



Latvia

POLICY FRAMEWORK

In January 2012, the government approved a new plan for the gender equality implementation 2012–14. The plan is the continuation of the gender equality policy as laid down in the previous 2005–06 and 2007–10 programmes.

The 2005–06 programme foresaw the training of public sector employees on gender equality and assigned the responsible state institutions to these tasks. It also provided the indicative budget. The following programme approved by the government in 2007, entitled 'Programme for the implementation of gender equality 2007–10', included educating the Direct Public Administration and other specialists on gender equality.

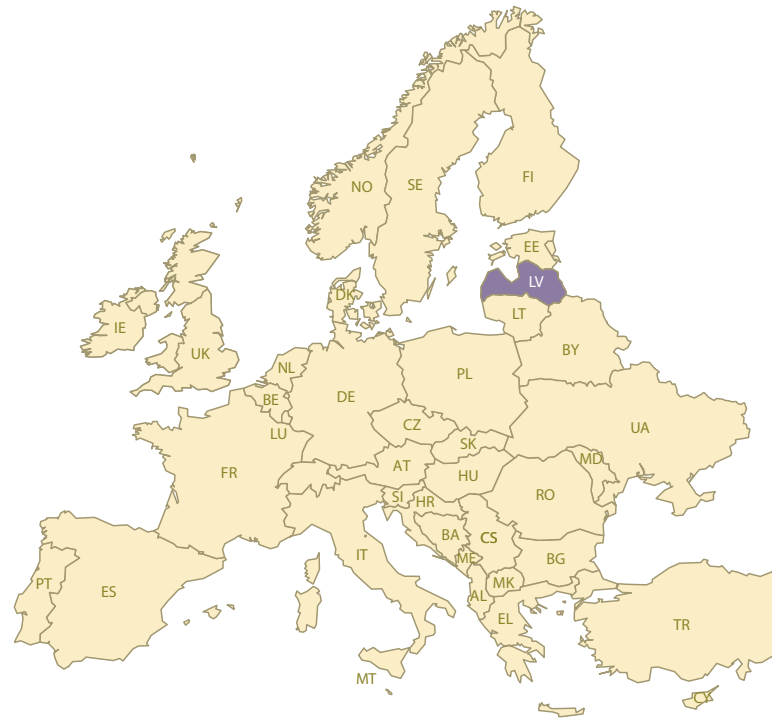
Conversely, the latest plan no longer focuses on gender training for public servants whereas it emphasises the need for gender training for teachers and judges.

At national level the Ministry of Welfare is responsible for the development of gender equality policy as well as the application of the equal opportunities principles throughout the implementation of the Structural Fund cycle.

GENDER TRAINING IN PRACTICE

Between 2005 and 2008 gender training was a key priority area in Latvia.

During the framework of the programme for the implementation of gender equality 2005–06, a number of gender training programmes were organised including: (1) a programme on the 'Rights and responsibilities of women and men' for ministries, their agencies and other state administration staff, that had 337 participants; (2) a seminar organised by the State Administration School on gender equality for the employees responsible for gender equality in ministries, that had 15 participants; and (3) a seminar on gender training for employees of state employment and gender equality policy developers entitled 'Strengthening capacity of competent institutions in developing and implementing employment and gender equality policy', that had approximately 800 participants.



During the programming period 2007–10 various training activities were implemented in public administration, including: (1) in 2007, a 1-day training programme for the course 'Rights and possibilities of women and men: what needs to be considered in developing sectoral policies?' and a course that had 12 participants; and (2) in 2008–09, the Ministry of Finance and the Ministry of Welfare organised seminars for the specialists involved in the monitoring and evaluation of EU Structural Funds projects.

However, since 2008, the seminars for state administration employees have been discontinued due to the financial crisis. At ministry level currently there are several programmes on gender training implemented or planned by the Ministry of Welfare, but none of these programmes specifically seeks to advance gender-aware policymaking.

Gender training was provided by the Department of Equal Opportunity policies within the Ministry of Welfare as well as representatives of NGOs sectors and academic institutions. Thus, the website of the Ministry of Welfare is the most reliable source of information on gender mainstreaming.



ABOUT THE STUDY

This factsheet summarises research findings for Latvia from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein has been validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://www.eige.europa.eu>

EXAMPLES OF GENDER TRAINING PROGRAMMES

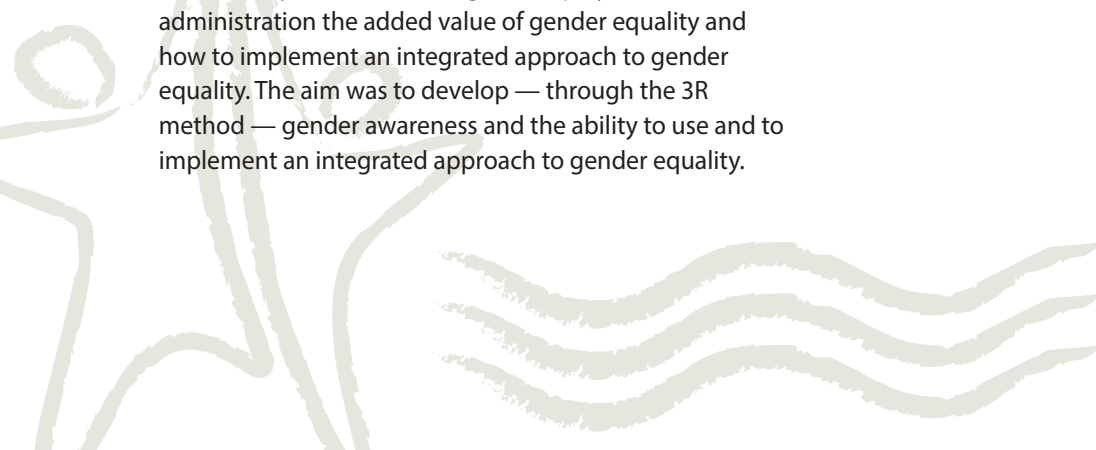
- **'Gender equality: what does it mean; why is it necessary; how to implement it':** the project was implemented in 2005–06 as part of the ESF co-funded national programme project and aimed at increasing the level of knowledge of the participants on the concept of gender equality. It provided the Ministry of Welfare's staff with introductory training in order to increase awareness on the gender issue and better understanding of the political and institutional framework for implementing gender equality. Legislative aspects and approaches to gender equality implementation have also been addressed. The training was delivered face-to-face and included an initial survey to understand the level of gender awareness of the participants. In 2005, there were eight seminars attended by 133 participants, while in 2006 there were 31 attended by 667. Challenges identified include the overall low awareness levels of gender equality issues and persisting gender stereotypes.
- **Presentation 'An integrated approach to gender equality':** this presentation, delivered by the Ministry of Welfare and the State Administration School's staff was used to spark discussion among its participants with the objective of teaching the employees of state administration the added value of gender equality and how to implement an integrated approach to gender equality. The aim was to develop — through the 3R method — gender awareness and the ability to use and to implement an integrated approach to gender equality.

WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.





ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:
<http://eige.europa.eu/content/gender-trainers-database>

ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:
<http://eige.europa.eu/resources/gender-training>

USEFUL LINKS

Ministry of Welfare
<http://www.lm.gov.lv/>

The Resource Centre for Women 'Marta'
<http://marta.lv/>

Children's Forum of Latvia (NGO)
<http://www.bernuforums.lv/>

Women's NGO Network of Latvia
<https://www.facebook.com/www.sieviesusadarbiba.lv>

About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

More information:

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