

wants the local social services in Italy to be informed about the case history so that the local social service can take measures for the protection of the child.

When the welfare of a child is endangered, the measures required for the protection of the child must be taken at the place where the child is, regardless of the child's nationality. In order to be able to decide in the best interest of the child, it is necessary in many cases to obtain or provide information about the case history, family members, or about the situation in the country of destination.

In the workshop the issue of migration – voluntary and involuntary – linked to family reunification will be addressed. Furthermore, legal aspects, especially European regulations like Brussels IIbis, or international conventions like the Hague Convention on Civil Aspects of International Child Abduction, will be considered.

The workshop aims to raise awareness in regard to cross border family conflicts and will offer possibilities of support and assistance for the involved individuals. The International Social Service through its worldwide network is a competent partner for voluntary welfare agencies, youth welfare and social authorities, guardianship and family across any borders.

FAMILY-FRIENDLY UNIVERSITY: A KEY ISSUE FOR WORK-FAMILY RECONCILIATION

Virginija Šidlauskienė

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In Lithuania, starting from 1998 in particular, there has been an increased activity in developing legislation of equal opportunities and, consequently, developments in the field of policy making in order to achieve organizational equality between women and men. Most academic systems and structures, as they exist today, are based on models that were constructed centuries ago at a time when universities were exclusively populated by men. There is a level of scepticism as to what can be achieved, though. A continuing evident gap is visible between principles, rhetoric and reality. Lithuania has a low percentage of female scientists (15% doctor habilitus), especially in natural, engineering, and technological sciences, as well as in the senior ranks (1 woman academician, 10 women among 150 statutory members at the Lithuanian Academy of Science: there has never been a female Rector of a university); there is a very low use of parental leave (1, 36% in 2005). The ideals of a man as a breadwinner and a caring father do not easily co-exist in Lithuanian men's lives; the role conflict, role overload, and maternity leave are important obstacles for women's scientific, leadership, or managerial career development.

The term "family-friendly" is an umbrella term describing a variety of means, policies, and programs having the goal to facilitate the ability of employees to fulfill their family-personal life-work responsibilities, balancing their work and leisure activities.

My paper is devoted to the problem of setting up and testing an innovative methodology and means for educational institutions, starting to reconcile family and professional life, and trying to change stereotypical gender roles in family and at work. How to make gender mainstreaming a reality at our universities? What supportive structures, family-responsive means for implementation of gender equality do we need? What are the main barriers for implementing equal opportunities and innovative work-life programs in higher education institutions? What is needed?

The pilot experiment is conducted on the basis of initiative EQUAL as a part of the European Employment strategy. The aims of the strategy are: more and better jobs, and labour market open for all. Financed by the European Social Fund, EQUAL is developing and testing new and innovative ideas and practice to combat discrimination and inequality in relation to labour market. This program provides opportunities to pilot and assess the new ideas and applications intended to influence employment and training, policy and practice, to reconcile family and professional life, as well as to re-integrate men and women who have difficulties in the labour market, by developing more flexible and effective forms of work organization and qualified social support services.

I am sure that the articulation of this problem in the field of organizational culture by using the instrumental approach and the process model approach is the most productive way to make change possible at our still patriarchal and hierarchic academia.

Development of Social Work Identity (The Workshop is dedicated to 15th Anniversary of Social Work Studies at Vilnius University and 10th Anniversary of the Department of Social Work).

**UNDERSTANDING PEOPLE IN POVERTY:
A STUDY OF CULTURAL CONSENSUS AMONG SOCIAL WORKERS
AND GENERAL POPULATION MEMBERS IN LITHUANIA**

Indrė Gajdosikienė
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This study compared the perceptions of poor people and poverty held by general population members and social workers in Kaunas, Lithuania. The study used the cultural consensus method, an approach that combines qualitative and quantitative data. The most common ideas and phrases about poor people from the interview phase were used for further study. During the second phase, participants grouped the phrases according to similarity, and three groups of phrases about people in poverty were distinguished: those describing people in the worst state, those describing people in a better condition, and those relating to the state policy.

Three dimensions of cultural knowledge about poverty and poor people emerged: Degree of Poverty, Responsibility of the Poor Person, and Reasons for/Consequences of Poverty. During the last phase, the phrases were ranked according to these dimensions. Social workers and general population members shared cultural knowledge about the three dimensions, with social workers having a higher degree of knowledge about Reasons for/Consequences of Poverty. Both samples rated structural reasons as main reasons for poverty.

**CONCENTRATION OF POVERTY IN THE POST-SOVIET CITY OF VILNIUS:
COPING STRATEGIES OF MEANS-TESTED BENEFIT RECIPIENTS**

Jolanta Aidukaite
(Södertörn University College, Sweden)

Post-soviet cities are not so widely researched, although they have witnessed dramatic changes since the fall of the Communist regime. Vilnius, the capital city of Lithuania, is not an exception to this situation. There is no study that assesses the extent of growing segregation in the city and explores the coping strategies of the urban poor.