

**PLAN ON THE
PROMOTION OF
EQUAL RIGHTS
AND
OPPORTUNITIES
FOR WOMEN
AND MEN 2024-
2027**

MINISTRY OF WELFARE OF
THE REPUBLIC OF LATVIA



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INTRODUCTION

Plan on the Promotion of Equal Rights and Opportunities for Women and Men 2024-2027 **aims to provide an integrated and targeted gender equality policy that promotes the implementation of equal rights and opportunities for all.**

To achieve this goal, the Plan has three main directions of action:

- Promotion of equal rights and opportunities in the labour market and education;
- Reduction of harmful gender-based stereotypes;
- Integration of gender-mainstreaming in policy planning process.

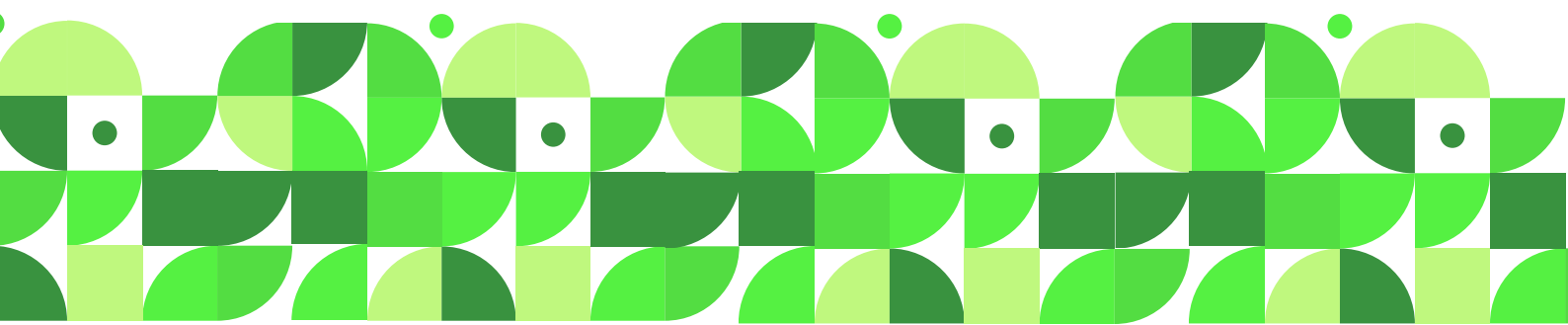
The Plan has been developed in close cooperation with other line ministries, as well as NGOs. It was published for public consultation on December 20, 2023 and was approved by the government of Latvia on June 18, 2024.



EQUALITY IN THE LABOUR MARKET AND EDUCATION

Overview of the Main Challenges

- There is a pronounced horizontal and vertical segregation based on gender in the labour market and education. For example, according to national data, **the largest proportion of women in health and social care sector (85.6%)**, while the largest proportion of men are employed in construction (91%). When it comes to vertical segregation - **only 23.5% of all board members of Latvia's largest companies are women.**
- Considering that there is a pronounced horizontal and vertical segregation in the labour market, there are also differences in pay between men and women. **The pay gap between women and men in Latvia in 2023 was 16.5%.**
- Work - life balance and equal share of unpaid care work is still a challenge. **73% of women in Latvia say that they do house work and cook everyday, while only 35% of men do these same activities every day.**



WHAT CAN WE DO?

1. Promote inclusive work environment

Activities:

- Methodological support and training for employers to foster inclusive work culture
- Online platform and awards for inclusive employers to promote diversity

2. Provide support to employees to tackle discrimination

Activities:

- Awareness raising events on harmful gender-based stereotypes and discrimination issues in the labour market



- **Research on the prevalence of violence and sexual harassment in the work place in Latvia**

3. Reduce gender pay gap in Latvia

Activities:

- **An assessment of the existing pay transparency practices in companies and institutions**
- **Pilot project on pay transparency mechanism**
- **Development of regulatory framework and monitoring mechanism for the implementation of the pay transparency mechanism in Latvia**
- **Awareness raising activities on pay gap issues**

4. Foster inclusive educational environment

Activities:

- **Leadership program for girls in Latvian schools**
- **Promotion of boys literacy skills**
- **Active promotion of STEM education for girls**
- **Implementation of measures to promote equal rights and opportunities in higher education and science**
- **Provision of menstrual hygiene products in Latvian schools**

5. Strengthen work-life balance and men's participation in unpaid care

Activities:

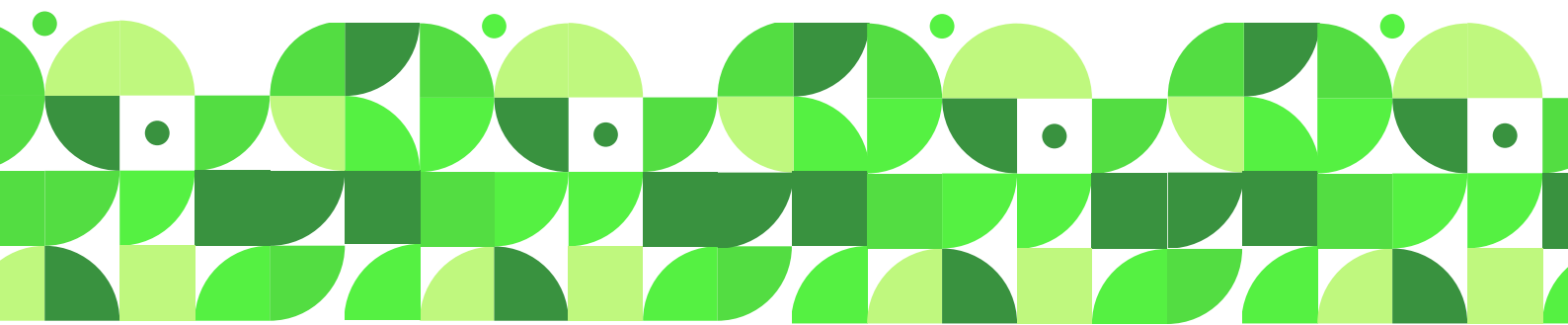
- **Awareness raising activities on the importance of father's role and men's equal participation in unpaid care work**
- **Carrying out assessment of the parental leave policies**



REDUCTION OF HARMFUL STEREOTYPES

Overview of the Main Challenges

- There are still many prevalent gender-based stereotypes in Latvian society that can negatively impact the lives of men and women, boys and girls. According to the 2024 private study “Novatore Baltic Gender Equality Barometer 2024”, gender stereotypes about gender roles are still widespread in Latvian society. For example, **women in Latvian society are still seen as the primary caretakers of children and household and there is a widespread view that women should dedicate more of their time to childcare.** There is also a prevailing opinion that **a man should be the primary breadwinner in a relationship and that a man should receive more money than his partner.**
- To combat gender based stereotypes it is also important to **actively involve men and boys in gender equality policy and also talk about specific challenges** that affect men and boys, for example, physical and mental health issues and negative gender stereotypes about men’s and boys’ role in the society.



WHAT CAN WE DO?

1. Promote the awareness of the principle of equal rights and opportunities in everyday life

Activities:

- Report on public opinion on gender-based stereotypes
- Awareness raising campaigns about non-discrimination issues
- Support for NGOs for projects to reduce discrimination and the effects of harmful stereotypes
- Promotion of gender equality issues in sports

2. Include men and boys in gender equality policy discussion

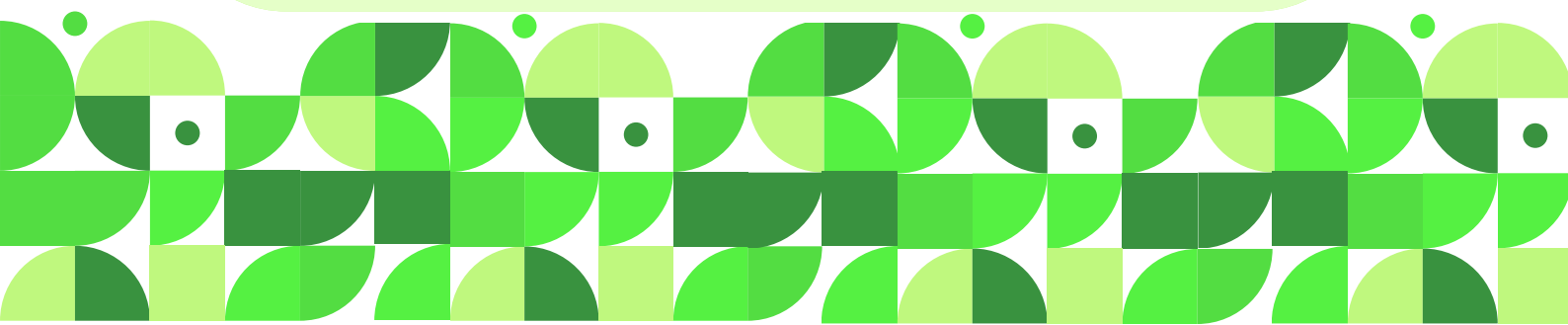
Activities:

- Workshops for inclusion of men's and boys' issues in gender equality policy
- Awareness raising activities on gender specific health challenges

3. Work with young people to reduce harmful stereotypes

Activities:

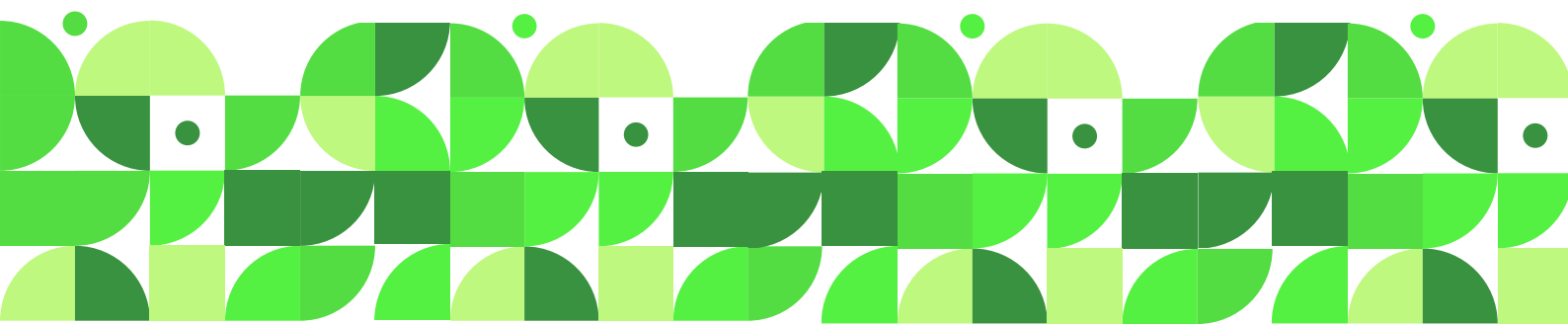
- Educational activities for young people on how to build safe and respectful relationships based on gender equality
- Trainings for social studies teachers on equality issues



GENDER MAINSTREAMING

Overview of the Main Challenges

- There is a lack of regular and systematic training for employees of line ministries and other state administrative institutions on gender mainstreaming issues and the importance of including equal rights and opportunities principles in policy planning and evaluation process.
- The availability of methodological and consultative support for integrating the principles of equal rights and opportunities for women and men in policy and budget planning is scarce.
- There is a poor understanding of gender mainstreaming issues in other line ministries and state agencies when it comes to policy planning and implementation, especially in areas which are not obviously related to gender equality and other social issues, for example, finance, climate, energy, agriculture.

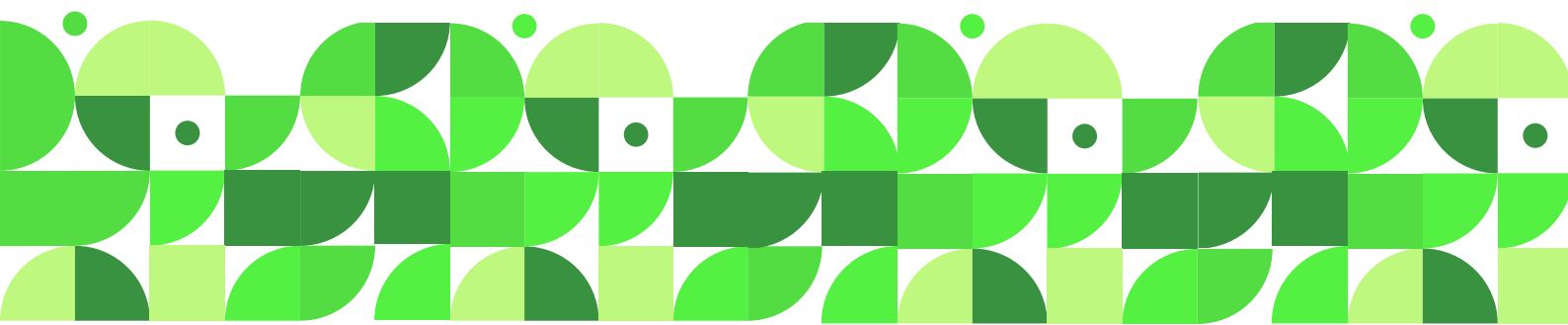


WHAT CAN WE DO?

1. Provide support to state and local government institutions

Activities:

- Provide training and methodological support for state and local government employees on integration non-discrimination issues in policy planning
- Recommendations on gender budgeting practices
- Monitoring of gender equality policy
- Provide training and methodological support for social workers on equal rights and opportunities in social work within a diverse community



MINISTRY OF WELFARE OF
THE REPUBLIC OF LATVIA

2024

