

Gender Mainstreaming
in Municipalities

Sharing of the Nordic Experience

INTERNATIONAL CONFERENCE

October 4 - 5,
2018

Vytautas Magnus University
V. Putvinskio str. 23, Kaunas

SPEAKERS' DOSSIER

Moderator of the Conference

RASA TAPINIENĖ



RASA TAPINIENĖ is Radio & TV journalist with more than 20 years of experience in all types of media. For the past 6 years – hostess of the longest in Lithuania news programme Info diena. Media trainer, moderator, volunteer for Child Line, translator

OCTOBER 4

HELENA MORAIS MACEIRA



HELENA MORAIS MACEIRA is Gender Mainstreaming Researcher and Expert at European Institute for Gender Equality (EIGE). Helena is managing EIGE's work on Gender Budgeting and the Economic Benefits of Gender Equality. Before joining EIGE, Helena worked as a Gender Expert for the Spanish Agency for Development Cooperation, several international NGOs and served as a consultant for UN Women. She has lived and worked in Brazil, Bolivia, Angola, Cambodia and Lithuania, and has developed regional programmes in South East Asia. She has a degree in Political Science and Public Administration and two Master's Degree in Peace Studies and Human Rights and in Women's Studies and Gender Equality. She has several publications in the field of Gender Equality.

www.eige.europa.eu

09:40-10:15

KEYNOTE ADDRESS

Why Do We Need to Talk About
Gender Equality in Municipalities?
Economic and Social Advantages

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JONAS RUŠKUS

10:15-10:50

**The Human Rights' Approach
Addressing Discrimination Based
on the Intersection of Gender
and Disability**



PROF. DR. JONAS RUŠKUS is the Professor at the Department of Social Work, Vytautas Magnus University (Lithuania), Expert Member of the Committee on the Rights of Persons with Disabilities of the United Nations. Editor-in-Chief of University's Journal Social Work: Experience and Methods (<http://sd.vdu.lt>). He is also the Chairperson of the Lithuanian National Commission for UNESCO, Member of Kaunas L'Arche Community and Lithuanian Centre for Human Rights.

sd.vdu.lt

GUNNAR BROMAN

11:30-11:50

**Political Participation of Women –
Equality Promotion; Case Study –
Gender Equality in the City of
Linköping**



GUNNAR BROMAN is Councilor, Vice Mayor of the City Executive Board in Linköping municipality (Sweden), Chair of the Board of St Kors Fastighets AB – Real Estate Company owned by the municipality – and Chair of the Board of Senior Consultant Mobron AB. Bachelor of Economics with deepening in tax law.

SINIKKA VALTONEN

11:50-12:10

**Equality and Diversity as an
Employer Advantage Case: City
of Turku, Finland**



SINIKKA VALTONEN is Director of Human Resources at City of Turku (Finland). She formerly worked as Director of Human Resources at City of Kaarina, Human Resources Specialist at Teleste Oyj and Psychologist at Turku central prison. Sinikka has Bachelor in IT at Tampere University of Business and IT, and Master's degree in psychology at University of Turku.

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MINDAUGAS KLUONIS



MINDAUGAS KLUONIS is Adviser at Equal Opportunities Mainstreaming Division in Office of the Equal Opportunities Ombudsperson (Lithuania). From 2006 to 2009 he worked as Adviser to the President of the Republic of Lithuania, 2010-2012 in Parliamentary Research Department at the Parliament of the Republic of Lithuania, 2012-2016 Assistant to the Member of Parliament, 2017 at Migration Department under the Ministry of the Interior of the Republic of Lithuania. Mindaugas has also worked as lecturer in the Institute of International Relations and Political Science at Vilnius University from 2007 to 2011.

ANGELIKA POTH-MÖGELE



DR. ANGELIKA POTH-MÖGELE is Executive Director European Affairs at the Council of European Municipalities and Regions (CEMR). She has a PhD in political science and has over 25 years work experience in representing local and regional governments' interests at European level for different organisations and different levels of government. Angelika joined CEMR in 2004 where she is responsible for the EU-policy and research team. The work here is structured along two pillars: (1) Lobbying EU policy and legislation; (2) Knowledge sharing, including research and studies – and it covers such policy areas as governance, democracy and citizenship; economic, social and territorial cohesion; environment, climate and energy; public services, digitalization, and employment.

MAGNUS JACOBSON



MAGNUS JACOBSON is Communication Strategist and Gender Expert at Swedish Association of Local Authorities and Regions (SALAR). He formerly worked as Head of Press Unit at the Swedish Discrimination Ombudsman (2009–2011), Press Officer at the Equality Ombudsman (2005–2008) and journalist and writer (1988–2005). Magnus has Master of Arts, with a major in literature.

12:10-12:30

**Gender Mainstreaming in
Lithuanian Municipalities: Over-
view of the Situation and Recom-
mendations for Improvement**

13:35-13:50

**Presentation of the European
Charter for Equality of Women
and Men in Local Life and Good
Practices from European
Municipalities**

13:50-14:30

**Challenging Norms of
Masculinity to Reach Gender
Equality – Experiences from
Swedish Municipalities and
Regions**

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MEIJA TUOMINEN



MEIJA TUOMINEN is Planning Officer of Citizen Services at City of Vantaa (Finland). Meija has worked with the issues of human rights, non-discrimination and gender equality for over 30 years in different places, including NGOs and projects. She has developed the equality work of all the departments of the City of Vantaa since 2003. Meija is active in the equality network of the Finnish Association of Municipalities, and she has taken part in Nordic and European co-operation on equality work in many ways. In 2017 Meija worked in the Gender Equality Office of the Finnish Government. She also has academic understanding of equality work and gender mainstreaming, an MA degree in Gender Studies since 2015, has researched gender mainstreaming in Finnish municipalities. Meija's strongest fields of expertise are equality planning, non-discrimination and promoting equality in services, and equality training.

FREYJA BARKARDOTTIR



FREYJA BARKARDOTTIR is Gender Budgeting Specialist and Project Manager at the Finance Office of City of Reykjavík (Iceland), working towards the implementation of gender budgeting in cooperation with policy makers and employees. Freyja is a former Researcher at City of Reykjavík Human Rights Office and is co-founder and member of the board of Feminist Finance, a Reykjavík-based expert organization in gender budgeting, founder and organizer of LoveFest arts festival. She is the active member of many organisations. Youth delegate with the Danish youth Red Cross division in Uganda. Freyja has Bachelor in Business Administration and Philosophy at Copenhagen Business School, Postgraduate diploma of Applied Gender Studies at University of Reykjavik and Master's degree in Women's and Gender Studies at Utrecht University and Central European University in Budapest.

ANDERS ERIKSSON



ANDERS ERIKSSON is a Senior Advisor on Gender Mainstreaming and Gender Equality at City of Malmö (Sweden), with a solid background in business development within public organization. Anders has a Master degree in social work at Lund University, and since 2002 has worked in Malmö City, with business development and follow-up in areas such as labor market, integration and adult education. Anders also has experience from working with the European Social Fund, the European Refugee Fund, transnational work and project management, and has also worked in the field of procurement. Since 2011, Anders is the Coordinator for the City of Malmö's work with gender mainstreaming. The City's work with gender mainstreaming has been successful and the City was awarded with the first national gender equality prize. Anders has also participated in the Advisory Board for Gender Equality; the first national conference on gender equality and have held workshops on gender mainstreaming for a number of international visits.

14:30-14:50

**Equality Planning in the
City of Vantaa – Lessons Learned**

14:50-15:10

**Experience in Gender-Budgeting
in the City of Reykjavik**

15:10-15:30

**Gender Mainstreaming – the
Local Perspective**

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ASA THORNE-ADRIANZON

15:30-15:50

**NORMSTORM - Gender Equality
Project for Education in Schools**



ASA THORNE-ADRIANZON has a long experience as a teacher at various stages in Swedish and French schools. She has also been working for the major part of her professional life with the development of teachers in methodology and pedagogy. A red thread in Åsa's occupation has been gender and gender equality. For seven years Åsa has worked full time as a gender equality strategist in Jönköping municipality (Sweden). Jönköping has been appointed as one of six rolemodel municipalities of Sweden's municipalities and county councils for their strategic work. Teacher's degree in History, Religion, Geography and Social Studies at Lund University. Degree in Strategic Gender Equality at Karlstad University. Åsa is the founder of the NORMSTORM Project since 2012. NORMSTORM – a norm creative arte project in a school context that illustrates how to work with gender equality in a school environment; it's a tool for working with the school's value base; it gives students, staff and school leaders an opportunity for greater understanding of norms and their importance for gender equality and equality.

OLENA SUSLOVA

15:50-16:10

**Municipal Cooperation on
Women, Peace, and Security –
Educational Programs**



OLENA SUSLOVA is Founder and Chair of the Board of the NGO Women's Information Consultative Center (WICC), Gender Expert at UN Women and Responsible, Accountable, Democratic Association (RADA), member of Civic Council and Expert Council on Gender Discrimination at the Ministry on the Affairs of Family and Youth of Ukraine. Olena's experience background consists of working as participant, member, team leader and founder in various international organizations like NATO CSAP, UN Women, OSCE, and local governance/administrative bodies of Ukraine. She is also an experienced researcher, writer and editor, contributed to the CEDAW alternative reports, publicized gender assessments and analyses with magazines, newsletters and radio, author of more than 20 gender researches. Olena travelled throughout Ukraine and abroad to research development success stories through trainings with women activists and women leaders. She has Master's Degree in International Law.

www.empedu.org.ua

www.wicc.net.ua

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OCTOBER 5

HALLDORA GUNNARSDOTTIR

9:00-9:35

**Together Against Violence:
Case Study of Reykjavik**



HALLDORA GUNNARSDOTTIR is a Senior Specialist in Gender Equality in the Office of Human Rights at the City of Reykjavik (Iceland), working towards the advancement of human rights in 4 main areas: as government authority, as employer, as provider of services and cooperative partner with emphasis on gender equality. Project manager in the project Together Against Violence which is a project run by the City of Reykjavik and the Capital Area Police together with the Women's Shelter in Iceland and the Health Authorities in the Capital Area. She was the manager of the Gender Equality Committee at the Mayors Office at City of Reykjavik. She was head of social services and schools in a small municipality for several years and has worked for the City of Reykjavik for over 20 years on various projects. She has thus experience working within both small and big municipalities. BA in Anthropology and Sociology at University of Iceland, MA in Gender Studies at University of Iceland and Utrecht's University, MA and qualifying exam for PhD in Psychological and Development Anthropology, Fieldwork in USA Boston University.

RASA ŠVANIENĖ

9:35-10:00

**Help Victims and
Terminate the Circle of
Bureaucracy**



RASA ŠVANIENĖ – Chief Investigator of the Prevention Unit of the Public Police Department under Ministry of the Interior (Lithuania). Subject of the presentation – what assistance should be provided to the victims of domestic violence, by which institution, how the system works, examples of good practice which could help to identify the best applicable model for assistance to victims.

MARJUT JYRKINEN

10:00-10:20

**Gendered Violence
as a Finnish Paradox**



MARJUT JYRKINEN is Associate Professor in Working Life Equality and Gender Studies at the University of Helsinki and Research Director of the Social and Economic Sustainability of Future Working Life (We-All) Consortium (<http://weallfinland.fi>). The consortium is funded by the Strategic Research Council at the Academy of Finland. She has studied and worked with issues on gendered violence, including globalizing sex trade. Her current research addresses emotional abuse at work, sustainability of working life, and gendered age and care in management and organizations.

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SARA BONDØ



SARA BONDØ is Head of Information of the Secretariat of the Shelter Movement (Norwegian Krisesentre). Sara has Master of Laws in University of Oslo, is specialized in human rights, immigration law and criminal law. She also studied African studies at Norwegian University of Science and Technology.

www.krisesenter.com

10:20-10:40
**The Provision of Good
Comprehensive Crises Centers
Services, Norway Experience**

TOVE SMAADAH



TOVE SMAADAH is Director of the Secretariat of the Shelter Movement (Norwegian Krisesentre) and a member of a public committee, the Women's Welfare Committee (Kvinnevoldsutvalget), who delivered a report on violence against women in Norway (2003). Tove has 36 years of experience in combating violence against women and children.

www.krisesenter.com

10:40-11:00
**The Municipality's Responsibility
for Providing Assistance and
Protection to the
Victims of Violence**

TIAHES TIAHARAJA



TIAHESWERY THIAHARAJA (TIAHES) is a Tamil from Sri Lanka. She has lived in Denmark for 27 years and lives with her husband and 4 children (2 girls and 2 boys) in Holstebro (Denmark). She is educated as an occupational therapist, cultural worker and adult educator as well as leading with various course in Denmark. She has 30 years of experience of extensive work in teaching, communication, consultancy, guidance and assembly, focusing on societal understanding, cross-cultural issues and social and integration challenges. The target group of her work has been partly subjects in the social and health care sector, schools and police, as well as individual people and families in need of help and guidance. Over the last 25 years, she has had experience as a consultant, interpreter, teacher, cultural intermediary, integration worker, president of voluntary associations and voluntary helper. Also educated as South Indian dance teacher and educator of children from Sri Lanka. Chairwoman of the organizations in Holstebro: the municipality's Integration Council, Culture and Volunteer House, Bydelsmødre (a volunteer organization of "neighborhood moms").

11:00-11:20
**Denmark Experience on the
Combat Against Domestic
Violence**

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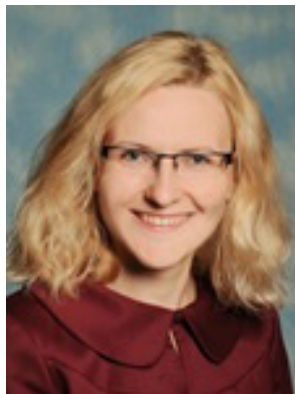
LISA WELDEHANNA



LISA WELDEHANNA is an Adviser in the ROSA-project since 2016, and a former Program Coordinator in the Norwegian Red Cross, coordinating different programs for victims of domestic violence and human trafficking. The ROSA project is a government funded, NGO-run program, and a key actor in the Norwegian system of identification and assistance of victims of trafficking. The ROSA project runs the national anti-trafficking hotline and does extensive work in awareness raising, training and guidance of professionals who may encounter victims of trafficking. The ROSA-project is administrated by the Secretariat of the Shelter Movement (Norwegian Krisesentres), and works in close cooperation with shelters to provide assistance to identified victims

www.rosa-help.no

RAMINTA PUČĖTAITĖ



DR. RAMINTA PUČĖTAITĖ is Associate Professor at Kaunas University of Technology (Lithuania) and Principal Researcher of the Group Public Governance as well as Adjunct Professor at Jyväskylä University School of Business and Economics (Finland). Her research focuses on organizational ethics, employee well-being, integration of professional and private life and gender equality. The research findings have been published in international peer-reviewed journal and books. She is a national expert, senior researcher and manager of national and international study and research projects on responsible organization management, relational leadership, and social entrepreneurship.

AURELIJA NOVELSKAITĖ



DR. AURELIJA NOVELSKAITĖ is Associate Professor of Vilnius University (Lithuania) Faculty of Communication Gender Studies Centre and Kaunas Faculty as well as Senior Researcher of Lithuanian Social Research Centre. Research interests cover gender, sociology of professions and science, ethics of research activities. Aurelija has been taking active role in national and international research and academic projects both as a leader and as researcher as well as an expert. Results of scientific activities were published in monographs and in a scientific study, and in more than 40 research papers, which were published individually and in cooperation with Lithuanian and foreign colleagues. Aurelija was a leader of experts group which elaborated Strategy for Ensuring Equal Opportunities for Women and Men in Science for the Ministry of Education and Science of the Republic of Lithuania in 2007-2008 and in 2013.

11:20-11:40

**Norwegian Experience in
Combating Trafficking of Woman
and Girls**

12:15-12:45

**Is There Interdependence
Between (In)Equality
Experiences, Satisfaction with
Public Services and Life Quality
Among Lithuanian Residents?**

12:15-12:45

**Is There Interdependence
Between (In)Equality
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ANNA-MAIJA LAMSA

12:45-13:05

**Towards a Family-Friendly
Workplace: Finland Experience**



PHD. ANNA-MAIJA LAMSA is Vice Dean and Professor in Human Resource Management at University of Jyväskylä, School of Business and Economics, Management and Leadership (Finland). She is also a Co-director and Principal Investigator in WeAll Project (<http://weallfinland.fi>), as well as a Director of Research Group ETHOS (Ethics, Human Resource Management and Leadership) and a member of numerous academic and professional and NGO organizations. Master degree of Business Administration at Turku School of Economic, Doctor of Business Economies at University of Jyväskylä. Anna-Maija contributed to the literature field both as author and collaborator to numerous research projects, which were recognized and acknowledged by the academic community – she was given the Distinguished Research Award from the Academy of Strategic and Organizational Leadership, USA, as well as Highly Commended Award from Baltic Journal of Management, which are one of her most notable recognitions.

ELENA JAKŪNAITĖ

13:05-13:25

**Women and Technology, Digital
Empowerment of Women**



ELENA JAKŪNAITĖ is currently working at Lithuanian ICT Industry Association "INFOBALT" as a Coordinator of the mentorship program Women Go Tech. After having spent 5 years of living in Italy, working as a network developer-manager of EU grants at international network of youth associations, last year Elena came back to Lithuania and started to coordinate first mentorship program in Lithuania for empowering female talents to discover tech sector. She is also a Board Member at international network of youth associations TDM 2000 Internationals working close to the European Commission in Brussels. Elena has been working in the field of youth NGOs since 2011 and has developed various international projects under Youth in Action, Erasmus+ programmes and private initiatives. She is a founder and legal representative of association MEMOVE, an NGO working with young disadvantaged people and helping them to create their business from their passions.

www.womengotech.lt