



**GenderedLandscape**  
Gender + Equal + Cities

2022 May

# GenderedLandscape Panevėžys City Integrated Action Plan

PANEVĖŽYS CITY ADMINISTRATION  
ASTA PUODŽIŪNIENĖ



## CONTENTS

1. INTRODUCTION .....	3
2. CITY CONTEXT AND CHALLENGES .....	4
2.1. City statistics .....	4
2.1.1. City location .....	4
2.1.2. Demographics .....	4
2.1.3. Employment .....	9
2.1.4. City economy.....	11
2.2. Institutional context.....	13
2.3. Other initiatives .....	14
References .....	14
3. PROJECT PROGRESS .....	15
3.1. Policy challenge.....	16
3.2. Activities beyond workshop sessions.....	18
3.3. <i>The main challenges</i> .....	18
3.4. Vision.....	18
3.5. SWOT analysis .....	19
4. AIM AND ACTIONS .....	20
4.1. The aim.....	20
4.2. Actions .....	20
4.3. Action Plan Schedule.....	29
5. SMALL-SCALE ACTION PLAN (SSAP) .....	30
6. FUNDING AND DELIVERY .....	31
7. MEMBERS OF LOCAL ACTION GROUP.....	31
8. RISKS.....	32
CONTACT DETAILS.....	33
 Figure 1: Action-Planning Cycle (URBACT, 2017).....	3
Figure 2: Panevėžys City Population Density (stat.gov.lt).....	5
Figure 3: Number of Males 2020 m. (stat.gov.lt).....	5
Figure 4: Number of Females 2020 m. (stat.gov.lt) .....	6
Figure 5: Residents in City 2020 m. (stat.gov.lt) .....	6
Figure 6: Female distribution in Panevėžys City (stat.gov.lt).....	7
Figure 7: Male distribution in Panevėžys City (stat.gov.lt) .....	7

Figure 8: Number of born child to young mother in relation to different age groups in Panevėžys city (stat.gov.lt) .....	8
Figure 9: School-age children that not attending a school in Panevėžys City (stat.gov.lt) .....	9
Figure 10: Difference in monthly earnings of women and men (%) (stat.gov.lt) .....	100
Figure 11: The state pension gap between women and men (stat.gov.lt) .....	100
Figure 12: Average annual number of persons receiving early retirement state pension (stat.gov.lt) .....	111
Figure 13: Candidates for the Panevėžys City Council 2019 (stat.gov.lt) .....	122
Figure 14: Candidates for the Mayor of Panevėžys City 2019 (stat.gov.lt) .....	122
Figure 15: Elected members of the Panevėžys City Council (stat.gov.lt) .....	133
Figure 16: Phase 1 SWOT analysis .....	155
Figure 17: Workshop output (4Ws tool, Miro board) .....	17
Figure 18: Workshop output (5 whys tool, Miro board) .....	17
Figure 19: SWOT analysis .....	19
Figure 20: A Gantt chart .....	29
Figure 21: SSAP .....	30

## 1. INTRODUCTION

Panevezys city participated in the project “GenderedLandscape” of URBACT. Gender equality is an important and current topic which crosscuts diverse aspects of integrated urban development, including the labour market, social services, entrepreneurship, public space, infrastructure, and governance.

URBACT supports European cities to develop sustainable integrated responses to the pressing challenges they face today. It offers them a unique opportunity to learn from other peers in Europe to improve the way cities are managed (URBACT, 2019).

This Integrated Action Plan is an outcome of the project “GenderedLandscape” and the city is prepared to address challenged of gender equality.

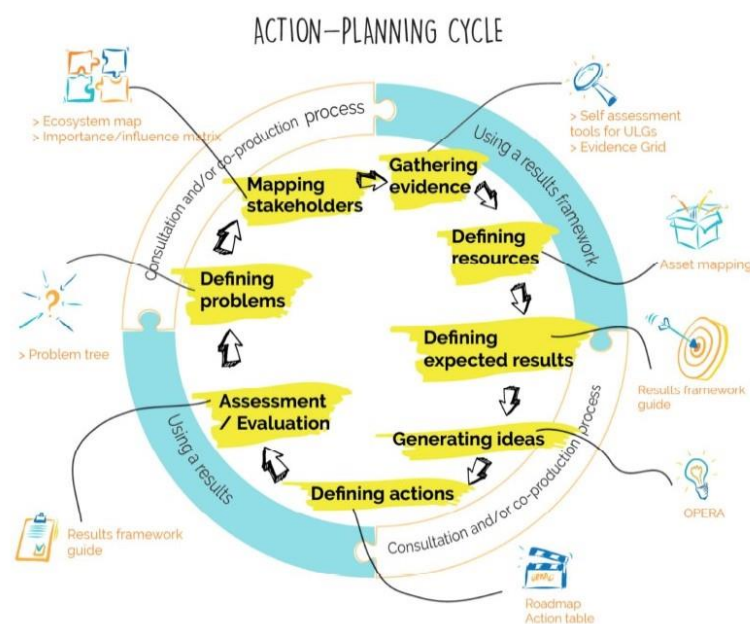


Figure 1: Action-Planning Cycle (URBACT, 2017)

## 2. CITY CONTEXT AND CHALLENGES

### 2.1. City statistics

#### 2.1.1. City location

Panevėžys (population 87,202) is the fifth largest city in Lithuania and the municipal seat of the county by the same name, which is home to about 235,000 inhabitants. Panevėžys enjoys a good strategic location along the Via Baltica highway, midway between the capital cities of Riga and Vilnius and within 3 hours drive of three international airports (Vilnius, Kaunas, Riga). The city is a regional centre of culture and sports and famous for its theatres and cultural and sporting events. The strategic planning for the city is well developed and includes a sustainable urban mobility plan, a blue strategy, and a green & sustainable city strategy. Furthermore, in 2020, Panevėžys have signed the climate change emergency declaration. The comprehensive territorial plan of the Republic of Lithuania, which defines the objectives of territorial development and functional priorities for the use of territories in order to ensure the coherence of strategic planning at lower levels, defines a metropolitan partnership between the city of Panevėžys and the city of Šiauliai.

#### 2.1.2. Demographics

The city's population is declining by about 1,000 a year. First, the population of the city is shrinking by approximately 1,000 inhabitants annually. This net loss is divided fairly evenly across natural population change (net loss of 200–300 inhabitants annually), emigration within Lithuania (net loss of 200–400 inhabitants annually) and emigration to other countries (net loss of 400–500 inhabitants annually). Furthermore, Panevėžys is one of the oldest counties in Lithuania; elderly inhabitants make up about 22% of the population. Finally, the population of the city has a strong gender imbalance, with 114 women for every 100 men. This is due to a great extent to the startling differences in life expectancy for men and women in the city. In 2014, while women could expect to reach an average age of 80.7 years (compared to a Lithuanian average of 79.9), on average men in Panevėžys lived only to the age of 68.9 (compared to a Lithuanian average of 69.1). According to Statistics Lithuania, there live 37695 men and 48190 women in the city. The map below demonstrates density of population in the city by adopting GIS data from Statistics Lithuania.

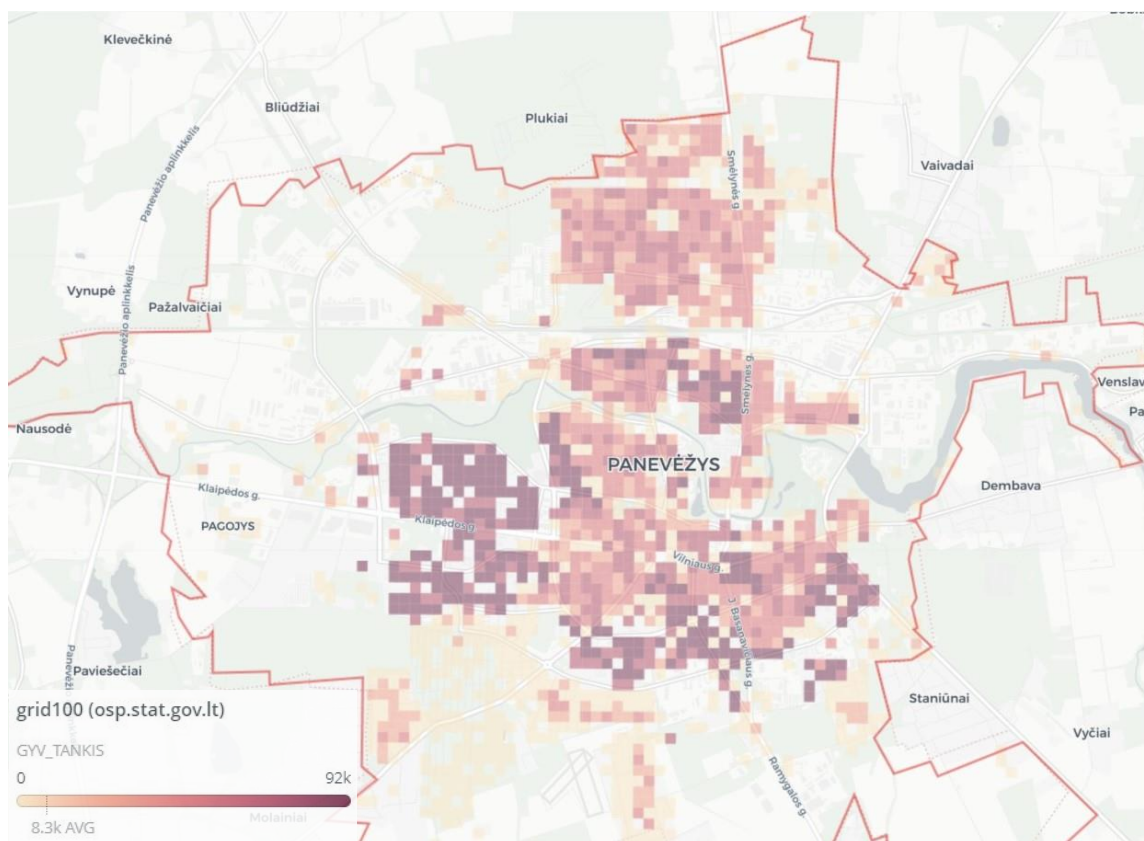


Figure 2: Panevėžys City Population Density (stat.gov.lt)

## NUMBER OF MALES 2020

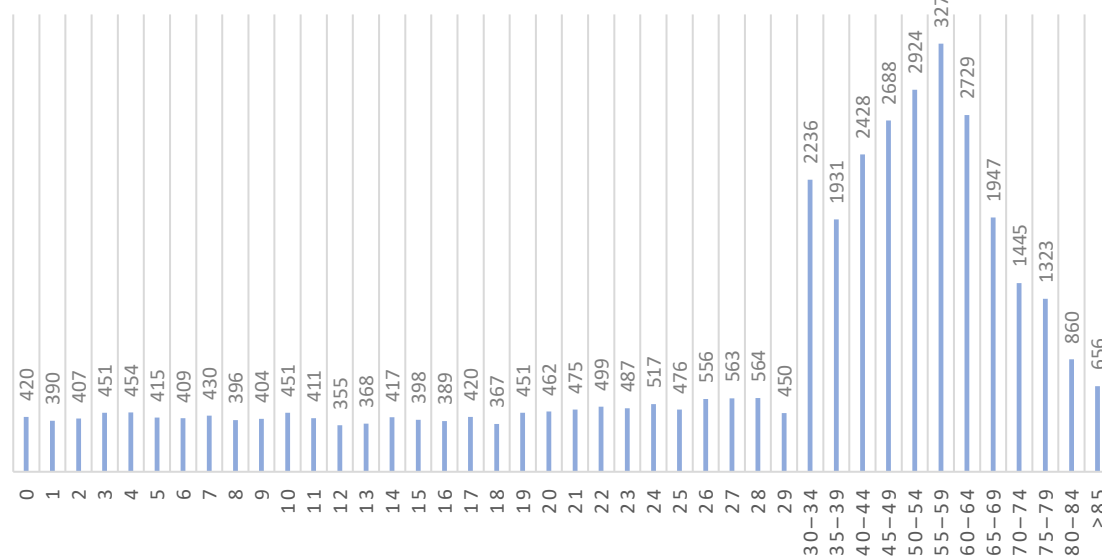


Figure 3: Number of Males 2020 m. (stat.gov.lt)

## NUMBER OF FEMALES 2020

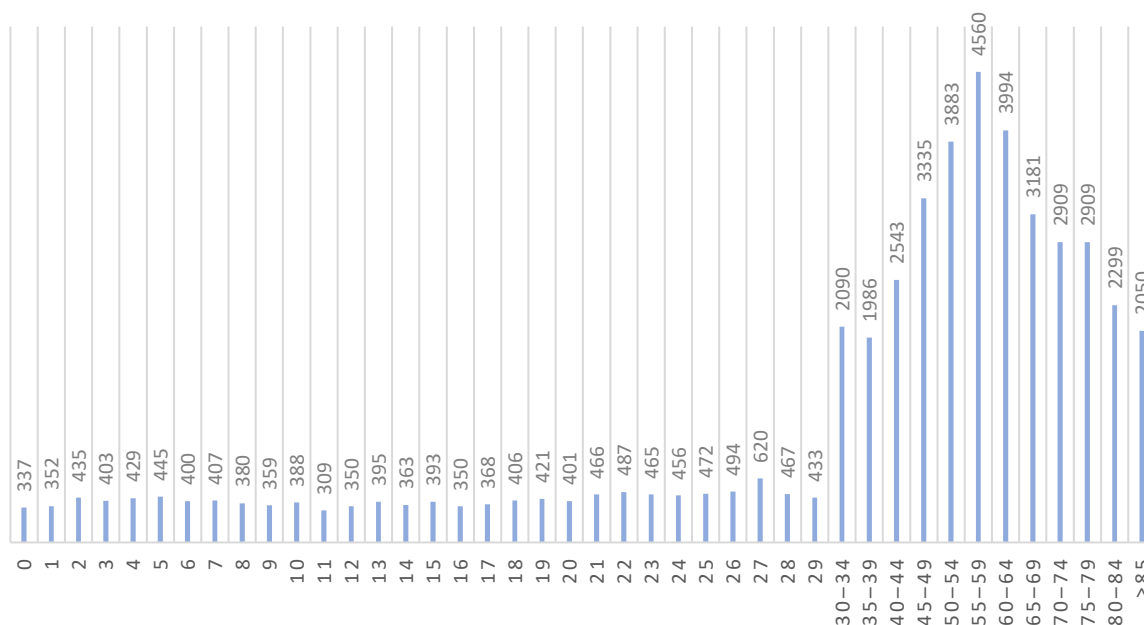


Figure 4: Number of Females 2020 m. (stat.gov.it)

## RESIDENTS IN CITY 2020

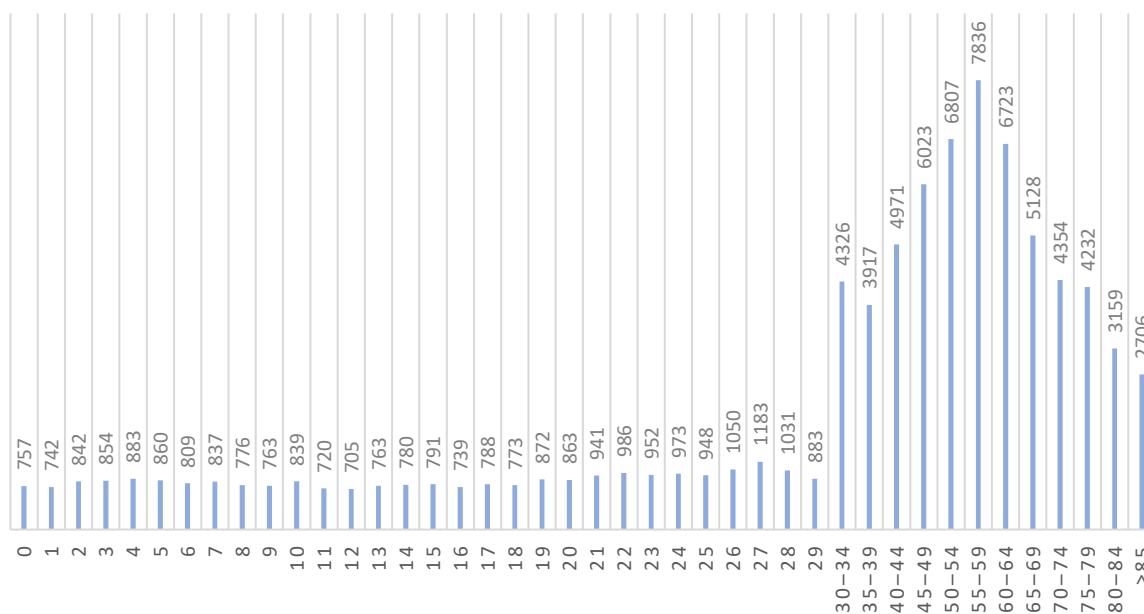


Figure 5: Residents in City 2020 m. (stat.gov.it)



Maps below demonstrate men and women distribution across the city, by adopting 2011 census data from Statistics Lithuania.

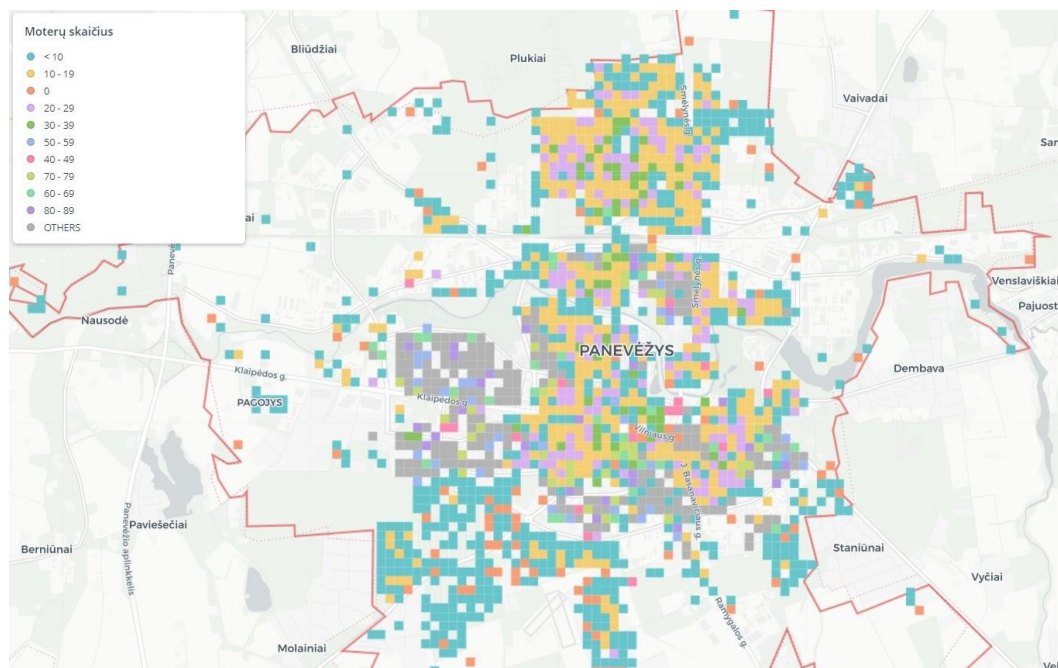


Figure 6: Female distribution in Panevėžys City (stat.gov.lt)

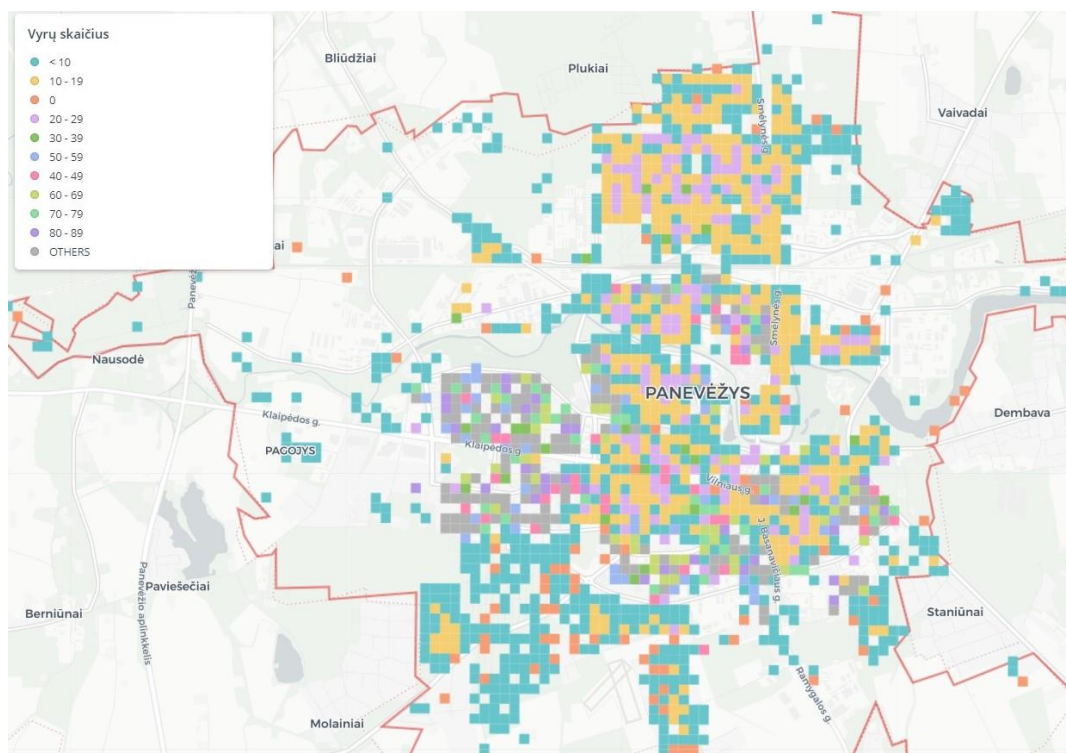
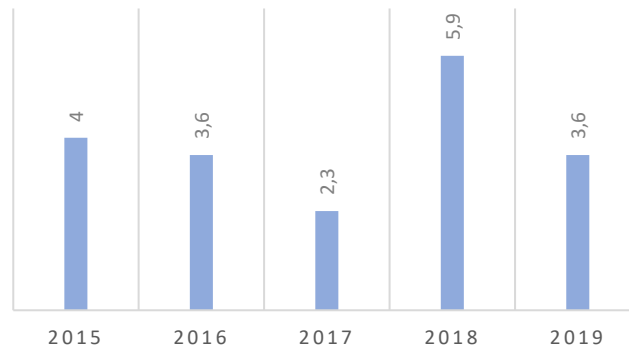


Figure 7: Male distribution in Panevėžys City (stat.gov.lt)

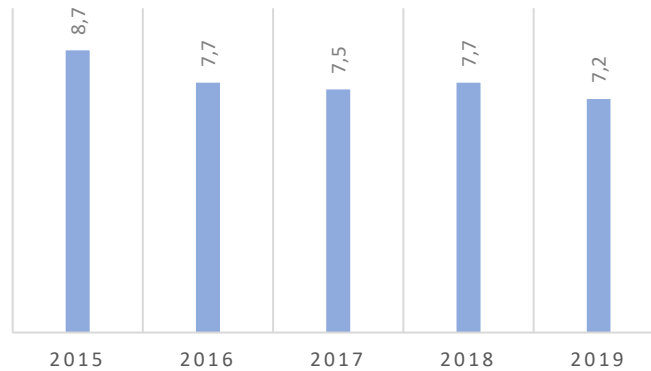
According to Statistics Lithuania, diagrams below show number of born child to young mother in relation to different age groups in Panevėžys city.



### 5–17 AGE GROUP



### 15–19 AGE GROUP



### 18–19 AGE GROUP

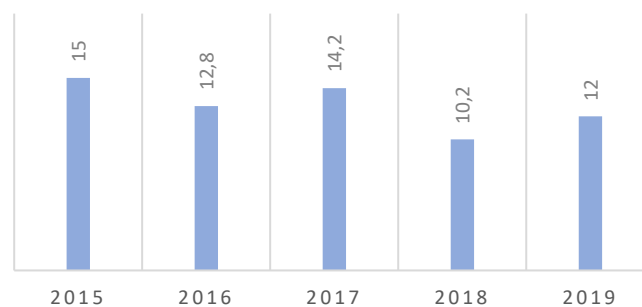


Figure 8: Number of born child to young mother in relation to different age groups in Panevėžys city (stat.gov.lt)

According to Statistics Lithuania, diagram below shows information on school-age children that not attending a school. The number of school-age children that not attending a school distributes equally among boys and girls. The recent data indicates that the number of school-

age children not attending school remains largely unchanged over the past years as the situation has not improved significantly.

## SCHOOL-AGE CHILDREN THAT NOT ATTENDING A SCHOOL

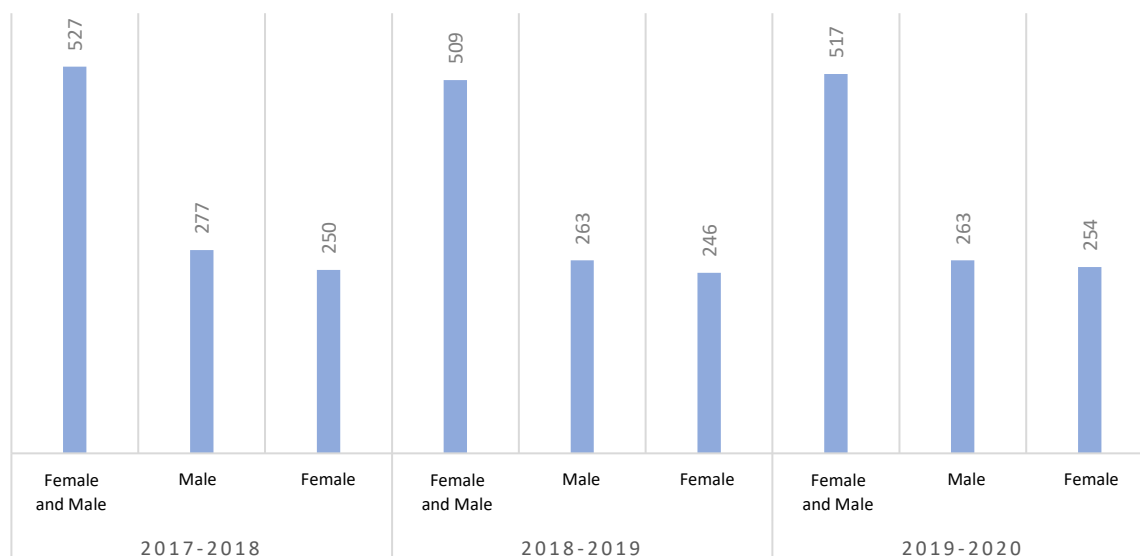


Figure 9: School-age children that not attending a school in Panevėžys City (stat.gov.lt)

### 2.1.3. Employment

Women's unemployment rate (out of work and looking) in Panevėžys is lower than that of men (13% as opposed to 15%), however women's overall economic activity levels are far lower than men's (66% compared to 74%). This is largely due to the irreconcilability of work and family responsibilities, but also entrenched gender norms and biases. A recent qualitative study found that men are generally considered to assume more responsibilities, be less risk-averse, and be more efficient at using the same working time. The same study also showed that employers are more interested in employing and maintaining jobs for men, because women take sick leave more often, go on maternity leave, and are generally thought to prioritize family over work. In addition to these biases, the gender pay gap in Lithuania remains persistently high at 20%, further increasing women's risk of poverty and dependence on traditional family structures for financial support.

According to Statistics Lithuania, prevailing difference in monthly earnings of women and men also creates differences in state pensions when they reach a retirement age. Diagrams below indicates prevailing monthly earning and state pension gap between women and men,

despite the gap was shrinking over the past years. Also, number of women receiving the early old age pension is significantly higher than men in the city. In this case, the risk of poverty for women is significantly higher in this age group.

### DIFFERENCE IN MONTHLY EARNINGS OF WOMEN AND MEN (%)

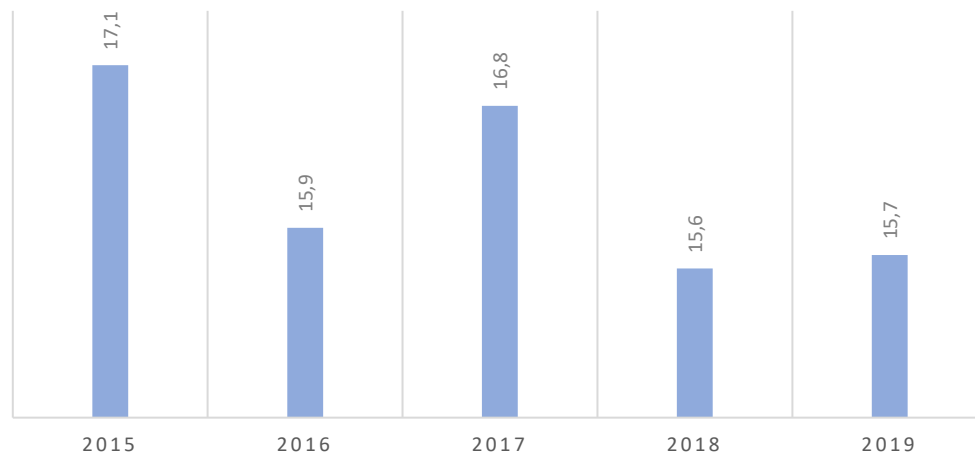


Figure 10: Difference in monthly earnings of women and men (%) (stat.gov.it)

### THE STATE PENSION GAP BETWEEN WOMEN AND MEN

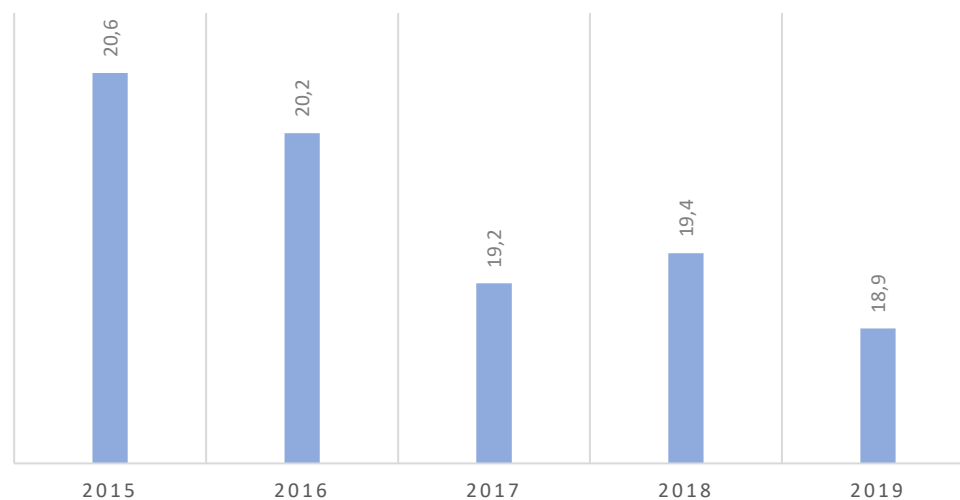


Figure 11: The state pension gap between women and men (stat.gov.it)

## AVERAGE ANNUAL NUMBER OF PERSONS RECEIVING EARLY RETIREMENT STATE PENSION

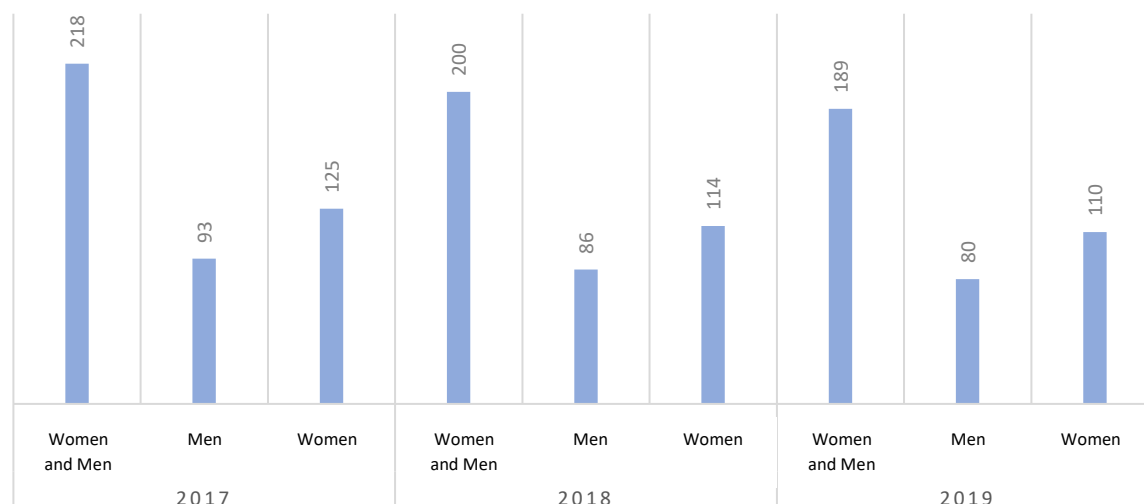


Figure 12: Average annual number of persons receiving early retirement state pension (stat.gov.lt)

### 2.1.4. City economy

The city is home to 3,495 companies and produces about 7% of the Lithuanian GDP. The vast majority of the city's economic production, about 70%, is focused on exports. The majority of the exporting companies are located in the city's Free Economic Zone, a tax-free zone in which the number companies has been growing for the last fifteen years. In addition to Norway, Panevėžys products are mainly exported to Italy, Latvia, Sweden, Finland, and Saudi Arabia. The city is home to one university department (Kaunas Technology University's department for engineering & business administration), as well as a number of tertiary colleges & vocational schools.

Despite these actions, women's share of power in economic and political decision making in Lithuania remains below average for the European Union. Just 23% of parliament, 28% of ministers, vice-ministers and minister's advisers and 25% of municipal council positions are held by women. On the whole, women make up 37% of all leaders in the Lithuanian ruling elite such as parliamentarians, senior state officials, and executives of companies and institutions. At the beginning of 2019, Lithuania was the only country in the European Union with a men-only government. Nevertheless, grassroots and civil society support for women's rights, needs, and participation are relatively strong; in Panevėžys, these actors are primarily

linked to the private sector and include women’s business groups and representatives, activists for the cessation of violence against women, and initiatives for women in ICT and industry.

According to Statistics Lithuania, the number of candidates of women and men to the city council were equal in Panevėžys city, in 2019. However, women were a minority in the number of elected members of city council back in 2015. Only 3 women candidates participated in a mayor election in Panevėžys city, in 2019, while 8 men candidates participated in the same elections.

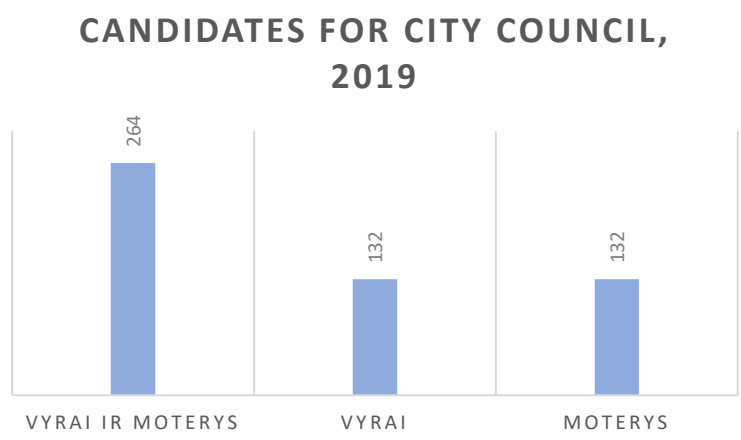


Figure 13: Candidates for the Panevėžys City Council 2019 (stat.gov.lt)

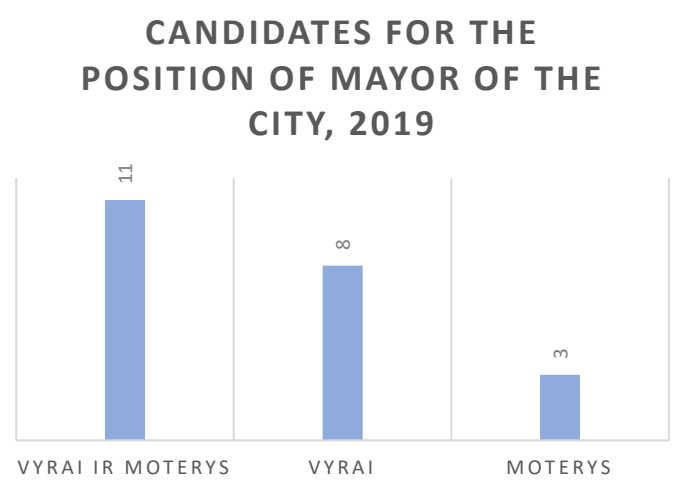


Figure 14: Candidates for the Mayor of Panevėžys City 2019 (stat.gov.lt)

## ELECTED MEMBERS OF THE CITY COUNCIL (MANDATES RECEIVED) 2015

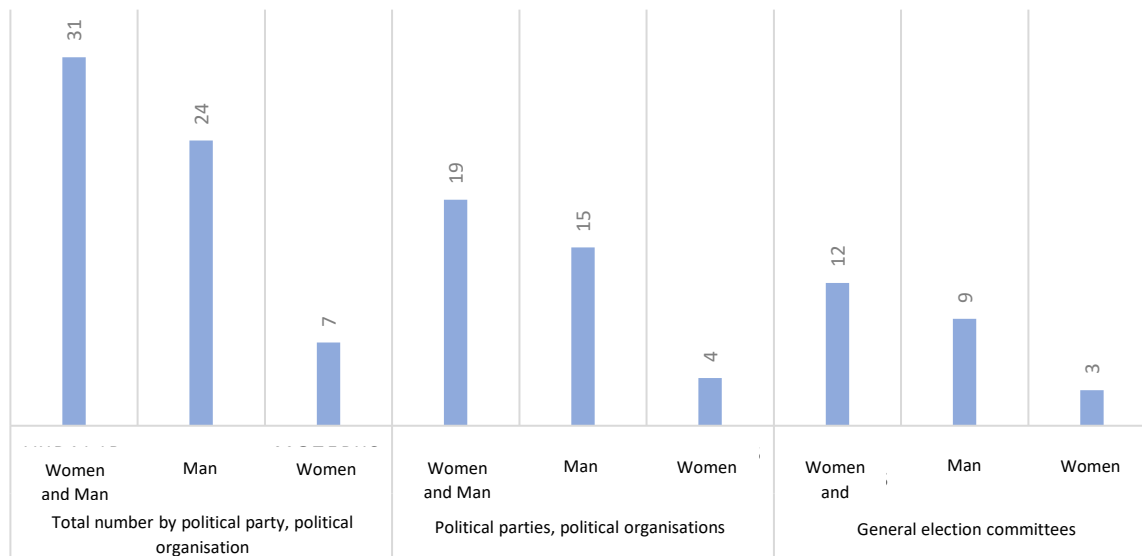


Figure 15: Elected members of the Panevėžys City Council (stat.gov.lt)

### 2.2. Institutional context

Lithuania has developed strategic plans for gender equality over the last decade, including the National Programme on Equal Opportunities for Women and Men 2010–2014 and 2015–2021 and the National Programme Implementation Plans for 2015-2017 and 2018-2021. However, funding for these measures, in particular the National Programme on Equal Opportunities for Women and Men for 2010-2014, is very limited or, for some measures, non-existent. These measures fail to translate to a regional or local level for Panevėžys. European projects and cooperations on gender equality fuelled by the personal commitment of individual employees at the city administration remain the only involvement in this topic on a municipal or county level; dedicated structures, funding, or personnel in the city or county administration for gender equality do not exist at present. The city has also signed the CEMR charter. These experiences have helped to build knowledge and skills on a local level and set the groundwork for a promising participation in the GenderedLandscape Action Planning Network.

### 2.3. Other initiatives

There are various community initiatives in Panevėžys city that contribute to the integration of different social groups. Also, Panevėžys City Municipality administration is implementing different programs related to the integration of different social groups as the “Panevėžys Local Action Group”. The city also has the Panevėžys Business Consulting Center and the Lithuanian Business Representation, which organize various entrepreneurship and financial literacy trainings and provide other free services. In summary, there is huge potential to develop further partnerships between the public sector and different NGOs or community organisations that operates in the city. However, due to the number of different initiatives and platforms available in the city, often they do not interact with each other and have a little information about each other’s agendas.

### References

URBACT (2017). Guidelines to produce an Integrated Action Plan. Nuoroda:

[https://urbact.eu/sites/default/files/media/guidelines\\_for\\_iap\\_final.pdf](https://urbact.eu/sites/default/files/media/guidelines_for_iap_final.pdf)

URBACT (2019). Guide to Action Planning Networks. Nuoroda:

[https://urbact.eu/sites/default/files/guide\\_to\\_apn\\_final\\_-\\_p\\_30\\_34\\_43\\_corrected.pdf](https://urbact.eu/sites/default/files/guide_to_apn_final_-_p_30_34_43_corrected.pdf)

Mary Dellenbaugh-Losse (2019) GenderedLandscape Action Planning Network Baseline Study.

[https://urbact.eu/sites/default/files/media/baseline\\_study\\_genderedlandscape\\_final\\_0.pdf](https://urbact.eu/sites/default/files/media/baseline_study_genderedlandscape_final_0.pdf)

Rachel Hall (2021). Women doing more home schooling during Covid lockdown than men.

<https://www.theguardian.com/education/2021/feb/19/women-doing-more-home-schooling-during-covid-lockdown-than-men>

Statistics Lithuania. <https://www.stat.gov.lt/>



### 3. PROJECT PROGRESS

According to the initial study of the GenderedLandscape Action Planning Network, Panevėžys is exploring possibilities of combining women's entrepreneurship and smart city themes from a gender perspective. The city of Panevėžys wants to examine the intersection of urban planning, women's entrepreneurship and smart city innovation from a gender perspective. This theme brings together existing resources and opportunities and aims to increase the visibility of gender issues in urban planning. These topics were explored in detail during the partner's visit and the following SWOT analysis was performed during the workshop on December 17, 2019.



Figure 16: Phase 1 SWOT analysis

### 3.1. Policy challenge

During the first workshop sessions in 2020/2021, the members of the Local Action Group successfully engaged in the discussion. URBACT tools such as „4Ws“, „5 whys“, Action table, „bank of ideas“ were adopted during the workshop sessions. Also, tools remained accessed to all LAG members as discussions extended beyond workshop sessions. Also, an interactive GIS maps, which adopted comprehensive census data, was created. The tool was useful to conduct a spatial city context analysis and worked as effective tool to communicate results of the analysis with members of local action group and other stakeholders. The tool remained on a public domain and accessed to everyone.

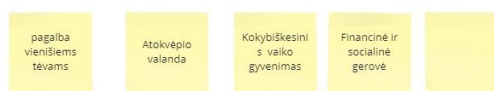
The debate has shifted from a broad-based discussion of gender equality to social policy issues at the local level. The LAG members, representing the private, public and NGO sectors, have shared a valuable local knowledge about the experiences they face in a business environment, as these experiences overlap and do not operate in isolation from the wider urban policy environment. The members of the LAG highlighted the following problematic areas:

- There is no database or platform available to provide the necessary information about existing public services or their location.
- Limited information about skills development services.
- Limited digital literacy.
- Poor financial literacy.
- Prevailing professional stereotypes and difficulties to back to work after maternity leaving.
- Poor access to the necessary psychological help.
- There are no available breastfeeding locations in the city.

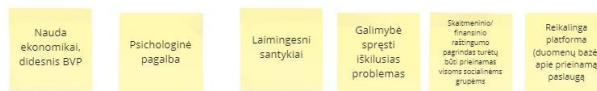


Figure 17: Workshop output (4Ws tool, Miro board)

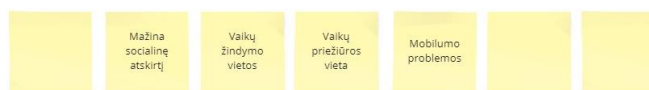
Kodėl?



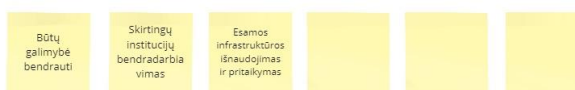
Kodėl?



Kodėl?



Kodėl?



Kodėl?



miro

Figure 18: Workshop output (5 whys tool, Miro board)

### 3.2. Activities beyond workshop sessions

The Mayor of Panevėžys Rytis Račkauskas has had a meeting with women business representatives of the Alanya (Turkey) City Chamber of Commerce and Industry. The city mayor demonstrated a political commitment to make the IAP plan viable and seriously address the gender equality topic in the city context.

A delegation from the Panevėžys Entrepreneurial Women's Network (who are members of our local action group) visited Alanya in Algiers, where they provided trainings for start-up entrepreneurs, shared their experience in creating and expanding businesses and discussed challenges they face and solutions. Our workshop discussions with members of local action group: have promoted to discuss gender equality issues among other stakeholder groups they are get involved with; have built a capacity to address gender equality topic beyond workshop sessions and this project by demonstrating a commitment that they are not alone in this discussion and the municipality is considering a topic of a gender equality important in an urban planning context.

### 3.3. The main challenges

Throughout the workshop sessions, members of the LAG actively discussed the gender equality situation in the city and possible actions for an integrated plan. In order to summarise the discussions with the LAG members, the action plan will address the following challenges in the city:

- The prevailing professional stereotypes in society.
- Insufficient access to sources of information about entrepreneurship and financial literacy training available in the city.
- Equal accessibility in public space for various social groups is not ensured.

### 3.4. Vision

The ongoing discussions with members of local action group provided useful insights and let us to agree on unified vision: *Panevėžys city promotes inclusive and equal environment in strong partnership with operating community and NGO's organizations, where necessary public services are easily found and accessed by all social groups, women entrepreneurship is enhanced and more people are involved, and the stereotypical roles of men and women in society are eliminated.*

### 3.5. SWOT analysis



Figure 19: SWOT analysis

## 4. AIM AND ACTIONS

### 4.1. The aim

The aim of this integrated action plan, developed with the input of all the LAGs, is **to ensure the development and accessibility of necessary services for adults by ensuring equal opportunities for caring children, improving skills and receiving the necessary social assistance, at the same time reducing stereotypical roles of men and women in society.**

The objectives emerged from the workshop discussions with LAG. These objectives contribute to the defined aim and promote a more open approach to urban governance and further debates that is beyond the scope of this integrated action plan:

1. (Skills and competencies) Contribute to the development of skills and the development of entrepreneurial opportunities for different social groups in the city
2. (Equal space) To ensure a safe and non-discriminatory public space in the city
3. (Zero tolerance of stereotypes) To promote the reduction of stereotypical roles of men and women in society

### 4.2. Actions

The table below sets out the specific actions identified that were developed during workshop sessions. Also, majority of suggestions of specific actions were received after the workshop session, as members of local action group shared their actions in organised URBACT tool of 'bank of ideas'.

## ACTION 1. Skills and competencies

## ACTION Owner Panevėžys City Municipality

### Short Description

Contribute to the development of skills and the development of entrepreneurial opportunities for different social groups in the city

### Stakeholders

- NGO Harmony centre
- Panevėžys Education Center
- Panevėžys City Municipality
- NGO Panevėžys development agency
- NGO Panevėžys Science and Technology Park
- Panevėžys Robotics Center (PRC) RoboLabas

### Links to Strategy

Panevėžys City Municipality Strategic Development Plan

### Finance & Resources

EU Structural Funds; Municipality budget; Voluntary contribution

### ACTION Readiness

On going/expected

### Risks:

- Financing
- Timing
- Staff
- Governmental changes

## ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES / description	Problems / Concerns
Multifunctional service center "The city of harmony"	2021-2024	Multifunctional service center "The city of harmony"	<p>The City of Harmony center will provide services such as: a consultation and education, a specialized family support, a day care, a temporary respite, and a consecutive training center.</p> <p>The project will make a significant contribution to the well-being of families with children with a special needs: parents will be able to return to the labor market, benefit from professional social care, various therapeutic activities, temporary respite, psychological support and learning opportunities</p>	Procurement procedures may take longer than expected



<p>To provide high-quality inclusive non-formal education for children from 5 years of age, youth and adults. To encourage girls to choose engineering specialties</p>	<p>2022-2026</p>	<p>Prepared training programs: RoboFeasts; RoboProjects; RoboEducation</p>	<p>PRC RoboLabas are organized according 3 main thematic areas: the <b>Technological–Engineering education program</b> promotes the application of practical knowledge and technologies in the creation of projects, implementation of various solutions, design and management of technological processes; the <b>Smart Specialization program</b> introduces innovative technologies, product development processes and methods that use the results of these activities, stimulates creativity, willingness to take an interest in the possibilities of smart business creation, helps scientific institutions, public and private sector entities to develop specialists, the <b>Creative Industries program</b> develops creativity skills, encourages the implementation of creative ideas in the preparation of projects, encourages the analysis of cultural and creative industries, offering products and services.</p>	
<p>To organize financial literacy and entrepreneurship training for all adults and young adults and children</p>	<p>2022-2024</p>	<p>Prepared training sessions program  Organized training sessions  Number of sessions – min. 20</p>	<p>A series of public lectures on financial literacy and entrepreneurship is organized for different social groups: all adults and young adults and children. Using members of the local action group, Panevėžys city municipality, the Communication Department and the Panevėžys City Development Agency to promote lectures. The training session is organized in cooperation with the LAG initiative partners.</p>	

To provide an opportunity for women to use the spaces of Panevėžys Technology Park	2022-2025	<p>Facilities granted to the target group</p> <p>Information campaign organized</p>	<p>Preferential provision of conference space for women as self-employed or representing small and medium-sized enterprises.</p> <p>Prepare an information campaign on the existing possibility to use the infrastructure of 'Spiečius' free of charge for more than a year and to join the business community.</p> <p>Together with NGO Panevėžys development agency and Communication Department of the Administration in Panevėžys, prepare information campaign about free of charge entrepreneurship promotion and competence improvement courses in the city.</p>	
--	-----------	---	---	--

ACTION 2. Equal space		ACTION Owner Panevėžys City Municipality		
<p>Short Description</p> <p>To ensure a safe and non-discriminatory public space in the city</p>	<p>Stakeholders:</p> <ul style="list-style-type: none"> <li>• Panevėžys City Municipality</li> <li>• NGO Panevėžys development agency</li> </ul>	<p>Links to Strategy</p> <p>Panevėžys City Municipality Strategic Development Plan</p> <p>Finance &amp; Resources</p> <p>EU Structural Funds; Municipality budget; Voluntary contribution</p> <p>ACTION Readiness</p> <p>On going/expected</p>	<p>Risks:</p> <ul style="list-style-type: none"> <li>• Financing</li> <li>• Timing</li> <li>• Staff</li> <li>• Governmental changes</li> </ul>	

ACTIVITIES Summary				
ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES / description	Problems / Concerns
Modernization of Panevėžys city street lighting	2022-2023	Modern of Panevėžys city street lighting.	It is planned to modernize most of the street lighting in Panevėžys municipality. High-quality, efficient, and compliant with a modern standards street lighting will be ensured and an energy consumption will be reduced. Also, modern street lighting will increase a security in the public space for different groups of a society.	
Promote inclusive tourism for different social groups	2022-2024	Created tourism programs to the target groups  Tourism events are organized for target groups	Develop local tourism programs that are tailored to the needs of different groups in society. Different programs provide opportunity to engage diverse group of society to use and learn about the city's spaces and its history. NGO Panevėžys development agency and Panevėžys city municipality ensures promotion and communication about the action.	
Create an interactive map of open spaces/ public and private services available across the city tailored to different social groups	2022-2024	An interactive digital map by adopting GIS technology	An interactive map of public service available across the city tailored to different social groups is created. Places must be indicated in the map:  - Family friendly (places adapted to visit with small children, easily accessible with prams, safe and comfortable places for breastfeeding).  - Disabled friendly (wheelchair accessible, adopted to blind people).	

			NGO Panevėžys development agency and Panevėžys city municipality ensures promotion and communication about the action.	
Ensure that sports and leisure facilities in public spaces to be adapted to the needs of different social groups	2022-2024	Design guide	When designing and constructing sports and leisure facilities, adapt them to for women, men and people with a disability. The gender equal, inclusive and accessible design guide of outdoor facilities must be prepared based on international good practice and integrate into management of those facilities.	
Ensure equal influence of women and men in decision-making processes in urban planning	2023-2024	The amended rules of the city for organising architectural project competitions.  Established gender equality committee.	To ensure equal influence of women and men in decision-making processes, involve representatives of communities and non-governmental organizations in working groups and commissions formed in the municipality in order to ensure balanced representation of a gender equality. The future expert panels of architectural competitions must consist equally of women and men.	
To create an interactive map of services provided by social and non-formal education institutions	2022-2024	An interactive map is created.  Policy making procedures are updated.	A creation of an interactive open access map. The full list of services currently available in Excel is transferred to GIS data base and represented to a user-friendly format. An Important urban spatial data is integrated into planning processes and can be used for future policy analysis thus to make more data based policy making procedures.  NGO Panevėžys development agency and Panevėžys city municipality ensure promotion and communication of the map.	

## ACTION 3. Zero tolerance of stereotypes

<p><b>Short Description</b></p> <p>To promote the reduction of stereotypical roles of men and women in society</p>	<p><b>Stakeholders:</b></p> <ul style="list-style-type: none"> <li>• Panevėžys City Municipality</li> <li>• NGO Panevėžys development agency</li> <li>• Family association</li> </ul>	<p><b>Links to Strategy</b> Panevėžys City Municipality Strategic Development Plan</p> <p><b>Finance &amp; Resources</b> EU Structural Funds; Municipality budget; Voluntary contribution</p> <p><b>ACTION Readiness</b> Expected</p>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Financing</li> <li>• Timing</li> <li>• Staff</li> <li>• Governmental changes</li> </ul>
--	---	---	---

### ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES / description	Problems / Concerns
Create gender equality dashboard	2022 - 2024	<p>Created dashboard</p> <p>Information campaign organized</p>	<p>Integrate thematic statistical data of gender equality provided by Statistics Lithuania into the municipality's website. The website provides an interactive statistical information about the situation of gender equality in the city. Public data should promote further debates and a spread of an information of a gender equality topic by providing user friendly and open access information source.</p> <p>NGO Panevėžys development agency and Panevėžys city municipality ensures promotion and communication about the action.</p>	-

Promotion and communication of existing initiatives	2022 -2023	<p>Articles promoting and communicating about existing initiatives</p> <p>The page in the website of NGO Panevėžys development agency about existing initiatives</p>	<p>Promotion and communication about existing examples and initiatives on gender equality Existing examples are shared. For example: "Prominent Women of Panevėžys Region".</p> <p>NGO Panevėžys development agency and Panevėžys city municipality ensures promotion and communication about the action.</p>	
Career orientation events are organized to encourage students to reduce occupational stereotypes	2022 -2024	<p>Prepared program for open lectures</p> <p>Open lectures organised</p> <p>Information campaign organized</p>	<p>Organize a series of open lectures on career opportunities by encouraging school leavers to choose non-stereotypical gender specialties, to eliminate societal attitudes towards “female” and “male” specialties. Encourage women to choose technical, science specialties. It is important that this meets the needs of business operating in the city.</p> <p>During the career day - representatives of different specialties would come to kindergartens and schools, then children should guess their professions (eg. man - teacher, woman - engineer). Representatives of the Family Association are preparing public lectures on this topic.</p> <p>NGO Panevėžys development agency and Panevėžys city municipality ensures promotion and communication about the action.</p>	

Support student placements in an urban planning, architecture and engineering companies operating in the city	2022 -2024	Prepared and implemented voluntary work experience program	<p>10-12 grade female school leavers, during the summer, could spend from few days to few weeks in one of the company gaining a better understanding of the profession of the future, where professional skills are being developed.</p> <p>NGO Panevėžys development agency and Panevėžys city municipality ensures promotion and communication about the action.</p>	For getting 10 to 12 grade school leavers to spend time in company, there maybe be a reluctance on their part to attend
Organize construction site visits to schools	2022 -2024	Organised site visits	Construction site visits are organised to encourage not only the introduction to engineering professions and the open city spaces, but also promotes a better health and safety culture on construction sites in relation to public.	
Information campaign about success stories on choosing a profession regardless of gender	2022 -2024	Information campaign organized	Panevėžys city is friendly to everyone. Demonstrate that there are no professions divided into "masculine" and "feminine" and perhaps individual stories may surprise us.	
Conduct an evaluation of the "Gender Equality Ruler" in the Panevėžys City Municipality Administration	2023 -2024	<p>An evaluation of the "Gender Equality Ruler" has been carried out</p> <p>The results of the evaluation have been made public</p>	<p>Gender Equality Ruler is a tool by Office of the Equal Opportunities Ombudsperson for public and private sector organizations to assess the state of gender equality in an organization. The ruler also makes it possible to compare the situation of gender equality in different institutions. It can also be used as a periodic monitoring tool. The gender ruler is recommended for institutions with 50 or more employees. The gender ruler is the intellectual property of the Office.</p> <p>Panevėžys City Development Agency and Panevėžys city municipality ensure the dissemination of information by publishing the results.</p>	





## 5. SMALL-SCALE ACTION PLAN (SSAP)

The Small-Scale Action Plan consists of series of public surveys and a public engagement campaign that provide opportunity: actively discuss gender equality in the city, explore and better understand the gender equality situation in the context of urban enterprises, and promote more accessible public space for various social groups through local tourism. In partnership with VšĮ Panevėžys development agency Small-Scale Actions was planned:

- A cycle of excursions and educations adapted to the needs of different groups in society.
- Publication of an information tourism publication adapted to the needs of different groups in society.
- A public survey to identify gender equality policy promotion and implementation in Panevėžys companies.
- A public survey to identify how different social groups (including the most vulnerable) find an information about available courses that improves personal financial & business skills, business start-up & financial instruments across different social groups in Panevėžys City.
- A public survey to identify how different social groups get access to and consumes open spaces and main public amenities in Panevėžys City.



Figure 21: SSAP

## 6. FUNDING AND DELIVERY

The implementation and monitoring of the Integrated Action Plan will be coordinated by the Panevėžys City Municipality Administration. However, most of the actions included in the IAP will be implemented in collaboration with ULG and relevant stakeholders, depending on the nature and scope of the actions.

The necessary funds will be allocated from the budget of Panevėžys City Municipality and EU funding programmes 2021–2027. The IAP will be integrated into the strategic action plans of Panevėžys City Municipality. In addition, ULG members have expressed intentions to contribute to the implementation of the plan, and certain actions will be implemented through their voluntary contribution. In addition, funding for the implementation of the IAP will be determined on a case-by-case basis.

## 7. MEMBERS OF LOCAL ACTION GROUP

Members of the LAG participated in the discussions periodically, once a month. The workshop discussions were not limited to meeting minutes as many ideas and suggestions beyond workshop sessions. The list of LAG members, who have contributed to the vision, objectives and SMART actions, are provided below:

- Entrepreneurial Women Network of Panevėžys City
- VšĮ “Panevėžys development agency”
- Panevėžys Education Center
- “Robo-labas”
- Panevėžys Centre for Social Services
- VšĮ “Septynios akimirkos”
- Panevėžys branch of the Lithuanian agency “SOS Children”

The list is not exhaustive, but identifies potential partners for implementing SMART actions by IAP:

- VšĮ “Verslo konsultacinis centras” (Business Consulting Center)
- VšĮ Panevėžys branch of the Lithuanian agency “Enterprise Lithuania”
- “Panevėžio vietos veiklos grupė” (Panevėžys Local Action Group)

- VŠĮ “Panevėžio mokslo ir technologijų parkas” (Panevėžys Science and Technology Park)
- VŠĮ “5 projektai”

## 8. RISKS

According to the scope of actions defined in the IAP, the table below discusses the further risks and their assessment.

Type of risk	Risk description	Risk level	Risk management
Timing	The actions planned for activities could not be completed within the stipulated time despite commitment and plan of action.	High	Readjusting/rescheduling planned operations and other activities to ensure the realization of actions.
Financing	Lack of financing or need for additional finances to realize provided activities could cause a delay in the implementation process.	Medium	Ensuring proper level of realization of actions and other committed activities, by compensating lack of finances using other funding programmes and/or inner funds of the implementing institution.
Staff	Changes in personnel or shifting responsibilities could cause the interruption in plan's implementation process.	Low	Filling vacant positions by finding equivalent or higher qualification and expertise, primarily, exploiting existing human resources available, and if necessary – recruiting specialists from outside.
Governmental changes	Changes at the highest level of city management can cause the abandoner of actions and the transfer of power and resources to other matter.	Medium	Making sure to have a full support of City Council in order to be able implementing the actions provided in IAP.

## CONTACT DETAILS

For more information on Integrated Action Plan of the Panevėžys City, please contact:

Asta Puodžiūnienė, GenderedLandscape Project's Local Coordinator

[asta.puodziuniene@panevezys.lt](mailto:asta.puodziuniene@panevezys.lt)

Vita Bubliauskaitė, GenderedLandscape Project's Local Coordinator

[vita.bubliauskaite@panevezys.lt](mailto:vita.bubliauskaite@panevezys.lt)

More information about the Panevėžys City:

<https://www.panevezys.lt/>

<https://www.panevezysnow.lt/>

More information about GenderedLandscape project:

<https://urbact.eu/genderedlandscape>