially to a change in the electoral system, partially to an improvement in the economy so that "mid level issues" such as representation became more prominent and partially to parties internal decision making to promote women. Interestingly, women are much better represented in parliament in parties of the right than parties of the left. A look at the nomination numbers show that women were nominated in significant numbers by most parties, but because the Lithuanian Conservatives (Homeland Union) won significantly more seats they were able to go deeper into their list they elected more women. Even when this effect is taken into account, women tend to slightly better with the center and right parties than the reformed communists. The authors suggest this is at least partially explained by the strong links between the Lithuanian parties and their Western sister parties who have emphasized the importance of descriptive representation.

15) Mackeviciute, Indre. 2005. Equal Opportunities for Women and Men: Monitoring law and practice in Lithuania. In: Equal Opportunities for Women and Men: Monitoring law and practice in new member states and accession countries of the European Union. Budapest: Open Society Institute.

[http://www.soros.org/initiatives/women/articles\\_publications/publications/equal\\_20050502/eow/mlithuania\\_2005.pdf](http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502/eow/mlithuania_2005.pdf) (accessed 11 February 2009).

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

This study is part of a major project on equal opportunities in new and accessions states of the European Union. It assesses *de jure* and *de facto* implementation of equal opportunities legislation in Lithuania. A detailed assessment of legislative developments, institutional mechanisms, policies, programs, and research at the national level is provided. The report also contains key recommendations related to equal opportunities.

16) Matonytė, Irmina 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 in post-Soviet Lithuania and women's participation in politics. According to the authors, the under-representation of women in national-level politics was shaped by the dominance of macro-political issues over the political discourse. Democratic consolidation and the stabilization of the social and economic environment in 1994-1997 opened new ways for women's issues enter the political agenda. Moreover, if at the end of the Soviet period, men took the most visible roles in the

oppositional movements, in the years since 1989, civil society has become an arena for women's political action, while national politics – the arena for asserting new powers and influence – has been a male realm. Within civil society, women have been more likely to be involved in associations related to public service, education, self-support, and less in those with more conventionally political agendas. In government, the numbers of women increased as one moved from national to regional to local offices. Matonytė and Krupavičius talk about the double-track development of women's NGOs in Lithuania: one originated from local, grassroots initiatives, and another on the base of, and ultimately dependence on, international aid. As most NGOs lack domestic sources of financial support, in Lithuania, most organizations depend on highly competitive international programs, and struggle to promote a bigger initiative.

17) Novikova, Irina. 2004. Gender equality and gender mainstreaming - achievements and issues. *Sociologija. Mintis ir veiksmai* [Sociology, Thought and Action] 3(14): 6-12.

The Baltic States have made a considerable progress in meeting gender equality directives of European Union (EU) in line with the proclaimed fundamental democratic values of Member States and of Union enlargement policy. Despite progress, equality in day-to-day life is still undermined by structural gender inequalities and unequal access to rights enjoyed by women and men in practice. The issues of women's unemployment, poverty, age, and ethnic background clearly manifest the political preferences by national governances of the Baltic States for the expert-bureaucratic model, based on 'integrationist' approach to gender equality policies and gender mainstreaming, adapted to the national neo-liberal modifications of the former Soviet gender contract.

18) Taljūnaitė, Meilutė and Rita Bandzevičienė. 2004. Lithuania: State of the Art Report. In: *Gender-sensitive and women friendly public policies: a comparative analysis of their progress and impact*. EQUAPOL State of the Art report. 137-154. Luxembourg: Office for Official Publications of the European Communities. [ftp://ftp.cordis.europa.eu/pub/citizens/docs/equapol\\_eur21324\\_ok.pdf](ftp://ftp.cordis.europa.eu/pub/citizens/docs/equapol_eur21324_ok.pdf) (accessed February 11, 2009).

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

This study is part of an initiative aimed at mobilizing research communities in the social sciences and humanities at the European level, and providing scientific support to policies at various levels, with particular attention to EU policy fields. It presents extensive research on gender equality and gender mainstreaming, and emphasizes a number of obstacles impeding the achievement of gender equality, including: frequent governmental changes, the absence of solidarity among women, and stereotypical and very patriarchal attitudes of responsible officials. The authors analyzed policy documents and a sociological survey of attitudes and opinions of policy-makers. They concluded that one of the major obstacles for institutionalizing gender sensitive policies is the lack of political will among constantly changing political actors in decision-making processes. 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.

19) Taljunaite, Meilute. 2004. *The Women's Movement in Lithuania: Discourses and Lobbying Strategies*. Paper presented at the International Institute for Democracy and Electoral Assistance (IDEA)/CEE Network for Gender Issues Conference, The Implementation of Quotas: European Experiences. Budapest, Hungary, 22–23 October 2004. [http://www.quotaproject.org/CS/CS\\_Lithuania-Taljun.pdf](http://www.quotaproject.org/CS/CS_Lithuania-Taljun.pdf) (accessed February 17, 2009).

**Keywords:** gender equality, representation, gender quotas, women's movement, political participation

This study looks at the political participation of women, gender quotas and the women's movement in Lithuania since the early 1990s. Like other countries in Europe, the participation of women in politics in Lithuania has ebbed and flowed. This study examines the electoral system, quota systems, which have changed over the years. It also examines initiatives by NGOs to enhance women's political participation. The study ends with a list of barriers to the implementation of quotas for women.

## 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 hygie Europoje*, ed. Jolanta Reingardienė, 203-236. Vilnius: STI, Vytauto Didžiojo Universitetas.

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

This article shows the existence of some "neo-familialistic" elements in Lithuanian policy paradigm, where, in practice, "gender justice" reflects a division of public and private spheres along gender lines. By analyzing policy documents, the author at the issue of female employment, which is understood as 1) encouraging the re-employment of women who are outside of the labor market because of their involvement in care activities, and 2) promoting new forms of work (flexible time, part-time work, and other). An analysis of the programs of two of the most influential political parties suggests the persistence of neo-familial rhetoric and shows that innovative employment strategies that might facilitate gender equality in public and private spheres have only been weakly promoted.

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

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

*In this article, socially at-risk families are analyzed through the concept of "areas of social tension," which have been influenced by newly emerging factors. The article deals with the socially at-risk families as a separate "marginal class" in order to illustrate their social*

exclusion. Presenting data from five districts in Lithuania, the author shows how factors such as poverty, unemployment, alcoholism, lack of contraception and high fertility rate, child neglect correlate to at-risk families. The author contends that state institutions that provide official data on at-risk families and children do paint a true picture.

3) Reingardienė, 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 Reingardienė: 47-103. Vilnius: STI, Vytauto Ddžiojo Universitetas

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

This article presents a summary of international and national debates on welfare states, gender regimes, and gender inequality in Western Europe and Lithuania. Also, it presents data from research completed in 2006 on ideas about and possibilities for women and men to reconcile professional and family work in Lithuania. The research shows that in Lithuania, traditional patriarchal attitudes prevail. In turn, tasks, spaces, and resources are divided along gender lines. In Lithuania, men continue to occupy the leading position in the public sphere and perform the “breadwinners” role in the private sphere. Work and masculine identity are closely connected. Women, regardless of their employment in the public sphere, are responsible for child-rearing and -caring activities. Consequently, women still are under more pressure than men to balance work and family balance; women pay a much higher price from gender inequalities.

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. <http://www.ku.lt/sociologija/EN/issue.php?uid=14> (accessed February 16, 2009).

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

This article aims to evaluate the opportunities provided by welfare capitalism in Lithuanian society and to analyze the cultural conditions that largely determine the outcomes of social policy actions. It shows how gender inequalities are produced and reproduced in the family. The unequal distribution of care provision in families creates gender imbalances, generates discriminatory attitudes, and undermines the modernization of gender roles. Referring to EU practices, the author argues that the institutionalization of care can help realize equal social rights, enhance women’s participation in the public sphere, and resolve family policy issues. In Lithuania, however, the institutionalization of care reinforces the “traditionalization” of gender roles in the family and society, by feminizing social and emotional care.

5) Reingardienė, 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, socialization (of women), reconciliation of family and work.

This article analyzes experiences the experience of career-women in reconciling family and work, with a particular focus on processes of socialization during childhood, such as regarding gender differences in identity formation, the quality of parent-child relationships, and maternal roles. The analysis suggests that by maintaining a career, mothers can have a strong impact on the daughters, by shaping their values, career-orientation, and conveying strategic skills. The analysis also presents other factors that influence a women's career-oriented perspective from childhood, including: financial shortages, the loss of a parents (mother or father) in early childhood, and other hardships in the family. Reingardienė shows the deeply rooted conflict many career-women face: many consider that family is more important than their career, and yet devote their time and energy for career if they are unmarried (or once children are grown). The author critically approaches the institution of marriage and shows its different meanings for women and men. For men, marriage incorporates stability, security, and emotional and physical comfort, among other advantages. For women, marriage frequently creates conflict of roles. The article shows the mechanisms of constant reproduction of gender inequalities in the family and at work, as both women and men uncritically adopt culturally constructed gender roles and gender identities. Data from interviews show that in Lithuania, women's views on gender equality are often masked.

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

**Keywords:** sociological analysis, career, types of career, career-oriented woman.

This article identifies two groups of factors that shape conceptualizations of "career" by women and men: the objective and subjective. The former relates to culturally and structurally constructed norms, values, and identifications (e.g. gender roles, prestige, high position, big salary); the latter to individual understandings and priorities. The author shows that conceptualizations of career are closely connected to the traditional construct of gender roles, but changeable. The author based his analysis on interviews with career-oriented women. He found that women do not connect work and career opportunities as men do. For men, work is the beginning of a career; for women, work is important, but often separate from their career. Very often, a woman's career is disrupted by pregnancy, care, or relocation because of her husband's career and other factors. Thus, women perceive their career as constant processes, depending on various subjective and objective factors.

- 7) Kasatkina N. and T. Leončikas. 2003. *Lietuvos etninių 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 an in-depth analysis of four strategies of ethnic minorities employed to adapt to or integrate into majority society. It suggests the need to investigate how ethnicity "works" in everyday life, and which differences, particularly symbolic differences, affect minorities' success in adapting to majority society. The authors' findings show that ethnic minority women have experienced a decrease in social status in society in the post-socialist

period. This differs from assessments by (ethnic majority) Lithuanian women, who suggest that their social status improved in the post-socialist period. The authors note that in Lithuania, a clear segregation in the labor market along ethnic lines exists, with members of minority groups occupying positions lower than those of majority groups. Women of minority groups, therefore, are likely to occupy the *lowest* socio-economic rungs or are prone to drop out of the labor market entirely. The authors suggest that more research is needed on these issues.

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, Kultura* 2002:25-36.

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

In this article, the author analyzes the interplay of social relationships in the labor market. She conceptualizes work as a human necessity. Work is part of the human endeavor to seek a quality of life, to fulfill physiological, social, security, and personal needs. Work and self-realization are interrelated. Self-realization happens through work; self-realization is extremely important in the processes of career-making, particularly as contemporary society undergoes political, social, economic and cultural transformations. The author presents the main stress factors that reduce women's ability to pursue careers. One of main obstacles in this regard is the conflict of gender roles in the family and at work, or so-called cultural traps, when rigid gender roles are learned in childhood and impact (or limit) women's possibilities.

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

**Keywords:** sociological research, marginalized women, rural women, unemployment, transition to market economy, social transformation

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, the dissolution of the family, and uncertainty about the future. During recent economic transformations – namely, the transition from the Soviet-era economy to the free market economy -- many rural women lost their jobs and were unable to obtain necessary skills for new jobs and possibilities in the reconfiguring economic and social environment. Due to economic hardships among other factors, rural women experience social stigmatization, are vulnerable to domestic violence, and are prone to economic uncertainty and poverty.

10) Kanopienė, Vida. 2000. Užsiėmimų segregacija Lietuvos darbo rinkoje [Sexual segregation of occupations in the Lithuanian labor market]. *Filosofija-Sociologija*. 4: 57-65

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

Through a sociological survey of employers conducted in 1996-1997, this article strives to understand inequalities between men and women on the labor market by analyzing how occupational segregation is gendered. It argues that cultural norms regarding gender roles in contemporary society and the emphasis on traditional family roles limit women's opportunities on the labor market. In turn, there is an unequal distribution of males and females across most professions and professional levels. The general trends of female employment in Lithuania during the 1990s – during a period of major economic reforms – show a decline in the number of women in many branches of the economy, except for health care and education. Meanwhile, the share of men has increased in many areas, and including the service industry. Vertical segregation is deepening: analysis of statistical data shows women that dominate the bottom of the occupational pyramid, where lower socio-economic jobs are represented. The authors note growing gender inequalities in terms of wage gaps between men and women: there are significant differences between the average earnings in male- versus and female-dominated branches of the economy. To explain these trends, the author argues that employers' demands are grounded in patriarchal understandings of the social roles of men and women. Employers follow traditional sex stereotypes about the abilities and personal characteristics of males and females. The majority of vacancies (i.e. job openings), namely those for upper and medium socio-economic positions, appear to be addressed to men (such as through job requirements developed by employers); women, conversely, are solicited for feminized (and often low-paid) areas of the labor market, or to perform unskilled labor.

11) Kanopienė, Vida. 2000. Darbo pasidalijimas šeimoje [Division of Labor in the Family]. *Feminizmas, Visuomenė, Kultūra* 2000: 83 – 91.

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

Drawing from findings of a general public survey, this article discusses the gender division of labor in the family and presents the concept of non-employment within discourse on the family. Non-employment is understood as "women's work" in the private sphere: caring for house and children, and fulltime involvement with the family (private sphere). This unpaid work is not considered a "job"; rather it is considered as a duty, pleasure, woman's "mission" in life, and part of a woman's self-realization. The authors shows that even in cases when women are employed, labor in the private sphere as "non-employment." The author concludes that in Lithuania, a culture of deeply rooted patriarchal traditions maintains a gender division of labor and perpetuates the idea that women's labor at home is not work.

### ***2.1.1 Comparative studies***

12) Reingardienė, Jolanta, ed. 2006. *(Ne)apmokamas darbas: šeimai palanki darbo aplinka ir lyčių lygybė Europoje* [Between Paid and Unpaid Work: Family Friendly Policies and Gender Equality in Europe]. Vilnius: Socialinių tyrimų centras, Vytauto Didžiojo universitetas.  
[http://www.jafnretti.is/D10/\\_Files/BetweenPaidandUnpaidWork.pdf](http://www.jafnretti.is/D10/_Files/BetweenPaidandUnpaidWork.pdf) (accessed February 23, 2009)

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

This book is the product of the EU-funded project, "Modern Men in Enlarged Europe II: Family Friendly Policies" (2005), which aimed to facilitate changes in the social/institutional system which makes substantial influence on men participation in family-work life reconciliation processes and gender equality promotion. Focusing on personal attitudes and perception of masculinity roles, researchers from participating countries – Denmark, Iceland, Italy, Lithuania – present different welfare systems and cultural/family tradition backgrounds, and the common experience that men take substantial place in the reconciliation of work and family life and play important role in promotion of gender equality in whole society.

## 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: Social Research Center, Vytautas Magnus University. [http://www.jafnretti.is/D10/\\_Files/BetweenPaidandUnpaidWork.pdf](http://www.jafnretti.is/D10/_Files/BetweenPaidandUnpaidWork.pdf) (accessed February 13, 2009).

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

This study, part of the EU-funded project, "Modern Men in Enlarged Europe II: Family Friendly Policies" (2005), focuses on the development of work-family/life reconciliation policies in their shifting relation to equal opportunities policies in both the EU-level and national/Lithuanian contexts of public policy formation. However, the study raises the problem of discontinuity between the present EU-level reconciliation policy discourse and that of equal opportunities/gender equality. The study also examines the patterns in reconciliation of policymaking prevailing throughout the EU that may be of influence and importance to any national member-state context. The analysis deals with publicly accessible expert evaluation of the developments in the EU and Lithuanian public policy systems and their elements, such as policy documents, networks of various policy-making actors and modes of their interaction.

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: Social Research Center, Vytautas Magnus University. [http://www.jafnretti.is/D10/\\_Files/BetweenPaidandUnpaidWork.pdf](http://www.jafnretti.is/D10/_Files/BetweenPaidandUnpaidWork.pdf) (accessed February 13, 2009)

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

This study, part of the EU-funded project, "Modern Men in Enlarged Europe II: Family Friendly Policies" (2005), focuses on three thematic issues: the role of welfare state on gender distribution within labor force and care at home, objectives of different cross national strategies of work-life balance on the political level and their relation to gender equality as well as changing masculinity and its relation to paid and unpaid work. The

theoretical discussion goes on beyond the boundaries between public and private to show that public intervention plays a central role in the regulation of social inequalities at work and in families. The authors show how the structure and the role of the welfare state are influenced by and at the same time reinforce gender assumptions. They analyze parents' experience of 'double role' conflict and reconciliation strategies on interpersonal level as well as ideological, institutional and political obstacles of gender equal reconciliation policies.

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 the active participation of men in family life and a means for the improvement of legal regulation of childcare in Lithuania. Reingardiene argues that Lithuanian politicians and state officers cautiously, yet increasingly openly, indicate that the state should be responsible for gender equality in a family. Almost half of Parliamentarians agree that the legalized participation of men in childcare could help efforts to achieve real gender equality in Lithuania. 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 a concentration only on the individual rights of fathers to paternity leave or the increase of 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 this article, Tereskinas examines how Lithuanian fathers construct (their) masculinity in relation to fathering practices. Focusing on a group of fathers on paternity leave, he analyzes the meanings and experiences of fatherhood, in order to identify whether fathers integrate their (gender) ideas into the hegemonic form of masculinity or construct a new type of masculinity based on their own child-caring experiences. Tereskinas argues that the men examined describe a "hybrid" model of fatherhood that combines the idea of a man as a breadwinner with the notion of a father actively participating in family life and childcare. However, these ideals of the breadwinner man-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: Social Research Center, Vytautas Magnus University [http://www.jafnretti.is/D10/\\_Files/BetweenPaidandUnpaidWork.pdf](http://www.jafnretti.is/D10/_Files/BetweenPaidandUnpaidWork.pdf) (accessed February 13, 2009)

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

The focus of this article (within the the EU-funded project, “Modern Men in Enlarged Europe II: Family Friendly Policies,” 2005) focuses 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 presents international debates on family-friendly policies and suggests that the reconciliation of work and family encompasses a number of facets, including different policies – family policy, gender equality policy, employment policy—and such fields as organizational management and culture. The author analyzes family-friendly arrangements such as family leave, childcare facilities, and flexible work-time. She concludes that in Lithuania, conservative and liberal welfare regimes overlap. This creates limited possibilities for parents to combine work and family obligations. Lithuania has a middle rate of female employment, a very low fertility rate, and well developed and generous leave schemes. However, the lack of childcare services and underdeveloped flexible working arrangements can cause difficulties for parents to reconcile work and family. As some research shows, part-time jobs are not popular because of the 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 constantly struggle to solve “their” problem: the balance of work and family. Patriarchal attitudes of employers impede women’s possibilities to have a career and to reconcile work and family life. In general, the economic and social environment in Lithuania is not favorable 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 Center, Vytautas Magnus University. [http://www.jafnretti.is/D10/\\_Files/BetweenPaidandUnpaidWork.pdf](http://www.jafnretti.is/D10/_Files/BetweenPaidandUnpaidWork.pdf) (accessed February 13, 2009)

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

This book is the product of the EU-funded project, “Modern Men in Enlarged Europe II: Family Friendly Policies” (2005), which aimed to facilitate changes in the social/institutional system which makes substantial influence on men participation in family-work life reconciliation processes and gender equality promotion. Focusing on personal attitudes and perception of masculinity roles, researchers from participating countries – Denmark, Iceland, Italy, Lithuania – present different welfare systems and cultural/family tradition backgrounds, and the common experience that men take substantial place in the

reconciliation of work and family life and play important role in promotion of gender equality in whole society.

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/West European perspective

This book was published under the EU-funded international project, "Modern Men in Enlarged Europe: Developing Innovative Gender Equality Strategies "(2004), which aimed at improving gender equality and fostering the change in gender roles by encouraging men to develop care-giving values. The project revolved around the use of paternity leave as a means to confront stereotypes on men and to develop new images of men as caregivers. Studies by scholars from Denmark, Lithuania, Malta and Norway show the situation of paternity leave, changing masculine identities, and gender equality strategies across these 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 fathers who participated in this project represent the model of generative parenting characterized by the equal sharing of housework, childcare, 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*. Ph.D. Dissertation. Institute of Sociology, Stockholm University.

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

This dissertation takes a step toward providing a better understanding of the development of the post-socialist welfare state from theoretical and empirical perspectives. The overall analytical goal is to assess critically the development of social policies in Estonia, Latvia, and Lithuania, using each as cases of emerging post-socialist welfare states. To examine these cases, the author takes up existing theories, approaches, and typologies that have been used 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.

Maslauskaitė analyzes the sociological aspects that impact cultural ideals about love and marriage, and how these ideals have changed in the second half of the 20th century. She begins by presenting continuities and changes in the structural and cultural factors that

affected the normative motives for marriage (based on romantic love) during the Soviet period. She critically assesses current – though limited – academic research on family and marriage in Lithuania, which deals primarily with the family as a system of social roles. The author argues for rethinking cultural norms of masculinity and femininity in Lithuanian society in order to shift equal opportunities policies from *equality advancement in the public sphere* towards *equal promotion in private sphere*. Also, Maslauskaitė suggests, working to transform culturally-imbedded gender roles will help identify personal strategies regarding individuality, self-realization, and personal autonomy, rather than simply generate criticism of gender roles.. Her own research offers a better understanding of the emotional and psychological aspects of gender roles and 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: 28-3. <http://www.ku.lt/sociologija/EN/issue.php?uid=14> (accessed 16 February 2009).

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

In this study, the author sheds light on the lack of serious academic research on masculinities in Lithuania. Reflecting on existing international academic literature from the field of masculinity studies, the author presents his findings from a survey on attitudes regarding masculinities in Lithuania in 2002. He shows that the normative model of masculinity, as a social norm, is based on a traditional, hegemonic model and on ideas about financial independence, status, success, toughness, and sexual domination. The media also reproduces the image of heroic masculinity as a body that controls and dominates. Men's normative sexuality, according the author's research, is understood as man's readiness to have sex at any time, to satisfy his (female) partner sexually, and to maintain constantly his sexual potential; though heterosexual sex and family are important, displays or experiences of emotions are not considered pertinent aspects of normative masculinity. Meanwhile, descriptions of homosexual masculinity are perceived as deviant and abnormal. The author argues that normative masculinity institutionalized is through social policy, school, family, media, and the 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 family discourses in Lithuanian media in order to representations of the family – the purposes of these representations, and what images of the family dominate in media. The author analyzes media discourse and representations and argues that public discourse and rhetoric in Lithuania are exclusively hetero-normative. Homosexuality, in particular, is represented as deviant and abnormal. The author concludes that deeply-rooted hetero-normative and sexist culture in Lithuania negatively affects all

social groups. If and when members do not "fit" dominant concepts and categories, they are excluded from participation in public institutions and public life and/or disadvantaged, in comparison with the dominant/normative group.

4) Vanagienė G. 2004. Sutuoctinių 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 analyzes the Lithuanian Civil Code, which regulates family and partnership relationships and identifies different legal implications for married couples and cohabitating partners. The Civil Code recognizes only heterosexual partnerships, legally identified as marriage or cohabitating partnerships; it also, it embraces monogamy and the prohibition of marriage between close relatives. The author analyzes differences in how marriages and partnerships are regulating by looking at property ownerships. Married couples have a very clearly defined right to property ownership and common property. In the case of partnerships, the ownerships of property is less clearly defined; ownership is regulated by individuals' rights and claims. Another important regards relates to the time period. In the case of marriage, law immediately recognizes that property is common, while in the case of partnerships, one year must pass before common property is recognized. In terms of non-property relations, cohabitating partners do not have the right to take a partner's last name, or adopt a child (which is only the right of married couples). The author also presents other differences in social rights and opportunities. In some, the article shows that cohabitating partners by law have 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 series of studies is among the first collaborative attempts by Lithuanian demographers and sociologists to reconceptualize social policy and particularly family policy in Lithuania. Previously, this task relied upon experiences and research from abroad, purely demographic data from Lithuania, or policy guidelines of transnational institutions. Though it does not deal with political actors or institutions, the study presents an in-depth study of demographic tendencies in Lithuania and changes in ideas about and values attached to the family among the general population. The authors argue that in general, politicians who develop family policies have limited paternalistic attitudes, while society is tolerant of diverse family forms. These observations contradict other research that shows that traditional family values, which uphold a gendered division of labor and spheres, are still prevalent. The studies present no singular or clear conceptual definitions for key concepts like marriage and family; this creates some confusion.

6) Maslauskaitė, 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]. Ph.D. Dissertation. Vilnius: Institute of Social Research, Vilnius University.

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

Maslauskaitė presents her research on interpersonal relationships, which she conceptualizes as relations between two social interactions: socially normative and intimate. The study suggests rethinking existing discourses on gender equality and culturally constructed masculine and feminine identities, which are constantly and symbolically reproduced by both genders within interpersonal relationships. Structural equalities (in public and private spheres) cannot be automatically transformed without reformulating masculine and feminine identities and normative gender roles. Showing the interrelatedness of intimacy, sexuality, and commitment, the author argues for investigating interpersonal gender relationships as multi-faceted components, rather than as dichotomous.

7) Maslauskaitė, Aušra. 2002 Seksualumo konstravimas biografijoje: lytinio debiuto strategijos [Social construction of sexuality: strategies for sexual debut]. *Feminizmas, Visuomenė, Kultura* 2002: 78 – 88.

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

This article presents changes in sexuality and discourses about sexuality in Lithuania. Sexuality has become a profitable market commodity, the author argues. Analysis of forty life stories of young married people reveals a tendency toward an individual approach to sexuality, gender, and marriage. The author concludes that sexuality still is perceived as a means of constructing gender identity, and that traditional gender identities dominate. Women explore sexual relations to enter the "marital market," and to achieve the status of a married woman. They rationally plan their first sexual intercourse. Men's sexual activity is more accidental; there is often no rational project. Beyond rational and accidental strategies, the author identifies a third strategy, long-lasting romantic relationships, and a fourth, in which sexual intercourse is "postponed" until after marriage. In sum, the author shows that sexuality is a tool for maintaining traditional gender identities; rather than a component of committed and long-lasting bonds between individuals.

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 šiuolaikiniame 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 draws upon existing theories on bodies and images in culture and media, in order to analyze media discourse in Lithuania on sexual minorities and their representation(s). The author's analysis suggests that sexual minorities are represented as public threats and dangers; there is no public discourse that suggests rational communication or debate on

sexual minorities. The author suggests rethinking current representation strategies and providing new alternatives for public debate about sexual identity.

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

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

This article analyzes masculine and feminine identities and the reproduction of gender stereotypes in the mass media in Lithuania between 1990 and 2000. The author uses quantitative and qualitative methods in her analysis of women's magazines in order to discuss gender relationships from a social psychological perspective. Though the author tries to uncover changes in cultural understandings of masculinity and femininity and present these changes in terms of new discourses about masculinity and images of gender roles, she shows that hierarchical gender relations in family persist and are reproduced in women's 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.

Drawing from sociological research, this article deals with changing behaviors and family forms in Lithuania, and looks at values applied to recent trends. In particular, the research focuses on marriage, abortion, cohabitation, justification of divorce and "normalization" of single motherhood. In general, the findings show that regardless of demographic and behavioral changes in Lithuanian society, traditional values concerning family forms and behaviors and gender roles in the family and labor market remain. Interestingly, respondents agreed that women should work in economic and social sectors, but suggested that a child will suffer if his or her mother works. Abortions, in general, were tolerated, but single-parent households were not.

- 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 on the family in Lithuania. The family in academic research has been a preoccupation of ethnographers and ethnologists. This study provides a brief overview of international historiography on the family and applies modernization theory to the investigation of the family at the dawn of the twentieth century. Though presenting a linear transformation from the traditional to the modern family in nineteenth century Lithuanian society, it introduces a new subjects and concepts for research, particularly among historians.

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 analyzes changes in marriage strategies, marriage age, and family forms. The author argues that in the 1990s, a new family form emerged: cohabitation, in which unmarried (heterosexual) couples live together. Though gaining in popularity, rates of this form of partnership are relatively low. This is largely because of the influence of the Catholic Church and traditional "Lithuanian values" it promotes about the importance of marriage. Compared to men, women, as research shows, tend to be much more secretive about cohabitation.

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

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

Žvinklienė discusses classical and liberal theories on the family, offers an interpretation of the development of concepts related to the family in Lithuania from a historical perspective (from the Soviet period to the present), and, drawing from macro-level sociological research, presents her concepts of family. The author argues that in 1990s, a traditional concept of the family with a clear separation of roles in private and public spheres prevailed. Žvinklienė draws attention to some ethnologists, who suggest conceiving of the family as a social institution, which realizes the will of God and duties of community. This ethno-nationalistic view was enforced by ideas about the cultural rights of ethnic Lithuanians within the Lithuanian nation-state to preserve their by assimilating the other ethnic groups. This view allows for calls for mono-ethnic marriages as a means of protecting "the nation," particularly in extreme cases of perceived instability or insecurity. The author also draws attention to demographers, who suggest conceiving of the family as a social unit, comprised of a heterosexual married couple with children. Žvinklienė also presents the "normal" family, according to family policy, which is based around marriage; other forms of family are not recognized. Finally, the author suggests taking up discursive and ideological approaches to analyze the family: the former provides the possibility to research values, norms, and rules, of family life; the latter offers tools for looking at methods of control by looking into legislation and practices and their interpretation.

### 3.2 English sources

14) Reingardiene, Jolanta and Arnas Zdanevicius. Disrupting the (Hetero)normative: Coming-out in the workplace in Lithuania. In: *Beyond the Pink Curtain: Everyday Life of LGBT People in Eastern Europe*, ed. Roman Kuhar and Judit Takacs. Lubljana: Peace Institute. <http://www.mirovni-institut.si/data/tinymce/Publikacije/beyond%20the%20pink%20curtain/04%20-%20Jolanta%20&%20Arnas.pdf> (accessed February 17, 2009).

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

This study is based on thirty-eight in-depth interviews with LGBT people in Lithuania. The analysis aims to explore the under-researched topic of LGBT people and their problems, by how people of “non-traditional sexual orientation” construct their sexual identity at work and what their personal experiences of survival are in heteronormative working environments. The authors analyze how non-heterosexual identities are reflected in their choices of whether to *come out* (i.e. openly revealing their lesbian or gay identifications) or to *stay in the closet* (i.e. not to come out and hiding their sexual identities). They show how the process of coming out is predicated upon cultural discourses, organizational contexts and practices, which deprive lesbian and gay people from human dignity and integrity. As the closet remains a social structure of oppression, coming out as a rational survival strategy for Lithuanian sexual minorities especially in the very masculine and homophobic working environments might be questioned.

15) Pilinkaite-Sotirovic, Vilana. 2003. Family and individual strategies of husband and wife in rural Lithuania, 1864-1904. *L'Homme. Zeitschrift für Feministische Geschichtswissenschaft* 14(1): 55-64. <http://www.gap.lt/fis> (accessed February 17, 2009).

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

This article deals with the specific family and individual member strategies in a household in the second half of nineteenth century Lithuania and shows that husband and wife marital relationships should be conceived not only as the result of ideology, but as a potential indicator of cultural, economic, and social factors. An investigation of the daily practices among emancipated peasants demonstrates that the economic needs of everyday life to a great extent shaped the common family strategies of sustenance and survival. The analysis 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 towards each other and chose individual strategies in order to enhance their respective autonomy. This article argues that female strategies involved a complex linkage of accepting, evading, and resenting husbands' dominance, while male strategies were always based on seeking control over women. Among other findings, with regard to mitigating power relationships, the article suggests new analytical emphasis on the merging of individual's economic, emotional, and social interests.

16) Pilinkaite-Sotirovic, Vilana. 2002. *Family structures and strategies in post-Emancipation Lithuania*. Ph.D. Dissertation. Budapest: Department of History, 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 advocates going beyond sharp the oppositions of structural, material, and collective factors to symbolic, emotional, and individual factors. Doing, so, she argues, would dismantle the traditional-modern dichotomy. The analysis of patterns and changes in family structures and 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 common 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 research by social scientists on state policy and measures to prevent trafficking and prostitution and assist victims. By applying theoretical insights pertaining to social construction and (victim) empowerment, this research evaluates existing models of rehabilitation and reintegration for trafficking and prostitution victims in Lithuania. Research findings show that currently, approaches and policies to assist victims by national, regional and local government bodies are unsystematic and incomplete, and gender has not be mainstreamed. In contracts, NGOs are professional capable but lack financial resources to provides services with regularity. Finally, the authors offers several recommendations that include: developing complex measures and pursuing inter-institutional cooperation; achiveing gender mainstreaming in education and training, particularly for professional staff; and improving financial instruments to allow for systematic and consistent services for victims..

2) Dvilaitis Vidmantas. 2004. Seksualinis priekibiavimas 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 legal definitions of sexual harassment in Lithuania, looking at legislation and analyzing the practical implementation of laws. It presents sexual harassment as a violation of human rights, as codified in the Law of Equal Opportunities for Women and Men and in the Criminal Code. The article also suggests several tools for dealing with perpetrators of sexual harrassment.

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

Drawing from a large-scale sociolocal survey, this article looks at the socio-demographic characterisitics of street prostitutes and their social and economic conditions. It also presents street prostitutes' attitudes to legislation on prostitution and its legalization. Conceptualizing street prostitution as a social problem, the author finds that poor social and economic

conditions are the main factors that push young women (19-26) into prostitution. Many women were traumatized during their childhood or teenage years, and 70% continue to experience violence from their partners, 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

Making use of theory, this study connecting trafficking in women to issues of illegal migration, illegal business, and several socio-economic factors that pertain to prostitution. Using the definition of trafficking from the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, adopted in 2000. The authors analyze the situation in Lithuania, and identify: factors that push women in to trafficking, including economic (high rates of unemployment, low positions in labor market, high burden of care and supply for their families) and psychological (experiences of trauma in childhood, violence in the family, vulnerability, lack of self-confidence); and factors that inhibit the prevention or regulate trafficking, including, legal (weak institutions including border controls and low rates of punishment) and political (lack of political will, corruption). The study also presents a range of legal and political measures to combat trafficking in women. It provides a brief summary of international and national legal acts related to combating violence against women and children, including the National Program of Prevention and Control of Trafficking in People and Prostitution for 2002-2004. One innovative aspect of this study is 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 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 deals with the concept of sexual harassment as defined in the laws of Lithuania. Namely, it approaches sexual harassment as a violation of human rights on the grounds of gender. The author provides a brief overview of differences between the (concept of) sexual harassment from the other forms of harassment, and highlights perpetrators' liability according to civil, administrative, and criminal legislation. Also, it gives practical guidance on how to differentiate sexual harassment from "flirting," as well as how to seek help in cases 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

According to the law of the Republic of Lithuania, violence and persons committed *in public* is illegal. While the Constitution guarantees the right to security of private life, there is no legal definition of domestic violence. Data provided by the UNDP in 2001-2002 shows that 82% women experienced psychological violence, and 35% endured physical violence. (Economic violence is still considered to be non-existent in Lithuania.). Drawing from research of 280 women and victims of domestic violence, the authors identify several problems related to the lack of a codified definition of domestic violence. Firstly, they point to police, who are unqualified to deal with cases of domestic violence and tend not to "interfere." Secondly, they show that current practices mean that, in cases of domestic violence, the victim is responsible for initiating making case against the perpetrator, which requires collecting sufficient evidence and witnesses. Victims also must continue to share living quarters with the perpetrator of domestic violence. Finally, the authors show how attitudes in society stigmatize victims of domestic violence and inhibit the likelihood that a victim will assert his/her rights. In conclusion, the authors contend that their research shows that the majority of women experience domestic violence from their husbands and close people. This suggests that private life is a realm of great insecurity for women in Lithuanian society.

7) Reingardienė, Jolanta. 2004. *Prievartos prieš moterį teorinis diskursas Vakarų šalyse: integruoto konceptualaus modelio paieškos* [Understanding Gender Based Violence against Women: Toward a Conceptual Framework]. *Socialiniai Mokslai* 3 (45).

**Keywords:** gender, violence, family, power, discourse, feminist theory, psychopathology, instrumental power, normative violence, women's rights.

Through a critical analysis of the social sciences literature, this article presents the historical development of the subject and six discourses, as informing and constituting the social scientific discursive field in violence against women research. These discourses reflect certain trends in how violence against women emerged onto the public agenda in Western societies and was responded by the social sciences community in terms of defining the issue and discussing the possible intervention strategies. The study produces an account of the central constructs and dominant metaphors of the discourses, the contextual location of each discourse within the broader histories of discursive meanings, which they reflect and reproduce, the subjectivities they engender, and the implications they have for the social world. Drawing from the discursive resources discussed in the article, the feminist perspective provides an integrated and empirically grounded theoretical account, which enabled to capture the subtle and complex nature of the subject and to locate it into the wider historical, cultural and institutional contexts.

8) Reingardienė, Jolanta. 2001. *Socialinis prievartos prieš moterį kontekstas Lietuvoje* [The Social context of violence against women in Lithuania]. Ph.D. Dissertation. Kaunas. Vytauto Didžiojo Universitetas.

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

In this study, 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. Research on the subject suggests that despite long history of violence against women, crossing centuries and continents, male-to-female violence must be examined within a particular social historical context, which shapes its social acceptability and meaning. Explicating the social context and phenomenon of violence against women by men is an important theoretical and practical task. It requires analysis on an individual level, to raise women's consciousness, as well as on a social policy level, to develop a concept of gender relations and define priorities for gender policy in the country.

## 4.2 English sources

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

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

This article discusses theories from western European and North American social scientists on violence against women. It conceptualizes violence as pathology, an expression of aggression and instrumental power that is justified by existing norms. They present violence against women as an abuse of human rights

10) Reingardienė, Jolanta. 2004. Understanding Gender Based Violence against Women: Toward a Conceptual Framework. *Socialiniai Mokslai* 3(45)

**Keywords:** gender, violence, family, power, discourse, feminist theory, psychopathology, instrumental power, normative violence, women's rights.

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11) Mikalajunaite, Raimonda. 1999. Sociological Survey of the Problem of Violence against Women in Lithuania. In: *Violence against Women in Lithuania*. 62-92. Women's Issues Information Centre. Vilnius: Danielius, <http://www.lygus.lt/ITC/smurtas.php?id=204> (accessed February 16, 2009)

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

Mikalajunaite suggests a definition of domestic violence that contains three main elements: psychological, physical, and sexual abuse in the familial and inter-familial domains. Her 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 who experienced some form of violence in the familial domain rarely apply to legal, medical, and psychological institutions for help, assistance, or rehabilitation. This is because victims tend to distrust legal authorities; further, many do not want their experiences to be known publically. With regard to the gendered power relationships in Lithuanian society, in which women tend to occupy a subordinate position, Mikalajunaite argues for conceptualizing violence as a powerful social control mechanism most frequently exercised by men.

12) Purvaneckiene, Giedre. 1999. Public Opinion on a Scope of Violence against Women in Lithuania. In: *Violence against Women in Lithuania*. 16-23. Women's Issues Information Centre. Vilnius: Danielius, <http://www.lygus.lt/ITC/smurtas.php?id=204> (accessed February 16, 2009)

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

This study presents the findings of a major survey that aimed to: measure the prevalence of violence against women in Lithuania and its structure and features in different population groups; analyze relationships between a victim and the perpetrator; measure the scope of violence in the family and outside the family; study relationships between victimization of women in a marital family and their victimization in a parental family, and violent behavior of their fathers and fathers-in-law against their spouses; study the impact of violence and abuse on women and their reaction to violence; measure the prevalence of sexual harassment and sexual abuse; and study women's concerns with their personal safety and its relation with experienced violence. Findings suggest that: 63.3 % of Lithuanian women have been victims of male physical, sexual violence or threats; women experience violence mostly in their closest environment, and the most often by their spouse; psychological violence takes the form of threats and strongly correlates with violent incidents, and the majority of victims of violence feel strong psychological consequences; in total, 65% of perpetrators were drunk at the moment of the violent incident; and demographic characteristics of victims of violence do not differ essentially from those of women who did not experience violence. Further, the majority of victims of violence need assistance, but only about one half of victims of violence applied for any assistance. And, the majority of them only talked to the person closest to them.

13) Purvaneckiene, Giedre. 1999. Violence against women; victim survey report. In: *Violence against Women in Lithuania*. 93-139. Women's Issues Information Centre. Vilnius: Danielius, <http://www.lygus.lt/ITC/smurtas.php?id=204> (accessed February 16, 2009)

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

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

14) Skucas, Loreta 1999. Young People and Rape Myths. In: *Violence against Women in Lithuania*. 24-61. Women's Issues Information Centre. Vilnius: Danielius. <http://www.lygus.lt/ITC/smurtas.php?id=204> (accessed February 16, 2009)

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

This brief study focuses on young people's attitudes towards rape in order to assess the need for public awareness campaigns and other forms of intervention that would positively influence Lithuanian society's perceptions of sexual assault. Skucas 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. In general, young people believe many rape myths, and women are less likely to believe them than men. The author proposes that a woman's reality in society is such that she is more likely to be a victim of a rape. The author argues for increased research and studies focusing on perpetrator demographics, types of attacks, the victim's rape experience, and male sexual aggression; prosecuting rape as a criminal act; and transforming patriarchal values in society. Though organized efforts are underway, including awareness-raising and some service provision, more initiatives and funding are needed to understand comprehensively and deal with sexual assault. Otherwise, the author contends, the mystification of rape will only continue to play out its harmful effects, reinforcing a cycle of violence.

15) Seduikiene, Jurate. 1999. Official statistics of violence against women. In: *Violence against Women in Lithuania*. 4-10. Women's Issues Information Centre. Vilnius: Danielius. <http://www.lygus.lt/ITC/smurtas.php?id=204> (accessed February 16, 2009)

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

This short report shows that there is a dearth of official data on domestic violence and gender-disaggregated statistics. Public institutions fail to gather data or gather incomplete data. The article concludes that absence of systematic data collection along gender crimes makes a great impact on the *invisibility* of domestic violence against women. The author argues that the government should demand from the Department of Statistics, the Ministry of the Interior, and other ministries to provide more official information about crime and its consequences that is gender specific.

### 4.2.1 Comparative studies

16) Hagemann-White, Carol with Judith Katenbrink and Heike Rabe. 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, Council of Europe.  
[http://www.coe.int/t/e/human\\_rights/equality/05.\\_violence\\_against\\_women/073\\_CDEG\\_2006\\_3.asp#TopOfPage](http://www.coe.int/t/e/human_rights/equality/05._violence_against_women/073_CDEG_2006_3.asp#TopOfPage) (accessed February 16, 2009)

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

The report looks at the extent and costs of violence against women, as well as sources for assessing progress in Council of Europe (CoE) member states in recent years. It provides information on various measures that have been adopted to protect violence of violence: legal measures; safety measures, services, and support; and perpetrator resocialization. It also considers intersections of these measures with child protection. The report presents ways to deter and punish violence against women (including sexual harassment and stalking), such as: penalization and prosecution, attrition and diversion; and advocacy. It surveys approaches to linking different legal frameworks; holistic approaches and awareness-raising; and a thorough overview of monitoring progress in CoE member states. It concludes with a summary and recommendations on measures to protect and empower victims; measures to punish and deter violence; and cross-sectoral measures.

17) Pilinkaite-Sotirovic, Vilana. 2006. *Does the Government Care in Lithuania?* Fact Sheet. Prepared for the Violence against Women Monitoring Program of the Open Society Institute  
[http://www.stopvaw.org/sites/3f6d15f4-c12d-4515-8544-26b7a3a5a41e/uploads/LITHUANIA\\_VAW\\_FACT\\_SHEET\\_2006.pdf](http://www.stopvaw.org/sites/3f6d15f4-c12d-4515-8544-26b7a3a5a41e/uploads/LITHUANIA_VAW_FACT_SHEET_2006.pdf) (accessed February 16, 2009)

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

This "Fact Sheet" is part of the Network Women's Program at Open Society Institute, which initiated the monitoring on measures and commitments of the governments of the Central and Eastern Europe to combat violence against women. Violence against Women "monitors" from 22 countries, representing local NGOs, developed brief reports on national legislation and policies, with recommendations for improved responses to combat violence against women. For Lithuania, the Fact Sheet shows that, while there are several state bodies dealing with gender equality issues (namely, the Office of Ombudsperson of Equal Opportunities), no office deals especially with violence against women, and there is no specific law that covers the problems of violence against women. NGOs – not the government – have taken the lead in offering support for victims of violence. In terms of the media, research shows that journalists do not consider violence against women an important issue; it is highlighted only in extremely cruel cases. In terms of data collection, while 87% of the population recognizes the existence of domestic violence in society, including physical, sexual, emotional and economic forms, official statistics on criminal acts do not include any item specifically on domestic violence or violence against women as such, except trafficking and forced prostitution.

18) 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.

This study, part of a comparative report by the International Organization for Migration, takes trafficking in human beings as a form of organized criminality particularly damaging to women trafficked for sexual exploitation. The three Baltic states have faced trafficking and a significant phenomenon since the early 1990s. As the report puts it, countries who have emerged from the Soviet legacy suffer a lack of new opportunities in the market economy, affecting hardest the women of the ethnic minorities. Many women have seen no other way but to follow the call of the sex industry. Authors from Lithuania identify the concept of trafficking in women as an illegitimate side of the global migration business with a complex structure, and suggest investigating the issue of trafficking by using concepts from research on migration, human smuggling, and prostitution within the broader international context. They explore interrelated processes: the mobilization and recruitment of migrants/trafficked persons, their movement *en route*, and their insertion and integration into labor markets and the host societies of destination countries. The authors present activities of the International Organization for Migration 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, women's deprivation of social power. This critical approach suggests the need to reconceptualize trafficking in women. Representatives of Lithuanian government agencies, NGOs, and certain experts tend view trafficking in terms of prostitution, the authors personalize the issue and show important moral, geopolitical, and socio-economic aspects, that must be viewed in gendered terms (gender roles, ideologies and practices).

### III. Mapping of Competences

#### 1. OPERA: Gender Training Books and Manuals

1) Davidavičius, Algis, ed. 2006. *Šeimai palanki darbo aplinka: geros praktikos gairės darbuotojams, darbuviams ir politikams* [Guidelines for good practices in reconciling family and work for workers, employers, and policymakers]. Vilnius

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

Published in both Lithuanian and English, this manual contains material on the consequences of gender inequality in welfare state, and the positive impacts of practicing family friendly policies. \the manual is written in everyday language, based on practical, "real world" examples in four countries (Denmark, Iceland, Italy and Lithuania). It offers little in terms of theory .

2) Mackevičiūtė, Indrė, comp. 2005. *Lyčių lygybės principo įgyvendinimo gairės Lietuvos savivaldybėms* [Gender mainstreaming guidelines for municipalities in Lithuania]. Vilnius. <http://www.lygybe.lt/ci.admin/Editor/assets/Leidiniai/Lyciu%20lygybes%20principo%20igyvendi nimo%20gaires%20Lietuvos%20savivaldybems.pdf> (accessed February 16, 2009).

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

This manual presents theoretical and practical tools for gender mainstreaming in municipalities. Based on Swedish experiences, it introduces the "3R" method (Representation, Resources and Reality), which helps to measure gender inequality in local government. By using this method, municipal civil servants are encouraged to carry out small-scale research on gender imbalances in their places of work and find solutions for dealing with these imbalances.

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?]. <http://www.gap.lt/get.php?f.3739.pdf> (accessed February 16, 2009).

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

This manual provides practical information on why gender equality is important in everyday life, and exposes the costs of gender imbalances in public life and in the private sphere. The manual presents methods for overcoming gender inequality.

## 2. FRAGEN – Archives and Documentation Centers

In Lithuania, there are no specialized institutions that serve as clearinghouses or documentation centers for materials in the field of gender equality policies.

There are, however, some libraries that contain small collections of works on gender equality policies.

Academic resources can be found at:

### **Lyčių studijų centras (LSC) / Center of Gender Studies**

Vilnius University

Didlaukio 47, 08303 Vilnius

Tel.: (8 -5) 219 3028, Fax: (8-5) 219 3017

email: [lsc@cr.vu.lt](mailto:lsc@cr.vu.lt)

web: <http://www.moterys.lt>

### **Socialinių tyrimų centras / Center for Social Research**

Vytauto Didžiojo universitetas (VDU)/Vytautas Magnus University

Donelaičio 52-310, 44244 Kaunas

Tel.: +370 37 327 951, Fax: +370 37 327 822

e-mail: [stc@smf.vdu.lt](mailto:stc@smf.vdu.lt)

<http://vaidila.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:

### **Lygių galimybių plėtros centras / Center for Equality Advancement**

Founded by the the Ministry of Social Security and Labour, the Office of the Equal Opportunities Ombudsman and NGO Kaunas Women's Employment and Information Center

Raugyklos g. 15-201, 01140 Vilnius

Tel.: +370 (5) 2335380

email: [info@gap.lt](mailto:info@gap.lt)

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

Some fragmented documentation can be found at the library of the:

### **Moterų informacijos centras / Women's Issues Information Center**

Olandu g. 19 - 2 LT- 01100, Vilnius

Tel: 2629 003, Fax: 2629 050

email: [mic@lygus.lt](mailto:mic@lygus.lt)

web:<http://www.lygus.lt/biblio/>

### 3. OPERA – Gender Training

In Lithuania, the **Institute of Public Administration** provides courses for civil servants and issues formal certificates, which are recognized by state institutions when assessing civil servants' professional qualifications. This Institute offers a gender training course for civil servants under the title, "Women and Men in Public Administration." It is carried out by the Ombudsperson for Equal Opportunities in Lithuania.

The **Office of Equal Opportunities for Women and Men** coordinates and partners in a number of EU-funded projects and provides expertise and training for public authorities (national and local) on gender mainstreaming and gender equality.

A number of projects that have included systematic training for municipal administrations on gender mainstreaming and gender equality in everyday municipal work have been organized since 2005. These seminars provide in-depth training on practical implementation of gender mainstreaming by applying the 3R (representation, research, realities) method.

The project, "Innovative Educational Strategies in Implementing Gender Equality in Practice," funded by EU structural funds, includes training for administration of regional labor exchange offices and regional administration on gender mainstreaming and gender equality.

Under the project, "Modern Men in Enlarged Europe: Developing Innovative gender Equality Strategies and Modern Men in Enlarged Europe 2: Family Friendly Policies, 2004-2006," a number of training for policymakers, employers, and trade union representatives were organized.

A number of trainings and seminar have been carried out by the Women's Information Center within EU-funded projects, targeting civil servants, employers, and trade unions.