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Republic of Latvia

Cabinet

Order No. 648

Adopted 17 October 2007

Regarding the Programme for Implementation of Gender Equality 2007-2010

1. To support the Programme for Implementation of Gender Equality 2007-2010 (hereinafter – Programme).
2. To specify the Ministry of Welfare as the authority responsible for co-ordination of the implementation of the Programme.
3. To ensure implementation of the Programme in 2007 and 2008 within the scope of the funds granted from the State budget. To examine the issue regarding granting of additional funds for implementation of the Programme in 2009 and 2010 in the Cabinet concurrently with the medium-term budget priorities of all ministries and other central State institutions during the process of examination and preparation of the annual State budget draft law.
4. For the Ministry of Welfare to prepare and for the Minister for Welfare to submit the following informative reports regarding the implementation and evaluation of the Programme to the Cabinet in accordance with the procedures specified:
 - 4.1. a mid-term informative report – by 1 April 2009;
 - 4.2. a final informative report – by 1 April 2011.

Prime Minister A. Kalvītis

Minister for Welfare D. Staķe

**(Cabinet Order
No. 648 of
17 October 2007)**

**Informative Part of the Programme for
Implementation of Gender Equality 2007-2010**

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Abbreviations Used in Tables and Text:

MoFA – Ministry of Foreign Affairs

UNO – United Nations Organization

MoCFA – Ministry of Children and Family Affairs

EU – European Union

ESF – European Social Fund

EUS – European Union structural funds

MoF – Ministry of Finance

MoI – Ministry of the Interior

MoES – Ministry of Education and Science

FTUCL – Free Trade Union Confederation of Latvia

LEA – Latvian Employers' Confederation

MoW - Ministry of Welfare

Cabinet – Cabinet of Ministers

SEA – State Employment Agency

MoRDLG – Ministry of Regional Development and Local Government

OO – Office of the Ombudsman

MoJ – Ministry of Justice

PAS – Public Administration School

SLI – State Labour Inspection

MoH – Ministry of Health

SSIA – State Social Insurance Agency

HPSA – Health Promotion Health Agency

II INFORMATIVE PART

1. INTRODUCTION

Latvia has chosen to solve gender equality issues, using gender mainstreaming, which means that a gender equality principle should be taken into account in solving issues and establishing policy in any field and all levels of the policy, particularly in cases where a direct impact on society is expected. It should be remembered that even if legislation guarantees equal rights to everyone, both genders are not always in an equal situation because quite often resources and opportunities, which are at the disposal of women and men, may differ. In analysing the situation in Latvia, the abovementioned proves true – legislation specifies equal rights to women and men; however a distinctly different situation is characteristic to women and men in different areas of life.

Taking into account the comparatively bad demographic situation and ageing of society not only in Latvia, but also throughout Europe, issues concerning employment and as efficient involvement of all human resources in the labour market as possible (especially in relation to such groups of residents as women after parental leave, in pre-retirement age, men of working age, the youth), social security, as well as provision of support to families are particularly important. Changes in these fields of policy are important from the viewpoint of ensuring equal opportunities and rights to women and men in relation to flexible work forms reconciliation of work and private life and changing of stereotypes regarding the role of women and men in the society.

Hitherto the most wide-scale measures in the field of gender equality have been mostly implemented with the support and financing of the European Union and international organisations where Latvia participated with co-financing thereof.

Taking into account that changes in the field of gender equality can be expected only concurrently with deepening of awareness and changing of the attitude of society, very large emphasis was applied to informative and educating activities – seminars, discussions, brochures, advertisements, and study methodological materials – in the Programme for Implementation of Gender Equality 2005-2006. However, although projects have been largely directed towards the raising of awareness and changing of stereotypes of residents since the middle of the 1990s, insufficient awareness of both residents and specialists in relation to the roles and opportunities of women and men and other basic principles of gender equality, as well as the significance of these issues in all areas of social life and policy is still observed. Therefore the educating of society and specialists regarding the significance and benefits of gender equality, as well as explanatory measures regarding the influence of stereotypes and measures oriented towards the changing of stereotypes shall also be necessary henceforth.

As gender equality concerns all areas of life, the support and contribution of sectoral ministries shall be necessary in the promotion and solving of these issues in order to achieve visible, continuous and lasting changes, and it is not a task, which may be performed only by the Ministry of Welfare as the authority co-ordinating implementation of the gender equality policy. The increasing demand for seminars and courses on gender equality¹, as well as initiatives of individual ministries in utilisation of gender mainstreaming testify that training and informative activities implemented have provided a positive result and the parties involved in the policy establishment are interested and aware of the importance of gender equality. But the still missing detailed analysis of the different situation of women and men in areas related to sectoral policy confirms that explanatory work regarding gender equality and utilisation of gender perspective in sectoral policies is still necessary.

Attention is being paid to ensuring the opportunity for reconciliation of work and private life not only in Latvia, but also in other European countries and it is an issue, which is analysed in discussing employment, social inclusion and regional development issues. Reconciliation of work and private life means the introduction of such policy and conditions, which would allow employees to more successfully fulfil their duties, for example, in relation to their employer and family. The ability of an individual to function in professional life is influenced by a range of reasons related to their private life – child care, care for sick and elderly family members, a special trip, voluntary work, acquisition of education, a religious event etc. However mostly the necessity to reconcile work and private life is related to child care, thus one of the preconditions for successful reconciliation of work and private life is a supporting working environment and infrastructure, which is suitable for the needs of a family. Here the support of State and local governments, as well as the incentive of employers to provide their employees with an opportunity to prove themselves in the professional field, concurrently allowing to successfully fulfil the duties related to the family, has a significant role.

The problem of domestic violence appears as a very important field of work. Violence is regarded a general violation of human rights, which abuses or restricts the rights of a person to life, safety, respect and physical and mental health. Violence in a partnership and the family is a social phenomenon, which exists in any society, region, and social strata regardless of social, economic, religious or cultural persuasion.² Violence of a partner is one of the most widespread forms of violence against woman. It is opposite to the situation for men who mostly suffer from the attacks of strangers or distant acquaintances, not from the abuse of relatives. It is clear that, if violence is present in a family, a relationship based on mutual respect, understanding and love between women and men is made impossible, thus gender equality is not possible.

¹ Course organised by the PAS in 2005-2006 "Rights and Opportunities of Women and Men: what Should be Taken into Account in the Establishment of Sectoral Policy" has taken place 17 times and 402 representatives from the central State administration and institutions subordinated thereto have participated therein. The seminar "European Employment Policy, Labour Market and Gender Equality Issues" took place within the framework of the project "Strengthening of Capacity for Institutions Involved in Development and Introduction of Employment and Gender Equality Policy" of the EU National Programme implemented by the MoW. The seminar was intended for employees of institutions involved in the development and introduction of employment and gender equality policy. In year 2005-2006 38 seminars have taken place, in which 790 participants have participated.

² World Report on Violence and Health. World Health Organization. Geneva. 2002

In conducting analysis from the gender perspective, health is one of the examples, which distinctly characterises the different situation of women and men in a particular area, demonstrating negative tendencies in the health indicators of men. It seems that both genders have the same rights, resources and opportunities to take care of their health and to have a healthy lifestyle, however drastic differences are visible in viewing the indicators characterising health and lifestyle habits related to health in division according to genders.

The last three of the described areas are related to the awareness of the role of women and men in the family and society, as well as feminine and masculine behaviour. It testifies regarding still existing stereotypes in relation to the accepted, preferable and permissible behaviour of women and men and indicates to the necessity to perform subsequent educating measures for different target groups in different areas of life.

Taking into account the abovementioned, the objectives and tasks of the Programme are directed towards the educating of society and specialists in relation to gender equality issues, improvement of monitoring of policy implementation, bringing forward of the domestic violence problem, as well as reconciliation of work and private life, in continuing activities commenced during the previous period. This Programme has been supplemented with a new action direction – survey of lifestyle habits, which are particularly characteristic to women and men and are related to health, and consequences thereof.

2. Link of the Programme with the Priorities of the Government and the Ministry and the Supported Policy Documents

The Programme is a medium-term policy planning document, which is developed for a time period of four years and includes both specific and horizontal measures for the implementation of gender equality. The Programme includes measures, which are already included in other intersectoral programmes in order to achieve as comprehensive an insight as possible, and it will be done in order to promote ensuring of gender equality. In performing mid-term evaluation of the Programme, the Programme will be revised and updated, possibly supplementing with new action directions and also measures.

The objective to promote efficient, integrated and co-ordinated solving of gender equality issues was already brought forward in the accepted Concept of the Cabinet for implementation of gender equality (Minutes No. 50, Paragraph 21) in 2001. Beginning with the government formed by Indulis Emsis, the solving of gender equality issues has been included in the declaration regarding intended activities of the Cabinet since year 2004. The Programme conforms also to the task brought forward in the present declaration regarding intended activities of the Cabinet managed by Aigars Kalvītis “*We will develop and implement the Programme for Implementation of Gender Equality 2007-2010, ensuring efficient, integrated and co-ordinated solving of gender equality issues*”.

Gender equality issues are included in the operational strategy of the Ministry of Welfare for the years 2007-2009 where the informing of society and specialists, educating of specialists of individual sectors regarding specific issues related to gender equality (including violence), measures of reconciliation of work and family life are specified as the main issues to be solved.

In the course of time gender equality, which is regarded an important precondition for observation of human rights and balanced development of all society, has become a horizontal or ever-present priority in employment and social policy in the European Union and also Latvia. The objectives specified in the Programme conform to the tasks brought forward in the National Development Plan 2007-2013 and Latvia's National Lisbon Programme 2005-2008.

Similarly directions and objectives of the Programme conform to the strategy of the Commission of the European Communities "Roadmap for Equality between Women and Men (2006-2010)", in which six priority areas have been specified in order to implement a unified gender equality policy in all Member States of the European Union: equal economic independence for women and men, reconciliation of work and private life, equal participation of women and men in decision-making, eradication of all types of gender-based violence, elimination of gender stereotypes, promotion of gender quality in development and external policies.

Moreover gender equality is one of the horizontal priorities binding to all Member States in relation to the acquisition of European Union structural funds. Development of the previous Programme for the year 2005-2006 was co-ordinated with the planning period of the Single Programming Document (Development Plan of Latvia). Commencement of this Programme also conforms to the beginning of the period of the multi-annual financial framework of the European Union and tasks and activities within the scope of the Programme are co-ordinated with measures of the period of financial framework. One of horizontal priorities of the Single Strategic Framework Document is equal opportunities where one of the main aspects is gender equality.

In Latvia the support provided by European Union structural funds is regarded as a particularly important instrument for the development and introduction of gender equality.

3. Objectives and Sub-objectives of the Programme

Objective of the Programme is to improve ensuring of equal opportunities and rights for women and men, as well as access to resources in all areas of life.

In evaluating the situation and the tasks performed during the previous programming period, six action directions and corresponding **sub-objectives** have been specified within the Programme:

1) *Educating of society regarding gender equality* – to raise the awareness of society regarding gender equality issues.

2) *Educating of State institutions of direct administration and other specialists regarding gender equality* – to raise the awareness of institutions involved in the introduction of the gender equality policy regarding possibility of use of gender mainstreaming and significance thereof in sectoral policies.

3) *Improving of the monitoring of implementation of gender equality policy* – to improve the supervision and evaluation of the implemented gender equality policy.

4) *Bringing forward of the domestic violence problem* – to survey the situation and to develop conceptual solutions for the reduction of domestic violence.

5) *Improvement of opportunities for the reconciliation of work and private life* – to improve the opportunities for reconciliation of work and family life and to promote the interest of employers in creating opportunities for the reconciliation of work and family life.

6) *Survey of lifestyle habits related to health* – to survey and raise the awareness of residents regarding lifestyle habits, which are specifically characteristic to each gender, and the impact thereof on health and the quality of life.

4. Results of the Policy and Performance of the Programme

4.1. Results of the Policy of the Programme

Implementation of the tasks specified in the Programme will allow to achieve the specified objectives, promote ensuring and use of equal opportunities and rights, thus promoting the implementation of gender equality throughout the whole State.

Upon the improvement of indicators, with which the situation in the area of gender equality is usually characterised (for example, employment level of women and men, input of time of men and women, proportion of women in decision-making positions, number of users of paternity leave), it cannot be unequivocally declared that they are the credit of the tasks implemented only within the scope of the Programme. Positive changes – deepening of awareness and changing of attitude of society, employers and employees, specialists, changes in the socio-economic and demographic situation and other changes – take place under the influence of the aggregate of several factors, moreover quite often they may be detected only in conducting wide researches.

Pursuant to the defined sub-objectives, the following changes are foreseeable:

- Higher societal awareness and support is expected in solving gender equality issues. Residents will have a higher awareness regarding their rights and opportunities, as well as a wish to use the surveyed benefits will increase – opportunities to demand the compliance with their rights, the right not to be discriminated against due to gender, to submit complaints in the case of non-conformity to rights, to act non-traditionally and non-correspondingly to stereotypes, not receiving a negative attitude etc.

- Awareness of specialists regarding the nature of gender equality, as well as opportunities of use of gender mainstreaming and significance thereof in sectoral policies will be raised. In using gender mainstreaming in sectoral policies, analysis of better quality will be available regarding the situation in a particular area from a gender perspective.

- The system for monitoring and evaluation of the gender equality policy will be improved, and it will allow to analyse the efficiency of the implemented policy, to identify the tasks to be performed subsequently for implementation of gender equality and thus will promote purposeful utilisation of resources (time, money, information, and people).

- In improving the opportunities for reconciliation of work and private life, as well as awareness of women and men regarding such opportunities, changes are foreseeable in the distribution of responsibility between women and men in relation to duties, which are related to childcare and upbringing and maintenance of the household. In offering more convenient opportunities to reconcile professional life with family duties, it is possible that women will engage more actively in the labour market and men will have more opportunities to participate and undertake the duties related to the upbringing of children.

- The situation in relation to the domestic violence problem will be surveyed and it will allow to take a justified decision regarding measures necessary for improvement of the situation.

- Lifestyle habits specifically characteristic to women and men, possible causes thereof will be surveyed and the awareness of residents regarding impact thereof on health and the quality of life will be raised. The expected result may be positive changes in the tendencies of the lifestyle habits of women and men and their attitude towards their health.

4.2. Performance of the Programme

In general, implementation of the tasks intended within the Programme will reduce the unequal situation of genders in different areas of life and will have a positive impact on the socio-economic situation and level of welfare in the State accordingly.

The main results of the implementation of the Programme will be an improvement of the situation in the application and use of equal rights and opportunities, which will be demonstrated by changes in several areas related to gender equality pursuant to the indicators characterising achievement of the sub-objectives of the Programme.

4.3. Result-based Achievement Indicators

A detailed summary of achievement indicators is provided in the Column “Achievement Indicators” of the table of tasks of each sub-objective of the section Main Tasks for Achievement of Results of the Programme.

5. Main Tasks for Achievement of Results of the Programme and Planning of the Time for Execution of Tasks

As gender equality concerns all areas of social life, analysis shall also be performed and conclusions regarding the equal rights, opportunities of women and men and access thereof to resources shall be made in all areas concerned by sectoral policies because it is the only way to identify the problems and to specify the tasks to be performed for improvement of the situation.

5.1. Action Direction: Education of Society Regarding Gender Equality

Opinions and conviction of people are an essential precondition for their actions. Within the context of gender equality, polls and researches confirm that gender stereotypes or the opinion of society regarding gender roles exist, which limit the ability of an individual to react flexibly to changes in the socio-economic situation to a certain extent.

In the previous programme, using the resources available within the framework of the programme of the European Communities and structural funds, tasks were mainly directed towards the change of attitude of society by implementing large campaigns for informing of society and by implementing measures for raising awareness of specialists in the field of education regarding gender equality issues with the aid of the prepared training programmes and study films.

Gender equality issues are dealt with more often in the public space and incite wide discussions. Experience and polls testify that changes in opinions of society are very slow and lack of conviction regarding the necessity of gender equality is still present, thus the educating work will henceforth also be necessary. Within the framework of the research³ conducted in 2001, 84% of respondents agree with the statement “women usually perform regular daily work in the family” and 85% of surveyed residents of Latvia agree with the statement “man has to assume a larger responsibility regarding material welfare of the family”. Results of the poll⁴ conducted in 2006 in similar statements demonstrate that 68% of respondents agree with the opinion “woman should take care of the household” and 86% of the surveyed residents – with the opinion “man should be the support of the family”. In many cases stereotypes and the different attitude towards girls and boys is justified with historic traditions and culture and is regarded as unchangeable. But quite often the negative attitude towards gender equality issues may be explained with the wrong perception of the nature of gender equality, which expresses as fear from unification of genders, loss of femininity and masculinity.

³ Perception and Attitude of Residents towards Gender Equality Issues. Poll of residents of Latvia. *SKDS*, 2001

⁴ Gender Equality in Latvia. Analysis of the poll results. *Latvijas fakti*, 2004

The increasing number of complaints and consultations in the Office of the Ombudsman testify that society is becoming more and more aware of the rights thereof and restrictions of such rights in the aspect of gender discrimination and wants to protect them. For example, the Office has received 8 written complaints and provided 17 oral consultations in 2004, 8 written complaints and 47 oral consultations in 2005, 7 written complaints and 106 oral consultations in 2006 and 72 actions have been brought upon one's own initiative. The increase in the number of complaints and consultations has been largely promoted by activities related to the informing of society within the scope of different projects.

5.1. Action direction: Education of Society Regarding Gender Equality								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.1.1.	To implement measures related to informing of society regarding gender equality.	2008 - 2010	4 social advertising campaigns implemented. Informative materials for different target groups (20 thousand copies) prepared. 5 TV and 10 radio programmes broadcast.	MoW	-		LVL 75 000 in 2008 LVL 100 000 in 2009 LVL 75 000 in 2010	Financing of the European Union structural funds. State budget
		2008 - 2010	Informative bulletin of trade unions issued once a quarter	FTUCL	-		LVL 3000 each year	Financing of the European Union structural funds. State budget*

* Financing for implementation of activities of the FCTUL is intended in complement of the Operational Programme "Human Resources and Employment", within the framework of Activity 4.2.2 "Strengthening of Capacity of Social Partners, Non-governmental Organisations and Local Governments" (revision of complement of the Operation Programme on 1 February 2007. Announced in the meeting of State Secretaries).

5.1. Action direction: Education of Society Regarding Gender Equality								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.1.2.	To implement measures in order to reduce the spread of information discriminating one gender in the public space.	2007 – 2010	5 cases per year registered. 2 meetings with representatives of the mass media and creators of advertisements.	MoW, OO	Not necessary			
5.1.3.	To distribute information regarding possibilities related to the protection of rights in case of discrimination.	2007 – 2010	1 informative material per year prepared and distributed.	OO	LVL 600	-	LVL 2000 – in 2008 LVL 1000 – in 2009 LVL 2400 – in 2010	State budget
5.1.4.	Informing of employers and employees regarding prevention of gender discrimination in the workplace	2008 – 2010	5 informative measures per year	SRS	-	-	LVL 4000 each year	Financing of the European Union structural funds. State budget

5.2. Action direction: Education of the Direct Public Administration and Other Specialists Regarding Gender Equality

The Ministry of Welfare has been appointed the co-ordinating authority in the introduction of the gender equality policy since 1999. It includes co-operation with other State institutions and non-governmental organisations, the collection and aggregation of information regarding gender equality issues and development tendencies in this area, as well as the preparation of proposals and drafts regarding issues of gender equality policy. Support and participation of State institutions is a mandatory precondition for establishment of a single and co-ordinated gender

equality policy because they are important for integration of the gender equality principle in all spheres of policy and levels of State administration.

One of the factors, which hinders the successful implementation of gender equality, is the insufficient capacity of institutions involved in the implementation of the gender equality policy and lack of support in the introduction of gender mainstreaming in sectoral policies. Positive and long-term changes in the implementation of the gender equality policy are possible only by the continuous raising of awareness of all partners involved in the area of gender equality and promotion of their activity and co-operation.

Upbringing in childhood when family and pre-school educational institutions play an important role is being referred to as a particularly important factor during discussions regarding upbringing and stereotypes. Thus, in continuing activities commenced during the previous programme, tasks, which are directed not only towards specialists of State institutions of direct administration, but also specific groups of specialists, for example, specialists of pre-school educational institutions, family doctors, are selected in this Programme. Disproportion in distribution of genders of the staff involved in the research and development has emerged due to the impact of the historic situation, uncoordinated remuneration and gender stereotypes. There are fields of science in Latvia where mostly men are employed (mathematics, physics, geology, technical sciences) and fields of science where mostly women work (humanities, social sciences). A distinct disproportion of genders is observed in positions, which are related to the administration and management of the staff involved in research and development: thus from 24 persons in the Senate of the Latvian Academy of Sciences only 5 were women, and from 98 full members of the Latvian Academy of Sciences 13 are women. State scientific institutes are mostly administered by men (from 23 State scientific institutes 4 are administered by women). Disproportion of genders is also observed in the career selection of academic staff of institutions of higher education. In study year 1999/2000 altogether 40% of the academic staff of institutions of higher education were men and 60% were women, however only 40% from the associated professors and 18% of professors are women.

5.2. Action direction: Education of the State Institutions of Direct Administration and Other Specialists Regarding Gender Equality								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.2.1.	To organise training in sectoral ministries and secretariats regarding use of gender mainstreaming	2007 - 2009	One-day training programme for ministries developed 18 seminars have taken place	MoW, PAS	Not necessary			
5.2.2.	To organise informative measures regarding use of gender mainstreaming for deputies of the <i>Saeima</i>	2009	4 seminars have taken place	MoW	-		LVL 1000	State budget
5.2.3.	To perform educating measures for family doctors regarding the significance of gender equality in health care	2008 – 2010	3 discussion/seminars have taken place. Informative materials prepared and distributed.	MoH, MoW	-	-	LVL 1600 each year	State budget
5.2.4.	To perform educating measures regarding gender equality for specialists of pre-school educational institutions.	2008 – 2010	20 seminars taken place. Informative materials prepared and distributed	MoW, MoES	-	LVL 30 000 in 2008 LVL 40 000 in 2009 LVL 30 000 in 2010	-	Financing of the European Union structural funds. State budget
5.2.5.	To train civil servants regarding the principles	2007	3 specialists of the MoW and 1 – of the SEA	MoW	LVL1900	-	-	State budget

5.2. Action direction: Education of the State Institutions of Direct Administration and Other Specialists Regarding Gender Equality								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
	of gender equality in budget processes and implementation of gender mainstreaming in the Nordic countries.		participated in training in Nordic countries					
5.2.6.	To implement educating seminars regarding gender equality issues for managers and specialists of sectoral trade unions.	2008-2009	2 seminars and 2 discussion per year have taken place	FTUCL	-	-	LVL 1500 each year	Financing of the European Union structural funds. State budget*

* Financing for implementation of the activities of the FCTUL is intended in complement of the Operational Programme "Human Resources and Employment", within the framework of Activity 4.2.2 "Strengthening of Capacity of Social Partners, Non-governmental Organisations and Local Governments" (revision of complement of the Operation Programme on 1 February 2007. Announced in the meeting of State Secretaries).

5.2. Action direction: Education of the State Institutions of Direct Administration and Other Specialists Regarding Gender Equality								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.2.7.	To develop proposals in order to balance the distribution of teachers and persons employed in scientific research in educational, scientific and research institutions.	2007 - 2009	1. A research regarding women in different fields of science, as well as regarding reasons of potential discrimination and inequality conducted. 2. Specific proposals developed in order to balance the distribution of genders in educational, scientific and research institutions.	MoES	LVL 28 700			Programme of Framework 6 of the European Union
5.2.8.	To organise training for specialists involved in the administration of EU structural funds regarding the implementation of horizontal priority of equal opportunities in projects.	2008-2009	4 seminars for evaluators of projects, performer of examination per year have taken place. ..	MoF, MoW	-	LVL 2000 each year	-	Financing of the European Union structural funds. State budget.

5.3. Action direction: Improvement of the Monitoring of the Implementation of the Gender Equality Policy

One of the pre-conditions for the purposeful implementation of policy is evaluation or monitoring of the implemented policy. In implementing regular supervision of the implemented policy, it is possible to specify more precisely the future tasks and the necessary changes

and improvements both to regulatory enactments and different areas of policy. One of the approaches for performance of such supervision is gender mainstreaming, which determines that impact on the situation of women and men and the situation where the interests and needs of both genders are taken into account in all stages of the action policy – development, implementation, and evaluation. One of the particularly important preconditions for implementation of efficient supervision is co-operation not only in the State administration, but also between social partners and non-governmental organisations.

One of the ways for monitoring of the implemented policy and drawing of conclusions whether the implemented policy and measures have provided positive results, as well as discovering of changes and development tendencies in different areas is conducting of researches and the preparation of regular analytical reports. In order to perform surveillance and evaluation of the gender equality policy, a detailed analysis regarding the different economic sectors is necessary, in viewing it in division according to genders.

Introduction of the gender equality policy is a long-term task because changes are necessary not only in the attitude and opinions of society, but also in behaviour and actions thereof.

The Beijing Platform for Action was accepted during the 4th World Conference on Women of the United Nations Organisation in Peking in 1995. View of the UNO member states regarding changes in the condition of a women and improvement of the situation thereof in different areas of life (education, health protection, economy, participation in decision-making, mass media, and environmental protection) has been presented in the document. In 1999 the European Union Member States reached an agreement that it is necessary to develop quantitative and qualitative indicators for evaluation of the implementation of the Beijing Platform for Action in different areas. Already since 1999 the Council of Europe has accepted indicators, by which comparison of the situation in all areas included in the Beijing Platform for Action in the European Union Member States is possible. By 2007 indicators related to the reconciliation of family and work life, unequal remuneration, violence against woman, women and men in the processes of economic decision-making, sexual harassment in the workplace, health of women and indicators regarding institutional mechanisms have been accepted.

5.3. Action direction: Improvement of the Monitoring of Implementation of the Gender Equality Policy								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.3.1.	Impact of State implemented policies on the situation of gender equality in Latvia.	2010	1 research conducted	MoW	-	LVL 60 000	-	Financing of the European Union structural funds. State budget.
5.3.2.	To collect information regarding indicators developed within the framework of the implementation of the Beijing Platform for Action and to collect data regarding the situation in Latvia.	2007 - 2010	Informative material regarding indicators specified in the Beijing Platform for Action compiled every two years	MoW	Not necessary			
5.3.3.	To prepare a progress report regarding implementation of the Beijing Platform for Action.	2010	1 report prepared	MoW, sectoral ministries	Not necessary			
5.3.4.	To prepare a report regarding fulfilment of the Convention on the Elimination of All Forms	2009	1 report prepared	MoFA, sectoral ministries	Not necessary			

5.3. Action direction: Improvement of the Monitoring of Implementation of the Gender Equality Policy								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
	of Discrimination against Women (CEDAW).							
5.3.5.	To perform a case study from the perspective of gender in different economic sectors	2007 - 2010	Information, taking into account gender, provided in public reports of ministries and secretariats. Information and data disaggregated by gender provided in reporting documents or reports regarding sectoral development.	MoW, sectoral ministries	Not necessary			
5.3.6.	To make public information regarding cases of gender discrimination and court adjudications.	2008 - 2010	Regularly compiled information placed on the home pages of the SLI and the Office of the Ombudsman.	OO, SLI, MoW	-	-	LVL 3600 – in year 2008 LVL 600 each year in 2009 and 2010	State budget

5.3. Action direction: Improvement of the Monitoring of Implementation of the Gender Equality Policy								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible /involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.3.7.	To strengthen the capacity of the Ministry of Welfare as the co-ordinating authority in relation to gender equality issues	2009	One person hired in the department of gender equality.	MoW	-	-	LVL 15 460 in 2009, beginning with 2010 LVL 14 680 each year	State budget
5.3.8.	To perform analysis in sectoral trade unions regarding practical application of gender equality aspect in different areas.	2009	Analysis performed in 5 areas. Results of the research distributed in a conference	FTUCL	-	15 000	-	Financing of the European Union structural funds. State budget*

* Financing for implementation of activities of the FCTUL is intended in complement of the Operational Programme "Human Resources and Employment", within the framework of Activity 4.2.2 "Strengthening of Capacity of Social Partners, Non-governmental Organisations and Local Governments" (revision of complement of the Operation Programme on 1 February 2007. Announced in the meeting of State Secretaries).

5.4. Action direction: Bringing Forward of the Domestic Violence Problem

Many states have included measures for the prevention of domestic violence in their action plans of gender equality as one of the most important action directions. Until now a separate national programme for reduction of domestic violence problem has not been implemented in Latvia. Since year 2000 State provides social rehabilitation to children who have suffered from violence, which is actually only combat against part of the consequences. The State does not provide social rehabilitation to an adult who has suffered from wrongful acts and the amount, duration and type of aid depends on the possibilities of the particular local government.

Although women are also capable to be violent in their relationship with men, in most of the cases where violence in relationship takes place the woman has suffered from man. Two thirds of mothers who have suffered from violence are violent towards their children.⁵ The physical and mental development of children who have become witnesses of violence may be disturbed, there is a risk that such children will themselves most likely become victims of violence and abuse or even perpetrators.⁶ Moreover the childhood experience may also influence the relationship, which such children will form in future as adults, because they frequently imitate the model of relationship between a woman and a man experienced and indirectly acquired during childhood.

Unfortunately data regarding the whole State at large, which would allow to draw conclusions regarding the scale and dynamics of the problem over several years, are not being aggregated. A unified record-keeping system regarding cases of violence, which would demonstrate the number of calls and proportion of genders therein, the number of submissions and initiated proceedings etc., has not been established in Latvia. Similarly only a few researches have been conducted with a small number of respondents, which does not allow to analyse the situation and to draw conclusions regarding the social portrait of victims and the social aspects of violence in general. Crisis centres, which provide aid to victims of violence, also testify that the problem of domestic violence is significant also in Latvia and it has a distinct gender tendency – mostly women seek help.

The UNO Committee for Elimination of Discrimination against Women expresses explicit directions to take measures for the reduction of violence against women in recommendations thereof of July 2004 in relation to the fulfilment of the UNO Convention on the Elimination of All Forms of Discrimination against Women in Latvia. The Committee invites the State to set forward measures, which are directed towards domestic violence against a women, to improve the system for collection of data regarding violence and to pay elevated attention to the issue regarding violence against woman in society and the family as an important violation of human rights, as the most significant priority. The

⁵ World Report on Violence and Health. World Health Organization. Geneva. 2002

⁶ Behind Closed Doors. The Impact of Domestic Violence on Children. UNICEF. The Body Shop International. 2006

Committee invites the State to make amendments to regulatory enactments, providing for liability regarding domestic violence against woman, ensuring free access to legal aid, to criminalise rape in the family as a separate criminal offence.⁷

In all 88% of respondents interviewed during the poll of residents conducted in 2006 acknowledged that women more often become a victim of domestic violence. while 37% admitted that there is a woman among his or her acquaintances or relatives who suffers or has suffered from violence. It is alarming that 16% of respondents think that violence against women may be justified.⁸ In 2005 the Municipal Police of Riga received 35 000 calls, from which almost 6000 cases were related to household violence. In 88% of domestic violence cases the woman was the victim.

Researches of other states testify that 20-30% of women have suffered from domestic violence at least once. There are no such comprehensive and representative researches on the scale of the domestic violence problem in Latvia. Data of Information Centre of the Ministry of the Interior testify that 12 211 women have suffered in the result of criminal offence in 2005: 30 of them have suffered according to Sections 116-118 (murder) of the Criminal Law (hereinafter – CL), 82 women – according to Section 159 (rape) of the CL, 59 women – according to Section 125 (intentional serious bodily injury) of the CL, 225 women – according to Section 231 (hooliganism) of the CL.

Approximately half of all crimes committed against women in Latvia take place not on the street, but in the family. Data of the State Police of Latvia show that partners in the family kill approximately 35 women per year.⁹

Experience of individual interested specialists (employees of police and crisis centres) testifies that domestic violence is an urgent problem and it is necessary to search for a solution at a national level, however such necessity is almost impossible to justify without comprehensive data and case study, so due to this reason the bringing forward of domestic violence problem is also included in this Programme.

⁷ Report to the Cabinet regarding Listening of the Initial, the Second and the Third Unified National Report of Latvia on Fulfilment of the UNO Convention on the Elimination of All Forms of Discrimination against Women (1979) at the UNO Committee for Elimination of Discrimination against Women on 14-19 July 2004.

⁸ Domestic Violence. Opinion poll. *Latvijas fakti*. 2006.

⁹ Latvia. Human Development Report 2002/2003. Human Security. Riga, UNDP, 2003.

Cases of domestic violence have a negative impact not only on an individual, but on the whole of society in general. It causes pain, suffering and stress, reduces the ability of the injured woman to fully engage not only in family life, but also in professional life. In order to solve this situation, it is necessary to prescribe financial resources for the provision of social assistance, legal aid, health services. Domestic violence should be regarded not only as an issue of human rights, but also should be evaluated from aspect of economic losses. According to international researches, economic losses caused by domestic violence per one State resident per year is from EUR 9 to EUR 60.¹⁰

5.4. Action direction: Bringing Forward of the Domestic Violence Problem								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.4.1.	To develop an Informative report on the violence problem in Latvia	2007	Informative report developed and submitted to the Council of Europe.	MoW, MoCFA, MoI, MoJ, MoH, MoES	Not necessary			
5.4.2.	To conduct research on “Evaluation of Intersectoral Co-operation in Domestic Violence Cases”	2009	1 research conducted	MoW	-	LVL 60 000	-	Financing of the European Union structural funds. State budget

¹⁰ Combating violence against women. Stocktaking study on the measures and actions taken in Council of Europe Member States. Directorate General of Human rights. Strasbourg, 2006.

5.4. Action direction: Bringing Forward of the Domestic Violence Problem								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.4.3.	Provision of social rehabilitation service to adults who have suffered from wrongful acts in the place of residence and institution, including elderly people.	2009 - 2010	Amendments to the Social Services and Social Assistance Law, Cabinet Regulation No. 291, <i>Requirements for Social Service Providers</i> and Cabinet Regulation No. 208, <i>Procedures for the Provision of the Necessary Assistance to Children who have Suffered from Wrongful Acts.</i>	MoW	-	-	LVL 108 000 each year beginning from 2009	State budget
5.4.4.	To implement educating measures for society and specialists, as well as for promotion of intersectoral co-operation in relation to the domestic violence problem.	2009	Methodological material prepared. 2 discussion with specialists	MoW	-	LVL 5000 lats	-	State budget ¹¹

¹¹ NPI for 2008-2010 have been introduced in the operating strategy of the Ministry of Welfare for 2007-2009 – in the budget programme “Supervision of Policy Planning and Introduction” – improvement of working abilities, submitted to the MoF in accordance with Paragraph 5 of the Cabinet Order *On Mid-term Budget Objectives and Priority Development Directions for 2008-2010*.

5.4. Action direction: Bringing Forward of the Domestic Violence Problem								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.4.5.	To educate specialists of sectoral trade unions regarding the domestic violence problem.	2008 - 2009	2 informative seminars/lectures delivered to specialists of sectoral trade unions (in co-operation with the trade union of police officers)	FTUCL	-	-	LVL 1000 each year	Budget of the Free Trade Union Confederation of Latvia

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life

Reconciliation of work and private life means implementation of measures, which help people to reconcile employment with other duties and wishes. Objective of the action direction of the Programme is not to make people change their behaviour, but to create supporting measures for cases where an individual, for example, wants to change the proportion of time dedicated to work and family. Such opportunities are particularly important to single-parent families. Mostly it is necessary to reconcile work and other parts of professional life with child care, however other private reasons are also possible – care for elderly people, voyage, voluntary work, educating, religious events etc. Opportunities to reconcile work and private life are an essential factor for people to choose a specific workplace and employment in general, as well as it has an impact on the health, education and future opportunities of employees and their children, as well as their satisfaction with life in general. A policy, which offers successful solutions for reconciliation of work and private life, has a positive impact also on the economic situation because the offer, flexibility and productivity of the labour force increases. It can be explained by the already referred to non-quantifiable social and psychological factors and economic factors – persons who previously were completely occupied with household duties and providing care for children, parents or ailing people have more opportunities to enter the labour market.

Taking into account that the employment level of women has increased due to economic and social changes, a more balanced redistribution of duties and responsibility related to the care and upkeep of the household and family between women and men could be expected. In reality men do not undertake these duties and responsibility in an equal amount, thus State policy measures have been mostly directed towards

reduction of the load related to the private life of a woman. Also existing deficiencies in the child care system – lack of places in pre-school educational institutions, low offer of alternative childcare forms and low popularity of the flexible employment form – have more impact on the employment of women. International experience shows that level of employment of women and also birth rate is higher in states where an active gender equality policy is being implemented. The highest level of employment for women of age from 15-64 years is in Denmark (72%), Sweden (70%), the Netherlands (66%), Great Britain (66%) and Finland (66%), but the lowest level of employment (50% and less) is in Greece, Italy, Poland, Spain. Concurrently these states (with one exception – Ireland) have also the highest birth rates among European Union Members States – the average number of children to one woman in fertile age in Finland is 1.8, Denmark – 1.78, the Netherlands – 1.73, Great Britain – 1.74, Sweden – 1.75.¹²

Individual values of a person become more and more important and both genders more often wish to have a career and to improve professionally, as well as to dedicate more time to the family and other things that are a part of private life. It is a supplementary argument for promotion of equal participation and responsibility of both parents in the care of children and other family members who need care. In continuing to request responsibility for these duties only from a woman, the possibility that the woman will postpone having children to the more distant future or will even choose life without children is higher. If there is no support of a partner and a woman undertakes all the responsibility for care of children and other family members and for household duties herself, she may have to refuse from a professional career, thus temporarily leaving the labour market. Thus possibly an employee is lost whose contribution to the national economy would be larger than the State resources saved on the provision of care services or other services related to the reconciliation of work and private life. If a woman becomes dependent on the income of a man, she and the other family members are significantly more subjected to the risk of poverty and social exclusion. This risk is very real in Latvia, taking into account the frequency of divorces and the social practice to leave children with the mother regardless of the prosperity of the other parent.

Opinions, which do not correspond to the actual situation and are out-of-date, have a negative impact on the way individuals reconcile their work and private life or would be ready to do so, however changes are observed in society, which testify regarding changes in the traditional roles of genders. The number of fathers who use paternity leave continuously increases. 22% of socially insured fathers used paternity leave in 2004, already 25.5% in 2005 and 30% of fathers of infants in 2006. It has been detected in the research conducted in 2003 that 16% of fathers have attended educating classes during the final period of pregnancy, 33% would-be-fathers have visited a doctor or midwife together with his partner, in the time period from 1997 to 2004 approximately one third of parents have participated in family labour.¹³ A poll performed in 2006 testifies that 30.1% of men and 27.6% of women would gladly work more, 50.4% of men and 56.3% of women would like to dedicate more time to the family, 28.9% of men and 28.7% of women – to household care. The main reasons why people do not consider the existing utilisation of

¹² Eurostat, 2006.

¹³ Putniņa A. *Reproductive Health of Residents. Report On the Situation in Latvia (1997-2003)*. Riga, UN Population Fund, 2003.

personal time as an optimum is the necessity to reconcile work with private life or family care (65% of women, 37% of men), to reconcile work with studies (15% of women, 26% of men).¹⁴ At the same time 30.7% of society agrees with the opinion that a man cannot be trusted with the upbringing of little children, and 67% – that woman should undertake household duties.¹⁵ Researches conducted on the use of time demonstrate that the proportion of time used for child and family care between both genders has not changed since 1996 – men still devote twice less time to these tasks as women.¹⁶ So it is important to promote involvement of fathers in child and family care, for example, by extending the time, which fathers could spend with his infant child, concurrently not aggravating his financial situation. Extending of paternity leave and adequate reimbursement of income is a step that will allow men to consider an opportunity to involve more in household and child care and with time to use more actively the opportunity to take parental leave (in 2006 the proportion of men among persons who received childcare benefit was 3.7%¹⁷), as well as reaction to the wish of men to spend more time with the child and to support his partner during the recuperation period after childbirth. During the preparation period of the programme the paternity leave is 10 days and benefit amounts to 80% from the average wage subject to insurance contributions. In comparison the length of paternity leave in Denmark is 14 days, keeping the average wage, in Finland 18 days, Sweden 14 days, Great Britain 14 days, Estonia 14 days, Iceland three months, Norway 14 days.¹⁸ In several European countries, for example, Norway, Sweden, Slovenia, Estonia¹⁹ a part of the parental leave is reserved to each of the parents. It is planned to initiate a discussion of the adequacy of such solutions also in Latvia in the mid-term.

Quantitative objectives for action direction of the Programme regarding reconciliation of work and private life are set forward by strategic indicators of the Lisbon strategy related to employment and the Barcelona objectives regarding the availability of childcare institutions set forward by the Council of Europe in 2002. They determine that the level of employment in the EU in 2010 should reach 70%, level of employment of women – 60% and that childcare services should be available to 90% of children from three years of age until commencement of primary education and 33% of children up to three years of age. 62.3% of women from 15-64 years of age (55.0% from 15-74 years of age) were employed in 2006. In comparison the level of employment of men was 70.5% from 15-64 years of age (accordingly 65.9% from 15-74 years of age), and the average level of employment 66.3% from 15-64 years of age (accordingly 60.1% from 15-74 years of age).²⁰ Statistical data regarding 2005 testifies that childcare services are available to 75% of children in the age group from three years till the commencement of basic

¹⁴ BSZI, Factum. *Aspects of Gender Equality in the Labour Market*. Riga: Ministry of Welfare, 2006, Chapters 5-7.

¹⁵ Gender Equality in Latvia. *Analysis of the results of the poll*. *Latvijas fakti*, 2004

¹⁶ Central Statistics Bureau of the Republic of Latvia. *Report On Utilisation of Time*. 2005.

¹⁷ BSZI, Factum. *Aspects of Gender Equality in Labour Market*. Riga: Ministry of Welfare, 2006, p. 119.

¹⁸ Fagan C., Hebson G. *'Making work pay' debates from a gender perspective: a comparative review of some recent policy reforms in thirty European countries*. European Commission, 2004, pp. 125-44. See also EGSIE. *Reconciliation of work and private life: A comparative review of thirty European countries*. European Commission, 2005.

¹⁹ European Communities. *'Making work pay' debates from a gender perspective: A comparative review of some recent policy reforms in thirty European countries*. Office for the Official Publication of the European Communities: Luxembourg, pp. 124-144.

²⁰ Central Statistics Bureau of the Republic of Latvia, 2007.

education and 16% of children from 0 to three years of age.²¹ Although childcare possibilities are insufficient also in other countries and the offer does not conform to the actual demand, it is being solved using alternative forms of childcare (for example, in Finland). In the case of Latvia statistics confirm the actual situation – the offer of childcare services does not satisfy the demand.

²¹ European Communities. *Reconciliation of work and private life: comparative review of thirty European countries*. Belgium, 2006, http://ec.europa.eu/employment_social/emplweb/gender_equality/publications_en.cfm, pp. 34-35.

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.5.1.	To inform parents of new-born infants regarding opportunities of parents to receive benefits and leaves related to the birth of a child, specifically emphasising opportunities of fathers to participate in care of the infant and benefits therefrom.	2007 - 2010	Informative materials issued. A brochure published annually in 20 000 copies.	MoW, SSIA	LVL 3000	-	LVL 3000	Special budget of State social insurance
5.5.2.	To perform education of would-be parents, parents of new-born infants and children up to 3 years of age regarding promotion of health of the child.	2007 - 2010	15 informative materials developed and published, including "Mummy's Diary" and "Daddy's Diary"	MoW, HPSA	LVL 20 000	-	LVL 25 000 each year beginning from 2008	State budget (within the framework of the Family Health Promotion Programme)
5.5.3.	To develop conceptual solutions for division of the childcare benefit and parental leave between both parents.	2010	Conceptual solution developed.	MoW	Not necessary			

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.5.4.	To increase the amount of paternity benefit in order to balance the amounts of maternity and paternity benefits.	2009	Amendments to the Law On Maternity and Sickness Insurance developed so that beginning with 2008 the paternity benefit would be specified in the amount of 100% of the average wage subject to insurance contributions.	MoW	LVL 906 400 lats	-	LVL 1 855 000 (2009), 2 317 500 (2010) ²²	Special budget of State social insurance
5.5.5.	To extend leave to the father of the child due to the birth of the child.	2009	Amendments to the Labour Law developed.	MoW	Not necessary.			

²² NPI for 2008-2010 have been introduced in the operating strategy of the Ministry of Welfare for 2007-2009 – in the budget programme “Social Insurance” – provision of national support to families with children, submitted to the MoF in accordance with Paragraph 5 of Cabinet Order *On Mid-term Budget Objectives and Priority Development Directions for 2008-2010*.

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.5.6.	To expand services related to extra-familial looking after the children of pre-school and primary school age.	2007 - 2010	At least 3 play and development centres for children or daily centres for children of pre-school age established/improved	MoCFA	LVL 30 000	-	LVL 30 000 beginning with 2007	State budget (within the framework of National Programme for Improvement of the Condition of Child and Family)
5.5.7.	To develop infrastructure	2008-	26 pre-school educational	MoRDLG	-	-	LVL	Financing of

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
	of pre-school educational institutions in development centres of national and regional significance ²³	2010	institutions built/reconstructed (quantification in 2013) and 34 pre-school educational institutions renovated (quantification in 2013) in development centres of national and regional significance, the number of children in queue to places in pre-school educational institutions reduced for 11.11% (quantification in 2013)				5 976 870 in 2008 LVL 3 310 038 in 2009 LVL 3 530 212 in 2010	the European Union structural funds. State budget.
5.5.8.	To develop availability	2008-	13 alternative care centres	MoRDLG	-	-	724 278	Financing of

²³ Pursuant to the information provided by the MoRDLG indicators will be specified more precisely in accordance with the information received from planning regions regarding the number of projects to be implemented and locations of implementation thereof within the framework of the quota of planning regions.

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
	of alternative care services in development centres of county significance ²⁴	2010	established (quantification in 2013), the number of places in alternative care centres increased for 1 520 (quantification in 2013)				LVL 724 278 in 2008 401 110 LVL 401 110 in 2009 427 791 LVL 427 791 in 2010	the European Union structural funds. State budget.
5.5.9.	To implement a pilot project for establishment of babysitter service in local government.	2007	Pilot project implemented in one local government.	MoCFA	LVL 20 000	-	-	State budget
5.5.10	To promote inclusion of	2008 -	Active employment measures	SEA	-	-	LVL	Financing of

²⁴ Pursuant to the information provided by the MoRDLG indicators will be specified more precisely in accordance with the information received from the planning regions regarding the number of projects to be implemented and locations of implementation thereof within the framework of the quota of planning regions.

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
.	persons who have the necessity to take care of family members in the labour market.	2010	offered to 250 persons				200 000 each year	the European Union structural funds. State budget. (Measure of the MoW "Social Inclusion" activity "Complex Support Measures for Integration of Residents in the Labour Market")
5.5.11	To promote quicker	2007 -	Career consultations to	PCCSA/SEA	Within	-	-	

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
.	return of persons to the labour market after parental leave.	2010	approximately 2000 persons a year provided for promotion of purposeful choice of career of persons after parental leave		the scope of the present budget			
5.5.12	Increasing of motivation and professional training to unemployed persons after parental leave (distance learning).	2007 - 2010	40 persons involved each year.	SEA	-	-	LVL 51 000 each year beginning from 2008	State budget
5.5.13	To implement pilot project – professional training with assurance of childcare	2007	Pilot project implemented	SEA	Not necessary			
5.5.14	To promote inclusion of	2008 -	Gender equality principles	FTUCL,	Not necessary			

5.5. Action direction: Improvement of Opportunities of Reconciliation of Work and Private Life							
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats		Source of financing
					Present	Additionally necessary	
						One-time	Regular
.	gender mainstreaming in collective labour agreements between employers and trade union, in establishing a specific sample of collective labour agreement.	2010	will be introduced in sectoral collective labour agreements and collective labour agreements of undertakings of 24 member organisations of the FTUCL	LEA			

5.6. Action direction: Survey of Lifestyle Habits Related to Health

In conducting analysis from the gender perspective, an alarming situation is observed in the indicators characterising health and the quality of life. Smoking, alcoholism, suicides, life expectancy are indicators where men are in a much worse situation than women.

Apart from biological differences women and men have different habits of eating and physical activities, as well as a different attitude and reaction in case of sickness. Data provided in the report on the reproductive health of residents testify that women visit a doctor more frequently than men. According to the results of the poll of residents performed in 2003, in all 84% of the women surveyed during the research and 68% of men (from 15 to 49 years of age) have visited outpatient institutions within the time period of the previous 12 months.²⁵ From 2002 till 2004 the difference of the foreseeable lifespan between both genders had a tendency to reduce, however in 2005 it increased again, reaching 11.8 years. Death indicators from external causes of death (transport accidents, drowning, poisoning with harmful substances, alcohol, suicides) are particularly alarming. In 2005 the number of men who died from external causes of death was 2429, the number of women – 785. In the same year the number of men who died from external causes of death and committed suicide was 445, the number of women – 199.^{26 27}

²⁵ Reproductive Health of Residents. Report on Situation in Latvia (1997-2003). UN Population Fund, 2003.

²⁶ Data of the Health Statistics and Medical Technologies State Agency of the Ministry of Health of the Republic of Latvia.

There are on average four times more men within the number of patients registered with the diagnosis alcohol-induced psychosis, alcoholism, addiction to narcotic and psychoactive substances.²⁸ 63% of women go to preventive gynaecological examinations once a year or more frequently, however 62% of men have never visited a venereologist or an andrologist.²⁹ Particularly striking tendencies are observed also among young people, 29% of boys begin to use strong alcohol at 14-17 years of age (accordingly 7% of girls).

It is very important that children and young people are aware of health, healthy lifestyle etc. Subject “Natural Sciences” is being taught in general educational institutions, and objective thereof is to create and improve the interest of educatees regarding the system of nature and research on processes thereof by raising awareness regarding the variety and unity of nature in order to promote a favourable attitude towards the preservation and improvement of nature and health (standard of the subject for forms 1-6). But young people study the subject “Biology”, the objective of which is to raise the awareness of pupils regarding the unity of nature, to promote joint responsibility in the preservation and improvement of the environment and health by finding out about biological systems and laws governing nature (standard of the subject for forms 7-9), and they become aware of the importance of healthy lifestyle, risks factors and consequences in order to reduce the risk of addiction. In order to become aware of the value of health and life, responsibility of oneself and others regarding health and a healthy environment, to develop healthy habits, young people raise their awareness regarding the general processes of mental and physical development of a human being, healthy lifestyle and environment favourable to health within the framework of the subject “Social Sciences”.

The abovementioned testifies regarding the necessity to pay more attention to the health sector from the perspective of gender and to use to acquired knowledge, for example, in prevention, diagnostication and treatment of diseases. Health policy and measures should be more directed towards the specific situation and needs of women and men.

In analysing data of monitoring of habits influencing the health of the residents of Latvia (FINBALT) according to socio-demographic indicators, it may be seen that substantial differences in such health habits as smoking, mouth hygiene, frequency of visiting of doctors is observed not only between women and men, but also among individuals with different levels of education and awareness. It may be concluded that persons who have a higher level of education and/or are better informed mainly choose healthier lifestyle. Thus it is important to plan activities, which are related to the education of target groups and increase of motivation thereof by informing individuals themselves and by educating specialists of local governments, doctors, nurses, teachers etc.

²⁷ Data from the database of the Central Statistics Bureau.

²⁸ Men and Women in Latvia. Central Statistics Bureau of the Republic of Latvia, 2006.

²⁹ Reproductive Health of Residents. Report on Situation in Latvia (1997-2003). Riga, UN Population Fund, Latvia's Association for Family Planning and Sexual Health “*Papardes zieds*”, 2003

In order to reduce the described differences of health and habits influencing health between genders, it is necessary to take purposeful and long-term measures. Such measures should be directed towards specific target groups, taking into account not only gender, but also the language, in which the individual communicates, level of education, level of income, place of residence, age etc.

5.6. Action direction: Survey of Lifestyle Habits Related to Health								
	Task	Time for performance	Indicators of achievement / the result to be achieved	Responsible/ involved institutions	Financing, in lats			Source of financing
					Present	Additionally necessary		
						One-time	Regular	
5.6.1.	To conduct research on the health habits of women and men and to develop recommendations for reduction of harmful health habits.	2008	1 research conducted, results of the research published, recommendations for reduction of harmful health habits developed.	MoH	-	LVL 9000	-	Financing of the European Union structural funds. State budget.
5.6.2.	To conduct research on household traumatism, domestic violence and divorces in relation to alcohol abuse	2008	Research conducted, recommendations for improvement of situation developed	MoH	LVL 7000	-	-	State budget
5.6.3.	To inform the society regarding issues related to healthy food and lifestyle.	2007 – 2010	A programme created and informative videos broadcasted on TV. Publications in newspapers prepared.	MoH	-	-	LVL 210 000 yearly beginning with 2008	Financing of the European Union structural funds. State budget.
5.6.4.	To improve the interest of society regarding its	2007 - 2010	Once a year informative material regarding a	MoH	Within the	-	-	

	health and to distribute information regarding the importance of preventive examinations.		programme of preventive examinations developed and distributed		scope of the present budget			
5.6.5.	In conducting negotiations regarding entering into collective labour agreements, to include measures regarding mandatory health insurance of employees at the level of undertaking.	2008 - 2010	100 collective labour agreements entered into	FTUCL	Not necessary			

Amount of Financing Necessary for Each Task Divided According to Years, Ministries and Budget Types (thousand)³⁰

Ministry of Welfare	2007.	2008.*	2009	2010.	Source of financing
5.1.1	-	75.0	100.0	75.0	EUSF, State budget
5.1.5.	-	4.0	4.0	4.0	EUSF, State budget
5.2.2.	-	-	1	-	State budget
5.2.4.	-	30.0	40.0	30.0	EUSF, State budget
5.2.5.	1.9	-	-	-	State budget
5.2.8.	-	2.0	2.0	-	EUSF, State budget
5.3.1.	-	-	-	60.0	EUSF, State budget
5.3.7.	-	-	15.5	14.7	State budget
5.4.2.	-	-	60.0	-	EUSF. State budget
5.4.3.	-	-	108.0	108.0	State budget
5.4.6.	-	-	5.0	-	State budget
5.5.1	3.0	-	-	-	Special budget of State social insurance
5.5.4.	906.4	-	949.0	1411.1	Special budget of State social insurance
5.5.10.	-	200.0	200.0	200.0	EUSF, State budget
5.5.12.	-	51.0	51.0	51.0	State budget
Total	911.3	362.0	1534.5	1953.8	

³⁰ Measures, for implementation of which resources of EU structural funds and State budget will be used, the proportion of financing will be – 85% from the resources of structural funds, 15% from the State budget.

After approval of EU fund projects at the Management Committee the necessary financing will be requested as a re-division from the sub-programme of the budget of the Ministry of Finance

* the financing approved in the maximum admissible total amount of expenditure of the State budget for 2008-2010

Ministry of Education					
5.2.7.	28.7	-	-	-	Sixth Framework Programme of EU
Ministry of Health					
5.2.3.	-	1.6	1.6	1.6	State budget
5.5.2.	20.0	5.0	5.0	5.0	State budget
5.6.1.	-	9.0	-	-	EUSF, State budget
5.6.2.	7.0	-	-	-	State budget
5.6.3.	-	70.0	70.0	70.0	EUSF, State budget
Total	27.0	85.6	76.6	76.6	
Ministry for Children and Family Affairs					
5.5.6.	30.0	-	-	-	State budget
5.5.9.	20.0	-	-	-	State budget
Total	50.0	-	-	-	
Ministry of Regional Development and Local Government					
5.5.7.	-	5976.9	3310.0	3530.2	EUSF, State budget
5.5.8.	-	724.3	401.0	427.8	EUSF, State budget
Total	-	6701.2	3711.0	3958.0	
Office of the Ombudsman					
5.1.3.	0.6	1.4	0.4	2.2	State budget
5.3.6.	-	3.6	0.6	0.6	State budget
Total	0.6	5.0	1.0	2.8	

6. Justification of Granted and Additionally Necessary Financing Corresponding to Tasks

Indicators	Current year, 2007.	2008.	2009.	2010.	On average in the time period of three years after the current year
	(thousand lats)				
1	2	3	4	5	6
1. Changes in the budget revenue	1017.6	0	0	0	0
2. Changes in the budget expenditure	1017.6	7173.3	5328.6	5995.2	6166.5
3. Financial impact	0	-7173.3	-5328.6	-5995.2	6166.5
5. Detailed calculation of financial justification (in lats)	1017.6	7173.3	5328.6	5995.2	6166.5
Additional expenditure in total					
Number and name of the corresponding task of the action direction					
Additional expenditure for the Ministry of Welfare (including SSIA, SEA, SLI)					
The additionally necessary budget of the MoW from the State basic budget	1.9	97.6	241.4	229.0	189.3
The additionally necessary budget of the MoW from the State social insurance special budget	909.4	-	949.0	1411.1	786.7
5.1.1. To implement measures Detailed related to informing of calculati society regarding gender on equality.	-	75.0	100.0	75.0	83.3
(development of 4 video advertisements (30 seconds long) = 20 000 lats, placement of advertisements in three TV channels per month = LVL 30 000.					

Making and placement of environmental advertisements in the 9 largest towns of Latvia for 1 month in 2008 and 2009 = LVL 15 000.

Informative materials prepared in 20 000 copies = LVL 30 000

5 TV and 10 radio programmes, including costs of 1 TV programme LVL 1000 x 5 = LVL 5000; cost of 1 radio programme LVL 500 x 10 = LVL 5000.

For seminars – LVL 10 000 (9 seminars implemented during the time period of two years), including costs of 1 seminar: rental of premises LVL 100, dinner and coffee breaks LVL 300, remuneration of lecturers LVL 200 (4 lecturers)

5.1.5.	Informing of employers and employees regarding prevention of gender discrimination in working place	-	4.0	4.0	4.0	4.0
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5 seminars per year, including 1 seminar (rental of premises, technical equipment, remuneration of teachers) x LVL 800 x 5 = LVL 4000

5.2.2.	To organise informative measures regarding use of gender mainstreaming for deputies of the <i>Saeima</i> .	-	-	1.0	-	0.3
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(2 lecturers x LVL125 /per seminar x 4 seminars/per year)

5.2.4.	To perform educating measures regarding gender equality for specialists of educational institutions of pre-school-aged children. (20 seminars per year, including 20 x LVL 1000 = LVL 20 000; development of programme for education of specialists, LVL 6000; preparation, printing of informative materials, including 2000 x LVL 10 = LVL 20 000)	-	30.0	40.0	30.0	33.3
5.2.5.	To train civil servants regarding the principles of gender equality in budget processes and implementation of gender mainstreaming in the Nordic countries (3 representatives of the MoW and 1 representative of the SEA will participate in an exchange programme in the Nordic countries; daily allowances LVL 40 /per day x 12 days x 4 people)	1.9	-	-	-	0.5
5.2.8.	To organise training for specialists involved in the administration of EU structural funds regarding the implementation of horizontal priority of gender equality in projects. (LVL 500 /per seminar x 2 seminars/per year)	-	2.0	2.0	-	1.3
5.3.1.	Impact of State implemented policies on the situation of gender equality in Latvia.	-	-	-	60.0	20.0

5.3.7.	To strengthen the capacity of the Ministry of Welfare as the co-ordinating authority in relation to gender equality issues.	-	-	15.5	14.7	10.1
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Average costs of senior officer per year, remuneration ((LVL 780 (classification level 6) + 24,09%) x 15 months + LVL 80) + arrangement of working place LVL 700 + stationery per year LVL 162 = LVL 15 500. Financing additionally necessary each following year reduces by LVL 700 for arrangement of working place.

5.4.2.	To conduct research on the domestic violence problem in Latvia and possible policy for solving of the problem.	-	-	60.0	-	20.0
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5.4.3.	Provision of social rehabilitation service to adults who have suffered from wrongful acts in the place of residence and institution, including elderly people.	-	-	108.0	108.0	72.0
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- rehabilitation at the place of residence – LVL 300
 (hourly costs LVL 12, 10 consultations shall be paid from the State, i.e., LVL 120 x 300 = LVL 36 000)

- rehabilitation at the institution – LVL 200
 (daily costs LVL 12 per person, duration of one course 30 days) LVL 12 x 30 days x 200 = LVL 72 000)

5.4.6.	To implement educating measures for society and specialists, as well as for promotion of intersectoral co-operation in relation to the domestic violence problem. (development of methodological material, including attracting of an expert for the development of the material – remuneration LVL 1500; organisation of 5 regional seminars – costs of 1 seminar LVL 700, including rental of premises LVL 100, coffee break LVL 50, travel expenditure LVL 150, remuneration of lecturers LVL 200 x 2 lecturers)	-	-	5.0	-	1.7
5.5.1.	To inform parents of newborn infants regarding opportunities of parents to receive benefits and leaves related to the birth of a child, specifically emphasising opportunities of fathers to participate in care of the infant and benefits therefrom.	3.0	-	-	-	-
5.5.4.	(10 000 copies = LVL 3000) To increase the amount of paternity benefit in order to balance the amounts of maternity and paternity benefits. (Expenditure for paternity benefit in year 2006 was LVL 600 741. In foreseeing expenditure, the increase of contingent and average wage subject to insurance contributions in the State, from which the benefit is paid in the amount of 100%, is taken into account)	906.4	-	949.0	1411.1	786.7

5.5.10.	To promote inclusion of persons who have the necessity to take care of family members in the labour market.	-	200.0	200.0	200.0	200.0
	(250 persons x LVL 800)					
5.5.12.	Increasing of motivation and professional training to unemployed persons after parental leave (distance learning).	-	51.0	51.0	51.0	51
	(42 persons x LVL 1215)					
	Additional expenditure for the MoES	28.7				-
5.2.7.	To develop proposals in order to balance distribution of teachers and persons employed in scientific research in educational, scientific and research institutions.	28.7	-	-	-	-
	Additional expenditure for the OO	0.6	5.0	1.0	2.8	2.9
5.1.3.	To distribute information regarding possibilities related to protection of rights in case of discrimination.	0.6				1.3
			1.4	0.4	2.2	
5.3.6.	To make public information regarding cases of gender discrimination and court adjudications.	-	3.6	0.6	0.6	1.6
	Additional expenditure for the FCTUL	-	19.5	5.5	4.0	9.7
5.1.1.	To implement measures related to informing of society regarding gender equality. (publishing of quarterly informative bulletin of trade unions, 20 thousand. copies x LVL 0.15 = LVL 3000)	-	3.0	3.0	3.0	3.0
5.2.6.	To implement educating seminars regarding gender equality issues for managers and specialists of sectoral trade unions.	-	1.5	1.5	-	1.0
	(costs of 1 seminar LVL 375, including remuneration of a lecturer, and technical support)					

5.3.8.	To conduct research on awareness of gender equality issues among employees in sectoral trade unions.	-	15.0	-	-	5.0
5.4.6.	To educate specialists of sectoral trade unions regarding domestic violence problem. (costs of 1 seminar LVL 500 x 2 every year = LVL 1000)	-	-	1.0	1.0	0.7
Additional expenditure for the MoH		27.0	85.6	76.6	76.6	79.6
5.2.3.	To perform educating measures for family doctors regarding the significance of gender equality in health care. 3 discussions/seminars implemented – cost of 1 seminar LVL 600 lats, including rental of premises LVL 100, coffee break LVL 50, travel expenditure LVL 50, remuneration of lecturers LVL 150 (2 lectors)	-	1.6	1.6	1.6	1.6
5.5.2.	Informative materials for each year prepared and published in 500 copies x LVL 2 To perform education of would-be parents, parents of new-born infants and children up to 3 years of age regarding promotion of health of the child. (development and printing of informative materials, 10 000 copies x LVL 2/per 1 copy = LVL 20 000; in 2008-2010 for 2 500 copies or more)	20.0	5.0	5.0	5.0	5.0
5.6.1.	To conduct research on the health habits of women and men and to develop recommendations for reduction of harmful health habits.	-	9.0	-	-	3.0

5.6.2.	To conduct research on household traumas, domestic violence and divorce in relation to alcohol abuse	7.0	-	-	-	-
5.6.3.	To inform society regarding issues related to healthy food and lifestyle. (development and broadcasting of educational and informative video on television – LVL 50 000; publications in newspapers – LVL 20 000)	-	70.0	70.0	70.0	70.0
Additional expenditure for the MoCFA		50.0	-	-	-	-
5.5.6.	To expand services related to extra-familial looking after the children of pre-school and primary school age. (establishment, arrangement of play and development centres for children or daily centres for children of primary school) LVL 10 000 per year are necessary for the establishment of one centre, i.e., LVL 10 000 x 3 = LVL 30 000.	30.0	-	-	-	-
5.5.9.	To implement pilot project regarding formation of a database of babysitters. (formation of the database, development and implementation of training programme for babysitters, organising of selection of babysitter candidates)	20.0	-	-	-	-

Additional expenditure for the MoRDLG³¹		6701.2	3711.0	3958.0	47901
5.5.7. To develop infrastructure of pre-school educational institutions in development centres of national and regional significance	-	5976.9	3310.0	3530.2	4272.4
(quantification to 2013 – altogether 34 pre-school educational institutions renovated)					
5.5.8. To develop availability of alternative care services in development centres of county significance.	-	724.3	401.0	427.8	517.7
(quantification to 2013 – altogether 13 alternative care centres established)					

Measures, for implementation of which resources of EU structural funds and State budget will be used, the proportion of financing will be – 85% from the resources of structural funds, 15% from the State budget.

Implementation of measures of the Programme in 2007 and 2008 will be ensured within the scope of the funding granted from the State budget and the issue regarding granting of additional resources for 2009 and 2010 will be examined by the Cabinet concurrently with mid-term budget priorities of all ministries and other central State institutions during the process of examination and preparation of the law on the State budget for the current year.

7. Institutions Responsible for Execution of Tasks

The Ministry of Welfare shall co-ordinate execution of the Programme. The responsible institution referred next to the task shall be responsible for the execution of individual tasks.

³¹ Measures are included in the supplement of the programme “Infrastructure and Service”, which at present is being harmonised, thus the division of financing according to years might also change.

8. Procedures for the Submission and Evaluation of a Report

The Programme shall be evaluated twice, including the analysis on advance towards the objectives specified in the Programme and the results of execution of tasks planned within the scope of action directions in mid-term and final reports, which shall be submitted to the Cabinet by 1 April of 2009 and 2011. The Ministry of Welfare as the responsible co-ordinating authority has the right to request information regarding activities performed for execution of tasks from involved institutions every year.

Minister for Welfare D. Staķe

22.06.2007. 9:35

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**(Cabinet Order
No. 648 of
17 October 2007)**

Summary of the Programme for Implementation of Gender Equality 2007-2010

1. Quintessence of the Matter

The Programme for Implementation of Gender Equality 2007-2010 (hereinafter – Programme) has been developed by the Ministry of Welfare in co-operation with ministries and social partners. Development of the Programme has been determined in the Declaration regarding intended activities of the Cabinet managed by Aigars Kalvītis and conforms to the task brought forward – to develop and implement the Programme for Implementation of Gender Equality 2007-2010, ensuring efficient, integrated and co-ordinated solving of gender equality issues.

The Programme for Implementation of Gender Equality 2007-2010 (second in succession) continues the activities commenced in the previous Programme for Implementation of Gender Equality 2005-2006. The Programme is a mid-term policy planning document that has been developed for the subsequent four years. The Programme includes measures, which are directly oriented towards ensuring equal rights and opportunities to women and men, as well as measures, in implementation of which the gender equality principle has been integrated horizontally. The Programme has been co-ordinated with the objectives specified in the updated operating strategy of the Ministry of Welfare for 2008-2010 and with the mid-term of the programming period of European Union structural funds, taking into account that funding for many tasks included in the Programme is intended in European Union structural funds.

The objective of the gender equality policy is to ensure women and men with equal rights, opportunities and duties, to promote equal positions for the use of rights and opportunities, as well as to provide the necessary knowledge for making of well-considered and motivated choice. The objective of the gender equality policy is not to achieve that any differences between women and men disappear, but that any individual might fully implement his or her potential regardless of the opinions and prejudices dominating in society in relation to actions, which are appropriate for a woman and a man, or to gender stereotypes. Concurrently it should be emphasised that changing of the attitude of the society is a very slow process and the changes can be observed only in long-term. In evaluating the situation, it may be concluded that the achieving of gender equality is hindered by insufficient awareness and biased opinions of society regarding the roles and tasks of genders, as well as low ability of operation of the institutions involved in the implementation of gender equality policy and the lack of political support in the introduction of gender mainstreaming in sectoral policies. Important indicators, which testify regarding low receptiveness and readiness of society to observe the principles of gender equality also in everyday life, are the attitude of society towards the domestic violence problem and the division of child upbringing and household duties between men and women of the one household.

In evaluating the priorities and activities performed during the operational period of the previous programme, it must be concluded that they are still current. Thus the following priority action directions are included in the Programme for Implementation of Gender Equality 2007-2010:

1) education of society regarding gender equality. The objective of the action direction is to raise awareness in society regarding gender equality issues;

2) education of the direct public administration and other specialists regarding gender equality. The objective of the action direction is to raise the awareness of specialists of the institutions involved in the introduction of the gender equality policy regarding possibilities of use of gender mainstreaming and the significance thereof in sectoral policies;

3) improvement of implementation and monitoring of the gender equality policy. The objective of the action direction is to co-ordinate and implement more efficiently the gender equality policy and to improve monitoring and evaluation thereof;

4) bringing forward of domestic violence problem. The objective of the action direction is to survey the situation in the State and to develop proposals for complex measures of national level in order to solve the problems of violence and to reduce the consequences thereof;

5) improvement and expanding of opportunities of reconciliation of work and private life. The objective of the action direction is to improve the opportunities of reconciliation of work and family life for both women and men and to promote the interest of employees in creating the opportunities for reconciliation of work and family life; and

6) survey of lifestyle habits related to health. The objective of the action direction is to raise the awareness of residents regarding lifestyle habits specifically characteristic to each gender and influence thereof on health and the quality of life, as well as to promote a healthy lifestyle.

2. The Offered Solution

Several options of solution are not intended for achievement of objectives specified in the Programme because the situation and the set of the necessary measures has been surveyed. The action directions and tasks brought forward in the Programme for achievement of results of the Programme are co-ordinated with the case study and newly discovered or confirmed problems.

3. The Additional Financing Necessary for Implementation of the Policy Document and the Intended Source of Financing

For attainment of objectives set forward in the Programme it is intended to use annual resources of the budget, which are intended for the performance of direct functions and are assigned to State institutions. It is intended to attract additional financial resources within the framework of measures implemented with the support of European Union structural funds. In total LVL 19 514 700 are necessary for implementation of the tasks included in the Programme, including the present financing – LVL 1 017 600 in 2007 and LVL 7 173 399 in 2008, as well as additional financing – LVL 5 328 600 in 2009 and LVL 5 995 299 in 2010. Section 6 of the informative part of the Programme “Planning of Granted and Additionally Necessary Financing Corresponding to Tasks” demonstrated indicative calculation of the necessary additional resources. Implementation of measures of the Programme in 2007 and 2008 will be ensured within the scope of the funds granted from the State budget. The issue regarding granting of additional funds for 2009 and 2010 will be examined in the Cabinet concurrently with the medium-term budget priorities of all ministries and other central State institutions during the process of examination and preparation of the annual State budget draft law.

Minister for Welfare

D. Staķe