

O1.5_Report on the Mapping of the current situation in the matter of multiculturalism in adult education in Lithuania

INTRODUCTION

Abstract of the Report

In this report on the mapping of the current situation in multiculturalism in adult education in Lithuania, we are presenting our findings of the theoretical and the practical research. In the first part, Findings of the Theoretical Research, we have collected and compiled useful information about multiculturalism in Lithuanian formal and non-formal adult education, in Lithuanian laws and practice. There is a good collection of links to Lithuanian organizations and national and international projects. In the second part, Findings of the Practical Research, you will find summaries of the interviews we conducted with 10 Lithuanian and 1 American adult educator working with Lithuanian and multicultural adult learners, and with 2 adult learners who have come from abroad to study in Lithuania. And finally, you will find information on the five biggest ethnic groups living in Lithuania and everything you need to know about them – values, rituals, attitudes, and more.

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FINDINGS OF THE THEORETICAL RESEARCH:

1. The current situation at national level on predominant cultures (statistics).

Please provide information about at least 5 predominant cultures (including the national one) identified in your countries.

	Culture	Percentage	Number of population	Any other comments relevant	
				Language spoken	Location
1.	Lithuanian	84.2	2.561 million	Lithuanian	The whole territory of Lithuania
2.	Polish	6.6	200.3 thousand	Polish	Mostly Vilnius county
3.	Russian	5.8	176.9 thousand	Russian	Mostly Utena, Klaipeda, and Vilnius counties
4.	Belarusian	1.2	36.2 thousand	Russian, Belarusian	Mostly Vilnius and Utena counties
5.	Ukrainian	0.5	16.4 thousand	Ukrainian, Russian	Mostly in Vilnius, Klaipeda, Jonava, and Visaginas cities

Source: [Lithuanian 2011 Population Census in Brief](#)



2. The current situation on the National Policies and Strategies to support multiculturalism.

2.1 The existent national policies and strategies

Since the re-establishment of independence in 1990, Lithuania has carried out policies of promoting ethnic majority groups' cultural identity, especially focusing on inherited cultural traditions and Lithuanian language as a state language. The Constitution of 1992 contains articles that clearly mention the rights of ethnic minorities and prohibit discriminating or granting any privileges based on ethnic background, origin, race, sex, social status, religion, language, convictions, or opinion. Citizens of Lithuania belonging to ethnic communities have the right to foster their language, culture and customs. Ethnic communities have the right to independently handle the affairs of their ethnic culture, organizations, education, charity, and mutual assistance. The state is bound by the Constitution to support national minorities.

These are the main laws that regulate the status of ethnic minorities: the Law on Ethnic Minorities, the Law on the Official Language of the Republic of Lithuania, the Law on Education, the Law on Non-Governmental Organizations, the Law on Citizenship, the Law on Public Information, the Law on Religious Communities and the Law on Political Parties and Organizations. http://ces.lt/en/wp-content/uploads/2012/03/EtSt_Kasatkina_Beresneviute_2010.pdf

The coordination of the implementation of Lithuanian State policy in the field of national minorities is one of the objectives of the Ministry of Culture, as indicated in the Regulations of the Ministry of Culture of the Republic of Lithuania. With this goal in mind, the Ministry of Culture prepares Government resolutions, drafts of laws, and other legal acts. It also coordinates the drafting and implementation of long-term programs which aim to assist national minorities to keep and protect their culture and identity. The rights of people belonging to national minorities are regulated by the Constitution of the Republic of Lithuania, articles 37 and 45. (Source: <https://lrkm.lrv.lt/en/activities/national-minorities>)

2.2 The alignment of national policies at the European level

Protecting the rights and freedoms of national minorities and the people belonging to them is an important part of international protection of human rights, which falls within the framework of international cooperation. The Republic of Lithuania has ratified key international agreements which regulate national minority rights.

Ratified agreements of the United Nations:

- The Universal Declaration of Human Rights;
- The International Covenant on Civil and Political Rights;
- The Convention on the Elimination of All Forms of Racial Discrimination;
- The Convention on the Elimination of All Forms of Discrimination against Women;
- The Convention on the Rights of the Child.

Ratified conventions of the Council of Europe:

- The Convention for the Protection of Human Rights and Fundamental Freedoms;
- The Republic of Lithuania signed the Framework Convention for the Protection of National Minorities of the Council of Europe on 1 February 1995, followed by its ratification without any reservations on 17 February 2000.



Lithuanian ethnic communities enjoy broad legislative rights and freedom in the use of their mother tongue, education, culture, including these: they can establish and maintain their own organizations, cooperate with compatriots living in other countries, preserve the cultural heritage of their country, participate in educational activities and disseminate knowledge in their mother tongue. Lithuania was one of the first countries in Europe to sign the Convention for the Protection of National Minorities, which expressed the European Council's and its member states' concern about the risk of ethnic minority existence. The basic principles that guide the country by creating and implementing ethnic policies – development of democracy, prevention of exclusion, unity and the dialogue with various ethnic groups and individuals. The coexistence of countries of the European Union is based on common reference values of Western civilization such as democracy, tolerance, individuality. Tolerance for multiculturalism and its growth should be included in any EU state's policy and appropriate management steps should be taken. Hence, one Lithuania's priority tasks in controlling this process is to deepen the understanding and trust as well as to establish ongoing dialogue between Lithuanian and Lithuanian ethnic minorities, new immigrants, tourists, and others.

3. The current situation in the matter of multiculturalism in adult education at national level.

3.1 In the formal education

Adults in Lithuania may follow formal education programs in different types of institutions, including general education schools, adult education centers, vocational education and training schools, colleges, and universities. The part of the structured system of Adult Education is vocational instruction on the job market. One more part of the formal adult education system is the labor market vocational training. (Source: https://eaea.org/wp-content/uploads/2018/01/lithuania_country-report-on-adult-education-in-lithuania.pdf)

A few Lithuanian universities offer not only courses, but bachelor and master study programs in fields related to ICC. Here are some of them:

University	Mykolas Romeris University
Study Program	International and Intercultural Communication, BA
Description	These interdisciplinary studies combine social sciences (communication, politics, regional studies) and humanities (philology and ethnology) for development of the best-qualified multicultural media communication specialists. Students are introduced to a wide range of different media technologies and ways to use them. To fulfil this purpose, the newest scientific literature, cases and other teaching material are used.
Link	https://www.mruni.eu/en/prospective_students/degree_programmes/international-and-intercultural-communication-u/

University	Vilnius University
Study Program	International Communication, MA
Description	Combining a high level of theoretical analysis with real-world application, the International Communication studies increases students' knowledge of intercultural, organizational, and political aspects of international communication. Students will deepen your insight into communication within



	the globalized world through advanced study and research on topics such as corporate communication, theory of international relations, crisis communication and sustainable development.
Link	https://www.kf.vu.lt/en/studies/studies-in-english/master-of-international-communication

University	ISM University of Management and Economics
Study Program	Cross-Culture Communication, course
Description	The course is intended to provide core knowledge of cultural analysis and cross-cultural behavior to develop the necessary skills for professional and successful communication in any given society, a local and/ or multinational company with multicultural staff and clients. Also, the course provides some negotiation theory and practice.

University	ISM University of Management and Economics
Study Program	International Business and Communication, BA
Description	The International Business and Communication Program has been designed by taking account of global business trends such as globalization, multicultural character of business teams, importance of communication within and outside the company. Broad thinking and a good understanding of the market environment is one of the most desired features of a specialist or manager.
Link	https://www.ism.lt/en/bachelor-programmes/international-business-and-communication

University	Kaunas University of Technology
Study Program	Intercultural Communication: on Board, series of seminars
Description	According to the university teacher and the organizer of the seminars <i>Intercultural Communication: on Board</i> , interaction with people from other countries and working in a multicultural team is common these days, even if one works in a Lithuanian company. Therefore, it is really crucial for young people to develop their intercultural communication skills during their study years. Local students, international students, the teachers and all academic community are invited to participate in these discussions.
Link	https://en.ktu.edu/news/intercultural-communication-on-board/

3.2 In the non-formal education

Non-formal adult education can be provided by different organizations, including adult education centers, high schools, qualification-upgrading colleges, private companies, non-governmental organizations or private individuals. Adult learning can be organized by employers and the learning itself can take place in the workplace. According to the Register of Education and Science Institutions, 105 non-formal adult education schools have been registered in Lithuania.



Established in 1992, the Lithuanian Association of Adult Education (LAAE), in partnership with Lithuanian and international adult educators and organizations, facilitates an approach to lifelong learning among the general population and the creation of continuing education opportunities. The LAAE aims to build a network of co-operating adult education organizations, as well as share knowledge and programs.

The Third Age University, which has branches in many towns throughout the country, organizes non-formal education of senior citizens. This public organization's efforts contribute to the integration of citizens of various age groups into society and seek to meet their needs for continuing education.

Non-formal education is also be implemented by institutions providing formal education – vocational training institutions, enterprises which have included such activities in their regulations or have licenses issued by the Ministry of Education, Science and Sport to teach.

Other ministries of the country, such as National Defense, Foreign Affairs, Finance, Transport, Health, Culture, have established their own non-formal adult learning structures where specialists in those fields improve their qualifications.

There are some non-formal education sector courses for adult learners about ICC in Lithuania. For example, the following company is offering quite a few ICC-related courses to the public as well as public servants and business people. Here is some information about the course:

Company	PROJEkona
Course title	Intercultural communication. Corporate culture
Description	<p>The course includes seminars on:</p> <ul style="list-style-type: none"> • The peculiarities of business cultures in the world • Intercultural training course for employees, going to work aboard temporarily • International Negotiation • Working in Intercultural Team • Business peculiarities in country X (specialized program on a country, specified by the client) (How to do business) • Customer Service

4. The current practical situation in the matter of multiculturalism in adult education at national level.

4.1 Public support institutions

Name	Migration Department under the Ministry of the Interior of the Republic of Lithuania
Website	https://www.migracija.lt/en/
Target group	Migrants, refugees
Services offered	The Migration Department implements the State's policy on immigration, free movement in the EU, asylum, citizenship, control of irregular migration. The aim of the Migration Department is to ensure the level of management of migration processes related to the legal status of aliens, granting of asylum, issuing of personal documents, and solving issues of citizenship of the Republic of Lithuania.



Name	Migration Information Centre "I Choose Lithuania"
Website	https://www.renkuosilietuva.lt/en/about-us/
Target group	Foreign and Lithuanian migrants
Services offered	<p>The center, using the method of single point of contact, provides consultations to those Lithuanians who are returning from abroad or anyone thinking of moving to Lithuania.</p> <p>The MIC provides information about immigration, the labor market, education, healthcare, and many other aspects related to living in Lithuania.</p>

Name	The Institute for Ethnic Studies
Website	http://ces.lt/en/institute/
Target group	Ethnic minorities, migrants and other vulnerable groups in Lithuania
Services offered	<p>The Institute for Ethnic Studies monitors and examines the situation of ethnic minorities, migrants and other vulnerable groups; collects and analyses the data from government institutions, non-governmental organisations and other sources about the preconditions and problems of integration in employment (employment relations), education, legal acts, housing, social security ,and health care; collects and analyses data on racist violence and crimes; and develops specialized studies on the issues of discrimination of various social groups. Since 2003, the Institute for Ethnic Studies has published the scientific journal Etniškumo Studijos (Ethnicity Studies). The LSTC Institute for Ethnic Studies is the national division of the European Union Agency for Fundamental Rights (FRA) in Lithuania.</p>

Name	Lithuanian adult education centers (represented by Lithuanian Adult Education Centers Leaders Association (LSMCVA))
Website	http://lsmcva.lt/?page_id=1636&lang=en
Target group	Adult learners
Services offered	<p>Adult education centers provide an opportunity for adult people to acquire formal education as well as participate in informal education. They also pave the way for adult students with different needs and abilities to meet the education requirements, develop competences necessary to adapt to a constantly changing environment.</p>

Name	National Institute for Social Integration
Website	http://zmogui.lt/
Target group	People from socially vulnerable groups
Services offered	<p>The National Institute for Social Integration (Žmogui.lt) helps persons from socially vulnerable groups integrate successfully into mainstream society. Žmogui.lt is known for its innovative approach to integration and nuanced social tactics to bring outsiders and youths seamlessly into the public fold.</p>



4.2 Private support organizations and Non-Governmental Organizations (NGOs)

Name	Soros International House
Website	https://sih.lt/en
Target group	Migrants, refugees, seniors, adult educators
Services offered	<p>SIH is an adult education center and a member of Lithuanian Association of Adult Education, Lithuanian Association of Distance and e-Learning, it is the 1st and only <i>CELTA</i> center in Lithuania and a <i>LanguageCert</i> approved Test Center.</p> <p>One part of key activities of the institution is teaching languages (14 languages at the moment – for adults and young learners in groups and individually using both traditional classroom teaching methods as well as modern tools for distance education. The organization also organizes educational summer camps for younger learners, designs and provides a variety of teacher training and professional development programs, administers English language proficiency tests for public service applicants, offers international exam preparation courses. Since 2000 SIH has been actively involved both as a leader and as a coordinator in a number of international as well as national and community projects and has a lot of experience in implementing them in such fields as language teaching, development of teaching methodology and tools, education and social inclusion of minorities and other disadvantaged groups, teacher training and professional development, active citizenship, intercultural learning and migrant integration.</p>

Name	MIGRATION LAW CENTER
Website	https://www.migration.lt/about-us
Target group	Immigrants to Lithuania, Lithuanian citizens living abroad
Services offered	<p>The main task of the MIGRATION LAW CENTER is to provide information and the juridical assistance, also the services in the field of legislation, for people that mean to visit the Lithuania, for legal migrants living in Lithuania, for the residents of Lithuania, who mean to leave Lithuania and also for these residents of Lithuania, who mean to go for the travel to other countries, for Lithuanians living abroad, who mean coming back to the Lithuania and for Lithuanian enterprises having the purpose to engage the foreigners.</p>

Name	International Organization for Migration in Lithuania
Website	http://www.iom.lt/en/who-we-are/iom-in-lithuania
Target group	Foreign and Lithuanian migrants, civil servants
Services offered	<p>In Lithuania IOM implements these main activities:</p> <ul style="list-style-type: none"> - Assisted voluntary return and reintegration. IOM Vilnius office provides return assistance to home countries for migrants in difficult situations since the establishment of the Office. - Migration research. IOM Vilnius implements topical research and collects, analyses and provides in the user-friendly manner main migration statistics.



	<ul style="list-style-type: none"> - Prevention of trafficking in human beings. IOM Vilnius office seeks to bring public's attention to the problem of human trafficking and provides return and reintegration assistance to victims of trafficking. - Integration and promotion of tolerance. IOM Vilnius works in promoting tolerance by providing trainings to civil servants aimed at increasing their understanding of different cultures. - Representation of Lithuania in the European migration network. IOM Vilnius office represents Lithuania in the European migration network and various working groups.
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Name	SOPA
Website	https://sopa.lt/about-us/
Target group	Employers and unemployed people from disadvantaged categories: senior citizens, women, young people with no qualifications, people with disabilities
Services offered	SOPA is a social job recruitment agency, which helps people with less opportunities to find and keep a job. SOPA consults, trains job-seekers and cooperates with employers in order to help the job seekers to find jobs and internships in the labor market.

Name	Lithuanian Association of Adult Education (LAAE)
Website	http://www.lssa.smm.lt/en/
Target group	Adult educators, adult education institutions, NGO leaders
Services offered	<p>Lithuanian Association of Adult Education, in cooperation with Lithuanian and foreign adult educators and institutions, are calling get together individuals and representatives of various organizations for the purpose to promote an approach of Life-Long Learning within the society and the development of an opportunities for continuing education.</p> <p>Association is focusing its activities in such directions: Adults Teaching / Learning Methods and Development of Skills to Work with Adult Groups; NGO Leaders Training; Development of NGO Strategy; Development of Adults Civic Skills; Adults Social Initiatives Possibilities Development.</p>

Name	Social Innovation Fund
Website	https://lpf.lt/en/activities
Target group	The unemployed and socially disadvantaged, NGOs staff
Services offered	<p>The objectives of the SIF are:</p> <p>To offer educational and professional re-/training opportunities for unemployed and socially disadvantaged women and men to obtain the skills and knowledge corresponding to the present job market requirements and help them to become socially active and economically independent</p>



	<p>To develop new tailored training programs to ensure the integration of the disadvantaged persons into active social life</p> <p>To influence public policy on implementing the Law of Equal Opportunities by building and maintaining the social partnerships and coalitions</p> <p>To develop and implement the social innovation initiatives for improving the status and condition of the disadvantaged persons in the society</p> <p>To maintain and expand national, European and international networks for implementing the joint projects and sharing good practices</p> <p>To organize trainings for NGOs staff to strengthen capacity of NGOs in fundraising, networking and efficient service provision to the disadvantaged groups.</p>
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Name	YFU Lithuania
Website	http://www.yfu.lt/en
Target group	Youth in more than 50 countries
Services offered	YFU provides an opportunity for students to spend a year, a semester or summer in another country, and offers families the opportunity to host an exchange student. Students live with host families, visit local schools and learn the language of their host country. This experience allows students to learn about different cultures and become more tolerant and independent. They immerse themselves in a new culture and come back to Lithuania with a new, global perspective.

Name	Center for Equality Advancement
Website	http://gap.lt/en/
Target group	People discriminated based on ethnicity, disability, sex, age, or sexual orientation
Services offered	Center for Equality Advancement (CEA) was founded in 2003 to promote gender dialogue and raise public intolerance for discrimination based on ethnicity, disability, sex, age or sexual orientation. The Center organizes informational campaigns, provides training courses and seminars, publishes articles, manuals, and other publications, carries out research, provides expertise on the themes of gender equality, diversity and human rights.

Name	Social Educational Initiatives Centre PLUS
Website	https://www.facebook.com/centrasplus , http://sei.lt/
Target group	Multicultural adults, youth, and children; migrants
Services offered	<p>It provides free services and consultations in the following areas:</p> <ul style="list-style-type: none"> • Lithuanian language • social work • psychology • law • migration issues • Lithuania history and culture

Name	The House of National Communities
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Website	http://www.tbn.lt/en/
Target group	Ethnic minorities, migrants
Services offered	The organization works to preserve the cultural and ethnic individuality of indigenous Lithuanian minority communities. The House works with twelve Lithuanian ethnic communities, community organizations. In total, 40 national minority organizations are registered with House of National Communities. The House offers Lithuanian language courses

4.3 Projects / Best practices (5 examples) (add tables as needed)

Name	SVMI / Senior Volunteers for Migrant Integration
Link	http://seniors4migrants.eu/
Target group	Elderly people, migrants and refugees in Lithuania, Germany, Greece, Finland, France
Actions offered	The project has successfully created the following tools: <ul style="list-style-type: none"> • Methodology and a 20-hour Training program for senior volunteers providing support for migrant and refugee integration. The Training program consists of 5 modules, one of which is focused on ICC and is titled <i>Key Elements of Intercultural Communication Competence</i>. • Training material for teaching senior volunteers. • Social and Civic Integration Tool for Immigrants.

Name	Parents4All
Link	http://parents4all.eu/
Target group	Migrant and ethnic minority parents, as well as local parents in 6 European countries: Greece, Lithuania, UK, Germany, Italy, Spain
Actions offered	The project has successfully created: <ul style="list-style-type: none"> • tailor-made training material for parents from the host societies in order to effectively deal with diversity and support school activities for social inclusion • empowering training material for ethnic minority parents in order to be able to better support their children in the integration process and effectively collaborate with school staff • an effective self-assessment methodology for parents regarding intercultural skills and ECM pupil inclusion

Name	Improving the initial education of adult immigrants (2IMINED)
Link	http://migis.eu/?page_id=198
Target group	Immigrants and adult educators in Lithuania, Belgium, Bulgaria, Italy, Latvia, Romania
Actions offered	The project team has developed an e-Educational Tool migis.eu, which includes interactive detailed information on the host country (60 hrs. of prepared (text and videos) for immigrants and their educators in English and native country language. In addition, Bulgaria and Lithuania prepared the material in Russian, Italian in French languages. On the migis.eu immigrants will be provided with the



	information on how to behave at hospital, what to do in the case of their children's illness, where they can learn national language for free, what to do if you want to recognize the qualifications acquired in your home country, how to deal with children in the host country, etc.
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Name	Community Integration Center in Vilnius
Link	http://sei.lt/ongoing-projects/community-integration-center-in-vilnius/
Target group	Third-country nationals
Actions offered	This project is being implemented according to National programme of the Asylum, Migration and Integration Fund for 2014–2020. The aim of the project is to provide general and specialized services to third-country nationals in order to improve their integration in Lithuania seeking to satisfy their physical, spiritual, social and educational needs.

Name	Consultation and Information Centre PLUS
Link	http://sei.lt/implemented/consultation-and-information-centre-plus/
Target group	Migrants in Lithuania
Actions offered	The main activities of the project were focused on providing social services and teaching immigrants Lithuanian language. This project was continued in 2013 under European Fund for the Integration of Third-country nationals Program 2013.

Name	Language Opens Any Doors: Third Country Nationals' Integration into Lithuanian Society
Link	http://project-dream.eu/practices/38-language-opens-any-doors-third-country-nationals-integration-into-lithuanian-society
Target group	Newly arrived non-EU immigrants to Lithuania
Actions offered	The project aims to facilitate the integration process of the newly arrived non-EU immigrants into Lithuanian society and labor market by providing them with opportunity to gain the language skills and knowledge necessary for a quality life in a host country, helping them to break the barriers of social, personal and cultural adaptation in a new environment.

Name	Tales at home
Link	https://www.talesathome.eu/
Target group	Multilingual families, professionals who work with adults, children and youngsters in a language learning/ teaching process, professionals involved in social inclusion in Lithuania, Belgium, Italy, the UK
Actions offered	The project aims to support multilingual families, helping them to create a favorable environment for language learning and well-being. This aim will be achieved by developing an innovative tool (app) for parents and their children to be used for language related emotion mapping within the family, helping to empower positive emotions and attitudes on a family level and thereby



	contributing to the improvement of well-being, social inclusion and language learning of the family members.
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Name	KYR PROJECT
Link	https://www.kyr.lpf.lt/
Target group	Migrant workers in Lithuania, Iceland, Austria, Cyprus, Spain
Actions offered	KYR aims to train migrant workers to improve their knowledge on their rights in the workforce, both within specific countries and according to EU employment laws. KYR will develop approaches to reach out to migrant workers using online tools and peer mentoring, presenting information in 3-5 languages in each country in cooperation with trained peers. The project will provide skills on labor legislation to migrants and the overall objective is to create processes and good practices that can then be developed further to reach new migrants groups.

Name	My HandScraft – Migrant Hands and Skills to Create a Future Track
Link	http://myhandscraft.eu/
Target group	Adult migrant learners, adult learners, adult educators in Lithuania, Italy, the UK, Cyprus, Greece
Actions offered	<p>Within the project, the following activities will be carried out:</p> <ul style="list-style-type: none"> - Field study research on needs and skill shortages of migrants and local handcrafters' development of a state-of-the-art report - Design of a collaborative e-learning platform as an online management system with several components - Development of an e-educational programme encompassing 3 training packages and deployment of 13 local workshops per country to improve the basic skills and key competences of migrants in the handicraft field - Development of a handbook to support adult educators working with migrants & of a digital guide for handcrafters with video material demonstrating the skills & artefacts developed during the workshops - Organisation of MyHandScraft Forums & festivals in each country, of an international Festival in Lithuania and of a joint staff training event delivered in Palermo with trainers from all partner countries

Name	Integration through Education
Link	http://sei.lt/ongoing-projects/integration-through-education/
Target group	Educators working with immigrant and refugee youth in Lithuania
Actions offered	The aim of the project is to create web platform with educational materials for people working with youth, especially with immigrants and refugees with open access to them, allowing them to put these topics in provided educational and integration activities.



Name	Intercultural awareness through experiential and reflective learning in the context of immigrants' integration
Link	http://nordplus.sei.lt/
Target group	Immigrants to Lithuania and the host society members
Actions offered	The overall aim is to develop intercultural competence of immigrants and host society members through experiential and reflective learning strategies seeking cooperation and understanding among different cultures. The project's main result was the development of innovative intercultural awareness curriculum based on experiential and reflective learning strategies involving drawing, painting, music, photography and the other techniques for immigrants and host society members.

4.4 Relevant articles

Name	Country Report on Adult Education in LITHUANIA
Link	https://eaea.org/wp-content/uploads/2018/01/lithuania_country-report-on-adult-education-in-lithuania.pdf
Target group	All those interested in Adult Education and Lifelong Learning in Lithuania
Key words	Adult Education, Lifelong Learning, VET, Career Training
Findings	The Report covers the situation of Adult Education and Lifelong Learning in Lithuania. It is divided into two sections. The section Policy and Politics gives an overview of the key policy currently in force, and also outlines the main legislation or political situation in the country. Structure and Providers gives a more detailed look at the organizational structures, and also outlines the main adult education providers, mainly looking at non-formal and informal learning.

Name	Open, tolerant and liberal communities for all – multiculturalism and social inclusion as a challenge for the 21st century
Link	https://epale.ec.europa.eu/sites/default/files/oplico_kickoff_en_0.pdf
Target group	Adult educators, local communities, people of social risk groups, migrants
Key words	Multiculturalism, social inclusion, adult education, integration
Findings	Authors Dr. Gerhard and Marie José Schneider Ballouhey say, that experience, people, time, place and situation (history) plays a very important part to create a successful and critical dialogue, encouraging the success of adult learners. Recalling the first partner meeting of the Erasmus+ Programme KA2 strategic partnership project <i>Open and Liberal Community: Challenges and Opportunities for Adult Education (OPLICO)</i> in Telšiai, the authors search for the features of open and tolerant community in Lithuanian history, in the artistic signs-sculptures of Telšiai, in Degaičiai park, which was created by its community.

Name	Viešosios bibliotekos siekia atrasti, mokytis ir dalintis kartu su bendruomenėmis
Link	https://epale.ec.europa.eu/lt/content/viesosios-bibliotekos-siekia-atrasti-mokytis-ir-dalintis-kartu-su-bendruomenemis
Target group	Adults experiencing social exclusion



Key words	Social inclusion, Multiculturalism, Adult education
Findings	<p>Public libraries, as regional centers of excellence, also play a role as a focal point for communities. Initiatives that promote the discovery, knowledge and understanding of cultural heritage, community events and lifelong learning are becoming increasingly popular. Regional studies are becoming increasingly important in meeting the cultural, educational and even tourism needs of the community.</p> <p>Libraries in three project partner countries are planning to produce 3 intellectual outputs: research <i>Libraries for Communities</i>, a website, and guidelines <i>Cultural Heritage for the Future: Discover, Share and Learn</i>.</p> <p>Project results will become tools available to adults experiencing social exclusion due to economic, geographical, or educational reasons, such as adult learners living in smaller towns or villages and, as a result, not having access to a wide range of regional information.</p>

Name	Development of the profession and qualifications of adult educators in Lithuania in the context of reforms of adult education
Link	https://www.researchgate.net/publication/322528196_Development_of_the_profession_and_qualifications_of_adult_educators_in_Lithuania_in_the_context_of_reforms_of_adult_education
Target group	Adult educators, Lithuanian legislators in the field of education
Key words	Adult education, Adult learning teachers, Lithuanian adult education
Findings	<p>The Baltic countries regained their independence from the Soviet Union in the early 1990s and joined the European Union in 2004. This article seeks to explore institutional development and reforms of adult education and lifelong learning in Lithuania with respect to the processes, the actors and the context of socioeconomic change over the past 20 years. It also looks at the implications of these processes for the professionalization of adult educators, referred to here as “adult learning teachers” (ALTs)</p>

Name	The role of key competences in adult education: The case of Lithuania
Link	https://www.researchgate.net/publication/321698097_The_role_of_key_competences_in_adult_education_The_case_of_Lithuania
Target group	Adult educators, Adult learners
Key words	Adult education, Key competences
Findings	<p>This article focuses on the analysis of the current state of the key competence development of adults in Lithuania. The following key competences are analyzed: communication in native tongues and foreign languages, development of cultural awareness, entrepreneurship, application of information society technologies, and learning to learn. Results of the quantitative survey involving 6992 adult respondents in Lithuania showed that the key competences are important for the majority of the research sample in their social, work and personal life. Key competence development is mostly enhanced by personal needs (work, wish of development and self-realization) and support of the family. The most frequently mentioned obstacles to the development of key competences are lack of financial resources and expensive training services.</p>



Name	Non-Formal Adult Education In Lithuania
Link	https://www.researchgate.net/publication/317169614_NON-FORMAL_ADULT_EDUCATION_IN_LITHUANIA
Target group	Adult educators, adult learners
Key words	Adult education, Non-formal adult education, Non-formal adult education institutions
Findings	The article reviews the regulatory legal documents for non-formal adult education and lists the diversity of institutions providing non-formal adult education. Non-formal adult education forms a large part of a permanent education system and is an active factor in stimulating Lithuanian democracy growth; it empowers individuals and social groups to deal with social, economical and political problems by advanced critical thinking and assists adults in gaining diverse approaches to tolerance.

5. Useful links

State authorities:

- [The President of the Republic of Lithuania](#)
- [The Parliament \(Seimas\) of the Republic of Lithuania](#)
- [The Government of the Republic of Lithuania](#)
- [The Ministry of the Interior of the Republic of Lithuania](#)
- [The Ministry of Social Security and Labour](#)
- [The Ministry of Education and science](#)
- [The Ministry of Foreign Affairs of Lithuania](#)
- [The Ministry of Economy of the Republic of Lithuania](#)
- [The Ministry of Finance of the Republic of Lithuania](#)
- [The Ministry of Transport and Communications](#)
- [The Ministry of Health of The Republic of Lithuania](#)
- [The Ministry of Education and Science](#)
- [The Ministry of Culture of the Republic of Lithuania](#)
- [The Ministry of Justice of the Republic of Lithuania](#)
- [The Migration Department under the Ministry of the Interior of the Republic of Lithuania](#)
- [The Lithuanian Labour Exchange under the Ministry of Social Security and Labour](#)
- [The State Enterprise Centre of Registers](#)
- [The Police Department under the Ministry of the Interior](#)
- [The State Border Guard Service at the Ministry of the Interior of the Republic of Lithuania](#)
- [The Personalisation of Identity Documents Centre under the Ministry of the Interior](#)
- [The Refugee Reception Centre](#)
- [Statistics Lithuania](#)



- The Office of the Equal Opportunities Ombudsperson
Department of Ethnic Minorities under the Government of the Republic of Lithuania

Non-governmental organizations:

- Lithuanian Red Cross
- Caritas Lithuania
- Social-educational initiatives Centre PLUS
- Soros International House (SIH)
- VMU Lithuanian Emigration Institute
- The Lithuanian Social Research Centre
- The Public Policy and Management Institute
- VA Caritas Foreigners integration programme
- The Migration Information Centre
- The Migrant Teaching Centre
- Community Integration Centre PLUS
- The Infocentre for Migrants
- Centre INLT
- Multicultural Children Day Centre Plus
- The House of National Communities
- Kaunas Cultural Centre of Various Nations
- InterNations Community for Expats in Vilnius
- Center for Equality Advancement
- International Organization for Migration LithuaniaE
- European Migration Network
- National Non-Governmental Development Cooperation Organisations' Platform
- National Institute for Social Integration
- Tolerant Youth Association
- Human Rights Monitoring Institute
- Lithuanian Centre for Human Rights
- Non-Governmental Organisations Information and Support Centre
- Nordic Council of Ministers Office in Lithuania
- Migration information and cooperation platform

International organizations:

- The European Union
- The Council of Europe
- The European Parliament
- The European Asylum Support Office
- Eurostat
- The European Migration Network



- [The European Migration Network \(Lithuania\)](#)
- [The European Web Site on Integration](#)
- [The European Council on Refugees and Exiles \(ECRE\)](#)
- [The European Union Agency for Fundamental Rights \(FRA\)](#)
- [The European Border and Coast Guard Agency \(FRONTEX\)](#)
- [The European Resettlement Network](#)
- [The United Nations](#)
- [The UN Refugee Agency \(UNHCR\)](#)
- [The UN Refugee Agency \(UNHCR Lithuania\)](#)
- [The UN Population Division](#)
- [The United Nations Development Programme](#)
- [The Global Migration Group](#)
- [The International Organisation for Migration](#)
- [Refugees International](#)
- [Amnesty International online](#)
- [The International Labour Organisation](#)
- [The International Centre for Migration Policy Development](#)
- [The International Committee of the Red Cross](#)
- [The Organisation for Security and Co-operation in Europe](#)
- [The International Centre for Migration Policy Development \(ICMPD\)](#)
- [The Migration Policy Institute](#)
- [The Asylum Information Database](#)
- [IMISCOE International Migration, Integration and Social Cohesion](#)

Foreigners organizations

- [Balturka Cultural Academy](#)
- [The House of National Communities](#)
- [The Lithuanian Azerbaijani Community](#)
- [The Association of Lithuanian Belarusian organisations](#)
- [Estonians in Lithuania](#)
- [Lithuania's Romanian Culture Community Dačija](#)
- [The Jewish Community of Lithuania](#)
- [Armenian organisations in Lithuania](#)
- [Association Lithuanian Azerbaijani Society](#)
- [Lithuanian Greek Non-Governmental Organisations](#)
- [Lithuanian Latvian Non-Governmental Organisations](#)
- [Lithuanian Uzbek Non-Governmental Organisations](#)
- [Lithuanian Germans Non-Governmental Organisations](#)
- [Lithuanian Ukrainians Non-Governmental Organisations](#)



FINDINGS OF THE PRACTICAL RESEARCH:

Level 1 – Interviews & collection of audio/video/written testimonials from adult educators

Type of product	Audio
Name of the adult educator	Nerijus Kriauciunas
Profession	Youth Trainer
Organization	International Youth Work Trainers Guild
Country	Lithuania
Key words	Youth Work, Adult Education, Diversity
Short description of the interview/testimonial	In this interview, Nerijus talks about why ICC skills are important in Lithuania – to the society in general and especially to adult educators. He also talks about his own ICC development experience and the educational methods he uses in his training of multicultural adult learners. Nerijus also gives some advice on how to overcome challenges arising when working with multicultural learners and mentions quite a few success stories.

Type of product	Written
Name of the adult educator	Vilija Lukosuniene
Profession	Chairwoman of the LAEE board, LAEE Expert on Project Activities, Doctor of Social Sciences, Expert of Adult Education
Organization	Lithuanian Association of Adult Education
Country	Lithuania
Key words	Adult Education
Short description of the interview/testimonial	Vilija writes about the importance of understanding multiculturalism in Lithuania and ICC skills in general. Also, she writes about her adult teacher training programs, her adult learners, and her extensive international experience. She also gives some valuable advice on working with multicultural learners.

Type of product	Written
Name of the adult educator	Genute Gedviliene
Profession	<i>Doctor of Social Sciences, Professor</i>
Organization	<i>Vytautas Magnus University, Academy of Education</i>
Country	Lithuania
Key words	University, Foreign Students
Short description of the interview/testimonial	Genute writes about the importance of ICC skills, her ICC skill development experience and work with foreign students. She also writes about the main differences between foreign and Lithuanian students.



Type of product	Written
Name of the adult educator	Irena Zemaitaityte
Profession	Professor and deputy director
Organization	Mykolas Romeris University, Institute of Educational Sciences and Social Work
Country	Lithuania
Key words	University, Foreign Students
Short description of the interview/ testimonial	Irena talks about adult educators' development of ICC skills and her first experience with teaching foreign students. In this interview, she says that a lot of the adult educators in Lithuania had not had any formal ICC training before they had to go straight into teaching – many of them learned by doing. She also shares an intriguing success story.

Type of product	Video
Name of the adult educator	Mindaugas Reinikis
Profession	Business consultant
Organization	A wide range of organizations (including but not limited to Association of Lithuanian aviation, Association of National Press, Lithuania - China business council, Lithuanian Sports University, etc.)
Country	Lithuania
Key words	Business, NGOs, Public Sector, Consulting, Coaching
Short description of the interview/ testimonial	Mindaugas talks about the importance of ICC skills in a variety of contexts – business, NGO, governmental institutions, etc. He tells about his ICC skill development experience and advises other adult educators on how to develop their ICC skills. He also gives tips about what to do and what not to do when interacting with trainees from other cultures.

Type of product	Video
Name of the adult educator	Justina Garbauskaite - Jakimovska
Profession	Non-formal youth trainer, researcher
Organization	Vilnius University
Country	Lithuania
Key words	Youth Education, Youth Trainer
Short description of the interview/ testimonial	Justina talks about her experience working with multicultural groups vs. Lithuanian learners, the activities she has used with diverse learner groups, and her ICC skill development in her work as well as personal life. She also tells some interesting stories about challenges faced and challenges overcome.



Type of product	Video
Name of the adult educator	Renata Zuk
Profession	English and Russian teacher
Organization	Soros International House
Country	Lithuania
Key words	Adult Education, Language Training
Short description of the interview/testimonial	Renata gives a useful overview of the multicultural situation in Lithuania. She also talks about her ICC skill development experience when working with foreign students and gives advice on which activities to use with different groups of adult learners.

Type of product	Video
Name of the adult educator	Donaldas Duskinas
Profession	Professional coach and trainer
Organization	Freelance
Country	Lithuania
Key words	Public Speaking, Management Development, Communication in a Team
Short description of the interview/testimonial	Donaldas talks about his extensive training experience and challenges faced throughout the years. In one particularly interesting example about challenges faced in Russia, he warns about potential problems and also informs about the possible solutions and ways to overcome them.

Type of product	Video
Name of the adult educator	Kenneth Finley
Profession	English Teacher, Civics Instructor
Organization	Freelance, American Councils Civics Education Center
Country	USA
Key words	Adult Education, ESL
Short description of the interview/testimonial	Ken talks about his extensive international experience working in many different countries around the world and working with a multitude of intercultural adult learners. He describes his opinion on the difference between working with Lithuanian learners and learners from other countries and gives invaluable advice to other adult educators working with multicultural adult learners.



Type of product	Video
Name of the adult educator	Inga Jagelaviciute
Profession	
Organization	
Country	Lithuania
Key words	
Short description of the interview/ testimonial	

Type of product	Video
Name of the adult educator	Arune Taunyte
Profession	
Organization	
Country	Lithuania
Key words	
Short description of the interview/ testimonial	

Level 2 – Interviews & collection of audio/video/written testimonials from multicultural learners

Type of product	Video
Name of the adult learner	Nicholas Rogerson
Status	Student of Lithuanian language at SIH
Culture	British
Country	United Kingdom
Key words	Multiculturalism, Adaptation, Diversity
Short description of the interview/ testimonial	Nick talks about his personal story of moving to Lithuania and his experience of living in Lithuania and other foreign countries. He talks about the language barrier and his language learning experience at SIH.

Type of product	Video
Name of the adult learner	Sayan Chakrabarti
Status	Student of German language at SIH
Culture	Indian
Country	India
Key words	Multiculturalism, Adaptation, Diversity



Short description of the interview/testimonial	Sayan talks about his experience of coming to Lithuania, challenges he faced, and how he overcame them. He also talks about his German language course, his relationships with other learners and the teacher, and the language barrier.
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Level 3 - Collection of data from local/national public authorities, universities, migrant communities on the different groups of cultures present locally/types/nationalities of multicultural learners

Culture	Lithuanian
Origins	Lithuania
Years of presence in the country	Original inhabitants, the forefathers arrived in the territory in 2000 BC or earlier
Number of population	2.4 million
Language	Lithuanian
Religion	Roman Catholic
Values	Lithuanians are rather reserved and tend not to initiate conversations, but once they get to know somebody, they are very warm and friendly. They are also known to be very hospitable. Family is extremely important to them. Lithuanian virtues, ethics, morale, and etiquette have been influenced by Christian and Western values, and those of their neighboring countries.
Rituals	Lithuanians celebrate all Christian holidays. However, due to Christianity coming to this land quite late, in the 14th century, some Christian holidays have two names – one Christian and one pagan. Some of the pagan traditions have also remained and have been incorporated into the Christian holidays. In addition to religious holidays, Lithuanians celebrate: <i>Uzgavenes</i> , which is a carnival celebration, taking place in early February; <i>Kaziukas Fair</i> – an enormous craft fair, taking place on the weekend nearest to St. Casimir’s Day in Vilnius and other towns; Mother’s Day (on the first Sunday in May) and Father’s Day (on the first Sunday in June); Statehood Day (July 6), marking the crowning of King Mindaugas in the 13th century as a Lithuanian king; Lithuanian Song Festival – a massive song and dance festival taking place for more than a hundred years in the summer every 4 years, when thousands of Lithuanian expats with their folk dance and song groups come back to their homeland to participate in the performances and festivities; <i>Saint Jonas’ Festival</i> , also known as <i>Rasa</i> (Dew Holiday), <i>Jonines</i> , <i>Midsummer Day</i> or <i>Saint John’s Day</i> – a midsummer folk festival celebrated on June 24 all around Lithuania; also newer festivals: <i>Culture Night</i> , happening annually in June or July and presenting up to a hundred and fifty projects by more than one hundred cultural organizations and about 500 artists; <i>Street Music Day</i> – when professional musicians and amateurs come out to perform in the streets, courtyards, and squares, happening in May; <i>The Sea Festival</i> in Klaipeda, held annually since 1934, attracts hundreds of thousands of visitors and offers a wide variety of fairs, concerts, and other events.
Open vs Closed society	Lithuanians have always been known to be very tolerant and accepting of other cultures and ethnicities. In the times of the Great Duchy of Lithuania, in the late 14th century, Grand Duke Vytautas the Great invited and brought to Vilnius families of the Karaites and Tatars as soldiers, and Italians, Jews, and other peoples from all over Europe as business developers. Lithuanians have lived in peace with




	a multitude of ethnic minorities since the GDL and they still consider themselves to be open to diversity.
Emblematic image	 <p>Source 1, Source 2</p>

Culture	Polish
Origins	Poland
Years of presence in the country	From ~17th century until 20th century Lithuanians and Poles were a single nation
Number of population	159 thousand
Language	Polish
Religion	Roman Catholic
Values	Poles are the most religious ethnic community in Lithuania.
Rituals	Polish people celebrate all the Christian holidays on same days as Lithuanians. In addition, Poles have some of their own festivals in Lithuania. Traditionally, Polish minorities organize Vilnius region's Polish Song Festival <i>Kwiaty Polskie</i> , Stanislaw Moniuska Children's and Youth International Musical Festival, <i>Pieśń znad Wilii</i> Festival, Lithuanian Polish School Teachers' Society <i>Macierz szkolna</i> School Theatre Festival. There are Lithuania's Polish poetry days <i>Maj nad Wilia</i> , other Polish art festivals involving self-employed groups and professional Polish artists.
Open vs Closed society	In Lithuania, people of the Polish ethnic minority are not particularly different from Lithuanians. Poles have lived in Lithuania for many hundreds of years since the Polish-Lithuanian Commonwealth – one of the largest and most populous countries of 16th- to 17th-century Europe, and even before that. They might have been a little more closed during the Soviet times but now, for the most part, Polish people have completely integrated into the Lithuanian society.



Culture	Russian
Origins	Russia
Years of presence in the country	The first Russians came to Lithuania in the 18th century. Another wave of Russians came when Lithuania was integrated into Russian Empire in the 19th century. The number of Russians increased four times under the Soviet occupation.
Number of population	125.7 thousand
Language	Russian
Religion	Half of Lithuania's Russians are Orthodox, about 12% are Old Believers, and 12% are Roman Catholics. Russians in Lithuania are among the most irreligious groups with 25% being atheists.
Values	Russian values include homeland and family, justice, and collectivism.
Rituals	Russians in Lithuania celebrate all the Christian holidays, some of them Catholic, some Orthodox, depending on their religion. Russian ethnic communities are very strong in Lithuania and additionally celebrate poet Alexander Pushkin's birthday on June 6 and Russia's day on June 12.
Open vs Closed society	Most of Lithuania's Russian people have lived here since before the independence of 1990, hence they have completely integrated into the Lithuanian society, they speak Lithuanian even with their families. These integrated Russians are quite open to diversity and other cultures. There is a small number of Russians who have come to Lithuania more recently. Because of the lack of Lithuanian language, some of them are a little more Russia-oriented.
Emblematic image	 <p>Source 1, Source 2</p>

Culture	Belarusian
Origins	Belarus
Years of presence in the country	Belarusians were settled in Lithuanian cities together with the ethnic Russians by the Soviet government. First Belarusian minorities, however, have been living in the territory of Lithuania since 13th – 14th century.
Number of population	42 thousand
Language	Belarusian, Russian
Religion	Roman Catholic, Orthodox
Values	Some of the values of Belarusian people are peace, family, their land, tolerance, patience, traditions.
Rituals	Lithuania's Belarusian community celebrate all of the religious holidays and, in addition, Belarus' Independence Day on March 25, anniversary of Slutsk's armed uprising on November 27, and Armed Forces day on September 8.
Open vs Closed society	Belarusians historically respect other nations and their cultures. During the times of the Great Duchy of Lithuania, Belarusians, Lithuanians, Ukrainians, Jews, and Tatars lived together in peace. Because of the influence of the Soviet Union, Belarusians lost some of their tolerance and open-mindedness, however, they are quite an open community in Lithuania.
Emblematic image	 <p>Source 1, Source 2</p>

Culture	Ukrainian
Origins	Ukraine
Years of presence in the country	Ukrainians were settled in Lithuanian cities together with the ethnic Russians by the Soviet government.
Number of population	28 thousand
Language	Ukrainian, Russian
Religion	Orthodox, Catholic
Values	Ukrainian people are generous and hospitable, all social celebrations include food.
Rituals	Ukrainians celebrate all religious holidays and a few of their own: Taras Shevchenko day on March 9-10, Ukraine's Constitution Day on June 28, Ukraine's Independence Day on August 24.
Open vs Closed society	The events of the Russian aggression of the recent years has significantly influenced Ukrainians' sense of patriotism and civic identity. These events have



	<p>also brought a new wave of Ukrainian immigrants to Lithuania. They have been accepted here and they have been integrating into the society quite well, willingly learning the Lithuanian language, etc. The attitude of Ukrainian people in Lithuania shows a high level of openness and ethno-cultural inclusiveness.</p>
<p>Emblematic image</p>	 <p>Source 1, Source 2</p>