



## Republic of Latvia Ombudsman

Gender equality. EU funds. New scientists. Pregnancy related leave.

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# Gender equality and science in EU



- ❖ gender equality - one of the founding values;
- ❖ gender equality in research and innovation - a cross-cutting priority (more female scientists);
- ❖ EU regulation 1303/ 2013 Article 7 (gender equality) v Article 65 (deadline).

# Parent support system in Latvia (pregnancy)

	<b>Lenght</b>	<b>Gender</b>	<b>Payer</b>
<b>Prenatal leave</b>	56 (70) days	Woman	State
<b>Maternity leave</b>	56 (70) days	Woman	State
<b>Parental leave</b>	1 - 1,5 years until child is 8 (paid until child is 1,5 years)	Both parents	State
Additional support, not included in the case			

# Support program for new scientists «Post - doc Latvia» I

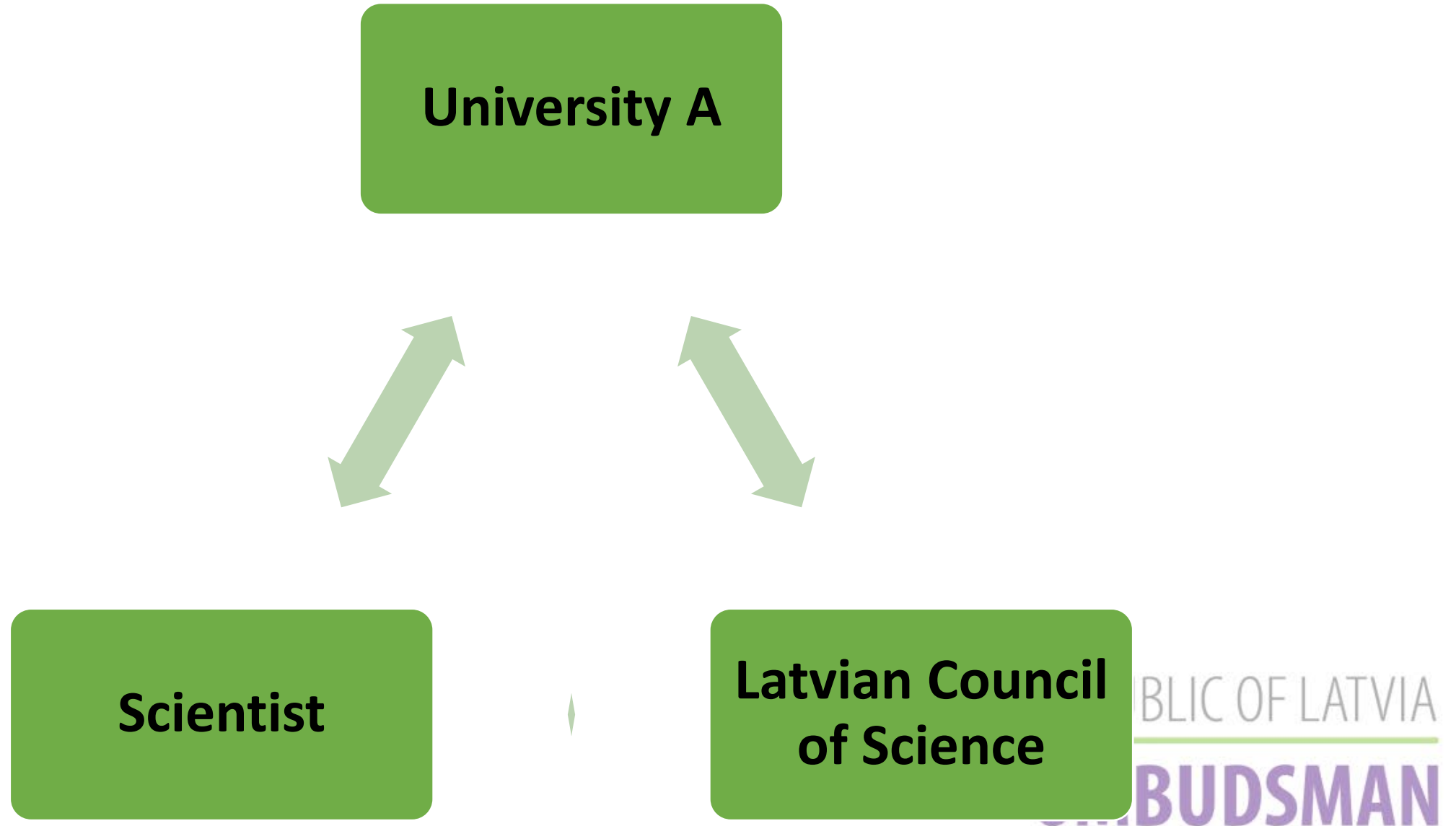
- Post- doctoral program
- Increase number of new scientists
- Individual research
- Around 200 000 eur/ scientist
- 36 months
- EU budget period



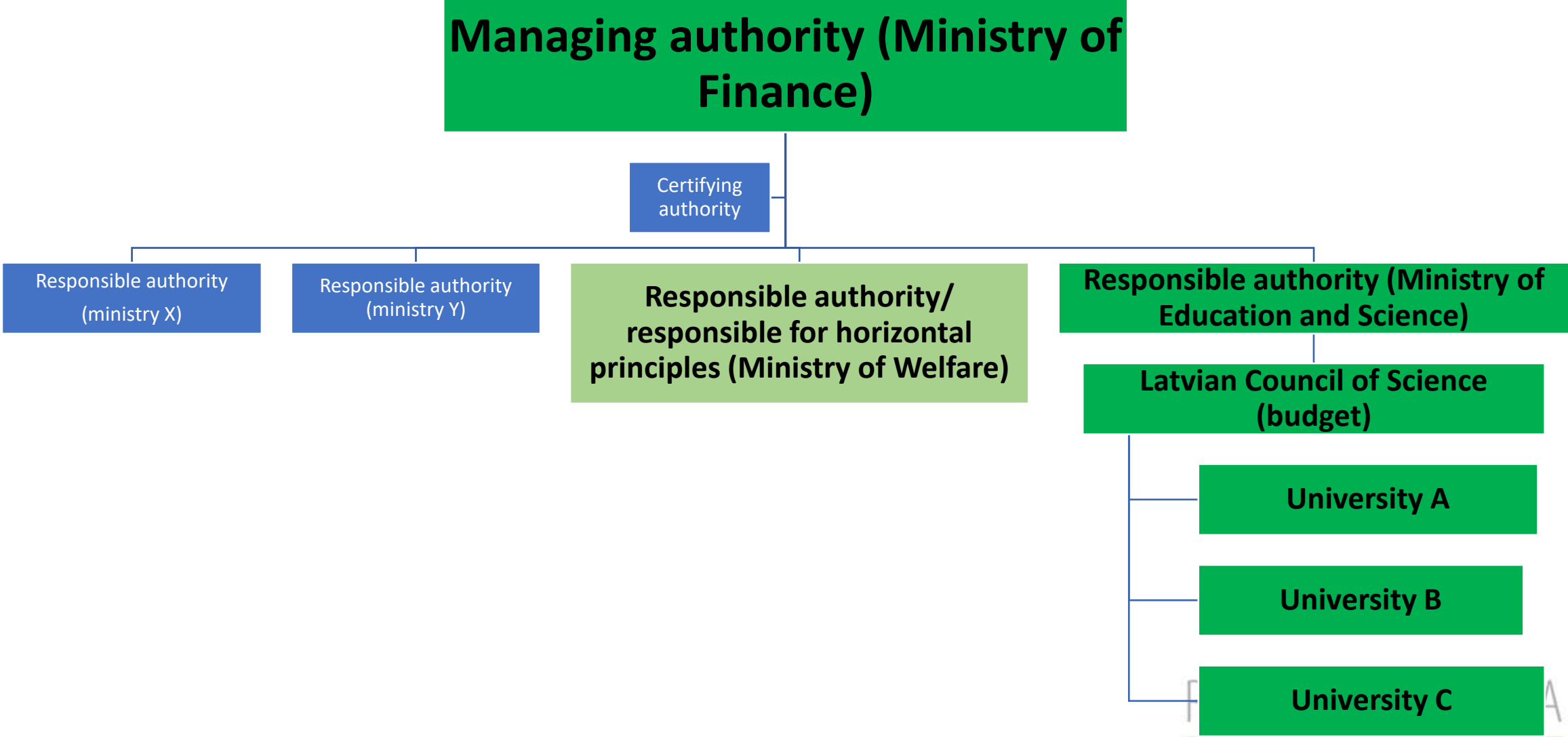
# Support program for new scientists «Post – doc Latvia» (preganany) II

- No prenatal leave and/ or maternity leave;
- If a female scientist can use prenatal leave and/ or maternity leave, then she still has to work during the leave;
- Research period prolonged due maternity leave, no salary afterwards;
- No parental leave;
  
- Project is discontinued; scientist is fired due pregnancy;
- Project is given to another scientist; does not reach the goal of the program;
- Project is finished earlier; no additional financial benefits, but possibility to hurt a baby due stress;
- Project cannot be finished; a female scientist shall return the money.

# Involved parties I



# Involved parties II, EU funds in Latvia





# Verification procedure No 2022-55-26D, procedure

a) National institutions

Parties	Opinion
Ministry of Finance	No violation
Ministry of Education and Science	No violation
Latvian Council of Science	No violation
University of Latvia	No violation
Ministry of Welfare	Improvement is needed

b) Survey of female scientists – 1 + 10 answers, all have faced problems;

c) Regional institutions:

The European Ombudsman's procedure (fast, answer from European Commission formal)

Commissioner on Equality H.Dalli,

Commissioner on Innovation, Research, Culture, Education and Youth M.Gabriel

# Verification procedure No 2022-55-26D, result

- ✓ Systemic, indirect gender discrimination towards female scientists when denied to use parental leave (Ministry of Finance, Ministry of Education and Science and Latvian Council of Science).
- ✓ Systemic direct gender discrimination towards female scientists when denied to use prenatal and maternity leave (Latvian Council of Science and University of Latvia).
- ✓ State Audit asked to check funding when the term of project is prolonged.
- ✓ Ministry of Education and Science is drafting a regulation to ensure gender equality in the current EU budget term.
- ✓ EU Guidelines on EU Funds.

Thank you for attention!