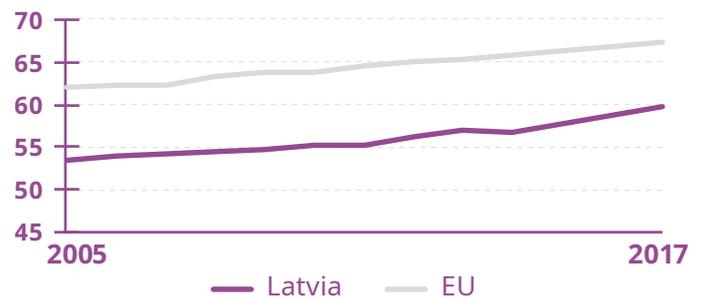


With 59.7 out of 100 points, Latvia ranks 18th in the EU on the Gender Equality Index. Its score is 7.7 points lower than the EU's score. Between 2005 and 2017, Latvia's score increased by 6.3 points (+ 1.8 points since 2015). Its ranking is the same as in 2005.

Latvia's scores are lower than the EU's scores in all domains, except for the domains of time and work. Gender inequalities are most pronounced in the domains of power (44.1 points) and knowledge (49.7 points). Latvia ranks last in the domain of knowledge. Latvia achieves its highest scores in the domains of health (78.3 points) and work (74.2 points). Latvia ranks 26th in the domain of health in the EU. Its ranking is better in the domain of work, coming eighth in the EU. Since 2005, Latvia's scores have improved the most in the domains of power (+ 9.3 points) and money (+ 9.2 points). Progress has been slower in the domains of work (+ 2.5 points) and knowledge (+3.1 points).

Between 2005 and 2017, Latvia improved its Index score but had a much lower score than the EU during this period. Latvia moved towards gender equality at a slightly faster rate, decreasing its distance to the EU's score over time.

Latvia and the EU average are advancing in the same direction

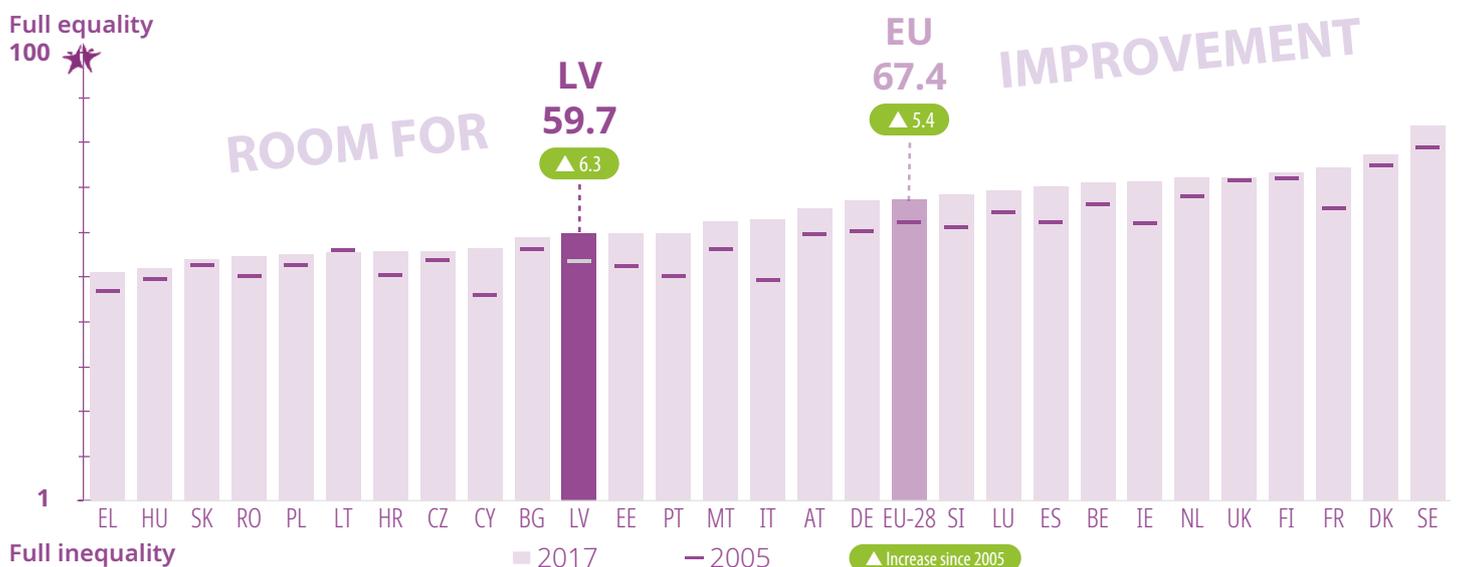


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



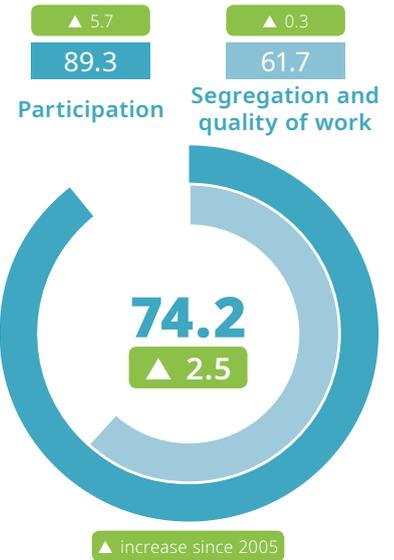


Work

Latvia's score in the domain of work is 74.2, showing progress of 2.5 points since 2005 (+ 0.6 points since 2015), with increased participation of women and men in the labour market.

The employment rate (of people aged 20-64) is 75 % for women and 79 % for men. With the overall employment rate of 77 %, Latvia has reached its national EU 2020 employment target of 73 %. The full-time equivalent (FTE) employment rate rose for women (from 46 % to 49 %) and remained stable for men (60 %) between 2005 and 2017, narrowing the gender gap (from 14 percentage points (p.p.) to 11 p.p.). The gender gap is wider among single people and in couples with children. The FTE employment rate is 32 % for single women and 51 % for single men, and 74 % for women and 89 % for men in couples with children.

About 12 % of women work part-time, compared to 5 % of men. On average, women work 38 hours per week, and men work 40 hours. The uneven concentration of women and men in different sectors of the labour market remains an issue: 25 % of women work in education, health and social work, compared to 5 % of men. Fewer women (6 %) than men (30 %) work in science, technology, engineering and mathematics (STEM) occupations.



Money

Latvia's score in the domain of money is 65.5, showing progress of 9.2 points since 2005 (+ 1.2 points since 2015), with significant improvements in the financial situations of both women and men.

Despite increases in mean monthly earnings of both women (+ 48 %) and men (+ 52 %) from 2006 to 2014, the gender gap persists: women earn 18 % less than men. This gap is much wider among couples with children (women earn 30 % less than men) and among people with low education (women earn 35 % less than men). The gender gap slightly decreases, as the level of education rises.

The risk of poverty increased between 2005 and 2017, especially for women: 25 % of women (+ 5 p.p.) and 20 % of men (+ 2 p.p.) are at risk. People facing the highest risk of poverty are single people, especially women (58 % compared to 48 % of men), women aged 65 and over (45 %) and women with low education (45 %). Inequalities in income distribution decreased among and between women and men from 2005 to 2017. Women earn, on average, around 84 cents for every euro a man makes per hour, resulting in a gender pay gap of 16 %. The gender pension gap is also 16 %.

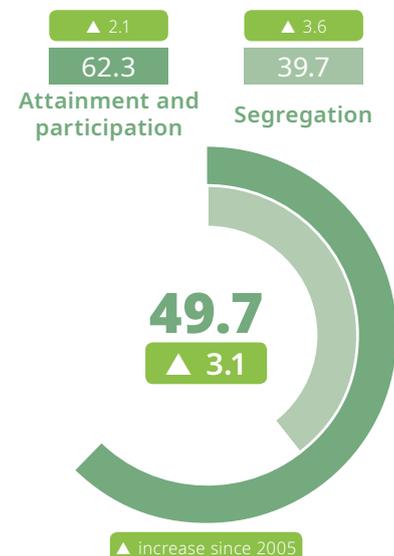


Knowledge

Latvia's score in the domain of knowledge is 49.7, with a 3.1-point increase since 2005 (+ 0.8 points since 2015). Latvia has dropped two positions since 2005 and ranks last in the domain of knowledge in the EU, although both sub-domains have been improving.

The share of women graduates from tertiary education increased (from 19 % to 35 %) between 2005 and 2017. The increase in tertiary attainment rates is slower for men (from 14 % to 21 %). The gender gap in attainment is much wider between women and men in couples with children (20 p.p.) and for those aged 25-49 (25 p.p.), to the detriment of men. Latvia reached its national EU 2020 target to have 34-36 % of people aged 30-34 obtain tertiary education. The current rate is 43 % overall — 55 % for women and 31 % for men. Participation in lifelong learning decreased for women (from 20 % to 14 %) and men (from 17 % to 13 %) between 2005 and 2017. Latvia ranks ninth lowest in the EU in this area.

Despite improvements in the sub-domain of segregation, Latvia ranks last in the EU. The uneven concentration of women and men in different study fields in tertiary education continues to be a big challenge: 39 % of women students and 13 % of men students study education, health and welfare, or humanities and art.



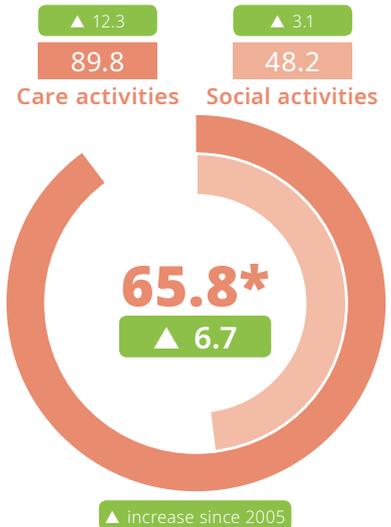


Time

Latvia's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Latvia's score is 65.8 and has improved with a more equal distribution of time spent on care activities. Women are slightly more likely to spend time caring for their family: 40 % of women care for and educate their family members for at least one hour per day, compared to 38 % of men. This gender gap is much narrower than in 2003 and is the lowest in the EU. Among couples with children, women are much more involved (85 %) than men (70 %). About 82 % of women compared to 57 % of men do cooking and housework every day for at least one hour.

The distribution of time spent on social activities is a challenge for Latvia. Fewer women (17 %) than men (23 %) participate in sporting, cultural or leisure activities outside the home. Slightly more women (9 %) than men (7 %) are involved in voluntary or charitable activities.



* Scores not updated since 2017 edition.

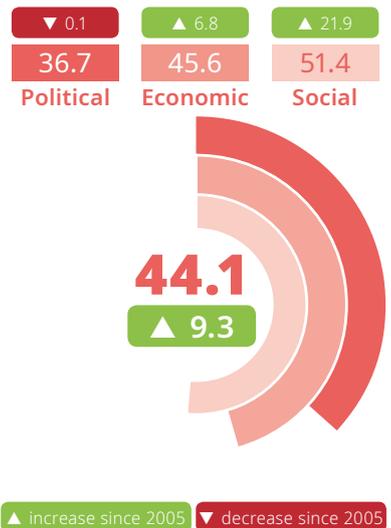


Power

Latvia's score in the domain of power is 44.1, with a 9.3-point increase since 2005 (+ 5.1 points since 2015). It is the lowest score for Latvia across all domains. It ranks 16th in the EU. There are improvements in the sub-domains of economic and social decision-making, while progress has stalled in the sub-domain of political power.

The share of women ministers is 24 % and has not changed since 2005. The share of women parliamentarians has remained the same at 21 %, and the share of women among members of local councils is 26 %.

The sub-domain of economic power progressed due to a rising share of women on the boards of the largest publicly listed companies (from 19 % to 30 %) between 2005 and 2018. There was a decline from 2005 to 2018 in the share of women on the board of the central bank (from 29 % to 22 %). In the sub-domain of social power, women comprise 41 % of board members of research-funding organisations, 50 % of publicly owned broadcasting organisations, and 19 % of board members of the highest decision-making bodies of national Olympic sports organisations.

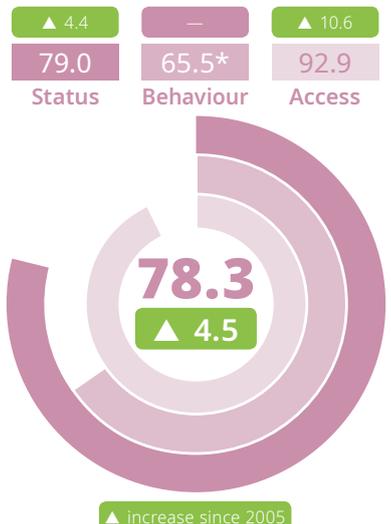


Health

Latvia's score in the domain of health is 78.3, with a 4.5-point increase since 2005 (- 0.1 points since 2015). Gender equality in health status and access to health services has improved. There is no new data for the sub-domain of behaviour.

The overall level of health satisfaction increased for women from 31 % to 40 % and for men from 41 % to 50 % between 2005 and 2017. Latvia has the second lowest health satisfaction rate in the EU. Health satisfaction decreases with age. The gender gap in health satisfaction is widest between single women and men (24 p.p. to the detriment of women). Life expectancy increased for both women and men between 2005 and 2016. Women on average live 10 years longer than men (80 years compared to 70 years).

Adequate access to medical and dental care has increased significantly in Latvia. Unmet needs for medical examinations decreased for women (from 33 % to 11 %) and men (from 25 % to 10 %) between 2005 and 2017. Progress is similar for dental care; unmet needs have dropped (from 29 % to 17 %) for both women and men. Unmet needs for medical care decrease with a person's level of education. Women and men with disabilities report higher unmet needs for medical services (17 % and 18 %), compared to women and men without disabilities (5 % for both).



* Scores not updated since 2017 edition.



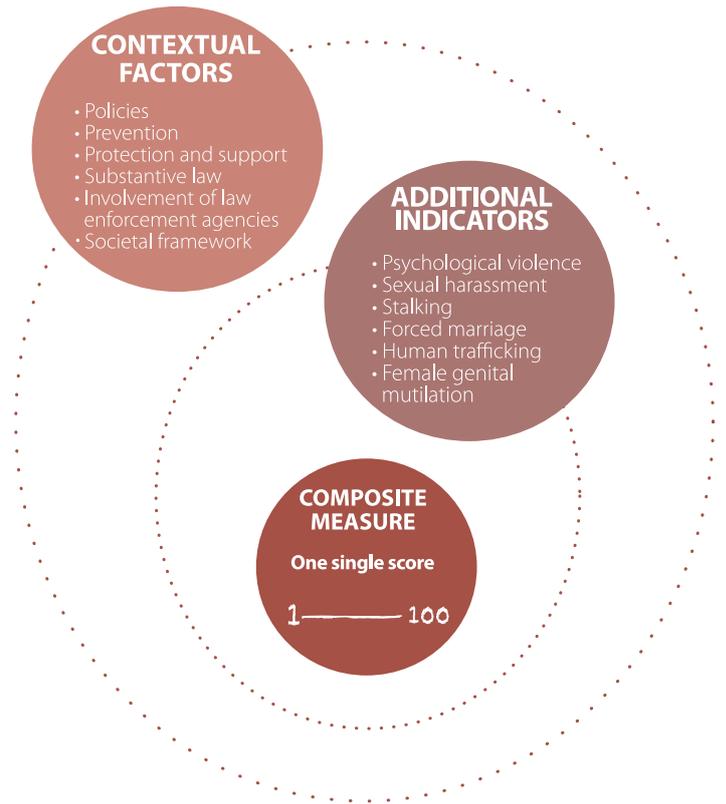
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Latvia signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in May 2016, but has not ratified it.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Latvia recorded one woman victim of intentional homicide by an intimate partner and 15 women victims of intentional homicide by a family member in 2016. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 15 registered women victims of trafficking in human beings in 2016. Compar-



able data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, especially in cas-

es where it is based on definitions of traditional standard employment.

In 2016, 22 % of women and 14 % of men aged 20-49 (potential parents) were ineligible for parental leave in Latvia. Eligibility for parental leave is restricted to those in employment; therefore unemployed or inactive women and men accounted for all of the total ineligible population of potential parents in 2016. Among the employed population, all women and men were eligible with the exception of same-sex couples that were ineligible for parental leave in Latvia.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Latvia, 58 % of all informal carers of children are women. Overall, 55 % of women and 56 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), slightly fewer women and more men are involved in caring for or educating their children or grandchildren in Latvia. The gender gaps are wider in both the public and private sectors. About 71 % of women and 57 % of men working in the public sector have

care responsibilities, compared to 66 % of women and 76 % of men employed in the private sector.

Latvia has not reached either of the Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Overall, 28 % of children below the age of three are under some kind of formal care arrangements, and 27 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 86 % of children from age three to the minimum compulsory school age (85 % are in formal childcare for at least 30 hours a week). Around 17 % of women and men in Latvia report unmet needs for formal childcare services. Lone mothers are more likely to report higher unmet needs for formal childcare services in Latvia (24 %), compared to couples with children (17 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers of older persons and/or persons with disabilities in Latvia are women (58 %). The shares of women and men involved in informal care of older persons and/or people with disabilities several days a week or every day

are 22 % and 19 %. The proportion of women involved in informal care is 7 p.p. higher than the EU average, while the involvement of men is 9 p.p. higher. Overall, 33 % of women and 28 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 18 % of women and 17 % of men in the 20-49 age group. Around 53 % of women carers of older persons and/or persons with disabilities are employed, compared to 61 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is narrower in Latvia than in the EU (8 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 59 % of women informal carers work, compared to 67 % of men. Around 39 % of women and men in Latvia report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Latvia, women spend slightly less time commuting to and from work than men (around 45 minutes for women and 53 minutes for men per day). In both couples with and without children, men spend more time commuting than

women. Women in couples with no children tend to spend less time travelling to and from work than single women or women in couples with children. In couples without children, men commute around 52 minutes per day, compared to 41 minutes for women. Women spend less time commuting than men, regardless of whether they work part- or full-time. Women working part-time travel 42 minutes from home to work and back, and men commute 44 minutes, compared to 47 minutes for women and 54 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Around two thirds of women (68 %) and men (63 %) are unable to change their working time arrangements. Access to flexible working arrangements is lower in Latvia than in the

EU, where 57 % of women and 54 % of men have no control over their working time arrangements. This is the case especially in the public sector, where 80 % of women and 95 % of men employees have no control over their working time. In the private sector, 61 % of women and 58 % of men have no access to flexible working arrangements.

There are more women than men working part-time in Latvia. Slightly more women (38 %) than men (35 %) part-time workers transitioned to full-time work in 2017. The gender gap is narrower than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is also a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Latvia's participation rate in lifelong learning (8 %) is below the EU average, with a narrow gender gap (3 p.p.). Women

(aged 25-64) are more likely to participate in education and training than men regardless of their employment status. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (44 %) than for women (41 %). Family responsibilities are reported as barriers to engagement in education and training for 37 % of women compared to 23 % of men. Work schedules are more of an obstacle for participation in lifelong learning in Latvia than in the EU overall, while family responsibilities are reported as an obstacle at a similar rate to EU average. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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