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**Plan for the Promotion of Equal Rights and Opportunities for  
Women and Men for 2018–2020**

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## Abbreviations used

UN	– United Nations Organisations
CSB	– Central Statistical Bureau
CEC	– Central Election Commission
EC	– European Commission
MoE	– Ministry of Economics
EU	– European Union
ESF	– European Social Fund
MoF	– Ministry of Finance
EQSS	– State Education Quality Service
MoI	– Ministry of the Interior
MoES	– Ministry of Education and Science
LAA	– Legal Aid Administration
AIPY	– Agency for International Programs for Youth
MoC	– the Ministry of Culture
Committee	– the Gender Equality Committee
IDAL	– Investment and Development Agency of Latvia
MoW	– Ministry of Welfare
Cabinet	– the Cabinet
LNDP 2014-2020	– Latvian National Development Plan 2014–2020
SEA	– State Employment Agency
NHS	– National Health Service
NGO	– non-governmental organisations
OECD	– Organisation for Economic Co-operation and Development
Beijing Platform for Action	– guidelines for the implementation of the declaration adopted at the end of the 1995 World Conference on Women
CSCC	– Cross-Sectoral Co-ordination Centre
Plan	Plan for the Promotion of Equal Rights and Opportunities for Women and Men or 2018-2020
SAO	– specific aid objective
SIF	– Society Integration Foundation
SISA	– Social Integration State Agency
social partners	– associations Free Trade Union Confederation of Latvia and Employers' Confederation of Latvia
CDPC	– Centre for Disease Prevention and Control
STEM	– science, technology, engineering and mathematics
MoJ	– Ministry of Justice
UN Women	– United Nations Entity for Gender Equality and the Empowerment of Women
LSPA	– Latvian School of Public Administration

SLI	– State Labour Inspectorate
HI	– Health Inspectorate
SEDA	– State Education Development Agency
NCE	– National Centre for Education
SC	– State Chancellery
SIPCR	– State Inspectorate for Protection of Children’s Rights
MoH	– Ministry of Health
SP	– State Police
SSIA	– State Social Insurance Agency
NCM	– Nordic Council of Ministers / the Nordic Council of Ministers’ Office in Latvia

## 1. Summary of the Plan

The Plan has been developed to implement efficient and well-considered national policy for the promotion of equal rights and opportunities for women and men. It is based on the gender equality policy objectives set out in the Concept Paper on the Promotion of Gender Equality<sup>1</sup>: (1) to ensure respect for human rights of every individual and the highest level of welfare for everyone irrespective of the person's gender, and (2) to promote the most efficient social and economic development of the nation. The policy action directions that were commenced in the previous gender equality policy documents are continued in the Plan by specifically focusing on ensuring equality for women and men in the labour market and education throughout the life, and also reducing gender-based violence and raising the awareness of specialists and public about gender equality.

**The objective of the Plan is to promote integrated, purposeful and efficient implementation of sectoral policies thus facilitating the implementation of equal rights and opportunities for women and men into practice.** The following five action directions have been defined to achieve the objective: (1) promotion of economic independence and equal opportunities for women and men in the labour market; (2) promotion of equal educational opportunities for boys and girls, men and women; (3) reduction of the prevalence of gender-based violence; (4) strengthening the capacity of authorities in gender equality issues, and (5) educating the public in gender equality issues. In order to increase the understanding of the public and involved authorities of each of the selected sectoral policies and their connection with gender equality principles, one particular field is intended to be addressed each year. The measures for the promotion of economic independence and equal opportunities for women and men in the labour market (1<sup>st</sup> action direction) will be mainly implemented in 2018; the measures for the promotion of equal education opportunities for boys and girls, men and women (2<sup>nd</sup> action direction) will be mainly implemented in 2019, whereas the measures for the reduction of the prevalence of gender-based violence (3<sup>rd</sup> action direction) will be mainly implemented in 2020. The measures for strengthening the capacity of authorities in gender equality issues (4<sup>th</sup> action direction) and increasing the public understanding of gender equality issues (5<sup>th</sup> action direction) will be implemented during the entire activity period of the Plan (2018–2020).

The measures that have been defined in the Plan and are aimed at implementing the equality principles established in laws and regulation in practice as much as possible, for example by promoting the involvement of men in child care and fulfilment of family obligations, by identifying the most significant causes of pay gaps between women and men in certain sectors, by promoting zero tolerance to violence against women. Range of measures are aimed at promotion of comprehensive understanding of the fundamental principles of equality between women and men among experts of authorities involved in education, labour and economic policy. Several measures have also been determined through the implementation of which the link between the aforementioned sectors and issues of gender equality is planned to be studied in depth and highlighted. In order to increase the public understanding of gender equality issues, additional efforts shall be made to raise the public awareness of policy results, concurrently raising the importance of gender equality in everyday life. The measures of the Plan, especially those affecting employment, education and gender-based violence, shall take into account the aspect of ensuring equal opportunities and rights for women and men with disability<sup>2</sup>.

The Plan has been developed on the basis of the conclusions which have been made in the result of the implementation of the previous gender equality policy documents. Legal

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<sup>1</sup> The Ministry of Welfare (2017): *Koncepcija dzimumu līdztiesības veicināšanai*, page 2

<sup>2</sup> Final notes on the introduction of the Convention in the Republic of Latvia (Recommendations) [http://www.lm.gov.lv/upload/invaliditate/rekomendacijas\\_lv\\_fin\\_060218.pdf](http://www.lm.gov.lv/upload/invaliditate/rekomendacijas_lv_fin_060218.pdf)

framework was analysed by explaining what is the scope of gender discrimination and different treatment prohibition in the legal acts of the Republic of Latvia, and the situation analysis was also carried out by concluding in which fields the tendencies indicating to risks of non-equal situation for women and men are observed. The factors which affect or could affect the ensuring of equal rights and opportunities for women and men in everyday life were also studied. In order to provide a comprehensive study of the current situation, the MoW evaluated whether and to what extent the policy objectives and measures laid down in the policy planning documents of different sectors are aimed at reducing the unequal situation for women and men and risks contributing to such situation.

By taking into account the limited State budget resources that have been allocated for the sector, and also the limited human resources (two experts are working with gender equality issues in the MoW) and the time period of activity of the Plan (3 years), the Plan is intended to be used to solve the most pressing issues characterised in Annex 1 to the Plan in the employment, education and gender-based violence prevention policy. The Plan includes measures the implementation of which and assessment of the results achieved by which may be ensured during the time period of activity of the Plan. The situation analysis provides the evaluation of the problems that are being addressed with the present aid instruments and policy measures in different sectors and the extent to which they are solved by such means. This approach allows to identify those challenges that are not addressed or are insufficiently addressed in other sectoral planning documents, laws and regulations and/or policy measures. If the sectoral policies already address the most significant challenges in any sector or differences in ensuring equal rights and opportunities for women and men and certain policy measures are being implemented/planned for addressing these issues, then such policy sectors shall not be included in the Plan (for example, see the analysis in the field of health provided in Annex 1). The measures provided in the policy planning documents of other sectors have been integrated in this Plan in those cases when the sectoral documents only generally provide for or conceptually determine certain activities or approach for addressing the problem, but do not determine particular types and specific targeted measures for ensuring equal rights and opportunities for women and men and addressing the challenges identified in the relevant field. Thus the measures included in the Plan do not duplicate the measures included in the policy planning documents of other fields, thus preventing duplication of the challenges identified and solutions offered in other planning documents for ensuring equal opportunities and rights for women and men. Foreign financing is planned to be attracted for the implementation of certain measures of the Plan (for more information see Chapter 4 of the Plan). It must be noted that a large part of the measures of the Plan are intended to be implemented in co-operation with social partners and sectoral NGO's.

Regular face-to-face, electronic and telephone consultations with the CEC, MoF, MoES, MoC, EQSS, CSCC, SEDA, NCE, SLI, SIF, SC and LSPA, experts of the institutions subordinated to the MoW have been organised during the course of the development of the Plan by discussing the planned measures and co-operation in the implementation thereof. The Committee<sup>3</sup> which discussed the Plan in the meetings of 14 December 2015<sup>4</sup>, 9 June 2016<sup>5</sup> and 10 January 2018<sup>6</sup> was also involved in the development of the Plan. The Plan has been presented also in the meeting of the Social Inclusion Policy Co-ordination Council of 20 December 2017<sup>7</sup>, and also in the meeting of the Gender Equality Council of the FTUC on

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<sup>3</sup> For more information on the current composition of the Committee see (in Latvian): [http://www.lm.gov.lv/upload/publikacijas/komitejas\\_sastavs.pdf](http://www.lm.gov.lv/upload/publikacijas/komitejas_sastavs.pdf)

<sup>4</sup> The minutes of the Committee meeting of 14 December 2015 (in Latvian) see: [http://www.lm.gov.lv/upload/aktualitates/3/komiteja\\_14142015\\_protokols\\_19.pdf](http://www.lm.gov.lv/upload/aktualitates/3/komiteja_14142015_protokols_19.pdf)

<sup>5</sup> The minutes of the Committee meeting of 9 June 2016 (in Latvian) see: [http://www.lm.gov.lv/upload/publikacijas/1/komiteja\\_090616\\_20.pdf](http://www.lm.gov.lv/upload/publikacijas/1/komiteja_090616_20.pdf)

<sup>6</sup> The minutes of the Committee meeting of 10 January 2018 have been published on the website of the MoW.

<sup>7</sup> The minutes of the meeting of the Social Inclusion Policy Co-ordination Council of the MoW of 20 December 2017 have been published on the website of the MoW.

2 February 2018<sup>8</sup>. The draft Plan was published on 20 June 2016 and 11 January 2018 on the website of the MoW, thus ensuring the possibilities for the participation of the public in the document development process

The evaluation of the opinions provided within the framework of the participation of the representatives of the Gender Equality Committee and the public is available on the website of the MoW: <http://www.lm.gov.lv/text/1789>.

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<sup>8</sup> <http://www.lbas.lv/news/1597>

## 2. Measures to be Implemented within the Framework of the Plan<sup>9</sup>

<b>Objective of the Plan</b>	To provide an integrated, purposeful and efficient policy which ensures the implementation of equal rights and opportunities for women and men in practice
<b>Policy result</b>	<p>Implementation of the Plan contributes to the achievement of the following objectives that are defined in the planning documents and to the reduction of gender gaps:</p> <ol style="list-style-type: none"> <li>1) the objective laid down in the LNDP 2014–2020, the Latvian National Reform Programme “Europe 2020” for the implementation of the strategy, the Education Development Guidelines 2014–2020: <ul style="list-style-type: none"> <li>– to reduce the proportion of young people (at the age of 18–24 years) who have dropped out of school (early school leavers) to 10.0 % in 2020;</li> <li>– to increase the proportion of the persons (in the age of 25–64 years) involved in the adult learning to 15 % in 2020.</li> </ul> </li> <li>2) the objective laid down in the LNDP 2014–2020, the Latvian National Reform Programme “Europe 2020” for the implementation of the strategy, the Inclusive Employment Guidelines for 2015–2020 to reach an employment rate of 73 % (in the 20–64 age group);</li> <li>3) the objective for poverty reduction laid down in the LNDP 2014–2020 – reduction of the proportion of employed persons at risk of poverty in the 18-64 age group from 9.5 % in 2010 to 5 % in 2020, the reduction of the child poverty risk from 25 % in 2010 to 20 % in 2020;</li> <li>4) the poverty and social exclusion objective laid down in the Latvian National Reform Programme “Europa 2020” for the implementation of the strategy – reduction of the number of the persons at risk of poverty and/or living in households with very low work intensity by 121 thousand or to 21 % until 2020;</li> <li>5) the policy result laid down in the Inclusive Employment Guidelines for 2015–2020 to reduce the pay gap between women and men;</li> <li>6) the policy result laid down in the Media Policy Guidelines of Latvia for 2016–2020 to increase the level of media literacy among children and youth audiences by 15 % and in the adult audience by 7 %;</li> <li>7) the policy result laid down in the Guidelines of the National Identity, Civil Society and Integration Policy for 2012–2018 to increase the level of awareness and understanding of the inhabitants of Latvia on discrimination and tolerance issues.</li> </ol>

<sup>9</sup> Detailed characterisation of the present situation and current challenges of the gender equality policy is provided in Annex 1 to the Plan.

1 <sup>st</sup> action direction		Promotion of economic independence and equal opportunities for women and men on the labour market				
No.	Measure	Activity result	Performance indicator	Responsible authority	Involved authorities	Deadline
1.	In-depth study on pay gaps between women and men.	1.1. The most significant causes for pay gaps between women and men in the sectors where they are most apparent have been identified.	1 study which has analysed the factors affecting differences in remuneration for work, causes of inequality and its prevalence	MoW	MoE, MoF, SLI	1 <sup>st</sup> quarter of 2020
2.	Promotion of inter-institutional co-operation for ensuring integrated gender equality approach in employment policy by establishing an expert working group.	2.1. The assessment of the implementation of integrated approach of gender equality in employment policy has been made by identifying the most significant problematic issues and defining particular objectives and proposals for the development of the policy in the following years.	1 assessment with proposals for the improvement of employment policy and measures.	MoW	MoE, MoF, MoJ, IDAL, SEA, CSCE, SISA, SLI, AIPY	4 <sup>th</sup> quarter of 2018
		2.2. Assessment of the availability of statistical data broken down by gender has carried out in the field of employment, identifying the missing or incomplete data and improvements necessary in the data exchange, and also providing proposals for indicators for the next planning period.	1 data availability assessment with proposals for the improvement of availability and quality of the statistical data broken down by gender in the field of employment	MoW	MoE, CSB, MoF, MoJ, IDAL, SEA, SISA, SLI, AIPY, NGO	2 <sup>nd</sup> quarter of 2019
		2.3. Informing of the public of the current gender equality issues in the employment	2 thematic newsletters on	MoW	MoE, MoF, MoJ, CSB,	2 <sup>nd</sup> quarter of 2019

		policy has been carried out.	current international and national level news in the field of employment in relation to ensuring equal rights and opportunities for women and men		IDAL, SEA, SISA, SLI, AIPY, NGO	
3.	Improvement of work environment for older women and men in order to maintain the work capacities and promote employment.	3.1. Understanding of employers and employees of social inclusion and prevention of discrimination has been raised to improve diversity management and tolerance.	3 training programmes for employers and their employees on social inclusion and discrimination prevention issues  200 specialists trained on promotion of diversity and aspects of persons of the target group subject to discrimination risks, social inclusion and prevention of discrimination issues	SIF	MoW	4 <sup>th</sup> quarter of 2018
		3.2. Methodological material on the management of ageing has been prepared for companies and employees of NGO's	Guidelines for the NGO personnel for work with older	SEA	MoW, NGO, social partners	4 <sup>th</sup> quarter 2020

		for work with the target group.	employed persons, including persons at risk of unemployment  Guidelines for employers and employees for extending the work life of older employees by including good practice standards and recommendations for work organisation			
4.	Promotion of compliance with ensuring equal opportunities and prohibition of discrimination and different treatment, including gender-based.	4.1. Informative and educational measures have been implemented for employers and older employees on the advantages of longer and better work life.	4 communication activities to promote the understanding of employers, older employees, and also the public of the trends regarding ageing of the population and workforce, and possible solutions for the promotion of a longer and better work life	SEA	MoW, NGO, social partners	4 <sup>th</sup> quarter 2018
		4.2. Information regarding balanced	1 report with	MoW/CSCC	MoE, MoJ,	4 <sup>th</sup> quarter of

		representation of women and men in the boards of directors and councils of companies has been compiled on regular basis, and also proposals for ensuring more balanced representation have been developed.	proposals for ensuring more balanced representation of women and men in the boards of directors and councils of companies, including nomination processes <sup>10</sup>		CEC, NGO, social partners	2020
5.	Promotion of more active involvement of men in child care and fulfilment of family obligations.	5.1. The possibility to extend paternity leave to ten working days in conformity with Proposal for the directive of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU has been evaluated.	1 evaluation on possibilities for the extension of the paternity benefit in Latvia and financial, legal and socio-economic impact of such changes	MoW	SSIA, NGO, social partners	1 <sup>st</sup> quarter 2019
		5.2. The impact of gender equality policy on men has been assessed by providing specific proposals for the policy improvement.	1 evaluation report on increasing the involvement and role of men in the in the fulfilment of care and family obligations	MoW	NGO	1 <sup>st</sup> quarter 2020
		5.3. Understanding of the role of the father	1 informative	MoW	SIPCR, SLI,	4 <sup>th</sup> quarter of

<sup>10</sup> The evaluation shall also include the data obtained from the evaluation Impact of the Implementation of the Horizontal Principle “Equal possibilities” and Contributions in Promotion of Gender Equality, Respecting the Rights of Persons with Disability and Inclusion Thereof, and Discrimination Prevention (planned to be carried out in 2018–2019) made within the framework of the project Ensuring the Co-ordination Functions of the Horizontal Principle Policy “Equal possibilities” in the Ministry of Welfare” (No. 12.1.1.0/15/TP/003) implemented by the MoW.

		in family has been enhanced.	campaign with a view to increase the topicality and enhance the role of the father in family, to reduce prejudices related to the role of the father		SSIA, NGO	2020
		5.4. The international conference <sup>11</sup> on co-ordinating work and family life and the role of the men's rights in the gender equality policy has been organised.	1 conference on the possibilities and practices to co-ordinate work and family life and the role of men in family	MoW	NGO, social partners	4 <sup>th</sup> quarter of 2020
	Ensuring motivational and support measures for persons that are at risk of social exclusion and discrimination due to gender.	6.1. The motivation of the target group has been increased by providing support of specialists in the field of carrier selection, social work and education, lawyers, self-confidence raising coaches etc. for increasing self-assessment of the person, by developing social skills and capabilities of the person, especially skills which help to integrate in the society and commence work seeking, to involve in education (training), qualification acquisition and employment.	Individual and group consultations and other measures (according to demand)	SIF	MoW, NGO	4 <sup>th</sup> quarter of 2022 <sup>12</sup>

<sup>11</sup> The financing necessary for the implementation of the conference is planned to be attracted by submitting an application to the co-operation programme of the NCM and Estonia, Latvia, Lithuania or to the Nordic Gender Equality Fund.

<sup>12</sup> In conformity with the implementation schedule of the SIF project Promotion of Diversity (No. 9.1.4.4./16/I/001).

2 <sup>nd</sup> action direction		Promoting equal education opportunities for boys and girls, men and women				
No.	Measure	Activity result	Performance indicator	Responsible authority	Involved authorities	Deadline
7.	Integration of the principle of equal rights and opportunities for women and men in the education and career support materials.	7.1. Guidelines for the creation of the informative materials of the website “Profesiju pasaule” [The World of Professions] contains instructions for the promotion of equal opportunities for women and men.	Guidelines of the informative materials have been updated so that the information included in the website would not cause and promote stereotypes in respect of selection of professions among women and men	SEDA	MoE, MoW	3 <sup>rd</sup> quarter 2018
		7.2. Information material for educatees of Grades 7–12 has been developed on gender stereotypes in selection of profession.	1 informative material on gender stereotypes in selection of professions	SEDA	MoE, MoW	3 <sup>rd</sup> quarter of 2018
		7.3. Methodological materials have been developed for specialists involved in the provision of support to career development of secondary, vocational and special education in which the issues of the inclusion of the principle of equal rights and opportunities for women and men in the provision of career development support have been included.	Three methodologies and their modifications for career specialists in which the issues on application of gender equality aspects in work	SEDA	MoE, MoW	1 <sup>st</sup> quarter 2019

			with pupils have been included			
		7.4. Integration of the gender equality aspect in the content of study materials of general and vocational education has been promoted	1 seminar for 200 publishers, authors and reviewers of study literature	NCE	MoE, MoW	4 <sup>th</sup> quarter of 2020
8.	Promotion of inter-institutional co-operation for ensuring integrated approach of gender equality in education policy by establishing expert working group.	8.1. The assessment of the implementation of integrated approach of gender equality in education policy has been carried out by identifying the most significant problematic issues and defining specific objectives and proposals for the policy development in the following years.	1 assessment with proposals for the improvement of education policy and measures	MoW/MoES	EQSS, AIPY, SEDA, NCE, SISA, NGO	3 <sup>rd</sup> quarter of 2019
		8.2. Assessment of the availability of statistical data broken down by gender has been carried out in the education sector by identifying missing or incomplete data and improvements necessary in the data exchange, and also providing proposals for indicators for the next planning period.	1 data availability assessment with proposals for the improvement of availability and quality of the statistical data broken down by gender in the field of education	MoW	MoE, CSB, EQSS, AIPY, SEDA, NCE, SISA, NGO	4 <sup>th</sup> quarter of 2019
		8.3. Informing of the public of the current gender equality issues in the field of education has been carried out.	2 thematic newsletters on current international and national level news in the field of education in relation to ensuring equal	MoW/MoES	CSB, EQSS, AIPY, SEDA, NCE, SISA, NGO	4 <sup>th</sup> quarter of 2019

			rights and opportunities for women and men			
<b>3<sup>rd</sup> action direction</b>		<b>Reduction of the prevalence of gender-based violence</b>				
<b>No.</b>	<b>Measure</b>	<b>Activity result</b>	<b>Performance indicator</b>	<b>Responsible authority</b>	<b>Involved authorities</b>	<b>Deadline</b>
9.	Promotion of zero tolerance in respect of violence against women in the society.	9.1. More active action and response of the public and neighbours in the cases of violence against women have been promoted.	1 media campaign to activate the public to report on cases of violence	MoW	LAA, NGO	3 <sup>rd</sup> quarter of 2018
		9.2. Skills of the women who have suffered from violence to identify violence have been promoted and the information on available support services has been ensured.	3 informative materials with a view to inform the persons suffered from violence of the available support services  1 animation to promote the ability of the population and persons suffered from violence to identify violence and risk situations	MoW	LAA, SP, NGO	4 <sup>th</sup> quarter of 2018
		9.3. Social work methodology for work with victims of violence and aggressors has been developed.	1 methodology for social work specialists for work with victims of violence and aggressors	MoW	SP, NGO	4 <sup>th</sup> quarter of 2020

			1 training programme for social work specialists for work with victims of violence and aggressors			
10.	Professional capacity of the specialists involved in the reduction and prevention of the spread of violence has been strengthened.	10.1. Understanding of the experts working with cases of violence regarding the identification of cases of violence and co-ordinated action in solving the cases of violence have been promoted.	1 guideline document for the law-enforcement specialists working with cases of violence  5 seminars for the institutions working with cases of violence for ensuring co-ordinated action and co-operation	MoW	SP, MoJ, NGO	3 <sup>rd</sup> quarter of 2018
11.	Inter-institutional co-operation for ensuring integrated gender equality approach in reduction of the prevalence of gender-based violence by establishing expert working group.	11.1. The impact of the measures for the reduction of gender-based violence has been assessed by identifying the most significant problematic issues and defining specific objectives and proposals for the policy development in the following years.	1 assessment with proposals for the improvement of the policy and measures for the reduction of gender-based violence	MoW	MoI, MoJ, MoW, LAA, SEA, CDPC, SIPCR, SLI, HI, SP, NGO	3 <sup>rd</sup> quarter of 2020
		11.2. Assessment of the availability of statistical data broken down by gender in the prevalence of gender-based violence has been carried out by identifying missing	1 data availability assessment with proposals for the improvement of	MoW	MoI, MoJ, MoH, CA, LAA, NHS, CDPC, SIPCR,	4 <sup>th</sup> quarter of 2020

		or incomplete data and improvements necessary in the data exchange, and also providing proposals for indicators for the next planning period.	availability and quality of the statistical data broken down by gender		SLI, HI, SP, NGO, CSB	
		11.3. Informing of the public of the current gender equality issues in the prevention of gender-based violence has been carried out.	2 thematic newsletters on current international and national level news regarding the reduction of gender-based violence	MoW	MoI, MoJ, MoH, CA, LAA, NHS, CDOC, CSB, SIPCR, SLI, HI, SP, NGO	4 <sup>th</sup> quarter of 2020
<b>4<sup>th</sup> action direction</b>		<b>Strengthening the capacity of authorities in gender equality issues</b>				
<b>No.</b>	<b>Measure</b>	<b>Activity result</b>	<b>Performance indicator</b>	<b>Responsible authority</b>	<b>Involved authorities</b>	<b>Deadline</b>
12.	Strengthening the institutional gender equality mechanism of Latvia.	12.1. Exchange of experience on institutional gender equality mechanisms and co-operation of public administration institutions with NGO in Nordic countries (Sweden, Iceland, Denmark) has been organised.	1 exchange of experience measure on institutional gender equality mechanisms and co-operation of public administration institutions with NGO's <sup>13</sup>	MoW	-	2 <sup>nd</sup> quarter of 2019
		12.2. The institutional gender equality mechanism has been assessed by	Amendments to the by-laws of the	MoW/Committee	-	4 <sup>th</sup> quarter of 2018

<sup>13</sup> The financing necessary for the implementation of the exchange of experience measure is planned to be attracted by submitting a project application to the NCM mobility programme (see <http://www.norden.lv/grantu-programmas/valsts-administracija/>).

		identifying the most significant problematic issues and, if necessary, making amendments to Cabinet Regulation No. 49 of 27 January 2004, By-laws of the Ministry of Welfare, and By-laws of the Committee for Gender Equality.	MoW and/or the by-laws of the Committee for Gender Equality (if necessary)			
13.	Educating officials and public administration employees in gender equality issues.	13.1. Higher level managers have been educated on the objectives and tasks of gender equality.	1 training for higher level managers to promote such policy planning, implementation and assessment that would be based on gender equality principles	MoW/SC	LSSA	3 <sup>rd</sup> quarter of 2018
		13.2. Guidelines for the integration of gender equality principles in sectoral policies, including in budget processes, have been developed.	1 guideline document for the public administration specialists on integration of the gender equality principles in policy planning, implementation and assessment	MoW	SIF, SC	1 <sup>st</sup> quarter of 2019
		13.3. The employees of the public administration institutions have been educated on the objectives and tasks of gender equality.	3 trainings for the public administration specialists on integration of the gender equality	MoW	LSPA	4 <sup>th</sup> quarter of 2020

			principles in policy planning, implementation and assessment			
		13.4. Understanding of the public administration institutions involved in the EU fund management, local governments of the republic cities, social partners and NGO employees of complying with and promoting gender equality in measures co-financed by the EU funds has been increased.	8 seminars for specialists involved in the EU fund management on the integration of gender equality principles in the measures co-financed by the EU funds	MoW	-	4 <sup>th</sup> quarter of 2020
14.	Promotion of the development of legal acts and sectoral policies contributing to equal rights and opportunities for women and men.	14.1. Guidelines for the implementation of Cabinet Instruction No. 19 of 15 December 2009, Procedures for the Assessment of the Initial Impact of Draft Legal Act, have been developed, clarifying the necessity to assess the initial impact of draft legal acts from the point of view of gender equality.	1 guideline document for the State administrative specialists on integration of gender equality principles in the assessment of the initial impact	MoW	SC	2 <sup>nd</sup> quarter 2019
		14.2. Recommendations for the provision of such public administration communication measures that promote equal rights and opportunities for women and men have been developed.	List of recommendations for public administration specialists on integration of gender equality aspects in communication	MoW	SC	3 <sup>rd</sup> quarter of 2019

			measures			
<b>5<sup>th</sup> action direction</b>		<b>Educating the public in gender equality issues</b>				
<b>No.</b>	<b>Measure</b>	<b>Activity result</b>	<b>Performance indicator</b>	<b>Responsible authority</b>	<b>Involved authorities</b>	<b>Deadline</b>
15.	Raising public awareness of equal rights and opportunities for women and men in everyday life.	15.1. Easy to use informative material on the objectives of gender equality, indications of gender discrimination and authorities providing help in the cases of gender discrimination has been developed.	1 informative material for inhabitants on identifying gender discrimination and available support in case of discrimination	MoW	Committee, SIF, SLI,	3 <sup>rd</sup> quarter 2018
		15.2. The section “Gender Equality” of the website of the MoW has been improved by making it easy to use by every interested person, additionally evaluating the possibility to establish a separate internet platform dedicated to gender equality subject.	The section “Gender Equality” of the website of the MoW has been improved	MoW	-	1 <sup>st</sup> quarter of 2019
16.	Promotion of the scientific research of gender equality.	16.1. Scientific works on gender equality subject developed by the students of the higher educational institutions of Latvia have been surveyed.	1 summary of scientific works dedicated to gender equality subject for use in policy planning, supervision and assessment (references)	MoW	MoES, higher education institutions	4th quarter of 2019
		16.2. List of issues to be studied has been drawn up for submission to general, vocational and higher educational institutions.	3 lists of issues to be studied on research subjects that are of importance to the	MoW	MoES, higher education institutions, NGO	3 <sup>rd</sup> quarter of 2020

			welfare sector in the field of gender equality			
17.	Promotion of public discussions regarding gender equality issues in the public.	17.1. Latvian Wikipedia storage has been supplemented by publishing articles on gender equality issues.	6 articles on gender equality issues	MoW	NGO	1 <sup>st</sup> quarter of 2020
		17.2. Equality ambassadors who publicly invite to pay attention to gender equality in everyday life have been introduced.	3 equality ambassadors  3 thematic articles for a wide range of interested persons on current gender equality issues	MoW	NGO	4 <sup>th</sup> quarter of 2020
		17.3. Understanding on the role of media in promoting gender equality has been increased.	1 educational measure for media representatives on the integration of gender equality aspects in everyday work and role of media in promoting gender equality	MoW	MoC, NGO	4 <sup>th</sup> quarter of 2020
		17.4. The possibility to introduce a prize for increasing the topicality of equal possibilities in journalism has been evaluated.	1 nomination in a national level journalism competition	MoW	NGO	4 <sup>th</sup> quarter of 2020
		17.5. Implementation of the measures for increasing the understanding and raising the awareness of the public, including also	Thematic articles on the issues of social inclusion	SIF	MoW	1 <sup>st</sup> quarter of 2021 <sup>14</sup>

<sup>14</sup> In conformity with the implementation schedule of the SIF project Promotion of Diversity (No. 9.1.4.4./16/I/001).

		gender discrimination issues.	promotion and discrimination prevention			
			Audiovisual and interactive informative materials			
			Educational measures for the public on the issues of social inclusion promotion and discrimination prevention			

### 3. Territorial Perspective

The measures defined in the Plan are targeted to the entire population of Latvia and will be implemented in both Riga and regions.

### 4. Assessment of the Impact on the State and Local Government Budget

The implementation of the Plan will not cause any additional impact on the State and local government budgets as most of them will be implemented within the framework of the State budget resources granted to the authorities. Range of the measures of the Plan will be implemented within the framework of already approved projects co-financed by EU Structural Funds; during development of the Plan the

distribution of the financing by years cannot be accurately determined. By taking into account the abovementioned, the indicatively necessary financing has been indicated in Table 2 of the Plan.

The measures that are associated with the policy assessment and planning, and also increasing the public understanding will be implemented within the framework of the State budget funds granted to the MoW (Activity results 1.1–4.2, 5.1–5.2, 8.1–8.3, 11.1–11.3, 12.2, 13.2–13.3, 14.1–17.4) and the NCE (Activity result 7.4). The Plan includes also the measures which are planned to be implemented within the framework of the State programme for the improvement of the situation for children and family (see Activity results 5.3 and 5.4 of the Measure 5 of the Plan). In turn the impact of the Activity result 5.1 of the Measure 5 of the Plan on the State and local government budget will be assessed while preparing the evaluation developed within the framework of the measure.

In addition, co-financing of international programmes is planned to be attracted by submitting a project application:

1. to the EU programme Rights, Equality, Citizenship for the achievement of the Activity result 1.1 of the Measure 1 of the Plan;
2. to the co-operation framework of the NCM and Estonia, Latvia, Lithuania for the achievement of the Activity result 5.4 of the Measure 5 of the Plan;
3. to the co-operation programme of the NCM, and Estonia, Latvia, Lithuania or to the Nordic Gender Equality Fund for the achievement of the Activity result 5.4 of the Measure 5 of the Plan;
4. to the NCM mobility programme “State administration” for the achievement of the Activity result 12.1 of the Measure 12 of the Plan.

The impact of the achievement of the abovementioned measures and activity results on the State and local government budget will be assessed for the project applications and informative reports on undertaking the budget obligations for the implementation of the relevant projects.

Other measures will be implemented within the framework of the following already approved projects:

1. Activity results 3.1, 6.1, 13.2 and 17.5 of the Plan will be achieved within the framework of the project Promotion of Diversity implemented by the SIF (No. 9.1.4.4./16/I/001; total financing EUR 6 813 045, incl. ESF financing of EUR 5 791 088 and the State budget financing of EUR 1 021 957);
2. Activity results 3.2 and 4.1 of the Plan will be achieved within the framework of the project Support for a Longer Work Life implemented by the SEA (No. 7.3.2.0/16/I/001; total financing EUR 10 596 211, incl. ESF financing of EUR 9 006 779 and the State budget financing of EUR 1 589 432). The financing of the measures included in the Plan cannot be distinguished separately, therefore it is not indicated in Table 2.
3. Activity results 7.1, 7.2 and 7.3 of the Plan will be achieved within the framework of the project “Career support for general and vocational educational institutions” implemented by the SEDA (No. 8.3.5.0/16/I/001; the total financing of EUR 21 645 410, incl. ESF co-financing of EUR 18 398 598 and the State budget financing of EUR 3 246 812);
4. Activity results 9.1 and 9.2 of the Plan will be achieved within the framework of the project Understanding Creation Campaign for Zero Tolerance in Respect of Violence Against Woman “Violence likes silence” Implemented by the MoW (No. JUST/2016/RGEN/AG/VAWA/9944; the total financing of EUR 247 696.43, incl. EC co-financing of EUR 198 156.94 and the State budget financing of EUR 49 539.49);

5. Activity result 9.3 of the Plan will be achieved within the framework of the project Professional Social Work Development in Local Governments implemented by the MoW (No. 9.2.1.1/15/I/001; the total financing of EUR 8 526 615, incl. ESF co-financing of EUR 7 247 622 and the State budget financing of EUR 1 278 993);
6. Activity result 10.1 of the Plan will be achieved within the framework of the project One Step Closer: Joint Answer of the Community to the Cases of Violence Against Women implemented by the MoW (No. JUST/2015/RDAP/AG/MULT/9830; the total financing of EUR 189 736.80, incl. EU co-financing of EUR 151 789.44 and the State budget financing of EUR 37 947.36);
7. Activity result 13.1 of the Plan will be achieved within the framework of the project Development Programme for Higher Level Managers implemented by the SC (No. 3.4.2.0/15/I/003; the total financing of EUR 926 094, incl. ECF co-financing of EUR 787 180 and the State budget financing of EUR 138 914);
8. Activity result 13.4 of the Plan will be achieved within the framework of the project Ensuring the Co-ordination Functions of the Horizontal Principle Policy “Equal possibilities” in the Ministry of Welfare (No. 12.1.1.0/15/TP/003; total financing EUR 130 000, incl. the co-financing of the EU Cohesion Fund of EUR 110 500 and the State budget financing of EUR 19 500).

By taking into account that a series of the abovementioned projects have been commenced to be implemented by the responsible authorities in 2017 and not in all cases the financing intended for the implementation of the activities can be separately divided by years, the indicative assessment of the impact of the relevant measures on the State budget has been indicated in Table 2 of the Plan. At the same time we indicate that the implementation of these projects does not cause any additional burden on the State budget as the financing for the implementation of the relevant projects has been already granted in accordance with the procedures laid down in the law.

Table 2

Summary on the State and Local Government Budget Financing Necessary for the Implementation of the Measures of the Plan							
Budget department; code and name of the budget programme (sub-programme)	Financing (EUR) foreseen in the medium- term budget framework law			Necessary additional financing (EUR)			Implementation year of the measure (if the implementation of the measure is terminated)
	2018	2019	2020	2018	2019	2020	
<b>Total financing for the implementation of the Plan</b>	326 964.00	335 963.33	318 000.37	0.00	0.00	0.00	-
including in the following departments:							
<b>03. Cabinet</b> 63.08.00 European Social Fund (ESF) projects (2014–2020)	6300.00	0.00	0.00	0.00	0.00	0.00	2018

<b>08. SIF</b> 63.07.00 Implementation of the European Social Fund (ESF) projects and measures (2014–2020)	215 380.00	157 753.33	218 725.37	0.00	0.00	0.00	201–2022		
<b>15. MoES</b> 63.08.00 European Social Fund (ESF) projects (2014–2020)	1089.00	0.00	0.00	0.00	0.00	0.00	2018–2019		
<b>18. MoW</b> 22.02.00 State programme for the improvement of the situation for children and family	104 195.00	178 210.00	99 275.00	0.00	0.00	0.00	2018–2020		
61.20.00 Technical assistance for the absorption of the Cohesion Fund (CF) (2014–2020)	0.00	25 000.00	35 000.00	0.00	0.00	0.00	2019–2020		
63.07.00 Projects implemented by the European Social Fund (ESF) in the field of welfare (2014–2020)	500.00	750.00	750.00	0.00	0.00	0.00	2018–2020		
70.08.00 Implementation of other European Union policy instruments and measures in the field of welfare	38 115.00	152 460.00	63 525.00	0.00	0.00	0.00	2018–2020		
	65 580.00	0.00	0.00	0.00	0.00	0.00	2018		
<b>Allocation of Financing based on Measures of the Plan</b>									
Measure No.	Activity result No.	Code and name of the budget programme (sub-programme)	Financing (EUR) foreseen in the medium-term budget framework law			Necessary additional financing (EUR)			Implementation year of the measure (if the implementation of the measure is terminated)
			2018	2019	2020	2018	2019	2020	
3.	3.1.	08. SIF 63.07.00 Implementation of the European Social Fund (ESF) projects and	189 970.00	0.00	0.00	0.00	0.00	0.00	2018

		measures (2014–2020)							
5.	5.3.	18. MoW 22.02.00 State programme for the improvement of the situation for children and family	0.00	25 000.00	35 000.00	0.00	0.00	0.00	2019–2020
6.	6.1.	08. SIF 63.07.00 Implementation of the European Social Fund (ESF) projects and measures (2014–2020)	25 410.00	157 753.33	157 753.33	0.00	0.00	0.00	2018–2022
7.	7.1.- 7.3.	15. MoES 63.08.00 European Social Fund (ESF) projects (2014–2020)	1089.00	0.00	0.00	0.00	0.00	0.00	2018–2019
9.	9.1.- 9.2.	18. MoW 70.08.00 Implementation of other European Union policy instruments and measures in the field of welfare	45 000.00	0.00	0.00	0.00	0.00	0.00	2018
	9.3.	18. MoW 63.07.00 Projects implemented by the European Social Fund (ESF) in the field of welfare (2014–2020)	38 115.00	152 460.00	63 525.00	0.00	0.00	0.00	2018–2020
10.	10.1.	18. MoW 70.08.00 Implementation of	20 580.00	0.00	0.00	0.00	0.00	0.00	2018

		other European Union policy instruments and measures in the field of welfare							
13.	13.1.	03. The Cabinet 63.08.00 European Social Fund (ESF) projects (2014–2020)	6300.00 <sup>15</sup>	0.00	0.00	0.00	0.00	0.00	2018
	13.4.	18. MoW 61.20.00 Technical assistance for the absorption of the Cohesion Fund (CF) (2014–2020)	500.00	750.00	750.00	0.00	0.00	0.00	2018–2020
17.	17.5.	08. SIF 63.07.00 Implementation of the European Social Fund (ESF) projects and measures (2014–2020)	0.00	0.00	60 972.04	0.00	0.00	0.00	2020–2022

Minister for Welfare

Jānis Reirs

<sup>15</sup> Costs have been calculated by assuming that three completely assembled training groups are organised.