

Facts and Figures on Gender Equality LATVIA

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LEGAL FRAMEWORK:

ILO Conventions ratified:

No.100 and 111 – ratified in 1992
No.156 and 183 – not ratified
No.103 – not ratified¹

National legislation:

Latvia has no specific anti-discrimination law or gender equality law. The new **Labour Code**, which entered into force in 2002, includes a general provision prohibiting direct and indirect discrimination on several grounds including sex. Furthermore, the

relevant EC Directives on equal opportunities are transposed into the new **Labour Code** and the **Law on Labour Protection**, also from 2002. However, the EU Commission states in its progress report from 2002 that the enforcement of the *acquis*, both regarding equal treatment and anti-discrimination, has to be improved.

On 30 June 2003 working group was formed assigned with the task of developing a draft law on the institution of ombudsman in

cooperation with the Chancellery of the President and the State Chancellery. Draft law has been developed.

On March 3, 2004 Government adopted programme on Elimination of trafficking in human beings².

Latvia is a country of origin for trafficking in women. The *Criminal Law* has been amended regarding trafficking in human beings, which brings it in line with the relevant UN protocol.

¹ ILO Ilolox

² Information to the Advisory Committee on Equal Opportunities for Women and Men on Recent Development of Gender Equality Policy in the Member States/EFTA countries

GENDER EQUALITY MACHINERY:

Latvian Gender Equality Machinery was established within the Ministry of Welfare, and consists of: *Gender Equality Unit of Department of European and Legal Affairs* (since July 2003) and National Gender Equality Council managed by Minister of Welfare (2002).

Gender Equality Unit has the authority to formulate the government policy concerning equal gender status also function as an opinion maker on the government policy at national and local level. It performs policy analysis as well as coordination and monitoring of implementation of gender policy³.

Gender Equality Council, is comprised of members from public administration, NGO's and academicians. The mandate of the Council is to function as an advisory body and to promote and monitor gender

equality at all levels of public administration. A permanent working group is reporting to the Council.

In October 2003 the Parliamentary subcommittee on Gender equality was established, tasked with gender-mainstreaming, development of necessary legislation, prevention of trafficking in human beings and education of public on gender equality issues⁴.

Latvia has an Ombudsinstitution, *the State Bureau of Human Rights*, which examines appeals made by individuals concerning violation of their human rights including sex-based discrimination.

³ UNIFEM Database on National Women's Machinery completed by KARAT, November 2004

⁴ Latvian Parliament Website

SOME BASIC INDICATORS:

Female/Male activity rate and unemployment rate: In 2003, the total activity rate was 43.5% for women and 53.9% for men while the unemployment rate was 10.5% for women and 10.7% for men⁵.

Female/Male part-time employment: In 2002 women constituted 58.3% of part-time employees⁶.

Sex distribution by employment sector: In 2003, women comprised 36.2% of total

employees in the agricultural sector, 40.3% in the industrial sector and 53.7% in the service sector⁷.

University graduates: In 2002, 69.4 % of all university graduates were women⁸.

Gender wage gap: Female monthly salaries in 2002 were 81.5% of male salaries⁹.

Composition of main national tripartite body: The National tripartite Cooperation

Council consisted of 6 women and 15 men as to 13/10/2004¹⁰.

Retirement: The age requirement will increase, by 6 months each year, from age 60 for men and age 57 for women to age 62 with 10 years of insurance for both men and women by 2003 and 2009, respectively¹¹. (No changes¹²)

Maternity leave and parental leave: The remuneration for the maternity leave is 100% of average earnings, which is payable for 112 calendar days (56 days before and

56 days after the expected date of childbirth). Each employee has the right to parental leave in connection with the birth or adoption of a child¹³. (No changes)

⁵ ILO/Laborsta

⁶ Central Statistical Bureau of Latvia

⁷ Central Statistical Bureau of Latvia

⁸ Central Statistical Bureau of Latvia

⁹ Eurostat

¹⁰ Latvian Employers Confederation

¹¹ ISSA

¹² UNECE Paper, Geneva 2004

¹³ ISSA

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World Bank Database of Gender Statistics <http://genderstats.worldbank.org>

Latvian Parliament http://www.saeima.lv/deputati_eng/1apakskomisijas.html

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bratislava.unifem@undp.org

Eurostat:

http://epp.eurostat.cec.eu.int/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=EU_MAIN_TREE&root=EU_MAIN_TREE/basic/strind/emploi/em030

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Joint Memorandum on social inclusion of Latvia, Brussels 18 December 2003

http://www.lm.gov.lv/doc_upl/JIM_Latvia_Final_11_12_03.pdf

Websites of Latvian NGOs and Trade Unions

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KARAT Coalition www.karat.org