

„Effectiveness evaluation of the implementation of horizontal policy “Equal Opportunities” in the planning period from 2007 to 2013”
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Executive summary

The aim of this evaluation is to evaluate the investments and impact of European Union funds and gender equality policy on horizontal policy “Equal Opportunities” set in planning documents and make binding recommendations for the effective investments of EU funding in future for the effective contribution to the promotion of gender equality, prevention of discrimination and the availability of the environment for disabled.

In order to achieve the aim of the evaluation and requirements set in the procurement of Ministry of Welfare „Effectiveness evaluation of the implementation of horizontal policy “Equal Opportunities” in the planning period from 2007 to 2013” (ID No. Sm 2013/01/VSID/TP/CFLA/11/20/018/03-1), SIA „Corporate Consulting” examined the following gender equality policies and the EU fund investment impact on women and men's situation aspects as:

- ✓ Situation analysis of the changes in the women and men gender equality policy documents identified courses of action - work-life balance opportunities, promoting female employment, support the implementation of measures to reduce domestic violence, improvement of women's and men's health indicators by determining the size of the target group.
- ✓ Determine the topicality and importance of the steps taken to improve the situation in each target group and to improve the situation in each direction. Implement gender equality policy and HP VI The impact on women and men in different improvement promotion restriction of compliance;
- ✓ Impact of the accomplished gender policy and HP VI actions to restrict different situation between women and men and improvement of the situation.
- ✓ evaluation of impact on existing stereotypes or understanding of gender-appropriate occupations, educational opportunities, accessibility of different services in society after implemented gender equality policy and HP V
- ✓ impact assessment and sustainability of the implemented policies and measures on policy development in various fields with regard to gender equality

In the result of this assessment, there are developed the following recommendations:

- ✓ recommendations for the improvement of the investments and impact of gender equality policy and the EU funding policy in order to make better situation of women and men;
- ✓ recommendations for specific targets and measures of Operational programs and Appendixes of Operational Programs of EU funds in order to maintain the participation of men and women, to eliminate discrimination, to ensure availability of environment for disabled and access of persons with disabilities in employment and promote their social inclusion;

- ✓ Recommendations for guidance materials relating to the integration of horizontal policy "Equal Opportunities" in planning documents.

The study director, leading expert on gender equality issues and leading expert on discrimination and the availability of the environment for disabled issues have been involved in the development of evaluation report, using both qualitative research methods - a combination of qualitative research methods, including mostly document based review - Policy documents on gender equality and the EU Funds - analysis of the literature review, the available statistical data analysis, conducting interviews and peer reviews among the EU Member States and quantitative research methods, including organizing a computerized web-based questionnaire (CAWI) survey of 510 respondents between the ages of 15 and 74 years old

Summarizing the results of the evaluation, the authors have committed the following main conclusions:

- ✓ Disproportional distribution of time between men and women is based on strong stereotypes as "male" and "female" jobs existing in society, not only in private but also in a professional and work area. A change of stereotypes largely depends on the value and belief systems in society, and these are the areas that cannot be changed by legislation. So to change the public's opinion on what is "male" and what is "feminine" role in family life, it would be advisable for various social campaigns to use a positive, "careful" man model.
- ✓ Although number of fathers who are using paternity leave increased, still half of the fathers did not use this leave. The reason could be a drop in income while on leave (80% of salary), as well as employers' attitudes towards fathers who choose to take this leave. It is therefore necessary to incorporate provisions in legislation for fathers to share the parental leave, thus strengthening the involvement of fathers in child care and giving women an opportunity to quickly return to the labor market, as well as additional activities should be encouraged to promote activities that focus on cooperation with employers raising the question about men's work-life balance options
- ✓ In Latvia there is no strategy for school- age children to be looked after, after the school, leaving it on parents. Mainly focus is on the availability of pre-school but equally important is to ease working parent's life by providing by providing service which employs children after school hours. To solve this situation, it is necessary to provide supervision of children at school all day long, like nursery schools, allowing both parents to participate fully in the labor market. In addition to the need to provide reduced (paid) working hours for parents until the child reaches the age of one and a half - parents who are returning to the labor market until the child reaches the age, providing more opportunity to be with her young children.
- ✓ In Latvia we observed both horizontal labor market segregation by sex in: women's concentration on lower paid sectors of the labor market and the vertical segregation: small number of women in management levels, etc. This means in the future - smaller pensions and a higher risk of poverty for women and for men - a higher risk of unemployment in times of crisis, especially for low-skilled men with low levels of education. For example from traditional "masculine" or "femine" gender-neutral jobs that would be

attractive to both sexes. As well as the core subjects, such as equal opportunities for women and men in the plans referred to make businesses more friendly for both sexes. In addition, the social partners (trade unions) are recommended to develop solidarity with each other, developing a strategy to promote the growth of wages directly to traditional women jobs.

- ✓ Still accidents in workplace and road traffic accidents mostly involve men being killed or injured. Mostly the cause of the poor health indicators is not biological or genetic, but the result of social and psychosocial factors, including public stereotypes of each gender appropriate behavior. Also men are less likely to visit their doctor including the preventive examination. To solve this it is necessary to implement regular public awareness campaigns directed at male audience to break the stereotypes of what it means to "manhood" or "masculine" behavior. Comprehensive schools need to pay special attention to health education for boys, teaching them to take care of their health. It is essential to work with young people (especially boys) education on social gender roles and identities „masculine” of sexual reproductive health.
- ✓ Domestic violence is an existing cause of gender inequality in society, and historically unequal power relations between men and women. Men mostly suffer from their own sex violence outside the home, then the women from male violence, predominantly in the partnership.
It is essential to reduce the gender violence on a regular basis, by providing preventive information to the public, which worked with the causes. The national policy emphasis on gender based violence against men, women, and especially prevention.
Emphasis in National policy should be on gender-based violence against women and, in particular, violence prevention.

The responsibility of the Latvian government for the promotion of gender equality is as technically high, and it is moderately high rate compared to other Member States.

Compared with 2005, the development of the institutional mechanism in gender mainstreaming and the gender dimension into all sectorial policies has regressed.

The officials responsible for gender mainstreaming have been nominated, but virtually no motion or change of implementing process from the year 2005 did not happen. Latvia is not currently providing gender mainstreaming authority budget development and evaluation from gender.

To strengthen Institutional mechanisms, each year (or other period) single department should be responsible for mainstreaming approach to public administration and the rotating next period taken over by another ministry. In this way, each ministry should be familiar with gender mainstreaming and become co-responsible for the implementation of this approach at the national level.

For Effective gender equality policy in the direction of the implementation of the action requires a separate budget activities and the institution responsible

for gender equality policy and strengthening the capacity building of human resources.

Necessary to create local interest and will to raise gender issues in their communities, for example - analyzing how and whether local governments on an equal basis taxpayer money goes to the men and women in different types of services or local authorities adopted or planned decisions can affect men and women (boys and girls) situation.

Departmental policy-makers should be responsible for gender mainstreaming in the industry on a daily basis in addition to high-level officials in the ministries, each ministry is recommended to create place for trained officials or experts on gender mainstreaming, which perform both the gender impact assessment of the ex-ante and ex-post, across all sectors of policy documents and provide regular assessment of the situation changes of women and men in his industry and connect with both the ministry in charge of gender equality policy (LM) as well as their Ministry of senior officials responsible for gender mainstreaming.

Also this official (expert) responsibility should include participation in his ministry budgeting, gender mainstreaming, regular advice to the Ministry of policy makers and public participation in the implementation of gender equality policy development on behalf of your industry from perspective of women and men.

Some gender policy implementation functions should be delegated to non-governmental or private areas, including research organizations, for example - public information, new gender equality policy initiatives for the provision of services or research.

- ✓ Twelve years stereotypes of the male and female roles have become less pronounced, but remained in the same areas where 2001. The area where stereotypes on gender roles is the most striking, and remained almost unchanged is the labour market. The most striking is the stereotypes relating to men's and women's suitability for a particular profession and that the profession is for „women” or „men”

To identify direct impact on public opinion shift about implemented gender policies it is recommended that the public inquiry is carried out shortly after the activities for example, a survey form, otherwise it is not possible to determine if change of public opinion is directly related to the activities carried out, whether there have been other factors.

Perhaps more added value to men - fathers role in view of the population lies within the European Community Program EQUAL projects or the European Social Fund projects in the 2004 to 2006 period, which consisted of social activities and campaigns and was directed to fathers (fathers march postcards with community known for fathers with children, etc.).

- ✓ Specific activities in order to promote gender equality in the Programming period 2007 - 2013 of the EU funds are assessed as appropriate and targeted actions to promote gender equality and to solve specific problems. At the same time it should be noted that the specific activities are fragmented and

therefore it cannot be considered that they provide significant, measurable impact on gender equality policy.

- ✓ Not only to promote the awareness of the target group, but also to promote the changes in the gender equality, there should be organized seminars on horizontal policy “Equal opportunities” in cycles, repeating seminars to the same target groups, focusing on the individual in-depth exploration of the themes of gender equality, such as employment, education, entrepreneurship, etc.
- ✓ The aim of the horizontal policy “Equal opportunities” is to adjust the economic and social interests and needs in order to maximize the positive impact of activities for the wider public. So there should be set concrete, specific targets of the horizontal policy “Equal opportunities” for each sector in new programming period of EU funds.
- ✓ There should be set objectives of the horizontal policy “Equal opportunities” in programming documents 2014 to 2020 of EU funds, which are measurable through the specific objectives of horizontal policy “Equal opportunities” and specific measures defined in operational programs and supplements of operational programs.
- ✓ Based on the evaluation and analysis of the situation in different areas (employment, education, health, business, ICT, culture, etc.), there are developed recommendations for the integration of horizontal policy “Equal opportunities” in planning documents of the EU funds in the period 2014 – 2020. There are developed recommendations for the promotion of gender equality, combating discrimination, ensuring accessible environment, promotion of employment and social inclusion of persons with disabilities, and recommendations for indicators for each specific target of operational program, etc., as well as providing suggestions for project selection criteria, and the necessary guidance material for implementation of horizontal policy “Equal opportunities”.

The evaluation structure consists of Introduction, the situation / problem description and used methodology results of an assessment statements and detailed analysis that reflects the assessment task, conclusions and recommendations, annotation.

Assessment time from August 13, 2013 to October 30, 2013.