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Quality in Gender<sup>+</sup> Equality Policies

State of the art and mapping  
of competences report:  
Latvia



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#### ABOUT QUING

QUING is a 54-month long international research project that aims to address issues of gender and citizenship in the European Union and to provide innovative knowledge for inclusive gender and equality policies in present (and future) EU member states. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy-making? What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey, and is divided into five building blocks (LARG, WHY, STRIQ, OPERA, FRAGEN; [www.quing.eu](http://www.quing.eu)). The project runs from October 2006 – February 2011. QUING involves twelve project partners across Europe and is coordinated by the Institute for Human Sciences (Institute für die Wissenschaften vom Menschen) in Vienna, Austria.

The Center for Policy Studies at Central European University (Budapest, Hungary) is responsible for coordinating LARG research tasks and covering the following countries within the research project: Bulgaria, Hungary, Latvia, Lithuania, Poland, Romania.

#### ABOUT THE PAPER

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different building blocks of the QUING project (LARG, WHY and STRIQ). Added to this, some information is included that facilitates the preparation of the activities in FRAGEN.

This report is structured the following way: In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy-related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the gender equality aspects of policies relating to these issues. The four sections themselves have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centers specialized in gender equality policies on national level.

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## Table of Contents

I. Introduction .....	3
II. Annotated Bibliography.....	5
1. General Gender Equality Policy .....	5
1.1 Latvian sources.....	5
1.2. English sources.....	7
1.2.1. <i>Comparative studies</i> .....	7
2. Non-employment.....	11
2.1. Latvian sources.....	11
2.2. English sources.....	14
2.2.1. <i>Comparative studies</i> .....	18
3. Intimate Citizenship .....	19
3.1 Latvian sources.....	19
3.2. English sources.....	22
4. Gendered violence.....	24
4.1. Latvian sources.....	24
4.2. English sources.....	26
4.2.1. <i>Comparative research</i> .....	29
III. Mapping of Competences.....	31
1. OPERA - Gender Training Books and Manuals .....	31
2. FRAGEN – Archives and Documentation Centers .....	33
3. OPERA – Gender Training Organizations.....	34

## I. Introduction

Gender equality and gender mainstreaming have become prominent research issues with Latvia's accession to the EU. European Union Structural Funds have been directed toward substantial research on gender equality and employment. Most of this funding is still in progress and, at the time of writing, only the first results of EU-initiated projects (e.g. EQUAL programme) were available.

The Department of Gender Equality at the Ministry of Welfare promotes research on gender equality and gender equality policy. Its research assesses attitudes towards gender equality and expertise in state institutions in gender equality and especially gender equality in the labor market.

### *Non-employment*

Most research on gender equality and the labor market concentrates on issues related to employment, non-employment (inactivity on the labor market for legitimate reasons) being a major issue. Partly, this focus is linked to state policies that are directed at solving the workforce deficit, rather than at welfare issues pertaining to women and families. Non-employment related to the provision of childcare is addressed relatively often, particularly in the context of demographic policies to promote a rise in birth rates. Care for the elderly, disabled, housework, and forms of non-employment among rural women are addressed often by NGOs, but not researched. Recent research and governmental policies are directed at the conciliation of private and family life in order to promote safer childcare, improve the welfare of families with children, and solve the growing work-force deficit.

A significant wave of research on women and employment and non-employment was conducted in the late 1990s. This research stresses the significance of gender role and childcare arrangements and a gender division of labor, and explores understandings of and attitudes towards equality in Latvia. Researchers deal with the problem of women's "double burden" and the paradox of women giving equal priority to their careers and to childcare. Research advocates greater state involvement in childcare policies and the promotion of gender equality in the family. However, within the literature, policy analysis is weak, and this wave of research has not initiated changes in governmental policies.

### *Intimate citizenship*

The creation of the Ministry of Children and Family Affairs signaled a shift in family policy, and ushered in research on intimate citizenship, understood in terms of issues like families, marital relationships, parent-child relationships, and fathers' role circa 2005-2006. The research has influenced some state policies, the creation of mediation services, a state alimentary fund, and so forth. However, many research topics, like single-parent families and homosexuality, remain marginal. By and large, intimate citizenship is viewed in terms of traditional, heterosexual relationships. A study on the legal aspects of homosexual partnerships in 1999, conducted by the Latvian Human Rights Office, was the only piece of research until 2005, when the first Pride March provoked research in academic institutions and the NGO sector.

A considerable amount of research has been conducted on men and fatherhood. The first wave of this research, in the late 1990s, concentrated on sex roles. The second wave, from 2005 to 2007, looked at a broader context of masculinity and gender policies and viewed the promotion of fatherhood as an important tool for promoting gender equality.

### *Gender-based violence*

Issues of gender and violence have appeared on the research agenda since the year 2000. A substantial amount of research has been done on migration issues, prostitution, and human trafficking. This research has been initiated and published by academic institutions. More recently, the issue of human trafficking has been raised within the framework of the EU EQUAL programme. The issue of violence in the family has been raised by UNDP in 2005 as part of an awareness-rising campaign and recently pursued by Latvian state institutions.

## II. Annotated Bibliography

### 1. General Gender Equality Policy

#### 1.1 Latvian sources

1) Vanaga Sanita, Daniels Jeļisejevs, and Solvita Kostjukova. 2006. *Pašvaldību attīstības stratēģiju analīze* [Analysis of municipal development strategies]. SIA Baltic Project Consulting, EC Initiative EQUAL Project, “Diminishing the causes of professional segregation.” Riga: Ministry of Welfare <http://www.politika.lv/index.php?id=12905> (accessed January 20, 2009).

**Keywords:** Latvia, gender equality, gender mainstreaming, direct, indirect discrimination

For this research, authors analyze the development plans of four Latvian cities in the perspective of gender equality and professional segregation. Attention is paid to social and economic aspects of professional segregation and non-employment as a cause of further non-employment. Among other conclusions, the research shows that professional segregation and the lack of flexibility in employment strategies of population influence a growing workforce deficit in particular sectors.

2) Sabiedrisko Attiecību Aģentūra Consensus PR, Socioloģisko Pētījumu Firma – SKDS, and Ariadna Ābelīņa. 2005. *Situācijas analīze par dzimumu līdztiesības pamatprincipu pielietošanu praksē par nodarbinātības un dzimumu līdztiesības politikas ieviešanu atbildīgajās institūcijās* [Report on the application of the principle of gender equality in employment and gender equality policies in state institutions]. Riga: Government of Latvia. <http://www.politika.lv/index.php?id=4927> (accessed January 20, 2009).

**Keywords:** gender equality, discrimination, knowledge

This report explores gender mainstreaming in employment policy and particular civil servants' knowledge of gender equality. The report shows that Latvian society has little awareness of the scope of problems women face, including finding childcare, integrating into the labor market, and so on: a mere 60% of research respondents stated that they do not understand fully concepts such as “gender equality,” “inequality,” “discrimination.”

3) Latvijas Fakti, 2004. *Dzimumu līdztiesība Latvijā* [Gender equality in Latvia] Riga: [http://www.medijuprojekts.lv/uploaded\\_files/LatvijasFakti\\_DzLidztLatvija\\_okt2004.pdf](http://www.medijuprojekts.lv/uploaded_files/LatvijasFakti_DzLidztLatvija_okt2004.pdf) (accessed January 20, 2009).

**Keywords:** Latvia, survey, gender equality, gender discrimination, stereotype

In this study, researchers analyzed popular notions of gender equality, characteristics and roles of men and women, stereotypes about gender, and discrimination experience in Latvian society. Approximately 86% of respondents described man as the “head of the family,” and 68% believed in distinct male and female professions. Further, high levels of discrimination against women were documented. The authors suggest that men have greater opportunities than women to find employment.

4) Pranka, M., et al. 2004. *ANO Attīstības programma projekts "Dzimumu līdztiesības principu īstenošana Latvijas pašvaldībās"* [UNDP project, "The application of the principle of gender equality in local government in Latvia"]. UNDP.

<http://www.politika.lv/index.php?id=109484&lang=lv> or

[http://www.undp.lv/uploaded\\_files/publikacijas/Petijums\\_Dzimumu%20lidztiesiba%20pasvaldibas\\_2004.doc](http://www.undp.lv/uploaded_files/publikacijas/Petijums_Dzimumu%20lidztiesiba%20pasvaldibas_2004.doc) (accessed 21 January 2009).

**Keywords:** Latvia, survey, municipality, gender equality, integration, knowledge.

Researchers explore understandings of gender equality in ten municipalities in Latvia, and how principles of gender equality are integrated into : employment in municipal structures, social support, education, health-care, and development. Research finds attitudes towards equal rights to get a job, access health care and social support in Latvian municipalities. Municipality documents show that deputies and officials ignore or misrecognize problems related to gender equality. Research also shows problems with gender mainstreaming in policy making.

5) Gaile, Agnese. 2003. *Dzimuma līdztiesības politikas veidošanas mehānismi* [Mechanisms of gender equality policy]. MA Thesis. Faculty of Social Sciences, University of Latvia.

**Keywords:** Latvia, policy analysis, gender equality policy, development.

This study analyzes problems of gender equality in spheres of employment, health care, education, and decision-making processes. It also analyzes the capacity, resources, and facilities of participants in gender equality policy-making. The author concludes that these participants have a unified understanding of gender equality, but different understandings of the instruments for implementing and developing gender equality policies.

6) Tīrgus un sabiedriskas domas pētījumu centrs [Market and Public Opinion Research Center] SKDS. 2001. *Iedzīvotāju izpratne un attieksme pret dzimumu līdztiesības jautājumiem* [Attitudes and understandings of gender equality amongst population]. Riga: SKDS. <http://www.politika.lv/index.php?id=102767&lang=lv> (accessed 21 January 2009).

**Keywords:** survey, roles of woman/man, gender inequality, changes

This research aims to explore popular opinions and understandings about women's and men's roles, duties, responsibilities, and gender inequality in different spheres of life (family, work, social life, health care, education etc.) and assessments of gender equality in contemporary Latvia in comparison with the Soviet period. Half of the respondents responded that the "know women that face with sexual harassment in the workplace." Just over 40% of respondents conceded that gender discrimination under the USSR existed, but was not typical.

7) Eglīte, Pārsla. 2002. A Shortcoming in Gender Equality. In: *Gender Equality in Latvia at the Threshold of the New Millennium*, eds. Marina Thorborg and Inna Bronislava Zariņa, 81-96. Riga: Latvian Women's Studies and Information Centre/LSPIC and Institute of Economics, Latvian Academy of Sciences.

**Keywords:** support, childcare, employers, professional skills



This study analyzes the childcare support system from a women's perspective, and describes the potential consequences women can face upon taking childcare leave. The author describes state social security support for maternity: maternity support, birth support payment, and monthly family support. She describes discrimination women face when seeking employment because of their assumed childcare duties. The author contends that women's professional skills are often ignored because of assumptions about their childcare duties.

## 1.2. English sources

8) Dupate Kristīne. 2007. *European Community Sex Equality Law in Latvia. Rights of Persons with Regard to Childbirth*. Ph.D Dissertation. Riga: University of Latvia.

**Keywords:** Latvia, gender equality, discrimination, family, childcare, law, court practice, European law.

This monograph analyzes EC sex equality law, its implementation into the Latvian legal system, and childbirth as a key aspect in upholding individuals' labor and social security rights. These issues are examined through the use of analytical, comparative, inductive, and deductive methods. The author provides proposals for eliminating discrimination and promoting substantive equality in the field of EU and Latvian law.

9) Novikova, Irina, 2006. Gender Equality in Latvia: Achievements and Challenges. In: *Women and Citizenship in Central and Eastern Europe*, J. Lukic, J. Regulaska, eds. Ashgate.

**Keywords:** Latvia, gender equality, politics.

In this study, the author analyzes aspects of gender equality from the perspective of citizenship. She explores socio-economic and political contexts shaping women's citizenship in Latvia during the nine-year period between the European Agreement signed by Latvia and the EU (1995), and the time at which Latvia became a member of the EU, in 2004. It focuses on the successes and obstacles of Latvia's adoption of gender equality policies.

### 1.2.1. Comparative studies

10) Biletta, Isabella and Mike Eisner. 2007. *Youth and Work*. Dublin, Ireland: European Foundation for the Improvement of Living and Working Conditions. <http://www.eurofound.europa.eu/publications/htmlfiles/ef06100.htm> (accessed January 20, 2009).

**Keywords:** employment situation of young people; unemployment of young people; comparative analysis of 26 European countries; policy analysis.

The report aims to give a brief overview of the situation of the employment relationship of young people in 26 European countries. In 2005, the European Foundation for the Improvement of Living and Working Conditions collected information on this topic,

through its network of national correspondents of the European Industrial Relations Observatory (EIRO). A unique questionnaire was sent to each national correspondent, aimed at gathering data on the regulatory framework, the programs devised at the national level for employment policies targeted at young people, and in particular, the policies and regulations concerning the transition from education into working life. The feature examines the role and opinions of various social partners, and the issues that give rise to discussion when considering policy implementation and outcome.

11) European Foundation for the Improvement of Living and Working Conditions. 2006. *The Gender Pay Gap: Background Paper*. Dublin, Ireland: European Foundation for the Improvement of Living and Working Conditions.

<http://www.eurofound.europa.eu/publications/htmlfiles/ef06101.htm> (accessed January 20, 2009).

**Keywords:** gender pay gap, gender time gap, women's employment, social services

Although collective agreements and minimum wage laws are in principle gender-neutral, women still end up earning less than men. This paper briefly explores some different facets of the "gender pay gap" issue, based on data collected by the European Foundation for the Improvement of Living and Working Conditions. The data presented comes from two of the Foundation's projects: the European Industrial Relations Observatory (EIRO) report *Pay Developments – 2005*<sup>1</sup> and the fourth *European Working Conditions Survey* (EWCS), published in 2007. Since the data is derived from two different sources, the extent of coverage varies, as do definitions of "pay." While not a survey on pay *per se*, EWCS does provide aggregated data on gender disparities in the labor market, offering some interesting cross-country comparisons: some snapshots from it of the gender pay gap are provided in this paper. First, the paper looks at differences in hourly wages between women and men. Next, it presents differences in the distribution of net monthly income between women and men, followed by sectoral gender segregation in the labor market. Then, pay differentials resulting from gender divisions of working time and the gender time gap are examined. Finally, the paper explores the relative importance of individual characteristics and job-related variables as determinants of the position-related pay gap in the labor market in the EU27 (the current 25 Member States plus Bulgaria and Romania).

12) European Commission, Directorate-General Employment and Social Affairs, Unit G1. 2005. *Report on Equality between Women and Men, 2005*. Luxembourg: Office for Official Publications of the European Communities.

[http://ec.europa.eu/employment\\_social/publications/2005/keaj05001\\_en.pdf](http://ec.europa.eu/employment_social/publications/2005/keaj05001_en.pdf) (accessed January 20, 2009).

**Keywords:** gender equality, EU 25 Member States; EU gender equality policy, gender and employment, Lisbon strategy, reconciliation of work and private life, institutional mechanisms for gender equality, external dimension of gender equality

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<sup>1</sup> Available online: <http://www.eiro.eurofound.europa.eu/2006/06/update/tn0606101u.html> (accessed January 21, 2009).

This second annual report on equality between women and men, as requested by heads of state and government at the Spring European Council, in March 2003, is the first to cover the enlarged EU of 25 Member States. The report shows that demographic changes with an ageing population and a shrinking working population continue to be a major challenge in the EU after enlargement. The tension between combining family and professional life, partly due to lack of childcare and insufficiently flexible working conditions, appears to be contributing to the postponement of having the first child and to low fertility rates in most Member States. However, experience shows that Member States having comprehensive policies to reconcile work and family life for both men and women show higher fertility rates, as well as higher labor market participation of women. Further, the report proposes that the integration of a gender dimension into policies will contribute to attaining the overall Lisbon objectives. There is a need for new initiatives to increase employment in order to meet the challenge of an ageing society, including providing adequate pensions for women and men. Particular attention must be paid to mobilizing the full potential of female employment and to boosting labor market participation of older women and immigrant women, who have the lowest employment rates. This report shows the main development in the relative situation of women and men in education, employment and social life. It focuses on immigrant women and men and addresses challenges for the further promotion of equality between women and men.

- 13) Fagan, Colette, Gail Hebson, Daniele Meulders, and Aleksandra Kanjo-Mrčela. 2004. *"Making work pay." Debates from a Gender Perspective: A Comparative Review of Some Recent Policy Reforms in Thirty European Countries.* Luxemburg: Office for Official Publications of the European Communities. [http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2005/exp-group\\_2005annreport\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2005/exp-group_2005annreport_en.pdf) (accessed January 20, 2009).

**Keywords:** European Union, social security, integration into employment, return to employment

The primary policy context for this report is the Communication *Modernizing Social Protection for More and Better Jobs – a comprehensive approach to making work pay* (COM[2003], 842 final). Four of the seven recommendations made in this Communication inform the focus of this report, namely: the removal of financial disincentives, "traps" and barriers in social protection (tax and benefit) systems, the relevance of addressing certain non-financial incentives (particularly care facilities, also job quality) and the importance of coordinating the articulation of different policy measures and objectives, including the interaction between passive benefit schemes and active labor market measures (job search requirements and training). The objective of this report is to develop the gender perspective to this labor supply debate in two ways. Firstly, the report provides a review of some key recent national policy reforms to social protection systems and related labor market programs which are designed to integrate low-income groups into employment and where the policy objectives relate to the theme of "making work pay," with a focus on enhancing the financial attractiveness of employment relative to benefit receipt. In this discussion, the report considers whether gender mainstreaming of the policy occurred, and what gender impact these reforms might be expected to have. Secondly, the report turns to the wider incentives and barriers that are faced by those – still largely women – who take on the primary care role in households with young children, with a particular emphasis on the situation of mothers in low-income households (tax and benefits, active labor market policies, childcare etc.). The reports concludes by raising

demand-side considerations about job quality, and hence, employment sustainability, for the main care provider (typically mothers) in low-income households.

- 14) Fagan, Colette, Peter Urwin, and Kathryn Melling. 2006. *Gender inequalities in the risks of poverty and social exclusion for disadvantaged groups in thirty European countries*. European Commission, Directorate-General for Employment and Social Affairs. Luxembourg: Office for Official Publications of the European Communities.

**Keywords:** poverty, gender inequalities, disadvantaged groups, migrants, social exclusion

This report takes as a starting point the fact that gender mainstreaming is specified as a key requirement in the Social Inclusion Process; however, this approach to policy design and monitoring is still under-developed and often absent from National Action Plans. The aim of this report is to inform and help develop the gender mainstreaming of the Social Inclusion Process, drawing on national reports for 30 European countries. It reviews gender differences and inequalities in the risks of poverty and social exclusion, followed by chapters which focus on selected examples of disadvantaged groups to illustrate the relevance of gender mainstreaming for social inclusion.

- 15) Plantenga, Janneke, Chantal Remery, Petra Helming, Daniele Meulders, and Aleksandra Kanjo-Mrčela. 2005. *Reconciliation of work and private life: a comparative review of thirty European countries*. Luxembourg: Office for Official Publications of the European Communities [http://ec.europa.eu/employment\\_social/publications/2005/ke6905828\\_en.pdf](http://ec.europa.eu/employment_social/publications/2005/ke6905828_en.pdf). (accessed January 20, 2009).

**Keywords:** employment, social integration, equal rights, childcare, working time, maternity leave, parental leave, Europe, comparative study

The increasing labor market participation of women, changing family forms and the demographic pressure from an ageing population have made the reconciliation of work and family one of the major topics on the European social agenda. Yet countries differ in their policy responses, sometimes stressing the need for more flexible working hours, sometimes encouraging the supply of public and private services and sometimes focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted towards the reconciliation agenda of the 25 EU Member States. In addition, information is provided for three EEA countries, Iceland, Norway and Liechtenstein, and two Candidate countries, Bulgaria and Romania. An innovative element of this study – besides the scope – is that the focus is not only on national, public strategies. If possible, complementary provisions emerging at sector or company level are included as organizations may either supplement or substitute public provisions. In fact, it is at the organizational level where the details of the reconciliation of work and family life are worked out.

- 16) Muncio-Larsson, Ingegerd. 2000. Citizenship in transition. Differential Access to Civil, Political, and Social Rights. In: *Gender Equality in Latvia at the Threshold of the New Millennium*, eds. Marina Thorborg and Inna Broņislava Zariņa, 42-53. Riga: Latvian Women's Studies and Information Centre/LSPIC and Institute of Economics, Latvian Academy of Sciences.

**Keywords:** Latvia, citizenship, (in)security of civil, political, social rights, women (in)equality, post-Soviet, democracy, transition.

Using not only liberal democratic theories, but also theories of the welfare state, the author analyzes women's citizenship rights in post-Soviet Latvia. She highlights women's unequal position (to men) as legal persons in terms of political rights, and the insecurity of their social rights. The author concludes that newly gained civil and political rights in post-Soviet Latvia are engendered in ways that benefit men at women's expense.

## 2. Non-employment

### 2.1. Latvian sources

1) Zepa, Brigita, et al. 2007. *Dzimumu līdztiesības aspekti darba tirgū* [*Aspects of gender equality in labor market*]. Rīga: RS Group, Sabiedrības Integrācijas fonds - ESF.

**Keywords:** Latvia, survey, gender equality, childcare leave, conciliation of work and family life.

Researchers analyze the situation Latvian labor market, paying special attention to the impacts of the new childcare-leave system on parents' later involvement in the job market. It also explores the reconciliation of family and work, analyzing the demand for and the offer of part-time jobs.

2) Tīrgus un sabiedriskas domas pētījumu centrs [Market and Public Opinion Research Center] SKDS. 2006. *Sabiedrībā pastāvošie stereotipi. Latvijas iedzīvotāju aptauja* [*Stereotypes in Latvian Society*]. Rīga: SKDS.

[http://www.lm.gov.lv/upload/dzimumu\\_lidztiesiba/situacija\\_latvija/sabiedribapastavosiestereotipi2006.pdf](http://www.lm.gov.lv/upload/dzimumu_lidztiesiba/situacija_latvija/sabiedribapastavosiestereotipi2006.pdf) (accessed January 21, 2009).

**Keywords:** Latvia, survey, stereotypes, men, women.

Making use of survey data, this study explores opinions in Latvian society about the "average" Latvian woman and man. Research shows that "woman" is characterized by the performance of home duties and playing a primary role in raising childcare and family life; "man" is characterized as mainly the breadwinners. At the same time, these views are challenged by respondents' views: over a quarter accepts that women currently are main breadwinners within families, especially in rural areas.

3) Sabiedrības Integrācijas fonds – ESF. 2006. *Vidzemes priekšpilsētas ilgstošo palīdzības saņēmēju iespējas darba tirgū* [*Research on opportunities of Long-term Receivers of Social Support in Riga City, Vidzeme district*]. Project "Integration of Socially Marginal Groups in the Labor Market." Sabiedrības Integrācijas fonds Sabiedrības Integrācijas fonds – ESF.

[http://sf.lm.gov.lv/esf/print.php?project\\_id=3](http://sf.lm.gov.lv/esf/print.php?project_id=3) (accessed January 21 2009).

**Keywords:** Latvia, survey, childcare leave, social support, family.

This research provides an overview of the social groups that have been marginalized by poverty. It shows that single parenthood, care for disabled family members, and childcare leave are factors that predominantly influence women. These categories, together families

with more than three children and other social groups, comprise half of all those who seek social support. Women also dominate non-employed categories like the disabled and early-retired.

4) Baltijas Sociālo zinātņu institūts [Baltic Institute of Social Sciences]. 2005. *Pētījums par faktoriem, kas nosaka sieviešu iespējas iesaistīties darba tirgū* [Factors influencing women's participation in labor market]. EC Initiative EQUAL Project, "Opening the Labor Market for Women." Riga: Baltic Institute of Social Sciences. <http://www.politika.lv/index.php?id=11703> (accessed January 21 2009).

**Keywords:** gender segregation, workplace discrimination, childcare leave, women's participation in labor market.

This research aims at exploring the positive and negative factors influencing women's participation in the labor market. Research shows that most of the employment sectors in Latvia are gender segregated. Women receive 81.7% of an average salary of men, while 28% of female respondents experience discrimination on gender grounds. Also, the report shows that one in five women fear losing her job after maternity leave, and women in lower income groups are particularly concerned about job loss.

5) Tirgus un sabiedriskas domas pētījumu centrs [Market and Public Opinion Research Center] SKDS.2005. *Attieksme pret dzimumlīdztības darba attiecībās* [Attitude to gender equality in the labor market]. Riga: SKDS.

**Keywords:** Latvia, survey, gender equality, discrimination at workplace, labor market.

This research is based on a representative survey of 1,014 respondents between the ages of 18 and 74, and of 502 employers. It analyzes respondents' level of knowledge about politics of gender equality and gender discrimination in the workplace, explaining why women meet greater difficulties finding jobs. The study illustrates employers' attitudes towards the gender of employees and provides an analysis of factors shaping employment. It shows employers' attitudes toward unemployed women as potential employees. The researchers analyze the proportion men to women in specific employment sectors.

6) Central Bureau of Statistics, Republic of Latvia. 2004. *Mātes nodarbinātība un bērna nabadzība* [Mother's employment and child's poverty]. Riga.

**Keywords:** Latvia, statistics, labor market, job opportunities, childcare, salary.

The volume analyzes data about the situation in the labor market, where women with children under the age of 14 comprise 37.1% of all unemployed women, who are registered as employment seekers. Data from the State Employment Service show that the number of women after childcare leave willing to find a job is growing. The overall economic situation, low salaries, and low childcare allowances lead many women to join the labor force while continuing to provide childcare.

7) University of Latvia. 2002. *Pētījums par bērna kopšanas pabalstu, tā efektivitāti un vēlamajiem izmaksas periodiem* [Childcare support, its effectiveness, and periods of payment]. Riga: LR Labklājības ministrija <http://www.politika.lv/index.php?id=4885> (accessed January 20, 2009).

**Keywords:** Latvia, childcare leave, gender equality, economics, childcare policy.

This research explores the factors influencing parents' decision to take childcare leave. Researchers conclude that childcare support during childcare leave is too low. Childcare leave lowers the overall income level of families while increasing the risk of future unemployment for the main childcare-providing parent. In most cases, mothers leave work to provide care; this promotes gender inequality. Researchers conclude that a small amount of child support encourages parents to seek employment and attempt to combine employment with childcare.

8) Zepa, Brigita Liene Jeruma, and Ilva Pudule. 2000. *Nabadzības feminizācija: riska faktoru maiņa no 1991-1999* [*Feminization of poverty: The Change in Risk Factors: 1991-1999*]. Baltic Data House, World Bank, Ministry of Welfare, Republic of Latvia.  
<http://www.politika.lv/index.php?id=4874> (accessed January 20, 2009).

**Keywords:** Latvia, gender equality, poverty, women, transition society, survey

This study offers an explanation of the factors behind poverty's feminization and its dynamics following the renewal of Latvia's independence and its conversion to a free market economy. It aims to promote a more effective socio-political process that would reduce inequality between the sexes. The study consists of economic statistics, surveys of citizens, and an analysis of social policy. The study concludes, among other things, that in times of economic hardship, the nation often squanders resources at the expense of social spending and effective policy-making. This negatively affects women, and women with small children are one of the most vulnerable social groups in a society experiencing a period of conversion.

9) Drukmeine, L. 1998. Neformālā sieviešu, kas nāk no nepilnām ģimenēm, veidošanās. [Informal agreements between lone women's families] In: *Research of Women and Gender in Baltic and South States. (Zbenskije i gendernije issledovaniye v Baltijskikh i Severnikh Stranakh)*, I. Novikova, ed. Unpublished conference materials. Riga.

**Keywords:** Latvia, parent, families, child-care, self-help.

For this paper, the author researched problems that face women, paying particular attention to single-parent households, and emphasizing that material aid for such families is meager. The author stresses the need for more "self-help" courses, which could educate single mothers about balancing childcare with various financial and social problems they might face.

10) Markausa, I. 1998. Mājas darbu sadalījums latviešu ģimenēs. [Sharing housework in Latvian families] *Humanities and Social Science in Latvia*. Rīga: University of Latvia.

**Keywords:** Latvia, survey, domestic work, family, gender, time budget, workload.

In this study, the author revises data from several surveys performed by the Population Study Department of the Institute of Economics of the Latvian Academy of Sciences and from the Statistical Bureau of Latvia about the "time budgets" of Latvia's residents. Nuances of the phenomenon of domestic work and factors that affect the volume and structure of time spent on domestic work are analyzed. The author notes the

disproportionate amount of time women spend on domestic work compared to men, though the workload for both men and women appears to be growing. She also gives a list of recommendations on how to reduce the overall burden of domestic work at the levels of the individual, family, society, and state.

## 2.2. English sources

11) Caune Evija. 2007. Fathers in Latvia. In: *Caring is Sharing. Involvement of Fathers in Care and Household Tasks in Five European Countries*. eds. Sandra ter. Woerds, Monique Stavenuiter, and Jan Willem Duyvendak, 73-90. Riga: Paritea Project and Resource Centre for Women "Marta." [http://www.marta.lv/faili/D1243548\\_wp.pdf](http://www.marta.lv/faili/D1243548_wp.pdf) (accessed January 21, 2009).

**Keywords:** Latvia, single fathers, state policy, childcare, household tasks.

Though the main focus of this comparative research is an exploration of single-father families, the author explores evidence on childcare arrangements and state policy that drive parents' strategies to maximize income, namely by combining fathers' participation in the labor market with mothers' receiving of child support during childcare leave. As the author notes, this strategy enhances gender inequality, separating the "family" and "job" spheres, and driving women toward growing economic dependence. The author recommends the development of more flexible working hours and employment forms for both parents, and advocates employers' participation in creating alternative forms of childcare.

12) Petermanis, Kristaps. 2006. *Welfare regime and gender in Latvia: a case study of childcare-related policies*. MA Thesis. Budapest: Central European University.

**Keywords:** Latvia, childcare, policy, gender.

This research analyzes the state initiatives in childcare policy from a gender perspective. The author shows how the recent state policy campaign involves fathers in childcare provision and presents changes in the organization of childcare support. These developments have the potential to influence gender equality, by encouraging fathers to break traditional gender roles and positions in the family.

13) Eglīte, Pārsla. 2002. A Shortcoming in Gender Equality. In: *Gender Equality in Latvia at the Threshold of the New Millennium*, eds. Marina Thorborg and Inna Bronislava Zariņa, 81-96. Riga: Latvian Women's Studies and Information Centre/LSPIC and Institute of Economics, Latvian Academy of Sciences.

**Keywords:** support, childcare, employers, professional skills

This study analyzes the childcare support system from a women's perspective, and describes the potential consequences women can face upon taking childcare leave. The author describes state social security support for maternity: maternity support, birth support payment, and monthly family support. She describes discrimination women face when seeking employment because of their assumed childcare duties. The author contends that women's professional skills are often ignored because of assumptions about their childcare duties.



14) Zariņa, Inna Bronislava. 2002. Women and their desire to engage in activity. In: *Gender Equality in Latvia at the Threshold of the New Millennium*, eds. Marina Thorborg and Inna Bronislava Zariņa, 152-165. Riga, Latvian Women's Studies and Information Centre/LSPIC and Institute of Economics, Latvian Academy of Sciences.

**Keywords:** Latvia, activity, women, job opportunities, studies, education, childcare.

Women's engagement in a range of areas of social activity are explored, such as finding new job opportunities, education, and others. The survey divides respondents into three groups: the employed, potential future members of labor force, and job-seekers. Data shows that only 23-35% of survey respondents under the age of 30 were prepared to take loans for their studies, but 31-55% of women were ready to take loans to provide for the education of their children.

15) Ziverte, Linda, ed. 2001. *Social Report–2000*. Riga: Ministry of Welfare of Republic of Latvia. Riga. [http://www.lm.gov.lv/doc\\_upl/soczin\\_2000\\_eng.pdf](http://www.lm.gov.lv/doc_upl/soczin_2000_eng.pdf) (accessed March 14, 2007)

**Keywords:** Latvia, family roles, gender equality, parenting model, children, childcare.

This report shows the need for changes in family policy, stressing the importance of gender equality policy in the labor market and achieving equal pay and equal pension opportunities. It points out that differences in pay and pensions are growing between men and women. Further, it contends that one of the ways to gradually change the gender situation in the labor market is through the transformation of the model of parenting in the family: the mothers and fathers should play equal roles in a child's upbringing. This transformation would be a progressive achievement for European countries.

16) Tabuns, Aivars and Sanita Vanaga. 1999. Labor Market in Latvia: Employment and Unemployment in Unemployment. In: *Risks and Reactions*, ed. N. Genov, 230-253. UNESCO.

**Keywords:** Latvia, employment, unemployment, self-employed.

The authors adopt a gender approach to evaluate employment and unemployment in Latvia, emphasizing that since 1995, the number of self-employed women has grown from 20,300 to 43,900. The research also analyzes how many hours men and women spend at their jobs, noting that every fifth worker performs overtime at his/her principal job. This note applies to employers, the self-employed, *and* those who work without pay in their own families.

17) Bronislava Zarina, Inna. 1999. Time Spent on Childcare by Gender. In: *Women's Studies and Gender Research in the Baltic and Nordic Countries: Mapping the Situation 1998. Conference Proceedings*, ed. Irina Novikova, 56-63. Riga: Gender Studies Center, University of Latvia.

**Keywords:** survey, Latvia, time budgeting, childcare, gender.

In this paper, the author looks at a range of survey's of Latvian residents conducted over several decades that included time spent on childcare as one of the main categories of analysis. Stressing the strong interdependence of time-budget categories (ways in which

time is spent), the author shows that time spent on childcare often depends on the age of the youngest child and the number of children in the family. She qualifies that the time-budget category of childcare, which is relatively small, does not represent all the time people devote to their children and generally excludes other activities, such as work performed to provide for children. The author shows that time spent on childcare depends on gender, age, and unemployment: women spend more time than men on childcare's, and men and women often engage in different activities when they care for children. Findings in fact suggest that fathers engage in a wider range of childcare activities than mothers; thus, the author argues, it is important to create policies that allow fathers to spend more time with their children.

18) Zepa, B., L. Čaplinska, I. Ozoliņa. 1998. Latvian Women in the Labor Market: Attitudes and Behaviors. In: *Humanities and Social Sciences. Latvia*, ed. V. Ivbulis, 34-50. Riga, University of Latvia.

**Keywords:** Latvia, survey, unpaid work, domestic work, paid work, gender stereotypes.

Professional work is an important part of life for both genders, but a gendered analysis of different aspects of labor market in Latvia shows considerable inequality between women and men. Women are more oriented towards the career development, but they are frequently worried about possibility of losing their current jobs. Survey data analysis verifies a conflict between desired job behavior and the behavior, which becomes obligatory due to the current reality. Women in Latvia also bear a greater overall workload, because of the "traditional" responsibility of women for home and health care in the family.

19) Eglīte, Pārsla. 1997. Shortcomings in Legal Equality In: *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 81-96. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences

**Keywords:** Latvia, childcare, legal provisions.

The author provides an overview of childcare policy in comparative perspective. She concludes that week childcare support policy and social insecurity have a negative impact on fertility decisions and the demographic situation.

20) Koroleva, Ilze. 1997. Gender Roles in Family: Perceptions and Reality. In: *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 299-309. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences

**Keywords:** Latvia, family roles, attitudes, stereotypes.

This study describes gender roles in family in Latvia as fluid. The author notes the discrepancy between ideal stereotypes and real family roles (as practiced). Further, she reveals a paradox: the importance of education and work to women, paralleled by traditionalist views about women's role in the family.

21) Krūzmētra, Maiga. 1997. The Rural Women in the Labour Market. In: *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 243-257. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences

**Keywords:** statistics, survey, rural women, unemployment, undervalued job, unequal situation, Latvia.

Rural women a large social categories in Latvia and tend to out-live rural men. In this study, the author presents the situation of rural women in the labor market in Latvia through an analysis of economic and social conditions in rural areas. She explores the distribution of economically active and inactive rural women, and shows inequalities among rural men and women. The author criticizes the shortage of statistical and sociological data, which hinders the development of a full understanding of the situation of various groups of rural women in the labor market and their attitude toward this situation. The author also stresses the importance of pursuing research on rural women to understanding which changes in Latvian society serve their needs and interests.

22) Rungule, Ritma. 1997. The Role of Parents – Fathers and Mothers – in the Family and in the Society. In: *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 311-322. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences.

**Keywords:** Latvia, family, gender, roles, childcare.

In this study, the author analyzes parental roles and argues that a contradictory situation of women and as paid employees and primary providers of childcare originates from a mix of Soviet experiences, when women were constructed as workers, and more changes in family life in recent years.

23) Tabūna, Ausma. 1997. Equality between Men and Women in the Family. In *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 287-298. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences.

**Keywords:** Latvia, family, gender, roles, division of labor, childcare.

Family roles in Latvia within a European context are explored in this study. The author looks at changes in traditional gender roles. She explores the more active participation of fathers in family life and the emergence of a more egalitarian family model.

24) Bronislava Zarina, Inna. 1997. The Views of Women on Gender Issues in Family and Employment. In *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 276- 286. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences.

**Keywords:** Latvia, survey, attitudes, work, family.

In this study, the author explores attitudes toward women's roles in the family and finds that women regard both spheres with equal importance. She analyzes attitudes about motherhood and childcare, which reflects assessments of womanhood in society; attitudes about paid work relate to ideas about independence.

### ***2.2.1. Comparative studies***

25) Woerds, Sandra ter, Stavenuiter Monique, Duyvendak Jan Willem. 2007. Conclusions: A Fair Distribution of Work and Care. In: *Caring is Sharing. Involvement of Fathers in Care and Household Tasks in Five European Countries*. eds. Sandra ter Woerds, Monique Stavenuiter, and Jan Willem Duyvendak, 107-116. Paritea Project and Resource Centre for Women "Marta." [http://www.marta.lv/faili/D1243548\\_wp.pdf](http://www.marta.lv/faili/D1243548_wp.pdf) (accessed January 21, 2009).

**Keywords:** Latvia, Italy, the Netherlands, Spain, Poland, single fathers, household tasks.

The main focus of the comparative research is to explore single fathers in five EU countries: Latvia, Italy, the Netherlands, Spain and Poland. The study suggests that single fathers are seen as innovators for social change. Circumstances determine the extent to which fathers engage in tasks, typically performed by mothers. Researchers analyze aspects of visibility of single fatherhood, tolerance toward this phenomenon, and single fathers' independence in various respects, and explore their strategies to balance work and a range of household tasks.

26) Anxo, Dominique, Colette Fagan, Mark Smith, Marie-Thérèse Letablier, and Corinne Perraudin. 2006. *Parental Leave in European Companies*. Dublin, Ireland: European Foundation for the Improvement of Living and Working Conditions. <http://www.eurofound.europa.eu/publications/htmlfiles/ef0687.htm> (accessed January 22, 2009)

**Keywords:** work and life balance, parental leave, 21 European countries; parental- leave systems

The Foundation's Establishment Survey on Working Time and Work-Life Balance 2004–2005 sets out to map the use of a variety of working time arrangements in companies, to assess the reasons for their introduction and their impact. This analytical report addresses the issue of parental leave as well as other forms of extended leave, such as leave to care for sick children or other adult family members. It offers a comparative review of the different national parental leave systems in operation, the differential use of parental leave by women and men across the 21 European countries and a discussion of the factors which influence take-up of parental leave by employees.

### 3. Intimate Citizenship

#### 3.1 Latvian sources

- 1) Makarovs, Viktors. 2006. *Latvijas iedzīvotāju attieksme pret seksuālajām minoritātēm: dimensijas un "temperatūra"* [The Attitude of Latvian Inhabitants Towards Sexual Minorities: Dimensions and "Temperature"]. Riga: Dialogi.lv and Soros Foundation Latvia.  
[http://www.dialogi.lv/pdfs/sexmin\\_interpret.pdf](http://www.dialogi.lv/pdfs/sexmin_interpret.pdf) (accessed January 22, 2009).

**Keywords:** Sexual minorities, survey, sexuality, Latvia.

This substantial study is based on survey of attitudes towards such issues as intimacy and gay or lesbian partnerships among the Latvian population. Though the focus of the study is rather wide, it shows that a majority of the population of Latvia disapproves of any signs of intimacy in public. Reactions toward intimacy between homosexual partners are particularly negative.

- 2) Krecele, Agnese. 2006. *Vecāku diskursīvās stratēģijas: seksuālās un reproduktīvās veselības gadījums* [Discursive Strategies of Parents: The Case of Sexual and Reproductive Health]. MA Thesis. Riga: Department of Sociology, University of Latvia.

**Keywords:** Latvia, discourse, qualitative research, sexuality, sex education, family.

This study looks at sex education in the family. Using qualitative methods and a survey on reproductive health, the author singles out several strategies to deal with sex education, concluding that most parents in Latvia are unable to share information on intimate relations with their children. The author implies that both the lack of a shared discourse and limited knowledge about how to approach children contribute to the poor sex education of youth.

- 3) Priedīte Inese. 2006. *Sociālās kontroles mehānismi seksualitātes disciplīnas diskursā: latviešu lielāko preses izdevumu analīze* [The Mechanisms of Social Control in Discourse of Sexuality Disciplines: Analysis of the Biggest Latvian Print Media]. MA Thesis. Riga: Department of Communications, University of Latvia.

**Keywords:** media, discourse analysis, sexuality, social control, norms, values, postmodernism.

This study looks at the discourse on sexuality in leading Latvian print media, focusing in particular on print media that deals with socially taboo issues like homosexuality, sexual violence, sexual exploitation, HIV/AIDS, sex tourism, and prostitution. It explores how media potentially controls and regulates the discourse on sexuality and social norms, values, and attitudes through various mechanisms. The object of the study is to reveal how discursive social control works in post-modern societies, and what practices are used in (and through) the media to control and discipline bodies. Attention is paid not only to the implications of discourse, but also to issues that are treated as social problems in the public sphere. The study also considers how causes of problems are interpreted, and might be the role of the media in mediating social problems.

4) Pupila Aija. 2006. *Latvijas kristīgās baznīcas diskurss par homoseksualitāti nacionālajos un kristīgajos drukātajos medijos* [Discourse on Homosexuality in Latvian Christian Church in the National and Christian Print Media (2000-2006)] MA Thesis. Riga: Department of Communications, University of Latvia.

**Keywords:** discourse analysis, discourse transformation, homosexuality, Latvian Roman Catholic Church, Latvian Evangelical Lutheran church, religion, media.

Focusing on the Latvian Roman Catholic Church and Latvian Evangelical Lutheran Church, the author examines the transformation of discourse on homosexuality in the three largest national newspapers and in two Christian newspapers for a period of five years (2000-2006). This period is studied, because of the on-going debate about same-sex relationships and family. The author also provides her findings about the ways in which these religious institutions communicate problematic issues and their openness to "otherness." She also explores how they employ persuasive communication and argumentation.

5) Putniņa, Aivita. 2006. Laba dzīve Latvijā: skats uz dzimtes veidotu sociālo likteni [A good life in Latvia: an outlook on gendered destiny]. In: *Dzīves kvalitāte Latvijā* [Quality of Life, Latvia]. Riga: Zinātniski pētnieciskie raksti, Stratēģiskās analīzes komisija "Zinātne."

**Keywords:** Latvia, qualitative research, quality of life, gender.

This paper explores everyday strategies and priorities in Latvia through a gender perspective, particularly as described by research participants. Among other gender difference, only women described family and children as playing a significant part in their daily routines. Men participate in childcare, but did not describe it in the descriptions of their daily routines. The daily routines of women change twice: upon childbirth, and once children were less dependent on their parents' care. By and large, men's descriptions remained static. Research also showed that employment is a priority for men and women; also, men and women experience lack of time for their families and social relationships.

6) Vaikulis Edgars. 2006. *Homoseksualisms kā sociālās realitātes konstrukcija latviešu dienas presē "Rīgas Praids 2005" kontekstā*. [Homosexuality as a Construction of the Reality in Latvian Daily Press in Context of "Rīgas Praids 2005"]. MA Thesis. Riga: Department of Communication, University of Latvia.

**Keywords:** critical discourse analysis, homosexuality, reality construction, print mass media.

This study analyzes the content of articles in two Latvian daily newspapers, "Diena" and "Neakariģā," in two separate time periods: from January 1998 to June 2005, and from July 2005 to April 2006. In particular, it focuses on homosexuality in the mass media, in public policy, in the public sphere more generally, and exploring transformations that might have occurred in connection with the gay and lesbian march, "Rīga Pride 2005." In doing so, the author explores the consolidation of public perceptions and attitudes towards homosexuality. The author argues for the claim that the march and coverage of it in the media created a polarization of opinion on homosexuality in way that facilitated intolerance.

7) Berga, Guna, Inta Tiltiņa, Iona Buša, and Sandis Dūšelis. 2005. *Laulību šķiršanas, laulību noturības un dzimstības veicinošo faktoru izpēte*. [Factors influencing divorce, stability of marriage and birthrate]. Riga: LR Bērnu un ģimenes lietu ministrija, Latvijas Ģimenes terapeitu biedrība. [http://www.bm.gov.lv/lat/gimenes\\_valsts\\_politika/petijumi/?doc=2602](http://www.bm.gov.lv/lat/gimenes_valsts_politika/petijumi/?doc=2602) (accessed January 21, 2009).

**Keywords:** Latvia, family, birthrate, intimacy, autonomy, women, men, survey.

The authors analyze factors that influence marriage stability and divorce and birthrates, from the perspective of social psychology. Understandings marital relationships and cohabitation are analyzed in great detail and from a gender perspective. Placing gender at the heart of analysis, particular attention is paid to emotional intimacy and relationships between family members. The authors offer a wide range of policy recommendation including the creation of state funded mediation services for families in crisis.

8) Aizpura, Iveta. 2004. *Seksualitātes konstruēšana reklāmās dzīves stila žurnālos no 1992. līdz 2002. gadam*. [The Construction of Sexuality within the Life Style Magazines from the year 1992 till 2002] MA Thesis. Riga: Department of Communications, University of Latvia.

**Keywords:** semiotics, construction of sexuality, life style magazines, gender differences, body image.

Using the method of semiotics, the author attempts to determine what images and symbols are used to describe sexuality, and how they have transformed in advertisements in lifestyles magazines throughout the 1990s. The author also examines common gender stereotypes that relate to sexuality in advertisements in the print media, and what non-traditional methods are used to communicate sexuality in advertisements. The author also explores differences in the construction of sexuality in magazines for men and for women.

9) Sebre Sandra, Laura Īebedeva, and Ilze Trapenciere. 2004. *Laulību, dzimstības un pozitīvu bērnu un vecāku attiecību veicinošo faktoru izpēte* [The Study of Contribute Factors for Marriage, Birth-rate and Positive Relationship of Children and Parents]. Riga: Secretariat of Children's and Family Issues. Centre against violence "Dardedze". [http://www.bm.gov.lv/lat/gimenes\\_valsts\\_politika/petijumi/?doc=2527](http://www.bm.gov.lv/lat/gimenes_valsts_politika/petijumi/?doc=2527) (accessed January 20, 2009).

**Keywords:** in-depth interview (qualitative), survey (quantitative), marriage, child-bearing and upbringing, parent-child relationships, family, violence, values, positive relationships.

The authors of this research look at factors that shape birth- and marriage-rates in Latvia. In particular, they attend to the views and values of individuals and of society as a whole about official (registered) marriages, child-bearing and upbringing, and abortion. As well, they look at contemporary parent-child relationships, contrasting parents' positive attitudes to violent actions toward their children. Drawing from their complex study, the authors formulate recommendations on how to improve the critical demographic situation in the country – namely, by motivating potential parents and supporting policies that assist parents and affirm positive child-parent relationships.

10) Lavrikovs, Juris Ludvigs. 1999. *Geju un lezbiešu tiesību stāvokļa analīze Latvijā* [*Analysis of the Gay and Lesbian Situation in Latvia*]. Rīga: Valsts Cilvēktiesību birojs [The Bureau of Human Rights]. [http://www.tiesibsargs.lv/lat/petijumi\\_un\\_viedokli/petijumi/?doc=88](http://www.tiesibsargs.lv/lat/petijumi_un_viedokli/petijumi/?doc=88) (accessed February 9, 2009).

**Keywords:** homosexuality, sexual orientation, partnership, law, discrimination, migration law, reproductive health, work law.

The author explores the legal situation of same-sex partnerships in Latvia. Focusing on the legal system in Latvia, a deep analysis of migration, reproductive health, and work issues as they relate to same-sex partnerships is provided. The study also offers an analysis of discrimination against Latvian citizens and aliens within the Latvian legal system, specifically in relation to their sexual orientation.

### 3.2. English sources

11) Sedlenieks, Klāvs and Karīna Vasiļevska. 2006 *Men in Latvian Public Environment: Policy, Social and Economic Aspects*. Ministry of Children and Family Affairs, Republic of Latvia, Men Equal Men Different (EC GRANT No VS/2005/0343) [http://www.bm.gov.lv/lat/projekti/tetis\\_majas/?doc=3620](http://www.bm.gov.lv/lat/projekti/tetis_majas/?doc=3620) (accessed January 23, 2009).

**Keywords:** policy analysis, situation analysis, family policy, social barriers, economic barriers, active fatherhood, gender stereotypes, public environment.

This study takes as its starting point the ideas the position of men in the Latvian public environment must be viewed within the framework of general attitudes towards the roles and responsibilities of men and fatherhood in Latvia. It highlights several of the main aspects that have to do with the role of men as both equal and different in Latvia: state family policy, social and economic barriers to active fatherhood. The study concludes that the legal framework in Latvia in general does not form significant barriers for men to engage fully in family life and childcare. However, the implementation of the state regulations remains to be a problem area. Due to gender stereotypes that associate strongly women with childcare and men with wage-work, the men choose not to use all possibilities to combine work and family life offered by the state. Creation of the stereotypes can be well observed at the level of school and kindergarten education. The current employment situation combined with the fact that women in Latvia in general have better education, adds further reasons why men often find themselves locked in the bread-winner position which requires them to sacrifice greater engagement in family life.

12) Caune, Evija. 2007. Fathers in Latvia. In: *Caring and Sharing: Involvement of Fathers in Care and Household Tasks in Five European Countries*, eds. Sandra ter Woerds, Monique Stavenuiter, and Jan Willem Duyvendak, 73-90. Amsterdam School for Social Science Research. [http://www.marta.lv/faili/D1243548\\_wp.pdf](http://www.marta.lv/faili/D1243548_wp.pdf) (accessed January 29, 2009).

**Keywords:** Latvia, comparative research, interviews, single fatherhood.

Through a presentation of interviews with ten fathers in Latvia, the authors find a strong connection between respondents' childhood families, the "way [fathers] grew up," and their current family situations. The authors label this situation the "childhood family



model." They note that all respondents participated in household tasks, to various extents; however, most "traditional" fathers remarked that their partners engage in more childcare and household duties. Among other findings, the authors show that all fathers made a distinction between male and female roles. Although they declare that there is no specific "mother" or "father" role, not typical female or male tasks, they identified things that are better or more suitable, more nature, and more easier for women to undertake because of their gender.

13) Putnina, Aivita. 2006. *Men in Latvia. Situation Outline. Demographic Situation: Present and Future. Strategic Analysis*. Commission under the Auspices of the President of Latvia, No. 3 (4)/2005. Riga: "Zinātne" Publishers.

**Keywords:** Latvia, qualitative research, masculinity, family.

This report explores the high male mortality rates and notions of masculinity in Latvia. The author claims that the transition period from a socialist to market economy has affected men and masculinity to a greater extent than women. The construction of masculinity has been associated with a breadwinner role, depended on performance in the public sector, and subjected to major changes, while women have become more attached to and associated with the private sphere and family. This situation allows and forces women to adopt more flexible employment strategies and provide for families; concerns about job/position "respectability" limit men's flexibility. A significant part of the paper is devoted to men's role in the family and the role of masculinity in intimacy and caring.

14) Putnina, Aivita. 2007. Sexuality, masculinity and homophobia: Latvian case In: *Everyday life of LGBT in Eastern and Central Europe*, eds. Roman Kuhar and Judit Takacs, 313-326. Ljubljana, Slovenia: The Peace Institute – Institute for Contemporary Social and Political Studies. <http://www.mirovni-institut.si/Publikacija/Detail/en/publikacija/Beyond-the-Pink-Curtain-Everyday-Life-of-LGBT-People-in-Eastern-Europe> (accessed January 27, 2009).

**Keywords:** lesbian, gay, bisexual and transgender (LGBT), homophobia, sexuality, East Europe

Within a larger collection of studies on the lives of lesbian, gay, bisexual and transgender (LGBT) people in post-socialist East Europe, Putnina explores the rise of the homophobic movement in Latvia, linking it with the construction of sexuality and traditions of public discussions in post-Soviet Latvia. Amongst other topics, she analyzes possible policies to diminish homophobic actions, suggesting a combination of policies rooted in human rights and anti-discrimination, formulated within the framework of gender equality.

15) Waitt, Gordon. 2005. Sexual Citizenship in Latvia: Geographies of the Latvian Closet. *Social and Cultural Geography* Vol. 6, No. 2, April.

**Keywords:** qualitative survey, sexual citizenship, same-sex partnerships, nationalism, heteronormativity.

In this article, the author describes the situation of the gay minority in Latvia, focusing on the media and the gay community within the landscape of the city. The author

explores how the notion of heteronormativity intervenes with politics of nationalism, forming particular forms of sexual citizenship.

16) Putniņa, Aivita. 2004. *Reproductive Health of the Population. Study of the Situation in Latvia*. Riga: UNPFA and Latvia's Association for Family Planning and Sexual Health (LFPSHA) Papardes Zieds.

**Keywords:** reproductive health, policy, partnerships, family, gender equality, sexual life.

This report is based on a survey and focus group discussions. Among other topics, it concentrates on gender equality principles in reproductive health, intimate relationships, and sexual life in Latvia. The report assesses changes in reproductive health policy since 1997, when the last survey on this topic was conducted. It deals with decision-making on reproductive health and explores case studies on such issues as abortion and family planning. The report provides policy recommendations for the state and NGO sector based on research evidence.

## 4. Gendered violence

### 4.1. Latvian sources

1) Putniņa, Aivita. 2006. *Seksuālā izglītība Latvijā [Sex Education in Latvia]*. Riga: Latvia's Association for Family Planning and Sexual Health (LFPSHA) Papardes Zieds.

**Keywords:** Latvia, interviews, survey, sexuality, sex education, gender, violence, at-risk youth.

This research addresses the gendered construction of sexuality among youth in at-risk groups. One aspect of the research pertains to violence in sexual relationships. Alcohol and drug use facilitate rape and violence, and have become part of casual sexual entertainment among youth. Most informants acknowledged violence and rape in their first sexual encounters. Young men have struggled with issues related to violence in sex; the construction of male sexuality excludes recognition of male victims of violence.

2) Spila, Agnese. 2006. *Sieviešu kā cilvēku tirdzniecības upuru rehabilitācijas prakse Latvijā [Rehabilitation practice of women – victims of human trafficking in Latvia]*. Thesis. Riga: Faculty of Social Sciences, University of Latvia. <http://datubaze.ema.lv/szf/> (accessed March 3, 2009).

**Keywords:** Latvia, trafficking in woman, rehabilitation, social work, sexual violence.

The author analyzes trafficking in women, providing an overview of the general context, the development of relevant legislation, and gendered violence in Latvia. Particular emphasis is placed on the role of social workers in rehabilitating victims of trafficking. As well, the author looks at rehabilitation from the perspective of existing legislation in Latvia.

3) Tallija, Andra un Elīna Ālere 2006. *Sieviešu un bērnu tiesību īstenošana laulības šķiršanas gadījumos Latvijas tiesu praksē* [Enacting rights of women and children in divorce cases. Practice of courts in Latvia]. Rīga: Politika.lv.

**Keywords:** Latvia, law, discrimination of women, intolerable violence.

The study analyzes legal practice in family law, focusing on the rights of women and children in divorce cases. The first part is devoted to cases of divorce that follow "intolerable violence" against a family member. The authors evaluate the application of women's rights and international conventions preventing discrimination against women in Latvian courts.

4) Baltic Institute of Social Sciences. 2005. *Cilvēku tirdzniecība Latvijā: stereotipi un situācijas raksturojums* [Trafficking in women: situation outline and stereotypes]. EC Initiative EQUAL Project "Opening the Labor Market for Women." Rīga: Politika.lv.

**Keywords:** Latvia, trafficking in women, gender stereotypes, survey, statistics

This research explores attitudes toward, and the real situation of trafficking in women in Latvia. The authors conclude that human trafficking remains a problem of underestimated scope. Authors describe the role of gender stereotypes that allow seeing human trafficking as primarily women's voluntary engagement in prostitution as easy income generating occupation. Public awareness rising campaigns and educating women on potential risks of illegal employment opportunities are main suggestions of research, targeting groups of young women, less educated women in particular.

5) Rone, Dana. 2005. *Pētījums ANO kampaņai pret vardarbību*. [Research for initiating UN campaign against violence] Rīga: UNDP. [www.pretvardarbibu.lv/files/ANO\\_vardarb\\_petijums\\_Rone.doc](http://www.pretvardarbibu.lv/files/ANO_vardarb_petijums_Rone.doc) (accessed January 22, 2009)

**Keywords:** Latvia, violence in the family, laws and regulations, police regulations, victims of violence

This research looks at laws and regulations regarding violence against women in the family. It offers recommendations on how to improve Latvian legislation. The author also analyzes the distribution of state funding for the social rehabilitation of and health care for victims of violence. She shows that the police lack the capacity to address violence in the family effectively, and typically fail to interfere. This leaves families in which violence has occurred to resolve the problem.

6) Keire, Ieva. 2004. *Vardarbība pret sievieti ģimenē* [Violence against women in family]. Thesis. Rīga: Latvian University of Agriculture.

**Keywords:** violence against women, violence, family, gender.

For this study, the author explores violence against women and solutions of the problem from the viewpoint of men and experts. She sketches tendencies and forms of violence, and describes solutions employed by state institutions and the NGO sector in Latvia.

7) Lārmane, Agnese. 2003. *Pret sievieti vērstā fiziskās vardarbības problēma ģimenē un tās risinājumi Rīgā*. [Physical violence against women in family and their solutions in Riga city]. Thesis. Riga: Faculty of Social Sciences, University of Latvia. <http://datubaze.ema.lv/szf/> (accessed March 3, 2009).

**Keywords:** Latvia, violence, woman, women's resources in Riga.

The author analyzes laws, statistics and other primary literature. Research shows that current legislation does not support victims of violence. Author concludes that governmental and NGO support for victims of physical violence available in Riga city is insufficient.

8) Lapiņa, Anda. 2002. *Sievietes kā cilvēku tirdzniecības upuri* [Women as victims of human trafficking]. Thesis. Riga: Faculty of Social Sciences, University of Latvia. <http://datubaze.ema.lv/szf/> (accessed March 3, 2009).

**Keywords:** Latvia, trafficking in women, violence, forms of trafficking.

This research shows that trafficking in and violence towards women take place not only in sex industries, but also in other realms, from household work, to on-line marriages, to mendicancy. Latvia is both a country of transit and departure of human trafficking victims.

9) Vanaga, Sanita. 2001. Vardarbības sociālā seja. [Social face of violence]. In: *Par agru? Par vēlu? Feministiskās idejas, konteksti, pieejas*. [Too early, too late? Feministic ideas, contexts, approaches], ed. I. Novikova, 108-120. Rīga: Center for Gender Studies, University of Latvia.

**Keywords:** Latvia, violence, attitude, community, bodily power.

The author speaks of violence as a part of Latvian social life, looking at the specific social contexts and attitudes that allow violence against women to occur. The author claims that violence becomes a national problem only when it exceeds the borders of a particular community. The author explains that 54% of female respondents believed they could not defend themselves physically against men/men's bodily power.

10) Zaķe, Ieva. 1997. The Latvian Press and Violence against Women in the Context of Gender Equality. In: *Invitation to Dialogue: Beyond gender (In)equality*, ed. I. Koroleva, 56-68. Riga: Institute of Philosophy and Sociology, Latvian Academy of Sciences.

**Keywords:** Latvia, press, women, violence.

This study explores the framing of violence in the Latvian press. She explores the framing of violence in the Latvian media. She concludes that domestic violence and violence against women are constructed as "exceptional events," which in turn hinders the formulation of a cohesive policy response.

## 4.2. English sources

11) Putniņa, Aivita, 2004. Sexual and Reproductive Health in Human Relationships: Family, Sex and Violence. In: *Reproductive Health of Population. Study on the situation in Latvia*, ed. Aivita Putniņa,

Chapter 4: 35-36. Riga: UNPFA and Latvia's Association for Family Planning and Sexual Health (LFPSHA) Papardes Zieds.

**Keywords:** reproductive health, policy, partnerships, family, gender equality, sexual life, violence.

Among other topics, this report concentrates on gender equality principles in reproductive health, intimate relationships, and sexual life in Latvia. A special section analyzes survey results on physical, emotional and sexual violence in gender perspective. This report is based on a survey and focus group discussions.

12) Boak, Alison. 2003. *Smooth Flight: A Guide to Preventing Youth Trafficking*. International Organization for Adolescents.

**Keywords:** Latvia, youth trafficking, survey, attitudes.

This research is based on a representative survey of 3,000 respondents, between 14 and 15 years old. The author finds that the majority of young respondents had worked abroad, while every fifth planned to work abroad in the next 6 months. Half of those who had worked abroad did not know whether they had been employed legally or not. The research aimed at developing guidelines for adolescents to avoid human trafficking.

13) Eglīte, P., I. Zariņa, I. Gņedovska, and B. Irbulis. 2002. *Leisure Choices in Latvia. Prostitution in Latvia at the Threshold of the XX Century*. Riga: LZA Institute of Economics.

**Keywords:** Latvia, women, prostitution, sex business, foreign countries.

This research analyzes prostitution and sex work in Latvia, presenting women from Latvia who work as prostitutes abroad. The study not only defines the situation of sex work in Latvia, but also it surveys women involved in sex work. The author notes that women working as prostitutes abroad earn an average of Ls 2000 – 2500 per month, meeting an average of 6-7 clients per day.

14) Kurova, Tatiana. and I. B. Zariņa. 2002. A Survey about Prostitution in Latvia. In: *Gender Equality in Latvia at the Threshold of the New Millennium*, eds. Marina Thorborg and Inna Bronislava Zariņa, 121-152. Riga: Latvian Women's Studies and Information Centre/LSPIC and Institute of Economics, Latvian Academy of Sciences.

**Keywords:** Latvia, prostitution, women, laws.

This research looks at the reasons why women are involved in prostitution. The authors present several groups that are most susceptible to involvement in prostitution: women from Riga from 16-17 years of age; women aged 14 and older from other cities and rural areas; unemployed high school graduates; and young women who did not finish high school. The authors say that laws in Latvia are, in fact, favorable for growing the prostitution industry.

15) Zariņa, Inna Bronislava. 2001. Trafficking in Women: A Perspective from Latvia. In: *Trafficking in Women and Prostitution in the Baltic States: Social and Legal Aspects*, 225-230. International Organization for Migration, Regional Office for the Baltic and Nordic Countries.

<http://www.cilvektirdznieciba.lv/data/File/macibspekiem/prostitution.pdf> (accessed January 21, 2009).

**Keywords:** Trafficking in women, prostitution, qualitative research

This report takes trafficking in human beings as a form of organized criminality particularly damaging to women trafficked for sexual exploitation. The three Baltic states have faced trafficking and a significant phenomenon since the early 1990s. As the report puts it, countries who have emerged from the Soviet legacy suffer a lack of new opportunities in the market economy, affecting hardest the women of the ethnic minorities. Many women have seen no other way but to follow the call of the sex industry. Research from Latvia describes the most typical ways women have been involved in trafficking. The author rejects the view that women voluntarily participate in trafficking. Rather, many are seeking employment, lack secure social relationships, and are poorly informed about trafficking. The author draws from statistical data and expert interviews.

16) Sebre, Sandra. 1999. Violence and (In)Security: Powerlessness and Empowerment. In: *Women's Studies and Gender Research in the Baltic and Nordic Countries: Mapping the Situation '98: Conference Proceedings*, ed. Irina Novikova, 127 – 134. Riga, Gender Studies Center, University of Latvia, SIA NIMS.

**Keywords:** Latvia, insecurity, socio-cultural milieu, victimization, violence, abuse, powerlessness.

The insecure situation of women in the current socio-cultural environment in Latvia is presented in this study, which shows a general lack of understanding among the police about violent crimes committed in the family. The author sees the role of both genders in reproducing a common post-Soviet “victim myth,” and shows a legacy of powerlessness, pervasive in society. She presents a political history of different types of violence and abuse, and discusses women's experiences with and descriptions of abuse.. The author also highlights types of violence recognized by woman, as well as cross-cultural differences in gender roles and gender stereotypes within the discussion of the problem of gender-based violence and (in)security in Latvia.

#### 4.2.1. Comparative research

17) Tooding, Liina-Mai, Airi Värnik, and Danuta Wasserman. 2004. Gender and age-specific dynamics of suicides in the Baltic States during the transition period. *Trames* 8 (3): 299-308.

**Keywords:** suicides; women; men; family; social problems; employment; stress; Baltic States

This report identifies a strong, age-specific differentiation in the dynamics of suicide risk in all age groups in the 1990s in the three Baltic States. The authors identify a regular, cyclical character to the dynamics of suicide risk, and suggest that this character might be external. Pooled rates in the three Baltic countries show rising trends of suicide rates among youths and men between the ages of 45 and 75 years. There was not a rise in suicides for men between the ages of 25 and 34. There is a clear rise in suicides among women 15–24 years of age, and a fall among women 25–34 years of age. Trends are less discernible for other age groups. Limited data allows authors to draw only a few possible correlations between suicide and social determinants, like alcohol misuse, unemployment, changes in society (e.g. from a collectivist to an individualist type of behavior), and family discord. One remark is that men and women in the age group of 25–34 with certain levels of education were innovative and quite successful in the labor market from the early 1990s; they managed the changing environment well. Persons belonging to older generations faced stress and myriad difficulties in maintaining their careers. The growth of relative suicide risk in the youngest age group (15–24) may have been caused by hardships in entering the labor market due to a lack of a competitive advantage, inadequate education, and limited work experience.

18) Regional office for the Baltic and Nordic countries Helsinki. 2002. *Prevention of Trafficking in Women in Baltic States*. Regional Office for the Baltic and Nordic Countries, International Organization for Migration.

**Keywords:** Latvia, Lithuania, Estonia, survey, public attitude, trafficking in women, women's migration.

This research covers public attitude towards and the level of knowledge about trafficking in women and such related topics like perceived reasons of women's migration from the Baltic's, sources of information used when searching for employment abroad and victim aspect of the problem. Both surveys (2001 and 2002) showed that the level of personal experience of trafficking in women is high, and in some subgroups - alarming. According to data of 2002, more than ten per cent of youth have come across the problem of trafficking in women in their social surroundings. The survey measures attitude change of Latvian population towards human trafficking after public campaign. It shows that awareness is still low. 40% of respondents trust official licensed agencies with employment arrangements abroad. The same number of respondents trusts the network of relatives, friends, and acquaintances being most crucial factor for becoming the victim for trafficking.

19) International Organization for Migration. 2002. *Trafficking in Women in the Baltic States: the Extent of the Challenge and Search for Effective Remedies*. Regional Seminar, Launching of the Information Campaign on the Prevention of Trafficking in Women in Baltic States, Vilnius,

Lithuania, 15-16 October 2001 IOM Regional Office for the Baltic and Nordic Countries, Helsinki, Finland..

[http://www.refocusbaltic.net/repository/knygos/Trafficking\\_SIDA\\_report\\_Final.pdf](http://www.refocusbaltic.net/repository/knygos/Trafficking_SIDA_report_Final.pdf) (accessed January 20, 2009).

**Keywords:** trafficking, migration, Baltic States, migration

These materials are from a regional seminar and include a summary of proceedings at the seminar and the main points that emerged during presentations and discussions. The seminar was sponsored by the Swedish Agency for Development Cooperation (SIDA), the Governments of the United States and Finland. It took place in the framework of the IOM project Prevention of Trafficking in Women in the Baltic Countries. The seminar brought together government officials, researchers and academics, NGOs and other key players from the Nordic and Baltic States and the US, in order to examine the pressing problem of trafficking in women in the Baltic region, and exchange ideas how to combat and prevent these challenges in an effective and concerted manner. In the course of discussions, the participants of the meeting agreed that the trafficking in women was best tackled when the countries involved - i.e. countries of origin, transit and destination - addressed the problem in close cooperation with one another. It was also generally felt that not only prosecuting the criminals but also protecting victims and raising the awareness of the general public and government.



### III. Mapping of Competences

#### 1. OPERA - Gender Training Books and Manuals

1) Gender Equality Unit, Department of European and Legal Affairs, Ministry of Welfare. *Vienādu iespēju prioritāte 2007-2013. gadu programmēšanas periodā [Equal Opportunities Priority in the Programming Period, 2007-2013]* In Latvian.

**Keywords:** gender mainstreaming, policy.

This is a short manual on integrating gender equality as a priority in the operational program of the National Development Plan. It stresses the importance of gender equality and offers practical tools for assessing gender mainstreaming in different policy sectors.

2) European Commission. 2004. *Equal vadlīnijas dzimumu līdztiesības integrētās pieejas nodrošināšanai [EQUAL Gender Mainstreaming Guide]*  
[http://ec.europa.eu/employment\\_social/equal/data/document/gendermain\\_lv.pdf](http://ec.europa.eu/employment_social/equal/data/document/gendermain_lv.pdf) (accessed January 28, 2009). In Latvian.

**Keywords:** gender mainstreaming, policy, methods.

Though produced as guide for evaluating EQUAL projects, the manual provides an overview of the history of gender mainstreaming, key gender mainstreaming principles and methodology, and introduces in EU gender policies.

3) Sorosa Fonds, Latvija. 2003. *Metodiskās rekomendācijas/atgādinājums visiem darba tiesisko attiecību dalībniekiem [Recommendations to all participants in legal labor relations]*. Rīga, "Imanta." In Latvian.

**Keywords:** labor, rights, gender.

The manual gives an overview of legal rights and obligations in labor relations, as well as direct and indirect forms of discrimination, including gender discrimination .

4) Mize, Vivita. 2002. *Rokasgrāmata dzimuma līdztiesības principa integrēšanai uzņēmuma personālvadībā [Manual for gender mainstreaming in human resource management]*. Rīga: Gender Equality Unit, Department of European and Legal Affairs, Ministry of Welfare.  
<http://www.lm.gov.lv/text/151> (accessed January 28, 2009). In Latvian.

**Keywords:** gender mainstreaming, gender equality, legal acts.

This manual was created as part of the EC project, "Promoting gender mainstreaming in Latvian policies." It is targeted at employers and provides an overview of gender equality in the labor market. The first section lists the benefits of ensuring gender equality in enterprises. The second enlists international and national legal acts regulating gender equality. Next, the manual lists the obligations of employers and practical implementation tips. The final section gives recommendations to those employers who not only ensure fulfillment of current legal obligations, but also want to promote a long-term gender equality strategy in their enterprises.

5) Neimane, Astrīda. 2001. *Dzimumu līdztiesības integrēšana praksē [Gender mainstreaming practice]*. Rīga: UNDP. [http://www.undp.lv/uploaded\\_files/publikacijas/GM%20manual.pdf](http://www.undp.lv/uploaded_files/publikacijas/GM%20manual.pdf) (accessed January 28, 2009). In Latvian.

**Keywords:** gender equality, manual, policy, gender mainstreaming

This manual is targeted at policy-makers who are not experts at gender equality, but want to integrate gender into their organization/work. The manual is also designed as an aid for consulting on gender equality and training. The first part of the manual offers practical steps for gender mainstreaming in policy implementation and monitoring. The second part gives an overview of problems of gender mainstreaming in different policy sectors, provides recommendations for introducing gender mainstreaming and reporting.

6) Neimane, Astrīda. 1999. *Dzimums un tautas attīstība Latvijā. [Gender and Human Development in Latvia]*. UNDP: [http://www.un.lv/html\\_e/gender.htm](http://www.un.lv/html_e/gender.htm) (accessed January 28, 2009). In English.

**Keywords:** gender (in)equality, governance, human development, democracy

Though not designed as a training manual, the work explores the evolution of gender equality in Latvia and analyzes how gender influences basic building blocks of human development — economics, health and education. It also explores the questions of democracy, governance, and participation as vital components of human development. The publication has been used for consulting on gender policy.

## 2. FRAGEN – Archives and Documentation Centers

There is no single national documentation center; however, there are several institutions specializing in data collection on gender policy:

### **Ministry of Welfare, Department of European and Legal Affairs, Gender Equality Unit**

Web: <http://www.lm.gov.lv/?sadala=254>

This institution offers a rich database on policy and research in home page

### **Centre for Public Policy – Providus**

Alberta St. 13, 6th floor, Riga LV-1010; Latvia

Phone: +371 703 9251, + 371703 9252, Fax: + 371 703 9244

E-mail [providus@providus.lv](mailto:providus@providus.lv)

Web: <http://www.policy.lv>

Providus is a policy analysis portal that offers a comprehensive on-line database on research, policy analysis, events in gender equality policy, and advocacy (English/Latvian).

### **Resource Centre for Women “Marta”**

Brivibas iela 183/2-30 Riga, Latvia

Phone +371 7378539, Fax: +371 7378538

E-mail: [centrs@marta.lv](mailto:centrs@marta.lv)

Web: <http://www.marta.lv>

Marta, as a partner of European Women’s Lobby, has a considerable archive on gender policy on national and EU level, however, data collection is not the main activity of the center.

### **Centre for Gender Research, University of Latvia**

Brīvības str. 32-65, Latvia

Phone: +371- 29437458

E-mail: [dzsc@lanet.lv](mailto:dzsc@lanet.lv)

Web: <http://www.lu.lv/studiju-centri/dzsc/>

This center has a library and electronic database on gender research up to 2000. An update of the database is planned in 2007.

### **3. OPERA – Gender Training Organizations**

There are several institutions providing training on gender equality. Most substantial training organization is Latvian School of Public Administration that provides regular training for civil servants. Other institutions run courses on gender equality for specific target groups and usually on project basis. However, not the institutions themselves but a core of experts/trainers deliver the pre-designed training programs to specific target groups of these different institutions in majority of cases. Most of the training has been delivered within the ESF and EQUAL programs. Here is a list of regular training institutions though many more state and non-governmental organizations provide their own training programs.

#### **Latvian School of Public Administration**

Raiņa Blvd. 4, Riga, LV-1050, Latvia

Phone +371-7229116, Fax +371-7821277

E-mail: [vas@vas.gov.lv](mailto:vas@vas.gov.lv)

<http://www.vas.gov.lv/en/index.php?pg=54>

This institution of public administration implements the national policy for training of civil servants under supervision of the State Chancellery. LSPA carries out the following functions:

- develops and approves training programs for state civil servants;
- co-ordinates and ensures the process of training;
- develops draft legislative documents, conceptual issues, programs, and other documents related to the training of civil servants.

In addition to seminars designed specifically for civil servants on various aspects of gender equality, the school offers a training course, "Rights and Opportunities of Men and Women," which introduces gender mainstreaming and its implementation methods. It aims at creating understanding on gender equality principle, assessment of current situation of gender equality, skills implementing gender mainstreaming in practice. Length: 8 hours, trainers: Kristaps Petermanis, Elizabete Pičukāne.

#### **Latvian National Human Rights Office**

Elizabetes iela 65 - 12 Rīgā, LV-1050, Latvia

Phone: +371-7287210; +371-7686780, Fax: +371-7244074

E-mail: [vcb@vcb.lv](mailto:vcb@vcb.lv)

LNHRO is an independent national institution aimed at promoting the observance of human rights. One of its functions is education in human rights. Though LNHRO does not provide regular training programs, it provides training through various target projects. In 2005 and 2006, it provided series of seminars on gender equality, discrimination and legal right to different target groups (e.g. NGOs, local governments, employment specialists, and the unemployed).

#### **Centre for Curriculum Development and Examinations (ISEC), Centre for Curriculum Development and Examinations**

2 Valnu Street, Riga, LV-1050, Latvia

Phone: + 371 7216500, Fax: + 371 7223801

E-mail: [isec@isec.gov.lv](mailto:isec@isec.gov.lv)

ISEC is a public institution subordinated to the Ministry of Education and Science Republic of Latvia. Though gender equality is not included in regular courses, it has conducted several seminars on gender equality and human trafficking for further training in social sciences, natural sciences, and ethics in 2005. These themes have been included in various training programs and teacher training seminars.

### **Free Trade Union Confederation of Latvia (LBAS)**

Bruninieku iela 29/31, Rīga, LV – 1001, Latvia  
Phone: +371 6 7270351, Fax: +371 6 7276649  
E-mail: [lbas@lbas.lv](mailto:lbas@lbas.lv)  
Web: [http://www.lbas.lv/Eng/lbas\\_parlbas.php](http://www.lbas.lv/Eng/lbas_parlbas.php)

LBAS is the largest NGO in Latvia, which protects the interests of professional trade union members and employees on the branch and inter-branch level. It provides project-based training on gender equality and work. A training program “Gender mainstreaming in work agreements” has been worked out within the ESF project. It has provided seminars on: various aspects of gender equality for its partner organizations; gender mainstreaming; and on flexible forms of work for employers. It continues to provide training on project basis. LBAS has an elaborate regional network and its strength is delivering training at local level.

### **Resource Centre for Women “Marta”**

Brīvības iela 183/2-30 Rīga  
Pphone +371 7378539, Fax: +371 7378538  
E-mail: [centrs@marta.lv](mailto:centrs@marta.lv)  
Web: <http://www.marta.lv>

Marta is a NGO coordinating majority of women’s organization in Latvia and partner of European Women’s Lobby. It has organized several training courses on gender equality targeted on women. Its recent training project, “Open labor market for women” within the EQUAL program, involved studies circle methodology.

### **Pašvaldību konsultāciju centrs [Consultation Center for Local Municipalities]**

Mazā Pils iela 1, Rīga, LV-1050, Latvia  
Phone: +371- 67508565; +371-29420368  
Contact person: Ruta Kreituse  
E-mail: [ruta@lps.lv](mailto:ruta@lps.lv)

The Center is an enterprise of Association of Latvian Local Municipalities. It provides training for local government specialists. It has developed several training programs on violence and has recently enrolled more than 1100 municipalities’ specialists.

### **Latvian Judicial Training Centre (LJTC)**

Latvian Judicial Training Centre - LJTC, Alberta Street 13, Rīga  
Phone: +371 7039301, Fax: +371 7039302  
E-mail: [centrs@ltmc.lv](mailto:centrs@ltmc.lv)

LJTC is a non-profit organization providing continuing legal education and training, as well as improving the level of professional knowledge and ethics for all judges, court employees, bailiffs

and other legal professionals in Latvia. It organizes regular and thematic training. Gender equality aspects were included in two series of seminars on legal and psycho-social aspects of human trafficking and victims of human trafficking. Gender and violence aspects were included in seminars on communication.

**Latvijas dzimumu līdztiesības apvienība [Latvian Association for Gender Equality]**

Valņu iela 32-506, Rīga, LV-1021, Latvia

Phone: +371 7210660

E-mail: [apvieniba@apvieniba.lv](mailto:apvieniba@apvieniba.lv)

Web: <http://www.apvieniba.lv>

This NGO organizes seminars on project basis. In recent years, it has targeted youth with seminar cycle, entitled “What is gender equality and how to speak about it?”

**Human Rights Institute of the University of Latvia, Faculty of Law**

19 Raina blvd., Riga, LV-1586, Latvia

Phone: +371 7034558; +371 7034559

E-mail: [lci@lanet.lv](mailto:lci@lanet.lv)

Web: [http://www.humanrights.lv/frames\\_e.htm](http://www.humanrights.lv/frames_e.htm)

Contact person: Aivars Vidžups

The Institute provides various training programs. It collaborates with regional NGO centers and provides training on equal opportunities and NGO role in human rights.

**Centre for Gender Studies, University of Latvia**

Brīvības str. 32-65, Latvia

Phone: +371- 29437458

E-mail: [dzsc@lanet.lv](mailto:dzsc@lanet.lv)

Web: <http://www.lu.lv/studiju-centri/dzsc/>

The Centre for Gender Studies provides academic courses on gender and organizes summer schools.

**Latvian Gender Problem Center "Gender"**

A. Čaka 91/93 - 10, Rīga, LV-1011, Latvia

Phone/Fax: +371 7315 899

E-mail: [gender@parks.lv](mailto:gender@parks.lv)

Founded in 1994, Genders aims to develop preventive strategy and measures against AIDS/STD among prostitutes, trafficking in women, lobbying policymakers for improving legal situation for women. The organization regularly publishes informational booklets and implements seminars and workshops. A major focus of the NGO is on trafficking and prostitution.