

SURF: Step Up For Rights of Females

As our project-family we would like to talk about our story to give you hopefully a little inspiration and motivation to do great jobs.

What is in it?

- ① How we took the road ?
- ② Numbers are talking
- ③ What does it all mean ?
- ④ Do you want to make your goals SMART ?
- ⑤ We are looking for friends on the same road !
- ⑥ How we could achieve our goals ?

① How we took the road?

First of all, defining the problem was the crucial part in whole process.

HELPFUL TIP: Problem Tree Method.

- What is the **core problem**?
- What are the **main causes** of this problem?
- What are the **secondary causes**?
- What are **the main effects** of this problem?
- What are the **secondary effects**?

After we were conscious about our problem, its causes and effects; Time to make researches about the topic !

What is the big picture about women in daily life?

We've been hearing about news on which women experienced:

- Sexual and physical violence worldwide
- Severe restrictions in education and economic rights especially
- Glass ceiling

How much do we have awareness of the real situation?

Let's look at it closer..

①

②

③

④

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⑥

2 Numbers are talking

- According to UN data, about **1 in 3 (35%)** women worldwide has experienced either physical and/or sexual intimate partner violence or non partner sexual violence in their lifetime.
- More than **700 millions** of women alive today are married before the age of 18, a lot of them in forced marriages.
- Female literacy rate in the less developed countries is **51%**, compared to **67%** for males.
- **128** out of the **143** countries analysed had at least one legal barrier restricting women's economic rights. **28** of them had ten or more of these barriers, consisting in different owning, using and inheriting properties rights, access to credit and possession of bank accounts, equal wages, obtaining ID card or passports, etc.
- In at least **15** countries, husbands can prevent women to work

Considering that these problems are faced by half of the world's population, **there is a grave need to look for solutions and improve women's situation worldwide.**

This is how we took the road from the big picture to our project



3 What does it all mean?

We had to be sure about meanings of the words that we are regularly using about the topic. It's a step to have full knowledge of the topic and also false facts!

HELPFUL TIPP: Don't hesitate to make deep researches about known terms, you can find different stories!

Here are some examples about terms need to be clarified

– What is **Gender-based violence (GBV)**?

Gender-based violence is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private. Acts of GBV violate a number of universal human rights protected by international instruments and conventions.

– What is **Glass Ceiling**?

The United States Federal Glass Ceiling Commission defines the glass ceiling as "the unseen, yet unbreachable barrier that keeps minorities and women from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements."

The glass ceiling metaphor has often been used to describe invisible barriers ("glass") through which women can see elite positions but cannot reach them ("ceiling").^[11] These barriers prevent large numbers of women and ethnic minorities from obtaining and securing the most powerful, prestigious and highest-grossing jobs in the workforce.^[12] Moreover, this effect prevents women from filling high-ranking positions and puts them at a disadvantage as potential candidates for advancement

If you are more interested in this phenomenon check our website:

<https://www.female-rights.com/tc-turning-principles-into-practice/>

After having required knowledge

HELPFUL TIPP: Review on problem tree

Each negative statement come up with a positive statement! It will provide a basis for selecting project objectives.

Core problem -> Project purpose
Direct causes -> Goals

The project **SURF** which stands for **Step Up for Rights of Females** was created to find options and ideas how to increase women's rights in different parts of the world.

Project aims to reach gender equality and non-discrimination. These are two basic rights, that are enshrined in **European policies of education and youth.**

If you are more interested in these policies:

https://europa.eu/european-union/topics/education-training-youth_en

A background image of two women laughing joyfully. The woman on the left has curly hair and is wearing a white cable-knit sweater. The woman on the right has long dark hair and is wearing a dark red and black striped sweater. The image is dimmed to allow text to be overlaid.


4 Do you want to make your goal SMART ?

SMART:

- Specific:** Your goal should be clear and specific, otherwise you won't be able to focus your efforts or feel truly motivated to achieve it
- Measurable:** It's important to have measurable goals, so that you can track your progress and stay motivated.
- Achievable:** Your goal also needs to be realistic and attainable to be successful. In other words, it should stretch your abilities but still remain possible.
- Relevant:** This step is about ensuring that your goal matters to you, and that it also aligns with other relevant goals.
- Time-bound:** Every goal needs a target date, so that you have a deadline to focus on and something to work toward.

Our Final Objectives

- **Identify** the main threats and obstacles for gender equality within the participating countries.
- **Develop** skills and tools for the protection and development of women's rights.
- **Transfer** these skills/tools to relevant groups (e.g. youth workers).
- **Strengthen** partnership between European and non-European organizations.
- **Improve** the capacity of the partners to protect and develop women's rights.

A photograph of four young women laughing and holding drinks at a festival. The background is a colorful mural with abstract shapes and patterns. The women are dressed in casual, trendy clothing. One woman is wearing sunglasses and a denim jacket, another is wearing a white t-shirt and jeans, and another is wearing a black top and a green skirt. They are all smiling and looking at each other.

5 We are looking for friends
on the same road!

First, we need to analyse the situation of **Lithuania. Fairly advanced (regarding female rights) EU country, which nevertheless has some gender equality problems (especially, concerning pay gap and females in top positions).**

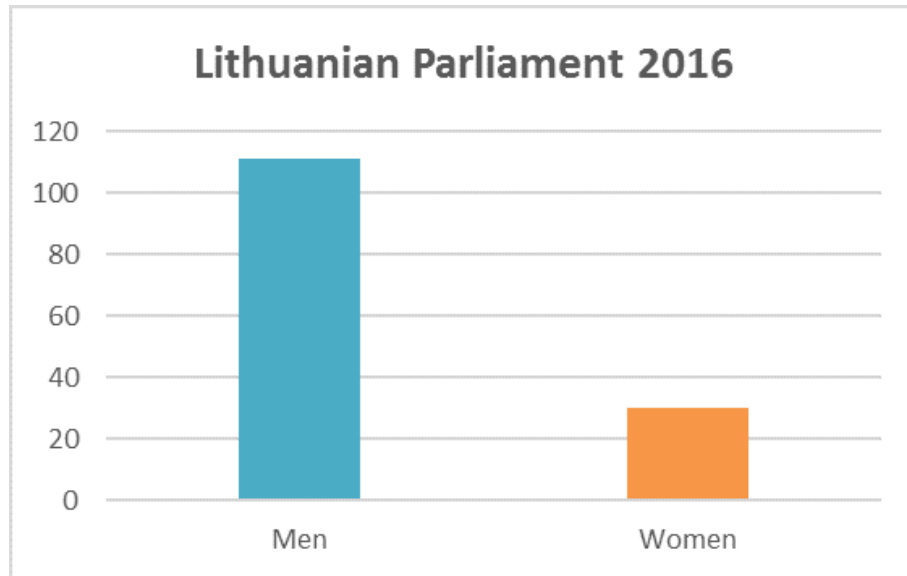
“Lithuania should strengthen the protection of women and children against violence and build a more inclusive society for persons with disabilities”

**- Nils Muiznieks,
Council of Europe Commissioner for
Human Rights**

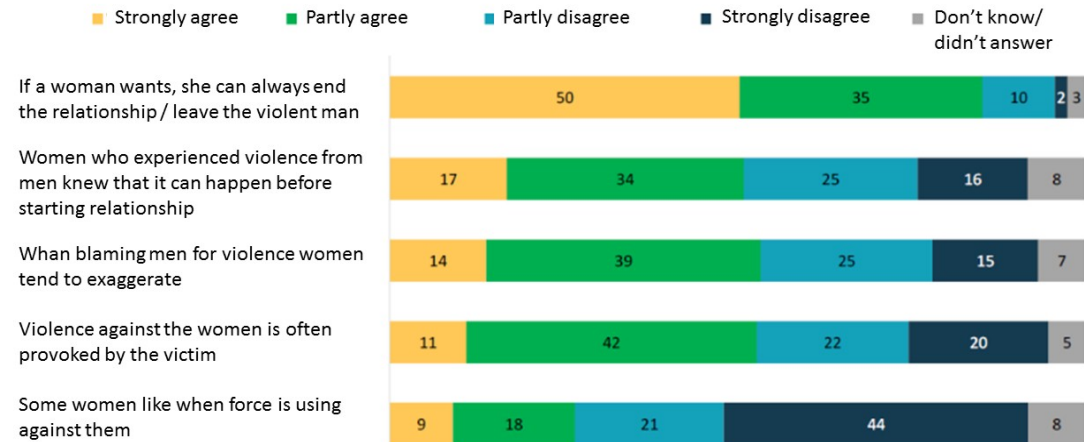
“Violence against women is a grave crime that tramples human dignity, violates human rights and incites discrimination. It affects not only women, but entire families and all layers of society. Physical, psychological and emotional abuse destroys the quality of life and work. Medical, legal and social costs are the price of violence that all of us have to pay,”

**- The President of Lithuania,
Dalia Grybauskaitė**

What is going on in Lithuania ?



Public opinion on violence against women in Lithuania



If you want to know more about **situation of women in Lithuania**, various graphics and datas on our website :

<https://www.female-rights.com/lithuania/>

Then WHY these countries?

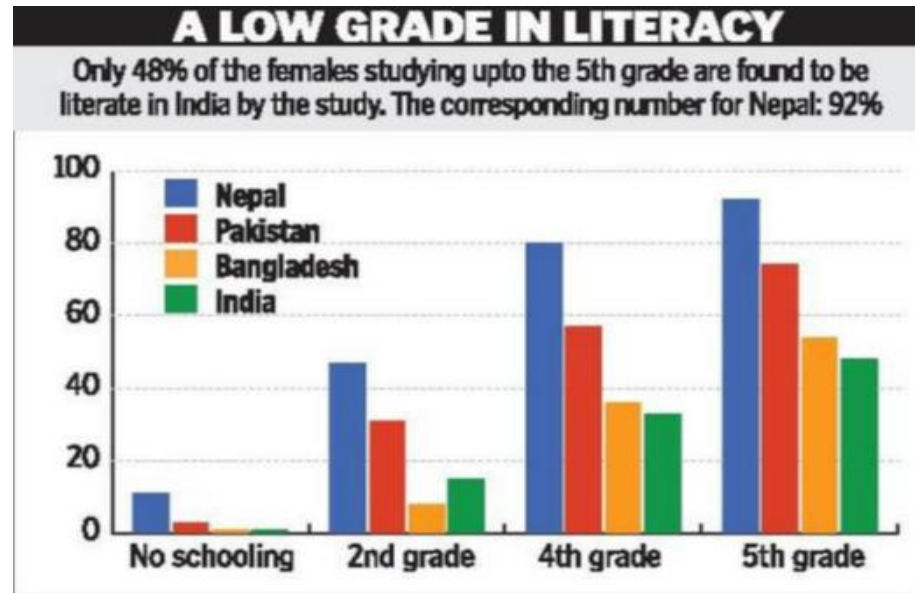
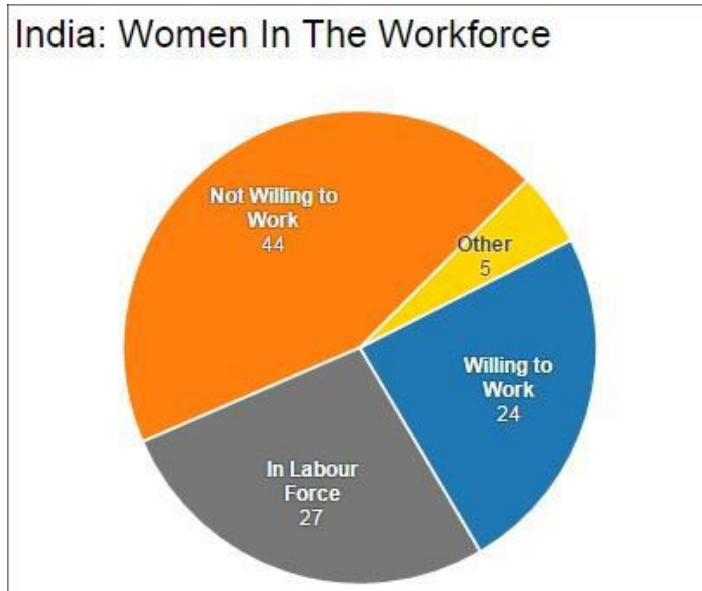


INDIA

A continental sized country is surely very diverse. Yet, even though it had had female leaders (i.e. I. Gandhi), women face a lot of obstacles and discrimination.

Recent reports (cited in the Economist) say that in regions of India (including southern states) they are even afraid to do work / business outside of home (due to frequent harassment and rapes in the work places).

What is going on in India ?



If you want to know more about **situation of women in India**, various graphics and datas on our website :

<https://www.female-rights.com/india/>



SENEGAL

A developing nation in West Africa. The female population of the country is far from being equal with men.

They get less education, are more often victims of crime, etc. Of course, the country's record is better than most of its neighbours). This is what makes Senegal a valuable case to study – its lessons can be applied for other Sub Saharan countries.

What is going on in Senegal ?

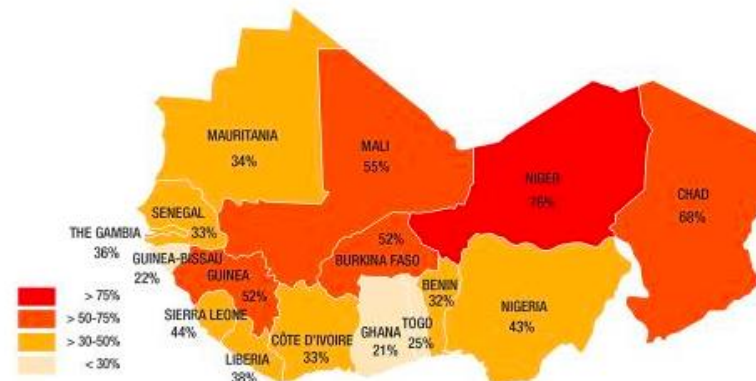
When will regions close the economic gender gap?



Source: Global Gender Gap Index 2016, World Economic Forum

WEST AFRICAN GIRLS ARE BEING MARRIED OFF TOO YOUNG

Percentage of young women (20-24 years) married before age 18



If you want to know more about **situation of women in Senegal**, various graphics and datas on our website :

<https://www.female-rights.com/senegal/>



HONDURAS

Represents Central American region – which is plagued by human (girls mostly) trafficking. Its social life is also male dominated.

Honduras does have a fairly high **literacy rate**, which is similar for both sexes: **88.9% for females** and **88.4% for males** – as of 2015 (Source: The World Factbook – CIA)

Honduras has extremely unequal income distribution, and high underemployment. **Over half of the country lives on less than two dollars a day, and the majority are women.**

If you want to know more about **situation of women in Senegal**, various graphics and datas on our website :

<https://www.female-rights.com/senegal/>

On the big picture

Chosen partner countries are the countries in which there are various forms of discrimination that women are facing including developed ones. Therefore, every participant country can bring a different point of view to the project with different knowledge and experiences all over the world.

We've learnt that working with the right partners is crucial to create a lasting, successful partnership.

You need to have **same goals** but with **different paths!**

DATA TIME : *Since our goal is empowering women in different areas, here is the database that we've created for organizations which are sharing similar objectives all around the world.*

Check it out and find friends on the same road!

[SURF initiatives](#)

[SURF Forums](#)

6

How we could achieve
our goals ?

How we could achieve our goals ?

PILOT PROGRAMME ACTIVITIES AND METHODS

Our project includes;

- 3 short term **training courses**
- **E-learning** course
- 3 **Job shadowing** activities through all participating countries
- **Final seminar** in Lithuania

Training courses aim to provide youth workers from Lithuania, Senegal, Honduras & India with knowledge, key competences & tools related to women protection & development.

“When our van stopped, the driver beeped a few times and people started approaching us from every corner: To our big surprise, children invited us to play and it took just a few minutes to feel that friendly atmosphere. They taught us some street games and, of course, we all played football together. That was a moment of pure joy.”

“It is hard not to notice that Tegucigalpa is full of high walls and barbed-wire fences although during the daytime it does not look like something bad is happening. However, even on the arrival day we were noted to stay inside when it gets dark as it is not safe to walk in the streets at night.”

Which methods did we use for training?

Both formal and also non-formal educational methods were used in training courses. By this way, we can provide participants to gain not only knowledge but also practical skills.

HELPFUL TIPP: Do not forget about **Ice Breakers** and **Warm-ups/Energizers** before each activity!

They will help the keep the energy up in the whole team and get to know each other maintaining the team spirit.

For many creative tools : <https://www.salto-youth.net/>

Lectures by acknowledged experts



This is the substantial part of the formal education. Participants can learn definitions of women poverty & abuse, by exploring its multiple dimensions and shapes in different contexts

What we did ?

The training course “Women-rights-based approach: turning principles into practice” took place in **Vijayawada, India**. 20 youth workers & local leaders from Lithuania, Honduras, Senegal and India gained knowledge on **gender-based violence, human rights-based approach** to tackle the problems caused by gender inequality as well as **intervention strategies** to use in their organisations.

If you find yourself interested in working on the topic we invite you to check the **basic information** from the Training prepared by the trainer **Sam Chelladurai** from India

<https://www.female-rights.com/tc-turning-principles-into-practice/>

Discussions among participants

We believe in the power of combination of different and creative ideas. Participants can do brainstorming and discuss about key problems and their solutions through these sessions. Also debate with local leaders may be also helpful to reach reasonable solutions. Different approaches from different participants all around the world could be one of the best ways to open a new window to our minds.



Highly Recommend : World café

You can read more about the special method here: <http://www.co-intelligence.org/P-worldcafe.html>

World Café Activity method was used for discussion on the topics related to the main topic of the training course. The activity took place next to the pool so that discussions would be done in smaller groups in an informal environment. In groups, participants had 7 minutes to talk about each topic and then switch to another. A moderator of each table writes all the ideas and then presents it to others. Here are the topics participants were discussing about:

- Women leaders: who are they? What should a role-model of women be like? Do you have any female role-models yourself?
- What are the skills that women should possess in order to have a sustainable source of income? How to best motivate them to acquire these?
- Have you ever been stopped from doing something because of your gender, what was it? Have you done something about it? What advice would you give in such situations for others?

Workshops



Case studies and workshops about different topics will help conduct women rights situation analysis through a human rights based approach and explore youth work practices aimed at women rights' protection in different cultural contexts.

What we did ?

- **Creation of initiatives**

Participants of the training course had a workshop when they were discussing the problems that girls face in the centre and try to think about the ways of how to empower them.

<https://www.female-rights.com/women-poverty-vulnerability/>



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- **Workshop on sexual education for girls**
- **Workshop for women in Aguas Saladas community**
- **Workshops with youth**

<https://www.female-rights.com/tc-women-rights-programming-in-community-development-honduras/>

Guest speakers sessions



Local people are great resources do understand the stories of the country and possible solutions to make the situation better.

What we did ?

Our guest speaker, **Mamadou Mane**, claims that Senegal is not developed in terms of gender equality. He explains that the most common violation of women rights is **physical violence**. In most of the cases it happens in a close environment. There are many reasons why it is happening, one of them is that men do not communicate with women – says Mamadou – they treat women like children, they have to obey to their rules. If women do not respect the order of men, they got beaten.



Fatou Cisse has been working with girls who experienced FGM (**Female genital mutilation**), helping them to recover after this traumatic experience, supporting psychologically and medically. She shared her stories about how girls lose their trust in parents who give the permission). Sometimes parents even organise the celebration before the day the girl is cut without telling her, so she enjoys the party and the next day face a harsh reality. There are cases when after being cut young girl would never talk anymore. Girls face the depression, anxiety, low self-esteem and post-traumatic stress disorder. These frightening examples only represent the psychological part of the problem, when it comes to the medical harm done we can talk about immediate complications and long-term consequences.

Discovering local reality : Field visits

Empowering women in one country requires deep knowledge and understanding about situation of women in this country. If you witness what is really going on in the local places, then you will understand:

- On which points are women facing discrimination
- Which reactions are they giving in face of discrimination
- For which reasons they are suffering
- Which roles do males and children have in this situation

What we did ?



Activities with school children

The first encounter with locals that participants had was in the local school – acknowledging one of main reasons for unequal rights between women and men in Senegal – lack of education of girls.



Visit to Kullimaaroo center

The center is a shelter for women and girls, victims of violence in Casamance. KULLIMAAROO center was set up by Women's Platform for Peace in Casamance with the support of UNWOMEN

Check for more: <https://www.female-rights.com/women-poverty-vulnerability/>

Practical implementations of gained knowledge by creation of new local initiatives



After gaining knowledge, participants can co-plan relevant, feasible & sustainable community projects addressing women poverty & development through women rights programming and they learn how to create social initiatives and campaigns to boost and foster social awareness towards gender equality.

What we did ?

- Implementation of the initiative “Braiding culture”

- After the discussion participants had chosen one initiative – Braiding culture – and they started to implement the idea.



Work Plan for Braiding Salon

Problems:

- the center has lack of finances for supporting the women;
- women living in the center are not studying and working;
- the women in the center does not have any trainings for hard skills.



Goal: help the women learn on how to make braids for tourists; thus, ensuring financial support afterwards.

For more : <https://www.female-rights.com/women-poverty-vulnerability/>

Selling souvenirs in Cap Skirring



Participants had a trip to a touristic place in a small town on the Atlantic Ocean coast.

Besides enjoying the nice weather and beautiful beach, they sold the jewelry to tourists and started the initiative going!



Participants also visited the info center of Cap Skirring and left a stand with Kullimaaroo jewelry and some leaflets for promotion of the initiative Braiding culture.

Further work: Creation of local projects



We believe that the results of a project should definitely appear in the future works of participants. On the last day of the training, participants were working on the projects in their country teams, creating strategies on implementation of activities to empower women in their local communities or internationally.



HELPFULL TIPP :

Participants can relieve their tiredness in **Cultural Nights**. They can present their culture in different ways that they want and have fun together thanks to these nights. Its is an useful tool to have strong bondings in the group.

The job shadowing is a great opportunity to learn and to share your knowledge while working in the organisation abroad. Activities will offer a further opportunity for practical learning experience, intercultural dialogue & exchange of practices by:

- Gaining insight into day-to-day activities of the hosting organization
- Learning about youth community work practices in the hosting country;
- Addressing critical issues & common challenges that arise in different youth work practices around the World;
- Developing contacts for further cooperation for 3 weeks.

One really strange thing for me was the discrimination of women and their separation from society. It was really hard to accept the fact that there is Machismo is so prevelant in this culture. Machismo is when men don't let women take higher positions in companies; women are not seen as equal partners. The worst part is that women are afraid to leave their houses because they might be abused or killed. It is not recommended to wear short skirts, dresses, shorts and sleeveless t-shirts

-Ieva from Lithuania

How often can you get a chance to live as a Senegalese? On 9-29 April I was lucky enough to live with with the locals and act as one. On the second day of my stay, I already was 'adopted' and given a Senegalese name – Ndeyedounia Fall. On the third day I was already at the tailor's to get my brand new, personalized dress.

- Virginija from Lithuania-

E-learning platform

At any time and from any place provided with an internet access, whether from a desktop or mobile device

Aim of the e-learning platform is to allow youth workers and youngsters to be able to access the educational content developed in the frame of the project. The contents will include the final version of the learning modules based on a common format (after the testing process during the training activities). A freely downloadable Moodle tool was used for the creation of the platform.

- Consulting the stored resources will allow the targeted youth workers;
- to prepare themselves before trainings and actual capacity building activities
- to work on new content during the activities
- to access and consult the resources afterward, whenever needed.

OUR PLATFORM IS WAITING FOR YOU !

<https://www.female-rights.com/e-learning-platform/>

For Her Badge !



- Firstly, **“Initiative for Equal Rights”** contest (IERC) will be created & promoted to youth in the participating countries and beyond. It is expected to generate new social initiatives (seeking to positively impact women’s rights). We estimate that there should be around 80 submissions in total. The best ones will then be presented to relevant stakeholders (policy makers, etc.).
- “For Her!” Badge is also to be created and then awarded to youth organisations that promote or carry out initiatives regarding women empowerment & gender equality. The awarding process will mostly take part past the due date of the project.

Contacts

VšĮ "Integracijos centras"



<https://www.female-rights.com>



<https://www.facebook.com/genderup/>



info@refugees.lt

Contact us if you need a consultation
on how to implement such initiatives