

# **Gender disproportion and society integration**

Anita Kleinberga

Secretariat of Special Assignment Minister for Society  
Integration

LATVIA

# Outline of the presentation

- **Legal framework, responsibilities and achievements in gender mainstreaming**
- **Statistical information showing gender disproportion**
- **Society integration policy as one of the instruments for gender mainstreaming**

## **Legal framework, responsibilities and achievements in gender mainstreaming I**

Responsible institution for development of gender equality policy in Latvia is **The Ministry of Welfare - Gender Equality Unit** is under the **Department of European and Legal Affairs**

## **Legal framework, responsibilities and achievements in gender mainstreaming II**

In the year 2002 to ensure the implementation of gender equality issues at the highest level the **Gender Equality Council** was established.

Council is established and approved by the Cabinet of Ministers and consists of 12 representatives of the top level representatives of public administration, non-governmental and research institutions.

## **Legal framework, responsibilities and achievements in gender mainstreaming III**

- Other bodies responsible for the implementation and monitoring of gender equality issues are:
- The **National Human Rights Office (NHRO)**;
- State Labour Inspectorate (SLI);
- Women's' Interparliamentary Cooperation Group ;

## **Statistical information showing gender disproportion**

- Population – 2,3 million
- Female 53,9%, Male 46,1%
- Life expectancy in Latvia is marked by gender differences: the projected life expectancy in 2005 for female is 77.2 years, for male– 67.1.

# Statistical information showing gender disproportion

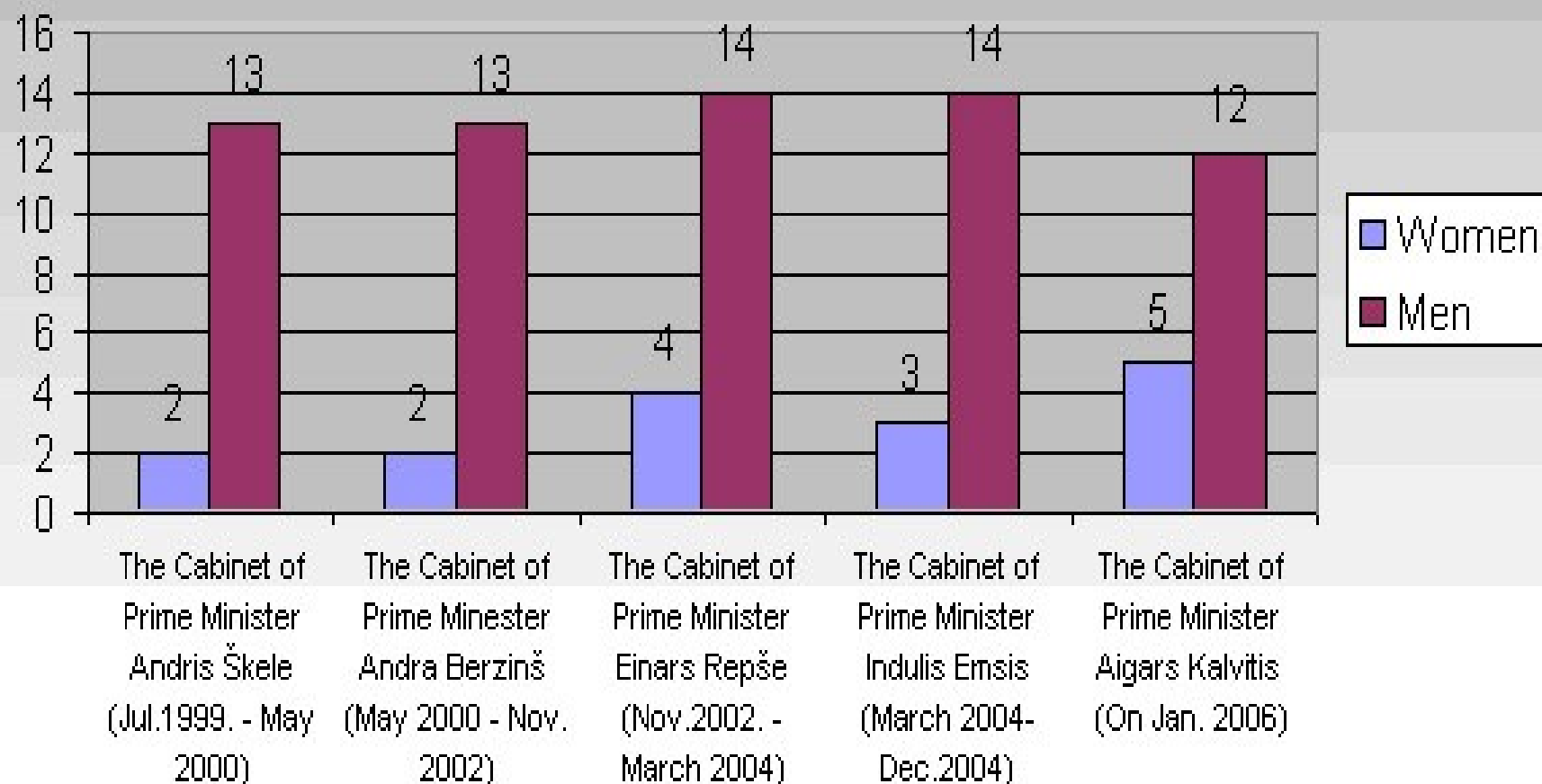
**Economical difference.** Average salaries in 2005.

- Female - 204 LVL
- Male - 249 LVL

<b>Employed population aged 15 –74 years in the main job by sex and by occupation, 2005</b>	<b>Women, %</b>	<b>Men, %</b>
Legislators, senior officials and managers	42	58
Professionals	66	34
Technicians and associate professionals	64	36
Clerks	77	23
Service workers, shops and market sale workers	74	26
Skilled agriculture and fishery workers	44	56
Craft and related trade workers	17	73
Plant and machine operators and assemblers	18	82
Elementary occupations	48	52
<b>Total</b>	<b>49</b>	<b>51</b>
<i>Source: Labour force survey: main indicators in 2005</i>		



## The Cabinet of Ministers (1999-2006)



## **Society integration policy as one of the instruments for gender mainstreaming**

The Goal of society integration policy is strengthening of civil society based on principles of democracy and solidarity; society where main values are compliance with human rights, mutual respect and understanding, and equal participation of all groups irrespective of gender, ethnical and religious belonging, sexual orientation, social status, region of living, etc., in social, political and economical life.

**Main political documents defining society integration policy are – *Guidelines of Strengthening of civil society* and *National action plans* for diversity mainstreaming**

- National action plan for Strengthening of Civil society
- National action plan for Promotion of tolerance
- National action plan For Roma people in Latvia
- National action plan Latvian Diaspora support programme
- National action plan for historical ethnic minority Lībieši

# Conclusions

- we can define gender disproportion as one of the risk factors for inequality, poverty and social exclusion.
- The gender mainstreaming approach is included as a horizontal objective in the strategic policy documents of Latvia;
- As integration of society – social inclusion and social cohesion is also horizontal objective of policies in Latvia bridging gender disproportion is one of the aims of integration policies.
- New guidelines for the Society integration policy are set up to meet all kinds of society diversity by main principle – diversity mainstreaming.