




NATIONAL ACTION PLAN
FOR THE IMPLEMENTATION OF THE

WOMEN, PEACE AND SECURITY

AGENDA FOR 2025–2029



MINISTRY
OF FOREIGN AFFAIRS
REPUBLIC OF LITHUANIA



The National Action Plan has been developed in line with subparagraph 5.4.7 of the Implementation Plan for the Programme of the Nineteenth Government of the Republic of Lithuania, approved by Government Resolution No. 151 of 12 March 2025, "On the Approval of the Implementation Plan for the Programme of the Nineteenth Government of the Republic of Lithuania." It aims to ensure the implementation in Lithuania of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security and subsequent Security Council resolutions forming the Women, Peace and Security Agenda.



Institutions implementing the National Action Plan

The following institutions are responsible for the implementation of the National Action Plan:

Office of the Government of the Republic of Lithuania (OGRL),
Ministry of Foreign Affairs of the Republic of Lithuania (MFA),
Ministry of National Defence of the Republic of Lithuania (MND),
Ministry of the Interior of the Republic of Lithuania (MI),
Ministry of Social Security and Labour of the Republic of Lithuania (MSSL),
Ministry of Justice of the Republic of Lithuania (MJ),
Ministry of Education, Science and Sport of the Republic of Lithuania (MESS),
Police Department under the Ministry of the Interior of the Republic of Lithuania (PD),
Prosecutor General's Office of the Republic of Lithuania (PGO),
State Border Guard Service under the Ministry of the Interior of the Republic of Lithuania (SBGS),
Association of Local Authorities in Lithuania (ALAL),
Office of the Equal Opportunities Ombudsperson (OEEO).

Cooperation is also ensured with non-governmental organisations, researchers, and experts.



Abbreviations

Women, Peace and Security Agenda – WPS Agenda
National Action Plan – NAP
European Union – EU
North Atlantic Treaty Organization – NATO
United Nations – UN
United Nations Security Council – UNSC
Organization for Security and Co-operation in Europe – OSCE

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FOREWORD



Minister of Foreign Affairs
of the Republic of Lithuania

Kęstutis Budrys

Twenty-five years ago, the United Nations Security Council, through Resolution 1325, recognized that women and girls are disproportionately affected by armed conflicts, particularly through gender-based and sexual violence. Women face specific risks: they are often marginalized and excluded from conflict resolution and post-conflict recovery efforts. Their voices in decisions concerning peace and security are still not heard strongly enough. These are not isolated developments but interconnected phenomena that undermine our collective security.

Russia's ongoing aggression against Ukraine, as well as other wars and conflicts around the world, threaten the international order founded on shared values of international law and human rights.

Unfortunately, we still live in societies where gender stereotypes and discrimination against women remain widespread. What we describe in peacetime as domestic violence, hate speech, or lack of equal representation, in wartime turns into systematic sexual violence and war crimes. In such circumstances, empowering women in

peace and security is no longer a matter of choice but a necessity. As we work to safeguard our country's security in this tense geopolitical environment, we must ensure the full and meaningful participation of women in decisions related to crisis management and civil preparedness, civic resistance, national defense, and diplomacy. Only then will we be stronger, more resilient, and more secure.

Lithuania has consistently supported the Women, Peace and Security agenda — a strategic framework for strengthening resilience, democracy, and human rights; preventing conflict; supporting survivors; and pursuing justice. Lithuania's third National Action Plan reaffirms that women must participate fully and equally in decision-making at all levels, and that their security and rights must be guaranteed both in times of peace and in conflict.

I encourage support for all initiatives that strengthen the role of women in peacebuilding, security, and recovery processes.

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I. GENERAL PROVISIONS

The third National Action Plan for the Implementation of the Women, Peace and Security Agenda (hereinafter – the NAP) sets out measures for 2025–2029 aimed at implementing the United Nations Security Council (hereinafter – the UN SC) Resolution 1325 (2000) adopted unanimously on 31 October 2000 (hereinafter – the UNSC Resolution 1325), and additional UN SC Resolutions 1820 (2009), 1888 (2009), 1889 (2010), 1960 (2011), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019), which together constitute the Women, Peace and Security Agenda (hereinafter – the WPS Agenda).

The objective of the NAP is to strengthen societal resilience by ensuring full participation of women in decision-making at all levels and by systematically integrating gender dimension into national, regional and international policies, security and peace-building measures to ensure long-term security and sustainable peace.

The implementation of the NAP is coordinated by the Ministry of Foreign Affairs of the Republic of Lithuania.

The NAP is implemented using appropriations from the state budget of the Republic of Lithuania allocated to the responsible implementing bodies.



II. SITUATION ANALYSIS

The UN SC Resolution 1325 is the first legal document in history to emphasise the role of women in modern armed conflicts. The resolution recognises the disproportionate impact of armed conflicts on women and girls and the need for women's active participation in order to achieve lasting peace. It highlights the insufficient participation of women in the processes of decision-making, peacekeeping and recovery following armed conflicts. It also draws attention to the issue of sexual and gender-based violence in the context of armed conflicts. The aim is to devote more

attention and resources to preventing such violence, ensuring accountability for crimes committed and providing assistance to victims, most of whom are women and girls. The Russian Federation's war of aggression against Ukraine and other wars and armed conflicts around the world have a significant negative impact on women, so it is important for women to participate fully in ensuring the resilience and security of the state and the society. Research shows that the participation of women in peace processes leads to more sustainable and stable peace.



UN SC Resolution 1325 was followed by nine more related resolutions adopted, which together constitute the WPS agenda. The aim of this agenda is to achieve gender equality and strengthen women’s rights to participate in conflict prevention, resolution and peace-building processes. The four pillars of the UN Women’s Agenda are:



PARTICIPATION

The involvement of women at all levels of decision-making: in national, regional and international institutions; in conflict prevention, management and resolution mechanisms; in peace negotiations; and in peacekeeping operations.



PROTECTION

The protection of women and girls from sexual and gender-based violence, especially during armed conflicts, emergencies and humanitarian crises.



PREVENTION

The efforts to prevent violence against women, legal protection, accountability for violations of international law, strengthening women’s rights by adopting national legal acts, and support for local women’s peace initiatives and conflict resolution processes.



RELIEF AND RECOVERY

The crisis resolution taking into account the needs of women.

Although progress has been made in implementing the WPS agenda, many challenges remain. National action plans in many countries are not effective enough yet, and funding for the inclusion of women in conflict prevention and resolution processes is often insufficient. The principles of the WPS agenda are not always adequately integrated into international processes such as climate change, humanitarian aid or migration management, even though women face specific challenges in these areas too. The WPS agenda therefore emphasises the need not only to make political commitments, but also to implement them by ensuring accountability, strengthening women’s organisations and

consistently integrating gender dimension into every stage of decision-making.

Lithuania is actively involved in the implementation of the WPS agenda. Lithuania’s first NAP was adopted in 2011. It aimed to increase women’s participation in conflict prevention, military and civilian operations and missions; raise awareness of the WPS agenda among the Lithuanian public; and to contribute to international initiatives in the areas of women’s security and the protection of women’s rights. The second NAP approved in 2020 has retained the objectives of the first plan, but with greater emphasis on the implementation of the international WPS agenda.





The objective of the third NAP for 2025–2029 is to increase community resilience by ensuring women’s participation and integration of gender dimension at all levels of decision-making and implementation. Increasing the resilience of society can also mean preventing an armed conflict, while seeking to respond to and incorporate the needs of women and girls into the implementation of security policy. The full involvement of women in decision-making on peace and security issues is particularly important in the context of current challenges – Lithuania’s security and defence, and civil preparedness. The objectives set out in the NAP reflect the country’s commitment to ensuring gender equality and are in line with the priorities of Lithuania as a member of the European

Union (EU), the North Atlantic Treaty Organisation (NATO), the United Nations (UN) and the Organisation for Security and Cooperation in Europe (OSCE). Taking into account Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence, the recommendations of the UN Committee on the Elimination of Discrimination against Women and the latest results of the Gender Equality Index developed by the European Institute for Gender Equality, the objectives of the plan are to integrate gender equality into foreign, security and defence policy, contribute to strengthening societal resilience, and enhance inter-institutional, international and regional cooperation.

III. AREAS AND INDICATORS OF CHANGE

In order to effectively implement the WPS agenda for 2025–2029, the NAP sets out four thematic areas:

gender balance (I)

zero tolerance for violence (III)

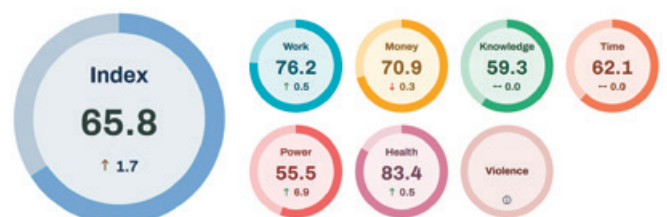
removal of systemic barriers (II)

gender mainstreaming (IV)

Each thematic area includes general monitoring and progress assessment change indicators of the NAP.

Gender balance (I)

Gender equality is an essential condition for achieving the goals of the WPS agenda, and it is enshrined in the laws of the Republic of Lithuania. Unfortunately, women’s participation in political, security and peacekeeping processes in many countries remains insufficient. According to the UN data, women make up only about 21% of all peacekeeping mission personnel, and this figure is also unbalanced at the decision-making level. The lack of gender balance leads to one-sided decisions that do not adequately reflect the needs of women and girls. In Lithuania, women’s participation in decision-making processes is also insufficient. According to the data from the European Institute for Gender Equality (EIGE), Lithuania has not yet reached the EU average for gender equality, and the aspect of women’s participation in decision-making processes has been given the lowest score. It is therefore important to promote gender-balanced participation of women and men in decision-making in Lithuania and internationally.



Gender balance

Ensuring this balance would help to create more sustainable and long-term peace initiatives, increase society’s resilience in the face of crisis situations, and better respond to the needs of women and girls. It is important to strive for gender-balanced composition in commissions, working groups, selection processes, delegations, leadership positions, military and civilian missions formed by institutions, and to promote women’s leadership and participation in all decision-making processes related to conflict prevention, mediation, security, and ensuring the rule of law. The UN Committee on the Elimination of Discrimination against Women urges Lithuania to strengthen its efforts to increase women’s representation in political life, including local self-government, and to adopt special temporary measures, including quotas for candidates in political parties and municipal leaders, increase the participation of women, including women with diplomatic status, in political and public life. In this area, during the period 2025–2029, Lithuania could strengthen the capacity

of public sector institutions involved in implementing the WPS agenda by working closely with experts from non-governmental organisations (NGOs) to take concrete steps and regulate the necessary legal acts in policy areas where gender representation needs to be established. In this regard, it is important to encourage women’s involvement and participation in national and international networks and to introduce best international practices. These measures will not only increase the number of women involved in decision-making, but also create a new institutional culture in which gender balance is seen as a source of security and resilience. Balanced representation will enable better-informed, more inclusive decisions that reflect the diversity of society and strengthen democracy.



Gender balance



Indicators of change in this area:

improved institutional equal opportunities research indicators (based on the results of the Equal Opportunities Ruler research at the beginning and end of the NAP implementation);

increase in the number of women (officials) involved in national and international networks and training;

percentage increase in female participation in international missions compared to male participation;

more active participation of women in decision-making, with a view to achieving gender balance.

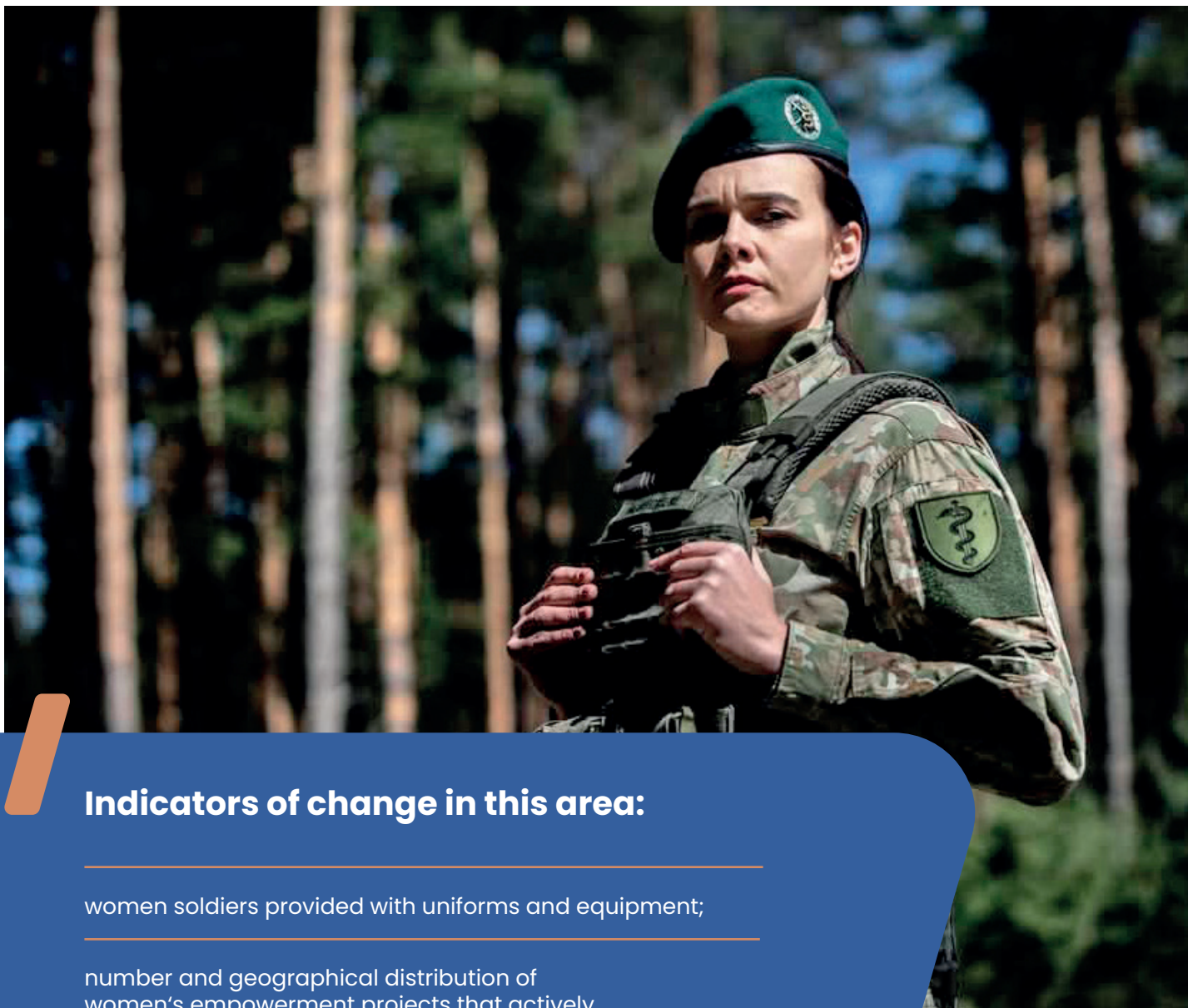
Removal of systemic barriers (II)

Women's participation in decision-making, peace and security processes is often limited by social and structural barriers. Gender stereotypes, discriminatory practices in employment and public life, the disproportionate burden of unpaid work, and limited opportunities for education or financial independence make it difficult for women to become leaders. According to the UN Women survey conducted by the UN women's organisation, only 22 % of countries worldwide have achieved at least minimal gender equality in legislative processes. In order to remove these barriers, concrete policy measures are needed to help change the existing structural inequalities. It is important to remove systemic barriers that prevent women from fully participating in crisis prevention, management, relief and peace-building processes, and to improve and ensure adequate conditions for women in the armed forces and other security structures. It is also important to take into account the

gender dimension and the different needs of the population when making decisions on public security, civil protection, crisis management, peace and security-related processes. The international WPS agenda allows development cooperation projects to contribute to the empowerment of women and girls in countries affected by armed conflicts. Assistance to Ukraine is an integral part of Lithuania's foreign policy, therefore it is also important to assess the assistance provided from the gender perspective. It is necessary to identify and respond to the needs of Ukrainian women and girls while Russia continues its war of aggression against Ukraine. In this regard, efforts should be made to ensure that the army is supplied with clothing and equipment suitable for women, to review legal acts from the gender perspective, to conduct surveys and data analysis, and to implement projects involving local communities. These measures will help create an environment in which women can operate without structural barriers.



Removal of systemic barriers



Indicators of change in this area:

women soldiers provided with uniforms and equipment;

number and geographical distribution of women's empowerment projects that actively involve local women and/or their organisations;

number of decisions or recommendations made by inter-institutional working groups based on the results of surveys of women and men serving in the law enforcement, security and defence sectors on their satisfaction with service conditions;

qualitative assessment of identified and removed systemic barriers based on the number of institutions that have developed action plans for reconciling work and private life and the progress made in implementing those plans.

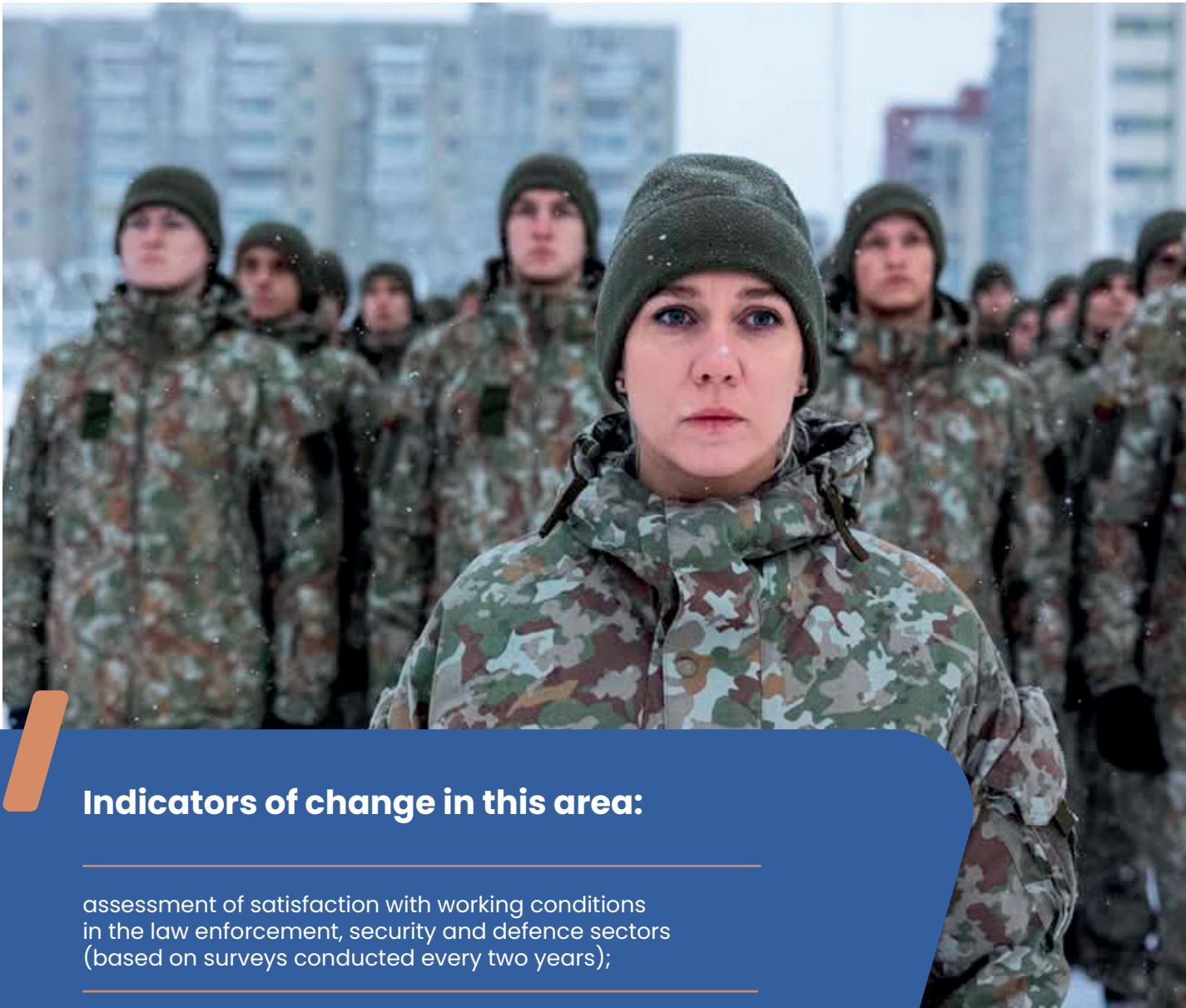
Zero tolerance for violence (III)

Gender-based violence (including sexual violence in conflict situations and everyday violence in families) remains one of the biggest obstacles to the implementation of the WPS agenda. According to the UN data, 1 out of 3 women have experienced physical or sexual violence at some point in their lives. These statistics do not include sexual harassment, which suggests that the scale of the problem is even greater. In conflict zones, this number is even higher, as sexual violence is often used as a weapon of war. Incidents of sexual violence during armed conflicts are recorded all over the world, one of the most recent examples being Russia's war of aggression against Ukraine. The problem of sexual and gender-based violence is also relevant in Lithuania. One-fifth of Lithuanian residents, 82% of whom are women, say they have experienced some form of violence in their immediate environment. Unfortunately, due to existing stereotypes and the stigmatisation of victims, as many as 60 % of those affected have not sought help anywhere. This shows the need to systematically develop the prevention of violence against women and girls and to create an effective psychological

support system. A zero-tolerance policy on violence must not be merely declarative – it is necessary to prosecute perpetrators rigorously, strengthen legal protection and ensure that victims have access to support services, including psychological and legal assistance. The UN Committee on the Elimination of Discrimination against Women recommends that Lithuania accelerate the harmonisation of legislation aimed at combating gender-based violence against women, monitor and evaluate the work of the judicial system, prosecutor's office and police in responding to gender-based violence, including sexual violence, provide mandatory training for judges, prosecutors, police and other law enforcement officials, and to effectively prosecute and punish perpetrators of gender-based violence in all its forms. In this area, it is necessary to strengthen the competence of law enforcement and education sectors, provide assistance to Ukrainian women, and strengthen prevention, so that the principle of zero tolerance for violence becomes a consistently applied standard that strengthens the protection of human rights and trust in institutions.



Zero tolerance for violence



Indicators of change in this area:

assessment of satisfaction with working conditions in the law enforcement, security and defence sectors (based on surveys conducted every two years);

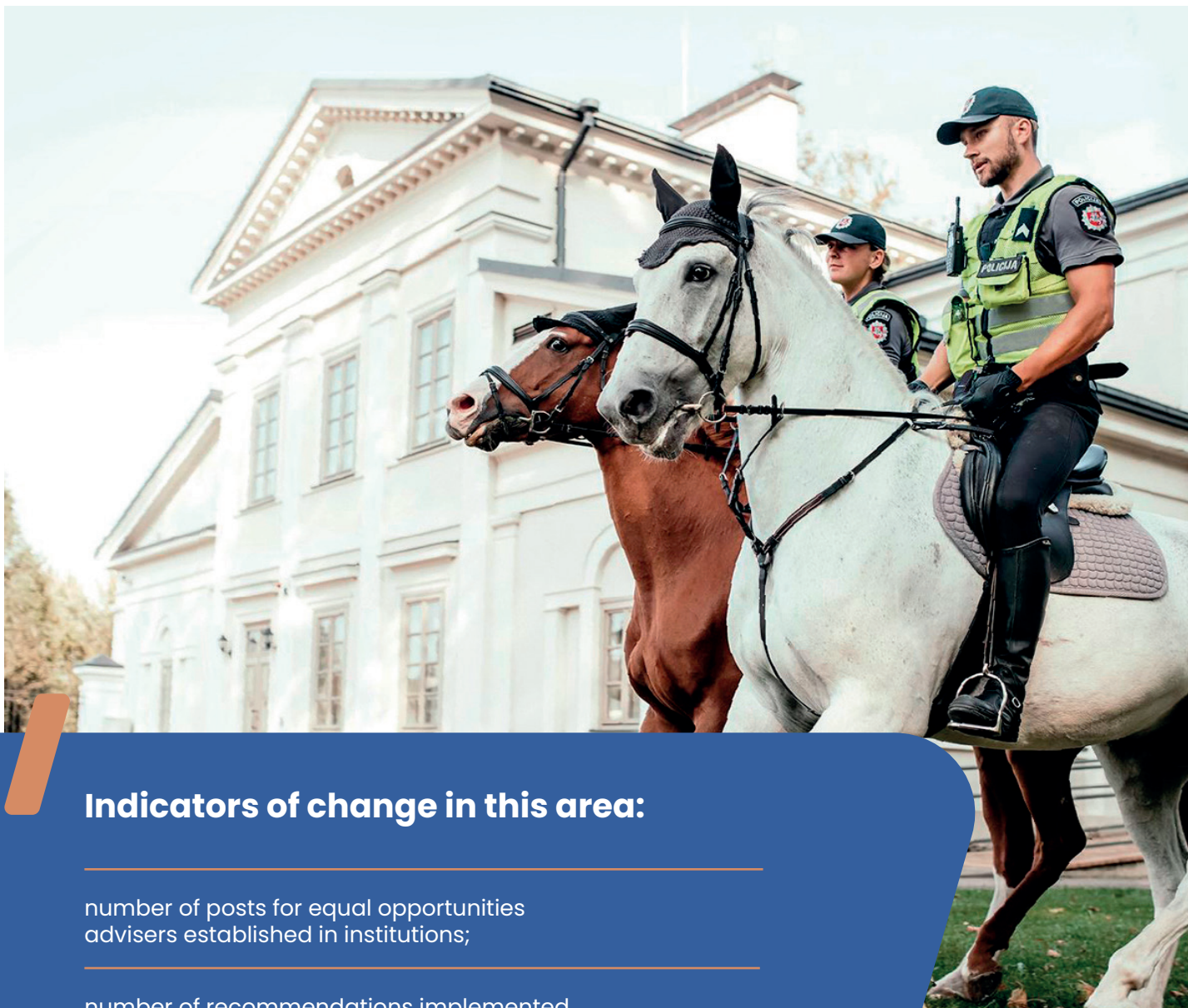
assessment of safety of working conditions: employees' perception of safety, awareness of the possibility to report violations of equal opportunities, violence and harassment.

Gender mainstreaming (IV)

The integration of gender dimension into political, social and economic areas is one of the key principles of the WPS agenda. Unfortunately, this priority gender dimension is not yet sufficiently integrated into public policy in many countries. This results in problems not being adequately addressed and the needs of certain groups being ignored. Gender mainstreaming means that each step in policy development or implementation – from planning to evaluation of outcomes – should be analyzed and delivered bearing in mind the different needs and situations of women and men. The EU is committed to integrating the gender dimension and ensuring women's participation and leadership in all areas related to peace and security, taking concrete measures, including targeted training of military, justice and security forces, fully integrating the WPS agenda into the EU policy framework and common EU gender equality programmes. Resolution No 998 of the Government of the Republic of Lithuania of 9 September 2020 on the approval of the National Progress Plan for 2021–2030 establishes three horizontal principles. The application of the horizontal principle of equal opportunities for all ensures that all persons, regardless of their gender, nationality, racial or ethnic origin, citizenship, language, religion, belief, conviction or opinion, disability, health status, social status, age, sexual orientation or other characteristics, have equal rights and opportunities to access services, infrastructure, transport and other facilities, and to participate in public life. When implementing the NAP progress targets and preparing national development programmes, it is mandatory to take into

account the needs of persons with disabilities, women and men, different age groups, national minorities and other groups that may experience discrimination, and to provide for measures and indicators that implement the principle of equal opportunities. Although the employment rates for men and women are similar, the level of education of women is high, but there is still insufficient attention to areas such as the disproportionate burden of household and childcare responsibilities on women, the availability of childcare facilities, reconciling work and family responsibilities, gender balance in politics, the prevalence of gender stereotypes, the extent of domestic violence, and the gender pay and pension gaps. The institutions involved in the implementation of the NAP are reviewing their strategic documents to integrate the horizontal principle of gender equality. The MFA, as the coordinating institution for the NAP, provides for the instruments of the implementation and monitoring of the plan, ensuring the involvement of participating institutions and close cooperation with non-governmental sector experts and international partners. In this area, it is planned to integrate the gender dimension into development cooperation, preparedness planning, military and civil crisis management exercises, and education programmes. It is also planned to develop research that would contribute to the achievement of the goals and objectives set out in the NAP. The horizontal integration of gender aspects will enable the creation of more resilient and inclusive public policy systems that better reflect the diversity of society, reduce inequality and strengthen the legitimacy of policy-making.

Gender mainstreaming



Indicators of change in this area:

number of posts for equal opportunities advisers established in institutions;

number of recommendations implemented on gender mainstreaming;

change in women's involvement in collective defence and crisis management, assessed on the basis of public opinion polls and qualitative analysis.

IV. IMPLEMENTATION AND MONITORING OF THE NAP

In order to ensure consistent implementation of the NAP and the assessment of progress, a specific monitoring methodology will be developed and applied, covering a system of progress indicators, provisions for interim and final assessment, guidelines for the collection of quantitative and qualitative data, and reporting formats. The institutions responsible for implementing the NAP measures will submit periodic annual progress reports via the planned digital monitoring platform. Meetings of the inter-institutional working group overseeing the implementation of the NAP will be held at least once a year at the political and expert level to discuss the progress, key challenges, set annual targets and make recommendations for improving the implementation of the plan (by decision of the inter-institutional working group).

The implementation of the NAP will be monitored on the basis of the indicators of change for each area specified in Chapter III. Annual reviews of the progress of the NAP implementation will be submitted to the Seimas of the Republic of Lithuania and made public.

The following institutions are involved in the implementation of the NAP: the Office of the

Government of the Republic of Lithuania (hereinafter – the OGRL), the Ministry of Foreign Affairs of the Republic of Lithuania (hereinafter – the MFA), the Ministry of National Defence of the Republic of Lithuania (hereinafter – the MND), the Ministry of the Interior of the Republic of Lithuania (MI), the Ministry of Social Security and Labour of the Republic of Lithuania (hereinafter – the MSSL), the Ministry of Justice of the Republic of Lithuania (hereinafter – the MJ), the Ministry of Education, Science and Sport of the Republic of Lithuania (hereinafter – the MESS), the Police Department under the Ministry of the Interior of the Republic of Lithuania (hereinafter – the PD), the Prosecutor General’s Office of the Republic of Lithuania (hereinafter – the PGO), the State Border Guard Service under the Ministry of the Interior of the Republic of Lithuania (hereinafter – the SBGS), the Association of Local Authorities in Lithuania (hereinafter – the ALAL), Office of the Equal Opportunities Ombudsperson (hereinafter – the OEEO), cooperation with NGOs, scientists and experts. The NGOs and other institutions concerned may contribute to the implementation of the NAP within their competence and assist in achieving the objectives of the WPS agenda.





V. NAP AREAS, OBJECTIVES, ACTIONS, INDICATORS AND IMPLEMENTING INSTITUTIONS

Area, goal, action	Implementation period (years)	Action indicator	Implementing institutions
1. GENDER BALANCE			
1.1. Strengthening gender balance at the decision-making level, when delegating or participating in international missions and operations			
1.1.1. In order to achieve gender balance at the decision-making level, encourage women to participate in selection processes for managerial positions, including through mentoring programmes and other measures	2025–2029	Proportion of women selected for management positions; Proportion of women among candidates for managerial positions	MFA
1.1.2. Conduct Equal Opportunities Ruler surveys	2025 and 2029	Number of institutions that carried out initial and repeated Equal Opportunities Ruler investigations	NAP implementing institutions
1.1.3. In cooperation with scientists and experts, evaluate institutional equality plans and the challenges arising in the implementation process	2025–2029	Number of reports evaluating the implementation of institutional equality plans; Number of recommendations made by the inter-institutional group following the evaluation; Number of recommendations implemented	OEOO in cooperation with other NAP implementing institutions
1.1.4. Encourage and motivate women to participate in civil international and EU missions or operations by exchanging experiences with foreign partners	2025–2029	Good practices from other countries on motivating women to participate in missions, discussed at meetings or events, actions that can be adapted in the national context	PD
1.2. Strengthening the competencies of Lithuanian women needed to participate in processes related to peace and security			
1.2.1. Training potential female peace mediators, increasing their competencies in peace mediation, conflict resolution and negotiation	2025–2029	Number of trained officers	MFA, with participation of the PD, SBGS, representatives of other institutions concerned

1.2.2. Strengthen the participation of Lithuanian women in national and international women diplomats mutual support networks	2025–2029	Ratio of women involved in national and international diplomatic support networks to the number of initiatives implemented on this topic	Institutions implementing NAP
1.3. Promote women’s leadership in conflict prevention by expanding international cooperation and partnerships with the help of NGOs			
1.3.1. Include WPS agenda items for discussion at political-level meetings with high officials, exchange experiences and best practices with foreign partners in international forums and working groups	2025–2029	Number of high political level meetings that include WPS agenda items; Number of foreign best practices on WPS agenda issues presented in the inter-institutional working group	Ministries implementing NAP
1.3.2. Develop partnerships and exchange experiences with Global South countries and regional organisations in Africa and the Middle East, as well as with Latin and Central American countries, countries in the Indian and Pacific regions, with a view to strengthening democracy and societal resilience, empowering women’s leadership in the field of conflict prevention	2025–2029	Number of consultations, events, visits, participation in international forums, initiatives, including funded projects	MFA
1.3.3. Share experience on WPS agenda issues with the Eastern Partnership region and countries of Central Asia	2025–2029	Consultations, events, visits, participation international forums, initiatives, including funded projects	MFA
1.3.4. Encourage the involvement of the non-governmental sector in international cooperation on WPS agenda issues	2025–2029	Number of instances of participation in international forums representing Lithuania; Number of reports submitted to the inter-institutional group	MFA
1.4. Strengthening women’s participation and influence in international peace and security initiatives in multilateral formats			
1.4.1. Join international initiatives and statements on WPS agenda topics in multilateral international organisations (UN, OSCE, EU (including in the context of the EU Council Presidency), NATO, the Council of Europe, the Community of Democracies, etc.) and joint statements supporting the strengthening of gender equality and the protection of women’s rights in the context of conflicts	2025–2029	Number of accessions to international declarations / initiatives on gender equality and women’s rights (per year)	MFA and other institutions implementing NAP within their competence
1.4.2. Strengthen cooperation with NATO allies in Lithuania on the WPS agenda issues	2025–2029	Joint initiatives and events with NATO allies in Lithuania Number of joint initiatives and events with NATO allies in Lithuania on agenda topics	MND and other institutions concerned

1.4.3. Establish a network of women mediators in Lithuania and develop cooperation with international networks of women mediators	2025–2029	Number of members of the Women Mediators Network; Number of international initiatives implemented	MFA and other institutions concerned, NGOs
1.4.4. By making voluntary contributions to international organisations and funds, contribute to the implementation of global gender equality standards, ensuring the rights of women and girls and their empowerment to participate on equal rights in all spheres of life and the prevention of sexual violence in the context of military conflict	2025–2029	Number and total value of voluntary contributions (EUR)	MFA
2. REMOVAL OF SYSTEMIC BARRIERS			
2.1. Removal of systemic barriers to women’s participation in crisis prevention, management, assistance and peace-building processes			
2.1.1. Provide female soldiers serving in the national defence system with uniforms and/or equipment taking into account the anatomical and physiological characteristics of women	2028–2029	Percentage of female soldiers provided with uniforms and equipment out of the total number of female soldiers serving in the national defence system	MND
2.1.2. Once structural barriers to women’s careers have been identified in accordance with institutional gender equality guidelines (or equality plans), implement concrete measures to remove barriers to women’s participation in decision-making on peace and security issues	2025–2029	Measured increase in women’s participation in decision-making processes (expressed in percentages or numbers)	MFA and other ministries implementing NAP
2.1.3. Review internal legal acts, planning documents and procedures of the institution from the gender equality perspective in order to ensure the integration of gender equality principles into policy-making, implementation and internal activities of the institution	2025–2029	Number of legal acts and internal documents of the institution in which gender equality principles were incorporated after review	MFA and other ministries implementing NAP
2.1.4. When providing bilateral and multilateral development cooperation assistance, seek to contribute to the education, capacity building and economic empowerment of women and girls in Ukraine, countries of the Middle East, Africa, India and the Pacific regions	2025–2029	Number of projects implemented	MFA

2.2. Implementation of measures necessary for collecting statistical data and analysing changes in women's participation in formats represented

2.2.1. Collect and regularly publish on institutional websites statistical information on the number and proportion of female and male managers	2025–2029	Publication of updated statistical data once a year on the websites of institutions implementing the NAP	Institutions implementing NAP
2.2.2. Regularly conduct surveys of women and men serving in the law enforcement, security and defence sectors on their satisfaction with working conditions, ensure that the results are analysed and discussed in an inter-institutional working group in order to identify and eliminate problems related to equal opportunities and working environment	2026, 2028 (MI) 2028 (MND)	Surveys conducted and results summarised	MI, MND

2.3. Training for security and defence sector personnel on gender equality, prevention of gender-based discrimination and response

2.3.1. Organise systematic training for newly appointed heads of structural units of the service on "Equality and non-discrimination ABC for employers", including it in the annual professional development plan. Organise systematic training for employees on ensuring equal opportunities, including training on "Equality and non-discrimination ABC for employees"	2025–2029	Number of employees and managers who completed training during the year	SBPS, OEEO
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3. ZERO TOLERANCE FOR VIOLENCE

3.1. Strengthening the prevention of gender-based violence

3.1.1. Once the risk factors for violence have been identified, implement systematic and targeted institutional prevention measures to prevent violence and ensure a safe and equal environment for all employees	2025–2029	Number of implemented institutional violence prevention measures	Institutions implementing NAP
3.1.2. Apply the Life Skills Programme to strengthen pupils' ability to recognise violence and manipulation and to develop peaceful conflict resolution and help-seeking skills	2025–2029	Number of teachers who have completed one of two accredited national professional development programmes: Vilnius University – "Life Skills education" and Vytautas Magnus University – "Implementation of Life Skills teaching subject in primary education"	MESS

3.2. Increasing the involvement and competence of law enforcement officials in the prevention of violence against women			
3.2.1. Organise seminars and discussions for the community of prosecutors together with representatives of non-governmental organisations in order to strengthen knowledge about the principles of gender equality and prevention of violence against women, criminal prosecution and protection	2025–2029	Number of prosecutors who participated in seminars or discussions, by gender	PGO
3.2.2. Integrate the topics of prevention of violence against women, non-discrimination and ethics into prosecutors' off-site training programmes in schools	2025–2029	Number of training courses integrating these topics; Number of pupils who participated in these training courses	PGO
3.2.3. Improve psychological assistance for all security and defence sector system to ensure high-quality, easily accessible and specialised support in cases of discrimination, sexism, sexual harassment and other human rights violations	2025–2029	Number of activities to improve the availability and quality of psychological support services	Institutions implementing NAP
3.3. Ensuring assistance to women affected by sexual violence during armed conflicts, crises and emergencies			
3.3.1. Supporting Ukrainian women affected by Russian aggression – prisoners of war, civilians and war refugees – by providing essential assistance, rehabilitation for victims of violence, protection, social integration and psychosocial support, strengthening the provision of support services and contributing to the development of their infrastructure via non-governmental organisations, foundations and local institutions	2025–2029	Amount of support; Number of projects implemented	MFA
3.3.2. In cooperation with NGOs, prepare and ensure the dissemination of an algorithm for providing assistance to women who have suffered sexual violence during armed conflict, crises and emergencies	2026	Number of organisations trained to apply the algorithm	MSSL

3.4. Ensure better conditions for the participation of foreign women and children (from countries affected by war and conflict) in public life			
3.4.1. Organise a project competition aimed at strengthening the skills of foreign women and children and encouraging their motivation to participate in public life in order to increase their integration opportunities at the municipal level	2026–2029	Number of projects implemented per competition; Number of foreign women and children who participated in project activities; Percentage of training participants who believe they have gained additional knowledge	MSSL
3.4.2. When developing the foreigner integration system, finance NGO projects aimed at strengthening information, consulting, social, case management and other services for war refugees from Ukraine and their families, as well as other foreign women living in Lithuania for humanitarian reasons	2025–2028	Number of participants who stated that the activities were useful for their integration compared to the total number of participants (according to surveys) and number of persons supported	MSSL
3.5. Improvement of legal regulation to ensure the inevitability of punishment for sexual crimes committed during armed conflicts			
3.5.1. Assess whether the legal framework is sufficient to ensure the inevitability of punishment for crimes of sexual violence committed during armed conflicts and post-conflict situations, and analyse the admissibility of data collected by non-governmental organisations as evidence	2028	Legal analysis and recommendations prepared	MJ, PGO
4. GENDER MAINSTREAMING			
4.1. Integration of the gender dimension into policy areas related to security and societal resilience			
4.1.1. Integrate gender as a horizontal principle in development cooperation activities, ensuring gender equality perspective at all stages of the process – from planning and implementation to evaluation of results	2025–2029	Number and share of development cooperation projects with gender mainstreaming at all stages	MFA
4.1.2. Publicise WPS Agenda young people in cooperation with higher education institutions and the non-governmental sector, with the aim of increasing young people's understanding of gender equality, peace and security	2025–2029	Number of organised initiatives of information events for young people on the topics of WPS agenda	PD

4.1.3. Strengthen career guidance services by integrating the gender equality perspective in order to reduce occupational and sectoral gender segregation and promote diverse career choices regardless of gender	2025–2029	Number of schools applying gender-sensitive career guidance measures; Number of pupils who participated in gender equality-oriented career guidance events	MESS
4.2. Integrating the principle of gender equality into security and defence policy, military planning, operations and civil aspects management			
4.2.1. Establish the position of equal opportunities advisor in the national defence system	2026	Equal Opportunities Advisor position established	MND
4.2.2. Organise training on gender mainstreaming	2026–2027	Number of trained employees	OEOO, MND
4.2.3. Ensure training (courses) for military personnel, officers and civilians preparing to participate in international operations or EU training missions on WPS Agenda topic	2025–2029	Number of hours, number of participants; Number of courses or training sessions	MND
4.2.4. Ensure the education of cadets in the bachelor's degree programme at the General Jonas Žemaitis Military Academy of Lithuania on WPS Agenda topic	2025–2029	Number of lectures, number of participants	MND
4.3. Strengthening women's involvement in the universal defence system			
4.3.1. Strive for the adequate preparation of civilian women for mobilisation and civil resistance, increasing their participation in mobilisation and civil resistance training, supporting non-governmental organisations	2025–2029	Number of organised training courses and activities aimed at preparing civilian women for mobilisation and civil resistance Number of civilian women who participated in preparedness training or activities Number of non-governmental organisation projects funded	MND
4.3.2. Strengthen civil resistance skills in the diplomatic service of the Republic of Lithuania by increasing the resilience and empowerment of employees in crisis situations	2025–2029	Number of employees who have completed civil resistance training Proportion of training participants by gender	MFA, MND
4.4. Decision-making in the areas of public security, civil defence and crisis management, taking into account the gender dimension and different needs of the population			
4.4.1. Strengthen the competence of municipal representatives in the areas of violence prevention, equal opportunities and integration of gender equality	2025–2029	Percentage of municipal representatives who participated in training; Number of municipalities that adapted or created new violence prevention or gender equality initiatives after the training; Number of training sessions organised in municipalities	MSSL, ALAL and OEOO

4.4.2. Integrate gender equality dimension into civil defence (including public education on preparedness for emergencies and evacuation, organising civil protection exercises, strengthening the capacity of institutions to act in the event of war or crisis)	2025–2029	Number of civil defence, crisis management and civil protection activities with integrated gender dimension	OEOO, MI, ALAL, MND
4.4.3. Integrate the principles of WPS agenda into national crisis management and mobilisation exercises scenario, in order to ensure the integration of gender equality, women's empowerment and the protection of vulnerable groups in all stages of preparedness, response and recovery	2025–2029	Number of national crisis management and mobilisation exercises with the WPS agenda principles integrated in their scenarios; Number of recommendations prepared on strengthening gender equality aspects in exercises following the analysis of exercises	OGRL
4.5. Strengthening the coordination of the National Action Plan and inter-institutional cooperation with NGOs and local authorities			
4.5.1. Strengthen the competence of officials in the diplomatic service of the Republic of Lithuania on WPS agenda issues	2025–2029	Guidelines prepared; Number of workshops or training sessions organised	MFA
4.5.2. Discuss the progress of NAP implementation, annual targets and emerging challenges in the inter-institutional group on an annual basis (at the political and expert level, in cooperation with NGOs)	2025–2029	Number of discussions held; Inter-institutional working group recommendations to institutions implementing NAP on the improvement of the implementation of WPS agenda	MFA
4.5.3. With the help of independent NGO experts, prepare a "shadow" report on the implementation of NAP	2025 and 2029	Number of NGOs' reports to be evaluated	MFA
4.6. Strengthen public involvement in the implementation of the WPS agenda and monitoring of NAP implementation			
4.6.1. Develop and apply a special platform for monitoring the implementation of NAP and a methodology for assessing progress, defining indicators, forms for submitting interim and final reports, and guidelines for collecting qualitative and quantitative data collection guidelines	2025–2029	The methodology for evaluating the implementation of NAP measures has been developed; The special digital platform has been introduced for monitoring the NAP implementation and reporting.	MFA

4.6.2. Organise events, annual conferences, information campaigns dedicated to the WPS agenda in cooperation with higher education institutions, analytical centres, NGOs, media	2025–2029	Number of events	Institutions implementing NAP
4.6.3. Presentation of annual reports on NAP implementation in the Seimas	2025–2029	Number of presentations in the Seimas	MFA
4.6.4. Prepare training modules on the WPS agenda for representatives of Lithuanian institutions concerned	2026	Number of persons who completed training modules; Number of modules prepared	MFA
4.6.5. Submit proposals to the Lithuanian Science Council on applied research on the topics of the WPS agenda	2025–2029	Number of initiated urgent research on WPS agenda topics	MFA



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