

Gender Equality Plan (GEP) of the Latvian Association of Architects

1. Introduction

The Latvian Association of Architects affirms its commitment to promoting gender equality, diversity, and inclusion within the organization's culture and professional practices. This commitment is reflected in our strategic goals for 2024–2029, emphasizing the importance of equal opportunities and representation in the field of architecture. The Gender Equality Plan (GEP) outlines specific measures to ensure the implementation of gender equality principles at all organizational levels, in line with national and EU policies.

The GEP has been approved by the leadership of the Latvian Association of Architects and is publicly available on the organization's website, ensuring transparency and accountability.

2. Key Elements

2.1 Publication

The GEP is an official document approved by senior management and published on the organization's website.

2.2 Resource Allocation

Human and financial resources are allocated for the implementation and coordination of gender equality measures.

2.3 Data Collection and Monitoring

- Collection of gender-disaggregated data on staff, leadership levels, and activities.
- Annual reporting based on key indicators.

2.4 Training

- Regular training on gender equality and unconscious bias.
- Awareness campaigns at all organizational levels.

3. Main Thematic Areas and Measures

3.1 Work–Life Balance and Organizational Culture

- Flexible working hours and remote work options.
- Support for parents, including a review of leave policies.
- Promoting a positive organizational culture that respects diversity.

3.2 Gender Equality in Leadership and Decision-Making

- Goals to increase diversity in leadership positions.
- Gender balance in committees and working groups.
- Career development support for underrepresented genders.

3.3 Recruitment and Career Development

- Gender-neutral job advertisements and fair recruitment processes.
- Equal opportunities for promotion and professional development.

- Monitoring and addressing pay gaps.

3.4 Integration of Gender Perspectives in Research and Education

- Incorporation of the gender dimension in research.
- Inclusive educational content.
- Use of diverse practice examples in teaching.

3.5 Measures Against Gender-Based Violence and Sexual Harassment

- Zero-tolerance policy.
- Clear reporting procedures.
- Support mechanisms for victims.

4. Implementation and Timelines

4.1 Actions and Responsibilities

- Publish the GEP.
- Establish a gender equality working group.
- Designate responsible persons for each action area.
- Implement progressive actions with specific deadlines.

4.2 Monitoring and Evaluation

- Annual monitoring and evaluation.
- Reports summarizing achievements and challenges.
- Plan updates as necessary.

5. Communication and Awareness

- Dissemination of the GEP to staff and partners.
- Regular training and informative events.
- Public communication on progress in gender equality.

6. Conclusion

The Latvian Association of Architects is committed to creating a fair, inclusive, and equitable work environment where gender equality is a fundamental element. This plan serves as a tool to systematically and purposefully advance toward greater equality and social justice.