

QUESTIONNAIRE

Please provide responses in a separate Word document. Completed questionnaires should be sent to Ms Penelope Keenan (p.keenan@unesco.org) by 1 October 2013.

A. National policies in the field of culture

1. Does your country have (or is in the process of elaborating) a cultural policy that includes a specific reference to gender equality and/or women's empowerment?

In accordance with the Constitution of the Republic of Latvia (Chapter VIII "Fundamental Human Rights" Article 91) human rights shall be realised without discrimination of any kind. Equality between women and men is a fundamental common principle of European Union (EU) which Latvia as EU Member State need to attain. Moreover Latvia as EU Member State needs to coordinate its economic and employment policies eliminating inequalities, and promoting equality between men and women. Gender equality is also enshrined in Article 23 of the Charter of Fundamental Rights of the European Union. Inclusion of gender equality in the EU legislation obliges policy-makers of Latvia cultural sector to integrate this aspect in all spheres of activity, not only in the areas covered by EU directives.¹

Government of Latvia has approved "Plan for the implementation of gender equality in 2012 - 2014" (Cabinet of Ministers Order No 35 on 17 January, 2012), which aims to promote gender equality in an integrated and coordinated way. Nevertheless Plan for the implementation of gender equality does not foresee activities for cultural sector.

National Culture Policy Guidelines 2006 - 2015 NATIONAL STATE Long-term policy guidelines (2006)² chapter „6.5. Culture and Knowledge Society” strategic aim is the creation of inclusive society that provides the opportunity to all and everyone to be active and equal participants and creators of cultural and public life irrespectively of their gender.

On 11 October, 2011, the Government approved the Guidelines of National Identity and Society Integration for 2012-2018, drafted by the Ministry of Culture. One of the key goals of the Guidelines is a national and democratic community ensuring the preservation and enrichment of its culture, European democratic values and unique cultural space – for a balanced development of Latvia as a national and democratic country. However Guidelines Action Plan does not foresee specific activities exactly for women in cultural sector.

If yes, please specify the following in your response:

- Any references to a UNESCO Convention, Declaration or publication or any of the international treaties and actions plans listed above (cf. 2. Background)
See A 1
- References to women from indigenous or other minority groups
No
- The ministry or public body responsible for its implementation
Ministries and public bodies which are responsible for the implementation of the International Conventions which are mentioned in this questionnaire and to which Latvia has joined, as well as other human rights recommendations which Latvia takes into account:

¹ <http://polsis.mk.gov.lv/view.do?id=3878>

² http://www.km.gov.lv/en/doc/ministry/vadlinijas_eng.pdf

Convention for the Protection of Cultural Property in the Event of Armed Conflict with Regulations for the Execution of the Convention 1954 and its two Protocols

Ministry of Culture, Ministry of Interior, other public bodies, Latvian National Commission for UNESCO

Convention Concerning the Protection of the World Cultural and Natural Heritage (1972)

Ministry of Culture, Maritime Administration of Latvia, State Border Guard of Latvia, State Inspection for Heritage Protection, Latvian National Commission for UNESCO

Convention for the Safeguarding of Intangible Cultural Heritage (2003)

Ministry of Culture, Latvian National Centre for Culture, Latvian National Commission for UNESCO

Convention on the Protection and Promotion of the Diversity of Cultural Expressions (2005)

Ministry of Culture, Latvian National Centre for Culture, Latvian National Commission for UNESCO

The Stockholm Action Plan on Cultural Policies for Development (1998)

Ministry of Culture, Latvian National Centre for Culture, Latvian National Commission for UNESCO

Report of the Special Rapporteur in the field of cultural rights to the General Assembly , 10 August, 2012 (A/67/287)

Ministry of Culture, Latvian National Centre for Culture, Latvian National Commission for UNESCO

Beijing Platform for Action (1995)

Ministry of Welfare, Ministry of Culture, Latvian National Commission for UNESCO

Article 13, The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Ministry of Culture, Latvian National Commission for UNESCO

UNESCO Universal Declaration on Cultural Diversity (2001)

Ministry of Culture, Latvian National Centre for Culture, Latvian National Commission for UNESCO

Article 15, International Covenant on Economic, Social and Cultural Rights

Ministry of Culture, Ministry of Education and Science, Latvian National Commission for UNESCO

Convention on the Means of Prohibiting and Preventing the Illicit Import, Export and Transfer of Ownership of Cultural Property (1970)

Latvia does not join to the UNIDROIT Convention. Legislation on the procedure of return of illegally exported cultural objects already exists.

Convention on the Protection of the Underwater Cultural Heritage (2001)

Latvia does not join. Meanwhile on 27 November, 2003 in Vilnius on the 22th Session of Baltic Assembly Latvia, as well as Lithuania and Estonia adopted the Resolution on the

Maritime cultural heritage in Estonia, Latvia and Lithuania³ calling the Parliaments and Governments of the Baltic States to initiate ratification and accession to the Convention on the Protection of the Underwater Cultural Heritage.

- Involvement of women's groups, communities and other associations working on gender and culture in the consultation and elaboration of this policy
Concrete measures are not taken.
- Impact assessments or evaluations
On June 13, 2013 European Institute for Gender Equality published the new Gender Equality Index – Country profiles in EU Member states⁴ and Latvia in the EU-27 list takes 15th place with 44.4 points (where 1 stands for no gender equality and 100 for full gender equality). Gender Equality index in work including gaps in the position of women and men in the labour market was mentioned as quite high for Latvia – 54.9 points. The financial situation between women and men is not so equal – gap is 42.0 points. The significant gap is in so called “power” - different levels of representation of women and men in the political, social and economical spheres and their shares of positions of power – 38.6 points. The last indicator is rather not so common in cultural sector because in Latvia women are very actively involved in cultural processes both at national and local levels. Majority of the cultural administrators in Latvia are women: for example, civil servants of the Ministry of Culture are mainly female (76% of employees at the Ministry of Culture in 2009 were women), as are most theatre and art critics and curators in Latvia. The EUROSTAT study on Cultural Statistics (2011) suggests that Latvia in 2009 had the highest rate of women employed in the cultural sector of all European countries.⁵

B. National implementation strategies of UNESCO Culture Conventions

2. How has your country addressed gender issues in its work to:
 - protect cultural property in the event of armed conflict.

Law on Convention for the Protection of Cultural Property in the Event of Armed Conflict and its Protocol adopted by the Saeima (the Parliament of the Republic of Latvia) on 6 November 2003 foresees that the Ministry of Culture of Latvia is responsible for coordination of obligations of Latvia as contracting party of this Convention.

On 9 August, 2011 Cabinet of Ministers of Latvia (order No 369) adopted the National Civil Protection Plan⁶, which foresees that the Ministry of Culture of Latvia in the situations of military invasions is responsible for cultural heritage, visual arts and museum value, state archival, library fund and national monument conservation and evacuation measures. Ministry of Culture will collaborate closely with Ministry of Defence and other ministries, institutions and enterprises. Ministry of Culture and other cultural establishments provide staff training in civil protection area without division by gender.

- fight the illicit trafficking of cultural property;

Law “On Protection of Cultural Monuments” adopted by Saeima (the Parliament of the Republic of Latvia) on 12 February, 1992 foresees that it is prohibited to export cultural

³<http://www.mfa.gov.lv/en/policy/4595/4603/4610/?print=on#4>

⁴<http://www.esb.gov.lv/notikumi/latvija-15-vieta-dzimumu-lidztiesibas-joma-eiropas-savieniba-38953.html>

⁵Council of Europe/ERICarts, "Compendium of Cultural Policies and Trends in Europe, 14th edition", 2013 <http://www.culturalpolicies.net/web/latvia.php?aid=4210>

⁶<http://likumi.lv/doc.php?id=146474>

monuments from the Republic of Latvia. Temporary exportation of cultural monuments would be possible only with permission of the State Inspection for Heritage Protection in accordance with procedures prescribed by the Government of Latvia.

The principles of human rights, non-discrimination, dignity and equality of men and women are reflected in the higher hierarchy documents (see A 1).

- protect cultural and natural heritage;
See A 1; B 2
- protect underwater cultural heritage;

Cabinet of Ministers regulation No 474 adopted on 26 August, 2003 “Regulations regarding the Registration, Protection, Utilisation and Restoration of Cultural Monuments, the Right of First Refusal of the State and the Granting of the Status of an Environment-Degrading Object » point 4(1) notes, that archaeological monuments (archaeological sites, regarding which the most important information is acquired in archaeological excavations) are “... hydro-technical structures, sunken ships and the cargoes thereof. The archaeological monuments may be located in the [...] water“. Sunken ship can be classified as a cultural monument and protected under the general legal provisions.

Act in relation to the protection of (underwater) cultural heritage has been adopted by Government regulation No 1171 on 21 December, 2010 “Procedures for the Use of Latvian Waters and the Shipping Regime Thereof » (articles on the research and retrieval of ship wrecks and other sunken property). In Latvia the national institutions which cooperate among each other in the protection of underwater cultural heritage are Maritime Administration of Latvia and State Border Guard of Latvia. Gender issues are not specifically addressed when promoting protection of the underwater cultural heritage.

- promote cultural industries.

Gender issues are not specifically addressed when promoting cultural industries policies. Nevertheless policies are elaborated and implemented taking into account the principles of human rights, non-discrimination, dignity and equality of men and women which is reflected in the higher hierarchy documents (see A 1).

Please provide examples of activities, action plans and research undertaken between 2003 and 2013. Concrete measures are not taken.

One of examples of the other activities:

Ms Biruta Eglite, chair of the Rural Library Foundation of Latvia - organizer of Regional Book Fairs - are among the 43 winners of the European Citizen's Prize 2013 of the European Parliament. Ms Eglite as one of the winners received a medal of honour at an award ceremony in the Latvia and has been invited to a joint event in Brussels on 16-17 October, 2013. The prize has been awarded to citizens or organisations having contributed to promoting better mutual understanding and closer integration between citizens or to facilitating cross-border or transnational cooperation within the EU.⁷

C. Access to decision-making

3. What measures exist in your country to promote and ensure the equal representation of women and men in decision-making processes in the field of culture?

⁷ <http://www.europarl.europa.eu/news/lv/news-room/content/20130606AVI11202/html/Biruta-Egl%C4%ABte-sa%C5%86em-Eiropas-Pilso%C5%86u-balvu>

Concrete measures are not taken. Media organizations do not have gender policy implementation or monitoring mechanisms, as well as a practical action plans for gender equality and women reflection in media.

Please consider the following in your response:

- Level of government implemented (e.g. national, local)

Electronic Mass Media Law (adopted by the Saeima (the Parliament of the Republic of Latvia) on 12 July, 2010 Article 24, paragraph 2 , can be interpreted as the responsibility of electronic mass media to observe generally accepted standards of human rights, including gender equality, while the paragraph 5 obliges the media to make public their operating principles (to develop a publicly available code of conduct where they indicate the basic principles of the operation thereof).

- Any measures to ensure that women can participate on an equal basis with men in identifying what constitutes cultural heritage
See A 1
- Any measures to ensure that women can participate on an equal basis with men in taking decisions about the use and safeguarding or protection of heritage
See A 1
- Any measures that aim to ensure improved gender parity in senior management or leadership positions within cultural institutions
Concrete measures are not taken.
- No Impact assessments or evaluations

Report produced by the European Institute for Gender Equality on the "Review of the implementation of the Beijing Platform for Action in the EU Member States: Advancing gender equality in decision-making in media organisations" (publication date 21.06.2013)⁸ explores the extent to which women occupy decision-making positions across a sample of media organisations in the 27 EU Member States, including Latvia and identify the extent to which these media organisations have developed gender equality policies, the mechanisms that are in place to monitor such policies and the kinds of specific initiatives which exist to further support the career development of women within the sector.

Some of conclusions of the Report:

- there are more women than men across all levels of decision-making in Latvia;
- women occupy 52 % of the positions in major daily newspapers and hold 72 % of positions in regional newspapers. In addition, 48 % of Latvian owners of, and managers in, news companies are women, meaning that they are nearly at parity at the top level of decision-making. Women cover all topics, except for sports – still largely a male domain;
- in the boards of media organisations positions are shared equally, which is higher than the EU average (25% and 75%);
- some type of equality policy or codes exist meanwhile media organisations have not specific committees or other bodies responsible for equality policy issues, harassment advisers etc.

⁸ <http://eige.europa.eu/content/document/advancing-gender-equality-in-decision-making-in-media-organisations-report>

D. Education, Capacity-Building, and Training

4. How has your country addressed gender gaps in educational, capacity-building and management programmes in the fields of heritage or creativity?

Concrete measures are not taken.

Please consider the following in your response:

- Include examples of programmes. For example, a heritage management programme that aims to increase female cultural professionals access to senior management and leadership positions or capacity-building workshops addressing gender issues in safeguarding intangible cultural heritage
Concrete measures are not taken.
- Include a list of any technical training or educational programme
Concrete measures are not taken.
- Describe if the methodology, content and curriculum has been informed by a gender-responsive approach
Concrete measures are not taken.
- Describe whether they address socio-economic challenges to pursue educational programmes faced by certain groups of women, such as women in rural areas or indigenous women
Concrete measures are not taken.
- Impact assessments or evaluations
Concrete measures are not taken.

E. Access to credit and financial resources allocation

In 2009, due to the economic crisis, salaries decreased. The average monthly salary for public administration employees was EUR 720, while in public cultural institutions it was EUR 466. That means that in 2009 salaries in public administration decreased by 11%; while in the public cultural sector they decreased by 35% if compared to Latvia. In 2010, salaries decreased to EUR 671 in public administration and EUR 457 in the public cultural sector. There are no data available on salaries of employees in private cultural enterprises.⁹

5. What special policies, practices or other measures in your country exist to ensure that female cultural entrepreneurs can access credit?

Concrete measures regarding cultural sector are not taken.

6. Does the allocation of public financial resources in the fields of heritage and creativity take into account gender differences in cultural activities and practices?

The allocation of public financial resources in the fields of heritage and creativity does not take into account gender differences in cultural activities and practices, but other criteria, for example, assessment of knowledge of the business start-ups, business idea and market assessment, economic implementation feasibility of the idea, assessment of the planned cash flow indicators, etc.).

Please consider the following in your response:

- The public or private body that is responsible for these policies, practices or measures

⁹ http://www.culturalpolicies.net/down/latvia_052012.pdf

There is not specific public body responsible for access to credit and financial resources allocation depending of gender.

- Any public and private partnerships or schemes in this area

The financing of cultural projects which had previously been the responsibility of the Ministry of Culture was delegated to the State Culture Capital Foundation (SCCF) which started operating as an arm's length body in 1998. SCCF has managed by the Council of the Foundation. In accordance with data available on 1 January, 2012: from 13 members of Council Foundation 10 members were men and 3 – women, meanwhile SCCF administration consisted from 7 women and 2 men.¹⁰

Cabinet of Ministers Regulation No 128 adopted on 8 March, 2004 “By-law of the State Culture Capital Foundation” foresees that Council of the Foundation shall establish an expert commissions of the sectors for evaluation of the cultural projects, provision of an opinion to the Council of the Foundation and other tasks. In establishing expert commissions, the Council of the Foundation shall take into account the guidelines of state cultural policy, as well as shall evaluate the balanced and useful representation in the SCCF of the specialists of a sector, the compliance of the activities of a additional cultural subsector expert commission and tasks of the SCCF. Specialists who have special knowledge or work skills in the relevant cultural subsector shall be included in the commission. On 1 January, 2012 28 women and 20 men acted as experts of CCSF sectors. On 13 May, 2013 the culture projects are evaluated by 8 expert committees of sectors from which 6 expert committees (Film arts, Cultural Heritage, Literature, Music and Dance, Theatrical arts, Traditional Culture) are chaired by women.¹¹

- Any cultural sub-sectors that are targeted in such policies, practices or measures? (e.g. crafts, dance, theatre)
No
- Impact assessments or evaluations
No

F. Visibility and awareness-raising

7. Are there any actions in your country that aims to raise awareness of and give visibility to women's contribution to cultural life (e.g. heritage, creativity, the arts)?

If yes, please consider the following in your response:

- promote greater recognition of women's contribution to cultural life in educational curricula or the media

Some examples :

Independent Group on Media Freedom and Pluralism chaired by the former President of Latvia, Professor Vaira Vike-Freiberga with Professor Herta Däubler-Gmelin, Professor Miguel Maduro and Mr Ben Hammersley was to provide a set of recommendations for the respect, the protection, the support and the promotion of pluralism and freedom of the media in Europe. The Report of the High Level Group on Media Freedom and Pluralism “A free and pluralistic media to sustain European democracy” (January, 2013) is available on European Commission website.¹²

¹⁰ State Culture Capital Foundation (SCCF) 2012th annual Report; <http://www.kkf.lv/#50>

¹¹ <http://www.kkf.lv/#47>

¹² <http://ec.europa.eu/digital-agenda/en/news/high-level-group-media-freedom-and-pluralism>

On 26 April, 2013 the UNESCSO Executive Board approved the candidacy of Dace Melbārde, Director of the Latvian National Culture Centre for the post of Chairperson of the Culture Commission for the 37th Session of UNESCO General Conference. Latvian National Culture Centre is organizer of the Nationwide Latvian Song and Dance festival which has been inscribed into the UNESCO World Heritage list as an Intangible Cultural Heritage of Humanity. The approval of a Latvian candidate for the post of the Culture Commission Chairperson is an acknowledgement of an active involvement by Latvia in UNESCO work and an appreciation of the expertise and high professional standards of Latvian representatives.

- Special measures (e.g. quota system) to promote female artists in public media and fora (e.g. radio, television, cultural events)
Concrete measures regarding cultural sector are not taken.
- Impact assessments or evaluations
Concrete measures regarding cultural sector are not taken.

G. Statistics and Indicators

8. Are there any gender indicators in your country related to culture (e.g. heritage and creativity)? Are cultural statistics in your country disaggregated by sex?

In accordance with Cabinet of Ministers Regulation No 413 adopted on 5 May, 2010 "Rules for the public accounts" Ministry of Culture of Latvia and Latvian culture institutions funded by state budget like other ministries and state establishments are preparing annual Public reports, where staff by age and gender groups need to be included. Public report of the Ministry of Culture for 2012 shows that in 2012 Ministry of Culture of Latvia employed 87 women and 24 men.¹³

In accordance with the provisions of Cabinet of Ministers Regulation No 1074 on 22 September, 2009 „Rules on state statistics in the culture area” the indicators disaggregated persons employed in culture sector by gender (percentage of women in cultural employment) have to be collected about the cultural domains: museums, libraries, cultural and creative industries education, cultural centers, theaters, concert organizations, archives, cultural events, cultural authorities, non-governmental organizations, creative residences, creative industries, art galleries, cinemas, artistic collectives (choirs, dance collectives, folk art collectives and others) staff or participants. Meanwhile data disaggregated by sex have not to be collected concerning intangible cultural heritage expressions practitioners and about cultural people involved in the significant events.

Majority of the employees in the cultural sector are women: For example, in Cultures centres of Latvia in 2012 74% of overall employees were women (additionally 3 098 women and 1 112 men). The same 74% proportion in 2012 was in the area of accredited state, municipal and private museums (additionally 1362 women and 491 men). In municipal public libraries the proportion of women employees in 2012 was even more higher - 99% of overall employees was women (additionally 1 673 women and 24 men).

In Latvia percentage of women among all persons employed in 2009 in culture sector (EUROSTAT data) was the highest between 27 EU countries – about 70% from culture sector.¹⁴

If yes, please list.

Thank you for completing this questionnaire!

¹³ http://www.km.gov.lv/lv/ministrija/publiskais_parskats.html

¹⁴ Pocketbook on "Cultural Statistics" in April 2011; http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-32-10-374/EN/KS-32-10-374-EN.PDF

Questionnaire on Gender Equality and Culture

Please complete the following contact form and return with the Questionnaire responses.

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