



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Gender+ equality legislation

Important pieces of legislation in Latvia include:

Judicial power Act, 1993: states the basic principles of the legal system and provides equal treatment and protection of all persons. It states that the court makes decisions independently of a person's origin, social and financial background, race or national identity, sex, education, language, attitude towards religion, kind and character of employment, place of residence, political and other judgements, gender dimension. All grounds have been included gradually up until 2005.

Law On social security 1995: makes social services available to all, regardless sex, race, nationality and religious beliefs and states that social services should be based on a solidarity principle since 2006.

Private Pension Funds, 1997: prohibits discrimination based on origin (but does not define what kind of origin); economic position, race and nationality, sex or religious beliefs.

On Social Insurance, 1998: Transposed the EU Directive 86/613/EEC on equal treatment of self-employed men and women.

Radio and Television Act, 1995: incorporates the prohibition to instigate hate on national, racial, sex or religious grounds, as well as humiliation of national honour and esteem, with law amendments in 1998.

On Insurance of Maternity and Illness, 1995 (1998): transposed the EU Directive 86/613/EEC on equal treatment of self-employed men and women.

Criminal Code, Amendments in 1998: strengthens norms against trafficking in human beings. The 2002 Amendments introduced charges on sending a person abroad for sexual exploitation.

Advertisement Act, 1999: prohibits discrimination against a person on grounds of race, skin colour, sex, age, religious or political beliefs, national or social origin, wealth and other factors in advertisements.

Labour Code, 2002 and Law on Labour Protection 2002: prohibits discrimination and unequal treatment based on race, colour of skin, sex, age, disability, religious, political or other beliefs, economic and family situation, sexual orientation (in 2006) and other grounds. It transposed the EU directives on equal pay (75/117/EEC), equal treatment in job accessibility, professional training, career and conditions of work (76/207/EEC), parental leave for both parents (96/34/EC), duty for providing proof in cases of discrimination on sex grounds (97/80/EC) and protection of pregnant women at work (92/85/EEC).

The Law on Sexual and Reproductive Health, 2002: the right to abortion, previously not regulated by law (neither allowed nor prohibited).

Law on Ombud, 2006: lists duties of the institution responsible for non-discrimination and equal treatment.

1.2 EU Policy and Member State Law: Comparisons and Struggles ¹

Have there been disputes in your country over significant parts of EU Directives on gender?

Issue	Equal pay & equal treatment
Has law been passed or changed prior to the Directive	No
Legislation transposing Directive	Labour Law, 2002

¹ Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.
ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

Does the country claim to have transposed the Directive?	Yes
Significant provisions that are mentioned by experts or political actors as not being transposed	Not all fields that are covered by the directives are covered by the Labour law, most notably public access to goods and services available. In relation to employment, such relationships that come under the terms of the Labour Code- after the 02.11.2006 amendments including civil service, but still excluding self-employment - are covered Provision granting moral damages only in relation to employment - and only for such relationships that come under the terms of the Labour Code (such might include, e.g. stress created through receiving a different attitude from an employer, but moral damage is not precisely defined in the law).
Important differences between law and Directive now?	None
What is claimed to be better in law and since when?	Legalised norm
Content of dispute(s) + date	Problems with de facto implementation, both women's right organisations and the Ombudsman/Human Rights Office has pointed at this in its reports.
Has any other inequality been part of the transposition disputes? Which inequality axis?	Sexual orientation included in 2006 after President returned the Law to Parliament
Parties to the dispute	Parliament Church NGOs President
Location or arena	Parliament, media
Outcome of the dispute	Only sexual orientation was debated and as a result included amongst prohibited grounds. The President, a minority of the MPs and liberally oriented civil society groups supported the prohibition of discrimination.
Civil society engagement	Yes
Other notes	Transposition did not bring about significant change; de facto implementation is still debated.

Issue	Sexual harassment & discrimination
Has law been passed or changed prior to the Directive	No
Legislation transposing Directive	Labour Law amendments in 2004. Law on Social Security Antidiscrimination norms in a number of laws.
Does the country claim to have transposed the Directive?	Yes

Significant provisions that are mentioned by experts or political actors as not being transposed	-
Important differences between law and Directive now?	Declared in Law
What is claimed to be better in law and since when?	Legalised
Content of dispute(s) + date	Because harassment is qualified by these laws as a form of discrimination, the prohibition of harassment can be regarded as implied also in those anti-discrimination provisions contained in other laws that do not explicitly refer to harassment
Has any other inequality been part of the transposition disputes? Which inequality axis?	No
Parties to the dispute	
Location or arena	
Outcome of the dispute	
Civil society engagement	
Other notes	Transposition did not bring about significant change; de facto implementation problematic.

Issue	Parental Leave
Has law been passed or changed prior to the Directive	<p>Mothers have been entitled to childcare leave since the Soviet period, but the leave was unpaid. Since new Labour Code, introduced in 2002, both parents are entitled to childcare leave whereas previously primarily only women could use it. Childcare leave benefits were introduced in 2003 and since then the conditions have changed several times. Both parents are entitled to childcare leave for 1,5 years and can use the leave until the child reaches the age of 8. It is however only paid until the child reaches the age of 2.</p> <p>Substantial childcare leave benefit (parental salary) was introduced in 2005. It covers the period until child is 1 year old whereas the previous small amount of childcare leave benefit was paid until the child reached 2 years but longer than for 1,5 years. Parental benefit became part of the social insurance system in 2008. It is mixed system combining childcare leave benefit for all parents (one at a time) and parental benefit to socially insured parents (one at time). Parental benefit can be received without taking a childcare leave.</p> <p>10 days paternal leave was introduced in 2004. The amount of support has risen, gradually.</p>
Legislation transposing Directive	Labour Code, 2002 Law on Labour Protection 2002 On Social Insurance, 1998

Does the country claim to have transposed the Directive?	Yes
Significant provisions that are mentioned by experts or political actors as not being transposed	-
Important differences between law and Directive now?	Both parents entitled since 2002.
What is claimed to be better in law and since when?	Transposition did not change the length of leave, it only changed the conditions. Later changes in the amount of the support were due to improving the demographic situation improvement rather than due to pressure from the EU.. As parental leave was unpaid prior to 2003 and the real implementation of employees' rights after the leave is still problematic (10% of unemployed are persons after childcare leave in Latvia), the introduction of a benefit system and to extent to which it was just rather that the leave itself became important.
Content of dispute(s) + date	The Constitutional Court overrode the legal provision that only unemployed parents are entitled to parental support.
Has any other inequality been part of the transposition disputes? Which inequality axis?	There were debates around the conditions for receiving childcare support at the level of the Constitutional Court, but these debates did not fall within the scope of the directive.
Parties to the dispute	State, Parliament, individual parents, National Human Rights office, NGOs
Location or arena	Constitutional Court
Outcome of the dispute	
Civil society engagement	Yeas
Other notes	Transposition did not bring significant change. There was a debate on the direction of parental leave policy and employment later on.

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Latvia		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than the wage during sickness leave.	112 days	N/A	14 additional days when visiting doctor prior to 12th week of pregnancy, pay – average gross salary from which social tax is paid
Paternity	Optional	1995		10 days	2004	Pay 80% of gross salary

Parental	3 months	1996	Unpaid	1,5 years	Since the Soviet period	Paid leave up to 2 nd year introduced in 2003. Can be used until child reaches 8 but for 1,5 years total. In 2005 pay lifted during first year of child
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	no	1999	Ministry of Welfare responsible, Gender mainstreaming
Equalities body (employment)	Yes	2002		yes	1995	The National Human Rights Office
Equalities body (goods & services)	Yes	2004		yes	1995	The National Human Rights Office
Equalities body for promotion	Yes	2006		yes	1999	Gender Equality Unit
Gender pay audits	Not specified			No		
Gender Equality plan (employment)	Yes	2002/2006		yes	2005	
Requires NGO dialogue to be encouraged	Yes/no	2002	Dialogue			
Positive action measures	Yes/no	1975	Allowed, not required			
Public bodies to promote racial equality						
If there are no sanctions for violating the law, please state this				yes		As there is no single body of law, each specific law (see 1.1.), provides its own sanctions.
Other:						
1.						
2.						
3.						
...						

1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of ethnicity/'race' illegal

YES

- When was this law introduced? 2002
- Is this restricted to employment related issues? NO
- Does it include the sale and supply of services? NO
- What disputes if any took place during its introduction?

There were no disputes.

- Is discrimination on the grounds of religion illegal YES
 - when was this law introduced? 2002
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? NO
 - What disputes if any took place present during its introduction?

There were no disputes.

- Is discrimination on the grounds of sexual orientation illegal YES
 - when was this law introduced? 2006
 - Is this restricted to employment related issues? YES
 - Does it include the sale and supply of services? NO
 - What disputes if any took place during introduction of these laws?

Parliament and public debates, the norm was adopted after the interference of the President.

- Is discrimination on the grounds of disability illegal YES
 - when was this law introduced? 2002
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? NO
 - What disputes if any took place during introduction of these laws?

There were no disputes.

- Is discrimination on the grounds of age illegal YES
 - when was this law introduced? 2002
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? NO
 - What disputes if any took place during introduction of these laws?

There were no disputes.

- Is discrimination on the grounds of marital status illegal? YES
 - when was this law introduced? 2002
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? NO
 - What disputes if any took place during introduction of these laws?

There were no disputes.

- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant? NO

There were no disputes, multiple discrimination is absent in the law.

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country. (Please include not only if they are called 'national gender equality plans' or but also if they are just a sub-section of a larger national development plan.) The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State. |

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan? Or a gender equality component of a national development plan. YES

Programme for Implementing Gender Equality 2005-2006; 2007-2010. It covers employment, violence, health, education.

- Is the focus restricted to non-discrimination? NO
- Is there reference to gender mainstreaming? YES
- Are there named policy instruments and/ institutions, if so what?

Yes, education, campaigns, monitoring, social programmes, development of policy instruments, legal change. Governmental institutions and NGOs are involved.

- Are there indicators and statistics to evaluate the policies? YES
- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? YES

2.1.2 Is gender equality integrated with other equalities in a national plan?

Gender and regional inequality are mainstreamed in all sectors covered by plan.

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence

If yes please name the plan.

Programme for Implementing Gender Equality 2005-2006; 2007-2010

Does it cover:

- Domestic violence and violence in partnerships YES
- Sexual assault/violence and rape YES
- Sexual harassment and stalking YES
- Trafficking and prostitution YES
- Forced marriage, honour crimes and FGM NO

Does the plan include?

- named policy instruments and/or institutions, if so what;

Yes, the government and the NGO sector are involved. It mentions the development of mechanism, rehabilitation programmes and legal change.

- indicators and statistics to evaluate the policies, if so which?

Yes, the number of claims, programmes, and budget.

2.2 EU required National Reform Programme (National Action Plan) for Employment

- Does the EU require National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) to include a significant set of actions concerning gender equality? If so, what are these?

Strategy of informing society about gender equality, promoting the role of fathers, reconciliation of family and work life.

- Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

The gender perspective is more visible and emphasized but still limited, and there are no indicators broken down by gender in the NRP. In 2004, Latvia started the National Programme on capacity building, the main aspects of which include: integration of gender mainstreaming in the institutions of employment; analyses of statistical data on gender equality in the educational system; and education of teachers on gender equality. However, these aspects have not been mentioned in the Latvian NRP within the context of gender.

- Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these? NO

The EU response ignored the gender equality aspect and dealt with other deficiencies of the programme.

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- Does the EU require National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Only actions concerning employment -reconciliation of work and family life -, and the creation of alternative care opportunities for small children are included.

- Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report (including gender-based violence)? If so, what are these?

Gender mainstreaming is less developed or completely missing from policy in general; there are some critical remarks on integration opportunities for migrant women but no violence issues are included.

- Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)? If so, what were these?

NO. Gender equality was mentioned in the context of social inclusion and support to families along with regional difference as an important factor for inclusion. Violence was not mentioned.

2.4 EU funding

- Does the EU provide funding in your country that has / has had a significant gender impact?² Structural funds to consider include the European Social Fund³ and the European Regional Development Funds⁴, YES
- If yes, how much and over what period of time?
743,29 million, 2007-2013, PROGRESS
- If yes, comment upon the extent to which gender was mainstreamed in associated plans and programmes (e.g. the National Development Plans for 2000-2006)?

It was mainstreamed to the degree that it disappeared from the programme itself, it remains only in preamble. Only one sector - health care – misses the approach completely, others recognise it as a problem but do not solve it.

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

Since 1996 The [National Human Rights Office \(NHRO\)](#) (now Ombudsman) monitors the compliance with gender equality and non-discrimination provisions. The Office provides consultations, recommendations on gender equality issues, reviews complaints on violations of gender equality, and represents individuals in court. The National Human rights Office deals with all kinds of prohibited grounds of discrimination – gender, age, marital status, beliefs, religion, and social status. It is restricted to those issues where prohibition of discrimination is legally defined – employment, media, and advertising related issues. The last authorisation was given in 2005 when the Parliament amended NHRO Act and enlarged its competence, transforming it to the national organisation for promoting equal treatment in the context of EU law. In practice, the Ombudsman does not have enough resources to influence policy. It does not have sufficient resources to provide investigations and mostly serves as a mediator between persons seeking help and the courts, or giving advice to state institutions. It speaks of gender equality in terms of non-discrimination.

The Societal Integration and Gender Equality unit is established there and takes over the function in 2000. In 2001 the Government rejected the proposal of NGOs and the Ministry of Welfare for setting up a specific institution for implementing gender equality. Later *July 2003* – the Gender Equality Unit is formed in the Department of European and Legal Affairs, Ministry of Welfare. It coordinates the

² The following link may serve as a useful starting point (see drop-down menus along the top of the page and links on the left hand side): http://ec.europa.eu/regional_policy/policy/history/index_en.htm

³ http://ec.europa.eu/regional_policy/funds/fse/index_en.htm

⁴ http://ec.europa.eu/regional_policy/funds/feder/index_en.htm

implementation of gender equality policy, monitors and assesses gender equality promotion programmes and projects, monitors the overall situation and the assessment of the political impact from the gender equality aspect, ensures the co-ordination of various normative acts. It speaks mostly of gender equality as transformation.

The Inter-ministerial working group (Gender equality coordination group) was set up in the Ministry of Welfare in December 2001 and included representatives from line ministries, NGOs, Latvian Free Trade Union and Latvian Employers Confederation. The working group co-ordinates the incorporation of gender equality principles in the sectoral policies, programmes and legislative acts. In practice it does not have much influence in setting the policy agenda.

The Ministry for Children and Family Affairs is responsible for state family policy that does not include a gender component or has it in a selective form, e.g. the ministry deals with “change of father’s role” but stresses the importance of the traditional family and its support. Recently (2008) it was appointed as the responsible ministry for introducing violence prevention programme. Since it was established, the ministry has been headed by a Baptist priest and produces conservative policy which is somewhat (but not openly) opposing the gender equality policy direction of the government.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called (fill in their name in original language and translated to English)?

- governmental (civil servants and ministers in central government)? Yes, Gender Equality Unit
- enforcement and/or monitoring agency (e.g. equality authority, ombudsperson)? Ombud
- special legal apparatus (e.g. special courts, mediation or arbitration bodies for employment or domestic violence)? State Labour Inspectorate, other disputes are settled through regular courts. In practice, gender related disputes are rarely recognised as a labour problem.
- body for consultation / dialogue with women’s NGOs, or with NGOs representing other axes of inequality? Yes, in theory – the Gender Equality Council
- Other, for example, Parliamentary Committees? No

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?
 - A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex? Yes
 - providing independent assistance to victims of discrimination in pursuing their complaints about discrimination? Partially
 - conducting independent surveys concerning discrimination? Yes
 - publishing independent reports? Yes
 - making recommendations on any issue relating to such discrimination? Yes
- Is there gender machinery that meets the ‘Paris Principles’?
 - independence guaranteed by a constitutional or legislative framework? Yes-Ombudsman has its autonomy from government,
 - pluralism including pluralism of composition? Yes-Council
 - a broad mandate? Yes
 - adequate powers of investigation? No
 - sufficient resources? No
- Is there gender machinery that meets the further requirements of the UN Platform for Action?
 - responsibility vested at the level of a Cabinet minister? No
 - Develop indicators and statistics to monitor policy? Yes
- How close to the centre of power (e.g. Prime Minister or other) is the governmental machinery located?
 - centre of power/ PM’s office
 - Other powerful department.
 - Other department: a ministerial unit
- Would any of the bodies be described as following a ‘feminist’ agenda? No
 - Briefly explain the reasoning behind your answer.
None of the policy texts show any trace of a feminist agenda; feminism in general is badly regarded in society and policy.

- If yes, then indicate which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation) fits best.
- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

Domestic Violence prevention programme is under process in the Ministry for Children and Family Affairs

- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts? No

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights? Yes, the Anti-discrimination unit in Ombud institution
 - When did this happen? 2004
 - Was the change controversial (who fought whom, allied to whom)? No, the debate was more about structure and resources of the Ombud.
 - Is the division of responsibilities by function or by strand? Function
 - Is there a separate mechanism for consulting civil society by strand, including women? Yes
 - Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? (If yes, please specify the intersections that are taken into account.) No,
- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

No

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery? Yes
 - If so, are they routinised or occasional? Routine, all policy developments are consulted on.

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Individualised

Is the benefit system household based or individualised?

Individualised

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops).

Childcare benefit is paid for the period of 1,5 years but not longer and until child reaches 2; parental benefit for socially insured parent is paid during the 1st year of child. Childcare leave can be taken up to child reaches 8 but the childcare benefit is not paid if the child is older than 2.

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

Yes

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market? Are there active labour market programmes for any other category of citizens, and if so which categories?

Yes, mothers after having been on childcare leave is a target group.

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

From 2 years to 6, 12-24 hours depending on the institution, financed by local governments. Access to the care is determined by the queue on a first come, first served basis. Parents pay only meal expenses. This has generated debates on fairness of such system when only part of the taxpayers receive state-funded services. The largest city, Riga, is paying a small compensation to parents in the queue.

- Childcare: care (under 3 years)

Childcare: pre-primary education (3 yrs- school age)

How is childcare financed (e.g. by public funds, privately or mixed)?

State and privately financed due to the shortage of state provided services. Parents left out of state-financed care usually take a chance in the private sector (which is short of places) or illegally employ a private child-minder.

Is the pension age the same for women and men? If so, since when?

Yes, since July 2008.

4.2 Intimate citizenship

Is abortion legal? If so, in what year did this happen?

Yes, abortion was illegal 1940-1952, later not stated in law but available until 2002 when the Sexual and Reproductive Health Law was accepted.

Up to which week of pregnancy is abortion legal?

12

Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

Period for re-consideration

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country?)

12785 per 21537 live births in 2005

Are there any restrictions on abortion for certain categories of people? (e.g. age, nationality)

No

Is a marriage a state based contract, religious contract or both?

State

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Yes, agreement on custody of children is required

If divorce is not legal, what are the conditions for separation or annulment?

-

Are there any restrictions to marriage other than the sex of the partners (e.g. nationality, country of origin)?

No

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/no+year when introduced): No

Does it extend to:

- survivors' benefits in pensions?
- adoption rights?
- parental leave?
- assisted reproduction?
- Family reunification – have partners the right to settle and be employed in the country where their partners live?

Number of registered civil partnerships, annually and in total?

N/A

4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out? Does it include:

- Domestic violence and violence in partnerships? Yes, 2007, WHO Report of health and violence
- Sexual assault/violence and rape? No
- Sexual harassment and stalking? No
- Trafficking Yes, 2003, 2005
- Prostitution? Yes, 2002
- Forced marriage? No
- Honour crimes? No
- FGM? No

4.3.1 Domestic violence

What legal devices are available to prevent domestic violence? Do they target perpetrators and/or victims? (Yes/no +year when introduced).

No devices introduced. Domestic violence is not defined as a separate form of offence; there are no legal definitions of family or domestic violence. Domestic violence is punished as any other offence. The public prosecution procedure was introduced in 2004 for cases when systematic offence has been committed among the members of family but as 'family' is not defined in law, it depends upon the consideration of the prosecutor and is not used often. However, a small number of initiated cases go to the court.⁵

State financed rehabilitation programmes are available only for children and sometimes for children with their mothers, but not for women. The existence of programmes for the rehabilitation of women depends on the will of local governments and the NGO sector. Programmes for victims and perpetrators are outlined in the Gender Equality Programme since 2005, but those have never received financing. Sentenced perpetrators under the order of the Court can be sent to several programmes run by the State Probation Service but there are no specific programmes or orders for domestic violence.

Devices could for instance include:

- restraining orders
- non-molestation orders
- occupation orders
- state funded perpetrator programs
- other devices?

Statistics on incidents or prevalence are not available, as there is no concept of domestic violence and domestic violence is not legally defined

What is the prevalence of domestic violence against women, in one year?

Data not available, although one survey from 2006 showed that 36,7% of the respondents knew at least one woman who suffers or has suffered from domestic violence.⁶

What is the life time prevalence of domestic violence against women? (not available)

What is the number of incidents of domestic violence against women, in one year (not available)

What is the number of incidents of domestic violence reported to the police (annual)? (not available)

What is the number of domestic violence convictions in the courts? (not available)

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (not available)

If there is any information on the previous questions broken down by age, class, sexual orientation, race/ethnicity etc, give it here too. Not available

⁵ Putnina et al, 2007. Vardarbība un veselība [Health and violence], Riga, Ministry of Health, p.36.

⁶ Quoted from Putnina et al, 2007. Vardarbība un veselība [Health and violence], Riga, Ministry of Health, p.36.

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

It is not viewed as a separate category from other offences. Therefore there is no data available.

What is the number of annually reported incidents to the police?

No available data.

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

No available data.

What is required for an act to be considered to be rape, e.g.:

There is not such a legal entity and statistical category.

- lack of consent (since when) -
- physical resistance? (since when) -
- Other? -

Is any characteristic of victim or perpetrator considered relevant (e.g. age, sex), and if so which characteristic? -

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking?

Yes, in 1992

Is trafficking primarily seen as a problem of the sending or the receiving country?

Both, and as a problem of the transit country.

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

No

4.3.4 Intersections. Have specialised policies and practices on gender based violence that address gender as intersecting with race/ethnicity, class, sexual orientation been developed by:

- Police
- NGOs
- Local Authorities / government
- Other

No specific policies have been developed. Programmes involving all institutions mentioned above have however been developed. However, the gender dimension is weak, and intersectionality is not present in the programmes.

4.3.5 Service provision

Are there refuges and/or sexual assault centres?

Yes

How many are there?

Approximately 20

When was the first set up?

No information

Are they state funded, to what extent?

Rehabilitation for victims of trafficking are state funded; there is no state funding for any other form of violence.

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 Is the state unitary or federal?

If federal, are key gender+ equality decisions made at national or provincial/local level?

Unitary

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

There is a Council of Triple-side Cooperation (no gender quota). Public participation depends on what issues that are being discussed. When it comes to gender equality policy, trade unions and employer's confederations are included amongst the responsible institutions. Consultations in legislation binding.

Are there legally binding decision making processes similar to the EU framework agreements (e.g. as the Parental Leave Directive)?

Yes, consultations are binding.

Would the political system be possible to describe as corporatist or neocorporatist, where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

No

What is the gender composition in the decision making process of agreements made by the social partners (if there are any such agreements)?

There is no standard agreement procedure, and there is no quota system in any of the institutions.

5.3 In which policy environment (ministry) is a decision on the issue predominantly made (for each area: general gender equality policies; non-employment; intimate citizenship; gender-based violence)?

Ministry of Welfare for all of the issues.

Domestic violence was however transferred to the Ministry of Children and Family Affairs in 2007.

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

There are ethnic divisions but they are not threatening the overall stability.

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

Language, migrants/nationality

5.5 International obligations and links

When, if at all, was CEDAW signed?⁷

1992

When did the country join the EU?

2004

6. Political Representation

6.1 The development of women's political representation, including:

- Date of female suffrage⁸? 1918 (since independence)
- Note any caveats, e.g. age, property qualification, ethnicity, and when removed.
Age, citizenship, capacity to act

⁷ See <http://www.un.org/womenwatch/daw/cedaw/states.htm>

⁸ See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

- Date of male suffrage 1918
- Use of quotas⁹ No
 - When introduced
 - What form e.g. party, electoral, constitutional
- What is the numerical representation of women in parliament? (over QUING perid)

6th Parliament, 1995	91	9
7th Parliament, 1998	83	17
8th Parliament, 2002	79	21
9th Parliament, 2006	81	19

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points?

In 1995-2006 there was a gradual increase of women in Parliament, similar to the years 1918-1935. There are no major turning points. During the Soviet Occupation, a quota system was introduced but the Supreme Council did not have any practical political influence and since then a quota system is generally regarded as a nonsense (Men and Women in Governance, 2004).

- Other important developments

Only one - Social democratic party - has introduced quota system as an internal decision but they have never managed to access power since then. None of the women-interest representing parties has ever been elected in the Parliament.

6.2 Political representation for intersecting inequalities: No

Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament) ethnicity/religion (what exclusions and when; numerical representation in parliament)

Other important intersecting inequalities, any quotas

No

6.3 Political parties and gender

Does women's political representation vary by Party; if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Women are less present in left-wing parties and in nationalist parties than in other parties.

What is the current Party / Parties in Government?

People's Party, Green and Peasant Union, Fraternity and Freedom/LNNK, First Party

With which European Parliament political group is this Party / Parties affiliated?¹⁰

European People's Party, European Green Party, European Nation group

What political party / parties have held office during 1995-2007?

People's Party, Green and Peasant Union, Fraternity and Freedom/LNNK, First Party, New Age.

Main European Political Parties (each footnote provides a link to party's website where you can find their national political party members)

European People's Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.¹¹

Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.¹²

European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrist, the ELDR is the third-largest political party represented.¹³

European Free Alliance (EFA): Pro devolutionists, independence¹⁴

European Green Party: Greens, ecologists, environmentalists¹⁵

⁹ See IDEA: <http://www.idea.int/gender/index.cfm>

¹⁰ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

¹¹ www.epp.org

¹² www.pes.org

¹³ <http://www.eldr.org/>

¹⁴ <http://www.e-f-a.org/>

¹⁵ www.europeangreens.org

6.4 Representation in government

What percentage of government Ministers are female?¹⁶

In 2008 4 out of 17

To which Ministries do female ministers belong?

Ministry of Science and Education, Ministry of Welfare, Ministry of Culture, Secretariat of Special Assignments Minister for Electronic Government Affairs

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations?

Yes, the Latvian Women's organisation Network.

If so:

- is this the same as the body which is affiliated to the European Women's Lobby? Yes
- when was it established? 2003
- how many organisations are affiliated to the national body? 49
- how many women are so coordinated? NA
- How many staff work for the organisation (how many paid, how many unpaid)? Project based
- What is its budget? Project based
- What is its range of activities (are these in an annual report)? Interest protection, rehabilitation, consultations, lobbying
- Does the national body engage with all or only some of our 3 issues: All
- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)? Latvian counterpart of European Women's Lobby coordinated by women's resource centre "Marta" deals with all 3 issues.

List the key women's / feminist civil society organisations and their main methods / activities

- Building autonomous institutions Yes
- Public protest e.g. demonstrations Yes
- Campaigning Yes
- lobbying state Yes
- service provision Yes
- research Yes
 - Are they important or marginal to national politics? important
 - Are they centralised or dispersed? "Marta" is centralised, uniting rural women's organisations but there are many more organisations dispersed and claiming to do the same.

List the key anti-feminist organisations and their main methods/ activities?

None. Feminism also is not a policy issue for women's organisations.

- Building autonomous institutions
- Public protest e.g. demonstrations
- Campaigning
- lobbying state
- service provision
- research
 - Are they important or marginal to national politics?
 - Are they centralised or dispersed?

Are there any men's groups / organisations that are supportive of women's / feminist organisations?

No, but men are working in women's interest organisations.

¹⁶ See IPU: <http://www.ipu.org/wmn-e/world.htm>

Women's / feminist organisations in civil society

What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.?

Two directions: towards traditional family (supported by the state's family policy, e.g. different pro-family and Christian organisations); and women's interest oriented (e.g. women's resource centre "Marta")

Do women's organisations actively engage with other intersecting inequalities (in each area?)

Yes, in employment.

Do they have good alliances with those representing other inequalities or not? (in each area)

Partially, in employment where Roma representatives are included.

Are there alliances between women's / feminist organisations and men's groups (if these exist in your country)?

N/A

Are there many organisations of minoritised women? (in each area)

N/A, not visible at the level of politics

What links are there with international? / EU level / bilateral bodies? (in each area)

Latvian counterpart of European Women's Lobby coordinated by women's resource centre "Marta" deals with EU gender policy issues. The President of the Marta has been the vice-president of the EWL.

Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks?

There are no openly organised feminist organisations. There are feminists that define themselves in terms of women's interests and who represent them. They mostly represent expertise in different policy areas (e.g. violence, childcare, gender pay gap, political representation) and are invited as experts but not as representatives of feminist organisations or as representatives of the women's movement.

Does this vary between issue areas?

Yes, there is more engagement in traditionally female issues such as childcare and violence.

Has this changed over time?

No change, expert networks have developed alongside policy development.

When engaging with the state is a coalition form of organising common or not?

Yes. For example between the women's resource centre "Marta" and the Association for Gender Equality, but there is also much rivalry between the institutions.

Does it make sense to talk of a 'women's movement' or not?

Not in an explicit way.

Briefly explain your answer.

There are "women's issues" but not a movement.

Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

No separate trends can be singled out, it depends on issue.

Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

The state supports the traditional family, i.e. a domestic regime.

How closely aligned is feminism with social democracy?

Feminism is not present but women's interests have been prominent in one of the two social democratic parties, the party has however not been very successful and does not have any political influence.

Notes on the history of the development of gendered or feminist civil society organisations:

There are no explicitly feminist organisations apart from academia, which is not engaged in policy. The Resource Centre for Women, "Marta", was established in 2001. The Coalition for Gender Equality in 2002. At the same time, the state machinery for gender equality was set up. Both organisations participate in the policy process.

Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate?

N/A. In terms of finance organisations are autonomous and primarily use international or EU funding. However, this applies to state gender equality policy, too. At the same time there is good personal communication and consulting between the state and NGOs. There is no state funding for the NGO sector in general.

Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?

There is close cooperation with the state in preventing human trafficking and when it comes to general gender equality campaigns. There is virtually none in employment and domestic violence. Cooperation is mostly based on resources of the NGOs and EU funds, and not on resources of the state.

Is there a history of divisions as to: socialist, radical, liberal?

There are right wing, left wing and centrally oriented parties but even the social democrats at power implemented a rather right wing and liberal policy (e.g., Riga City Strategy 2005-2012). Political parties are much dependent on the business sector that usually guides the state policy interests, rather than the parties ideological position. The situation is common to many post-socialist states.

Does this vary by 4 areas?

Gender equality is not a platform for any of ruling parties. Employment and general gender equality policy are much guided by EU requirements; similar tendencies become apparent with domestic violence as Council of Europe target. Childcare, intimate citizenship are conservatively approached by all parties irrespective of political position.

Is there a history of changing engagement with class, ethnic and religious forces?

NA. Recently religious groups have gained more and more influence, e.g. ordering the exemption of the list of discriminated group from State Integration Policy which was done in spite of protests from experts and employees of the responsible ministry.

Does this vary by 4 areas?

Not present apart from integration policy, childcare policy, and to some extent domestic violence (e.g. Chair of Human Rights Commission of the Parliament declared in 2007 that whipping children is part of his religious freedoms, but no legal change followed the statement).

Is feminist research organised in Universities and research institutes?

Yes. The Centre for Gender Studies, University of Latvia, Centre for gender research "Genders"; all work is organised through projects and not in institutions, as they do not receive permanent financing. In general one can say that gender research is mainstreamed in the more influential research institutions.

Are there named centres? Yes (see above)

If yes, are they important?

Not in terms of being influential, and they are not permanent, nor funded.

If not, is important feminist research primarily dispersed or mainstreamed?

Mainstreamed

Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

No

Is there a national association for women's studies/gender studies?

No

Are there feminist lawyers' organisations?

No

Are there radical lawyers' organisations that support justice claims for one or more of the inequalities? There are no organisations but there are individual lawyers. The Women's Resource Centre "Marta" provides legal help for victims of domestic violence and tries to create legal practice of questions previously ignored by the courts. Gender equality has to become accepted as an argument in the courts, only then can a feminist agenda be introduced.

7.2 Class

A short history of the development of organisations representing class interests.

Data on the first organisations traces back to 1869. Since then, the trade union movement developed and was becoming more and more popular until the 1920s when a split between Communists and Social democrats occurred leading to the formation of two separate movements. At this time, trade unions were politically active and represented in the Parliament. Trade unions were prohibited in 1934, only to become legalised in the following year, although strikes were prohibited. Simultaneously, the Parliament was replaced by an autocratic rule. During the Soviet Occupation, membership in trade unions was informally obligatory and hence the level of participation/membership was high. Free trade unions were established after the fall of the Soviet empire in 1989, but they have not managed to gain the same level of influence as they once had.

In 1991 Trade Union joined the International Labour Organisation in 1991; the Baltic Trade Union Council (– BTUC) in 1994; the International Confederation of Free Trade Unions (ICFTU) in 1997; and in 1999 it participated in the creation of the Baltic Sea Trade Union Network.

Trade Union organises several campaigns - on pension reform, against poverty, rise of salary in education and the health care sector, rise of minimum pay, popularising collective bargaining agreements, etc.

In 1999, the Women's Council was established. It was renamed in 2002 to the Gender Equality Council.

- How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)

- density (proportion of workers that are organised),

24 sectoral organisations united; 160 000 members, 18% of employed.

- coverage (what proportion of workers are covered by collective bargaining agreements),

In 2005, 2405 collective agreements (company level) were concluded (+1, compared with 2004), and 23 general agreements on social partnership (sectoral level) with employers organisations (+2, compared with 2004). Most popular collective agreements are made in Education and Science, Societal Service sectors, Local Government trade union, Health care sectors. Coverage data not available.

- centralisation of collective bargaining,
 - is there are national body of trade unions? Yes
 - what proportion of TU members and unions are affiliated?

Most of the sectoral organisations are united under the Free Trade Union. There are some small alternative organisations but data is not available and those do not play any important role in policy.

- coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions?

Yes, a survey shows that in 96,2% of the cases, bargaining is made by national trade union representative.

- Can it coerce or discipline member unions to enforce agreement? No

- Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?

Women constitute the greater part of trade union members. Women constitute less than 50% of the membership in 40% of the trade unions, and hence more than 50% in 60% of the trade unions. Data on the total percentage is not available.

- How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?

The Gender Equality Council represents women's interests in the trade union. The Council is composed of (mostly female) representatives of the trade union membership. Women's interests are well represented in several sectors: health care, education where they constitute the majority of members. On the whole, gender equality is integrated in all Trade Union actions.

- What proportion of women are in the executive of (major) trade unions?

One of the two vice-chairpersons of the Free Trade Unions is a women, the chair is a man. Men: women ratio is 4:3 in all major members of Free Trade Union.

- Is gender equality high or low on the bargaining agenda?

It is one of the priorities of the Free Trade Union in the area of education but at the practical level it is absent from bargaining as neither employees nor employers see the lack of gender equality as a problem.

Is it seen as an issue for women, or for all trade unionists?

It is mainstreamed.

How well organised are employers:

Do they have a single (or more) national organisation?

Yes

Is it powerful or not? E.g. can it control its members?

The Latvian Confederation of Employers (LDDK) unites 42 branch- and regional associations and federations that have a significant place in the Latvian economy. The LDDK also organises enterprises that employ over 50 people. The members of LDDK employ approximately 35% of the employees in Latvia. It cannot control policy-making but is consulted as a partner in all decisions taken by the Parliament and by the government that are related to labour market.

- Are they indifferent or hostile to gender equality in the workplace?

Variable. Most often not mentioned at all when compared to the Free trade Unions.

- Do they oppose the development of gender machinery, gender equality policies and gender equality laws?

No, it is not considered their sphere of influence

- Do they support 'diversity management'? (e.g. policies that emphasis the gains associated with the promotion of diversity in the organisation, in contrast to an emphasis on equality / equal opportunities).

Data not available.

- Did they lobby for a merged rather than separate equalities bodies?

Not involved.

- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?

Yes. The LDDK, the Cabinet of Ministers and Free Trade Union Confederation of Latvia sign an agreement on the increase of NTCC (National Tripartite Cooperation Council) status in 2005. Starting from 2006, the NTCC operates under the supervision of the Prime Minister of Latvia and three new sub-councils of NTCC started their work – Sub-council of Environmental Protection, Tripartite Cooperation; Sub-council of Regional Development and Tripartite Cooperation; and Sub-council of Transport, Communications and Information Technologies.

- Are women represented in such bodies?

The president of LDDK is male, only one of his 7 vice-presidents is a woman. Out of 14 members of the LDDK Council, only one is a woman. Out of 11 eleven members of the directorate (managing confederation) only three are men.

- Are there EU, bilateral or other international level links for either trade union or employer organisations?

LDDK is a member of the International Organization of Employers IOE since June 1994. In November 2005 the LDDK obtained Observer's status with the Business and Industry Advisory Committee (BIAC) that allows it to participate in the work of BIAC on policy and to receive information. In 2005, when the UN mission in Latvia was terminated, the LDDK undertook the functions of a collaboration partner of UN Global Compact.

In addition, the LDDK has also worked to actualize and integrate issues about corporative social responsibility and socially responsible entrepreneurship. The LDDK has signed bilateral cooperation agreements with: the Association of Russian Manufacturers and Entrepreneurs; the Employers' Confederation of Spain; the Employers and Entrepreneurs' Confederation of Poland; and the Employers' Association of Croatia

Are these links important (e.g. in lobbying government at national level)

Yes, social dialogue and many collaboration standards are taken from international practice, both organisations LDDK and FTU use international agenda to voice interests.

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

What is the composition of the national population by ethnicity?

Latvians (59,9%), Russians (28,3%), Belarusians (3,7%), Ukrainians (2,5%), Poles (2,4%), Lithuanians (1,4%), other (1,8%) (2006)

What are considered to be the most important ethnicised, racialised, and linguistic divisions politically (e.g. Roma/non-Roma, Black/White, citizen/migrant, language communities)?

Language: Latvian-Russian speaking

Is ethnicity considered to be intersected by religion (e.g. Islamic/non-Islamic)?

No

Prioritise the ones that have been the most important in the development of gender+ equality policies.

Not linked at all.

What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

A large part of the Russian minority do not have Latvian citizenship, however, there are no restrictions to apply for it. Non-citizens do not have rights to participate in elections and some restrictions to employment in state sector.

In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

There are no major organisations, only some small radical groups staging protests and demonstrations.

In what way are women engaged in these organisations?

Women and women's interests are not represented there.

Do minoritised women organise separately within or outside of such organisations?

NA

Are there any groups organised against certain ethnic groups?

There are no organised groups but there have been incidents of claimed racial attacks.

7.3.2 Religion/belief/faith

What is the composition of the national population by religion / faith

Evangelic Lutheran (20%), Roman Catholic (22%), and Russian Orthodox (15%)

What proportion of the population are practising members of an organised religion?
Evangelic Lutheran (20%), Roman Catholic (22%), and Russian Orthodox (15%)

What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Churches (Evangelic Lutheran, Roman Catholic, and Russian Orthodox; New Age, Baptist. Catholic Church and Evangelic Lutheran Church) have signed a special agreement with the state allowing the churches exceptional status in respect to employment and governmental support. All churches and New Age groups are active in protesting against homosexuals and sexuality in general, and in forcing restrictions on selling and demonstrating erotic materials. Baptists have influence on state family policy; a Baptist priest heads the responsible ministry. The Chair of the Human Rights Commission of the Parliament is also a priest, often implicitly pointing at women's place in the traditional family and openly protesting against anti-discrimination laws protecting the sexuality ground..

How are women represented or not within them?

Not at all. The Lutheran Church recognise ordination of women but does not practice it.

Do they oppose gender equality in general and in our three issues?

Do not address it

What is their preferred model of womanhood?

Traditional model stressing women as primarily mothers.

Do they support or oppose the other equalities issues?

Do not address

Are they in alliance with any other inequalities or not?

Yes, or rather in anti-alliances: the Christian Church opposes the prohibition of discrimination on grounds of sexual orientation.

Are there any groups organised against certain religious groups?

No

7.3.3 Sexual orientation

Are there gay/lesbian/trans/bisexual/queer organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

The 'LGBT and Their Friends' organisation, "Mozaika", campaigns, lobbies the state, provides, service provision and conducts, research. There is also a smaller gay organisation opposing the larger one.

Do they have a national organisation?

Yes. LGBT and their friends organisation "Mozaika".

In what way are women engaged in and represented in these organisations?

The gender composition is not an important agenda. The Women's Resource Centre "Marta" joined the central events of the LGBT organisation – Friendship Days (Pride March) supporting claim for diversity in family and introduction of partnership law.

Do they work in alliance with other inequalities or not?

Not

Are there any groups organised against gay / lesbian / trans-people?

Yes, the New Generation Church and well organised No-pride organisation staging large protest actions.

7.3.4 Disability

Are there disability organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, campaigning, lobbying state, service provision, research)?

Doing all: public protest, demonstrations, campaigning, lobbying state, service provision, research.

There is a large number of disability organisations, based on a specific kind of disability or chronic illness or on a regional principle. The organisations are small and usually serve as a base for the circulation of information. Only some of them influence policy. The two most influential organisations are:

1. Apeirons: - one of the oldest organisations of disabled people and their friends and has been actively operating since 1994. In 1997 it was registered as a non-governmental organisation. It defines the tasks as gathering and spreading information, establishment of partnership and cooperation (cooperate with many local governments, NGO's and in 2002 established a network of NGO's), research and monitoring.

2. - Latvian Umbrella Body for Disability organisations (SUSTENTO) was created in 2002. It unites 27 individual organisations with more than 30.000 members, including the disabled women's organisation "Aspazija". SUSTENTO is a member of the European Disability Forum (EDF).

In what way are women engaged in and represented in these organisations?

Aspazija, an organisation for disabled women, is a member of the Latvian umbrella organisation for disabled people. There are specific women's organisations, women usually better represented. Women have several regional organisations and women's interests targeted organisations like "Aspazija" but none of them voice these interests in terms of gender equality. SUSTENTO has participated in a EU project on sexuality and disability for women, exploring the situation and preparing methodological guidelines but not having any intended policy impact.

7.3.5 Age

Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Pensioners' Federation (uniting 138 member organisations with regional coordinators) engages in public protest, e.g. demonstrations, campaigning, lobbying state, service provision, research, organising leisure. In practice, almost every single village has its own organisation. They are important partners in negotiating on pension indexation.

How are women engaged in and represented in these organisations?

Gender is not important on their agenda. Women are involved, The president of Pensioner's Federation is a woman.

In each case, are there EU, bilateral or other international links?

The Association "Balta Maja" represents the European Older People's Platform in Latvia but their general interest is societal integration and they handle a wide range of projects.

7.4 Hotspots and Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

Sexual orientation and religion: prohibited grounds of discrimination in Labour Law debate

Children's rights and religion: debate on corporal punishment of children

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

Those are ad hoc and mostly based on projects. Due to the shortage of financing even the organisations in the same area do not cooperate but compete for resources. There are a few examples, e.g. cooperation of women's organisations and Gay/lesbian organisation in 2007 Pride March, but it is not a systematic collaboration.

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Country	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	13,300	
Population size 2006 (Eurostat 2006)	2,3 million	
% of workforce in agriculture 2003 (World Bank 2006)	15%	
Longevity 2005 (World Bank 2005)	71,8	
Gini (measure of economic inequality) 2005 (Eurostat 2007)	36	
% GDP/gov. expenditure on social expenditure 2003 (OECD 2007)	10,7	
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	NA	
% GDP/government expenditure on childcare (forthcoming OECD)	NA	
% GDP/Government expenditure on military (World Bank 2005)	1,2	

Gender Regime

	Female	Male
Employment rate (2005, Eurostat)¹⁷	59,3	67,6
Unemployment rate (2005, Eurostat)¹⁸	8,7	9,1
Share of women in adult labour force % (2004, UN)¹⁹	48	
Women's share of part-time employment % (2004, UN)²⁰	55	
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat)²¹	16	
School enrolment tertiary % gross (2004, World Development Indicators)²²	61,7%	
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007)²³	19%	
Women's share of legislators and managers % (UN 2005)²⁴	41%	
% one parent families (dependent children)	33%	
Mean age at first marriage (Eurostat, 2003)²⁵	26	28
Marriage rate (2003, UN)²⁶	4,3	

¹⁷ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

¹⁸ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

¹⁹ Share of women in adult labour force: percentage of the economically active who are women:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

²⁰ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

²¹ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

²² World Development Indicators, World Bank (September 2006)

²³ Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

²⁴ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

²⁵ Mean age at first marriage:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

²⁶ Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dybssets/2003%20DYB.pdf>

Divorce rate (2003, UN) ²⁷		2,08	
Fertility rate (2004 , World Development Indicators) ²⁸		1,24	

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal to EU, or beyond	ECJ for CEC/Country	EU references
Issues						
<i>Example: Parental leave UK</i>	Yes	After	1998	Beyond 2002	CEC	No
1 Equal pay/equal treatment	Yes	before	2002	equal		yes
2 Sexual harassment and discrimination	Yes	before	2002	equal		
3 Equality bodies	Yes	before	2004	less		
4 NGO/civil society dialogue	Yes		2005 (memorandum)			
5 Parental leave	yes	before		beyond		
6 Organisation of working time	yes	before	2002	equal		
Gender Machinery	Yes	before	2000	less		
<i>Example: EOC UK</i>	Yes	Before	1975	Beyond	No	Yes

9.2 Plans and programmes

National general gender equality plan (current)	Yes X			
Reference to Lisbon targets	Yes			
Reference to Barcelona targets	Yes			
Targets and indicators	None	Weak	Moderate X	Strong

²⁷ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

²⁸ World Development Indicators, World Bank (September 2006)

National plan: Gender-based violence (current)	Yes			No X
Targets and indicators	None	Weak	Moderate	Strong

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)	X				
Social protection and social inclusion plan (general assessment)		x	x		
Reference to gender based violence		x	x		

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister			X	
Independent equality body (research, monitoring, and enforcement)			X	
National consultative / representative body linking state and women's NGOs		X, 2000		
Any other body / bodies (e.g. parliamentary committees) Please name: 1. 2...			No	

9.4 Policy

	No -Not at all	Yes / Low	Yes / Moderate	Yes / High
General To what extent is gender mainstreamed throughout policies?				
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed			x	
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				x
Extent to which state policies are highly heteronormative			x	
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence	x			
Strength, resources and co-ordination of GBV policies	x			

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)		x		
Extent to which the women's NGOs participate in policy making			x	
Extent to which women's NGOs are close to state			x	
Extent to which women's NGOs engage with intersecting inequalities		x		
Extent to which women's NGOs are state funded		x		
Extent of influence of trade union body on policy making			x	
Extent of power of women within trade union body			x	