

# Study on gender training in the EU mapping, research and stakeholders' engagement - Lithuania- Country profile



## POLICY FRAMEWORK

The national programme for equal opportunities for women and men 2010-14 presents policy commitments to gender mainstreaming in Lithuania. The action plan for the implementation of the national programme makes specific reference to gender training for public sector employees.

All ministries are implementing the national programme, which focuses the organisation of seminars and other gender training activities for ministers. Gender training as a function also happens for local/regional public administration staff. In fact, the national plan has, as one of its objectives, to encourage municipalities/regional government to take actions for equal opportunities for women and men.

At ministry level, an Inter-ministerial Committee of Equal Opportunities for Women and Men has been established and includes representatives from all ministries. Furthermore, most ministries have a staff training plan/strategy, in which only a small number of ministries has included gender training as regards their immediate needs.



## GENDER TRAINING IN PRACTICE

The Office of the Equal Opportunities Ombudsman has organised some gender training activities at national level.

At ministry level, the main provider of gender training activities is the training centre of the Ministry of Finance, though it has not organised any such training modules since 2007, and the Lithuanian Institute of Public Administration. The Civil Service Department also provides gender training at ministry level. It is this department's responsibility to approve training programmes, approve legal persons seeking to train civil servants, and coordinate the implementation of the civil servant training strategy.

As a main provider of training at a local level, the Centre of Training and Consultation of the Association of Local Authorities has not, as of yet, organised any training related to gender equality and gender mainstreaming.

Other organisations that provide training at local level are the Centre of Municipal Training and the Centre for Gender Studies. According to interviewees, it is difficult to provide an ex-

haustive list of the training programmes organised between 2005 and 2011. This was also the case for the data provided for the provision of figures regarding beneficiaries and levels of resources allocated to gender training during the same period.

For the training programmes organised and the number of participants that attended, only indicative data is available at ministry and regional level. The Ministry of Finance appears to have organised the greatest number of courses, including nine courses which benefited 100 participants between 2006 and 2008, one international conference in 2007, which attracted 22 beneficiaries, and 29 training seminars, which benefited 418 participants in 2010. The Ministry of Environment held a round table in 2006, which benefited 15 civil servants, and held gender training courses during 2006-08 which were attended by 24 beneficiaries.

At a regional level, two round table discussions have been held, which benefited 17 participants, between 2006 and 2008, and 12 participants attended two training seminars that were held during the same period.

As regards the level of resources, none of the streams of resources indicate the amount of funding specifically targeted

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