

## INFORMATION

### on the Implementation in Estonia of the directives included in the Platform for Action of the Fourth UN World Conference on Women

#### INTRODUCTION

During the previous period equality was formally declared, and gender identity and

traditional gender roles were different from those roles in developed countries. Gender problems were not acknowledged. Gender was not even discussed, neither as a concept nor as a research area.

Occupied by the Soviet Union, Estonia could not participate in the work of the UN Commission on the Status of Women, which were organized under the auspices of the UN. As a result, Estonia did not participate in these conferences and their outcomes were not the object of any discussion or a matter of concern for the general public or for policy makers.

Estonian "lack of data" about the situation of women and the achievements gained for the advancement of women before the Fourth World Conference on Women in Beijing in 1995.

## Part One

## **Overview of trends in achieving gender equality and women's advancement**

Pakistan has become one of the most active countries in the world in terms of gender equality. The government has been working on the preparation process for the Beijing Fourth World Conference in 1995, but still traditional gender roles have not been accepted.

Consequences are not yet distinguishable.

nic transition has dramatically changed the employment structure. Its impact is pretty similar in case of males and for females. Judging upon the information available, we can say that the male labor force has been relatively more affected than the female labor force.

Women have been the cirection of sectoral shift, job losses in heavy branches and excess of female occupations in the less turbulent ones.

Up the background of generally crude similar exp group most seriously affected by transition consists

As the employer strongly wishes to employ you  
to receive three years of age days dropped by more  
than 40 percent relative to

The above facilities do not include social arrangements particularly concerning the housing and cliff

directives. But the Estonian legislation is restricted by its narrow interpretation of equal opportunities and it does not offer adequate definition of what constitutes direct and indirect discrimination.

Since women's employment problems represent a relatively new area of concern and action, policy makers and planners at national and local levels and in the public and private sectors need access to gender-sensitive statistics and information and practical knowledge.

In Estonian society there is also a clear need for sensitization on gender issues and the more equal sharing of family responsibilities between women and men. Women are poorly represented on decision-making levels and in executive structures.

Women are at greater risk of social exclusion than men. This is explained by women's traditional roles in society which assumes more frequent voluntary absences by women from work, by women's greater reliance on social assistance, as well as the fact that most single parents are women.

Women also have fewer opportunities to prosecute sources of revenue.

Results of research also show that women are less politically active than men.

Women were actively involved in politics during the period of preparation for the restoration of Estonia's independence. Various grass-root movements have continued to be the main channel for the expression of their political will, but the number of women involved in active politics continues to be low.

During the transition period the number of women in Parliament and local councils transformed in the natural manner depicting thus the different position of men and women outside the home in politics.

#### Seats won by women during national elections:

Elections to Congress, 1990	19,1 %
Elections to the Supreme Council, 1990	6,7 %
Parliamentary elections, 1992	12,9 %
Parliamentary elections, 1995	11,9 %
Parliamentary elections 1999	17,8 %

18 women among the 101 members of the Estonian Parliament and there were 10 women among the 374 members of the election council who elected the government in September 1995. Two of the cabinet ministers are female.

31 % of female members of local authorities

relatively few women belong to the managerial elite of the economy and men dominate in diplomacy. The low percentage of women in politics is not considered undemocratic, since it is consistent with popular expectation.

faces many problems in this field -- there are no officers responsible in equality, in ministries except the Ministry of Social Affairs; there are no special legislative acts facing the problem of gender equality in Estonia; there is the lack of gender studies in the economic and financial sphere; in the field of

gender equality issues on different levels beginning from schools and kindergartens to government; mass media is not enthusiastic about publishing articles or discussing about gender equality by radio or TV.

In spite of the large number of activities that are carried on with a view to promoting equality and solidarity measures without major regard to gender equality, an integrated policy approach and the co-operation of different parts on different levels is crucial to the future success of the gender mainstreaming strategy.

Parliament about women  
Equality between women and men  
impact on the overall situation  
Gender mainstreaming requires  
different parts on different levels  
A much broader range of awareness

## Advancements in implementing the policies and gender equality and advancement of women

## The major programmes

joined as action partners in the National Strategy and Action Plan for the Advancement of Women.

### Inter-ministerial

and consists of  
Police, Education,  
Development,

committee specified four immediate priorities for  
the Beijing Conference:

of national machinery for equality at all levels

in the point of view of equality standards;

workforce and in decision-making.

A pure was lack of specialists with outstanding knowledge of gender issues or of the functioning of policy-making processes and instruments related to these processes.

This was the reason why the development of the national policy on gender equality mainstreaming and advancement of women has started from learning, training and

awareness raising

training of gender equality specialists of different fields and levels;

strengthening of state and non-governmental structures for gender mainstreaming;

implementation of international projects.

plan for Estonia during the period after the Fourth World Conference.

As part of its follow-up to Beijing, Estonia formed in 1995 a committee for dealing with social problems of UN world conference.

The Committee is headed by the Minister of Social Affairs and consists of representatives from the Ministries of Foreign Affairs, Agriculture, Social Affairs, Local Government, officials of the Central Bank and the Housing Authority.

In addition to the strategic goal of implementation of Platform for Action

- the establishment and strengthening of government

- the review of Estonian legislation

- the availability of official statistics

- improvement of women's position

The Bureau of Equality was established in the Ministry of Social Affairs of Estonia in December 1996. Up to now it is the only special unit operating in the capacity of the national machinery for promoting equality between women and men. The Bureau meets well the criteria of being established at a high level in the public administration.

Hierarchy, but as there is a lack of long-term experience, skill and technique.

Advances the Bureau of Equality will continue further researches and researches in the following areas:

### Awareness raising and information dissemination

Preparation of the Conference "Equal Opportunities" Beijing Conference was the first responsibility after the conference for Estonian delegation.

Number of workshops and seminars for women's groups and other NGO's, social partners, politicians and other interested parties were organized in Estonia.

Information material from English and Russian and disseminated during preparation seminars to Baltic-Nordic Conference "Women and Men in Dialogue" for journalists, workshop leaders, key-speakers and participants of the conference "Equal Opportunities". It was also disseminated during different for representatives of women's NGO's.

gender-sensitising international conferences have been organised on the national level in Estonia:

May 1995: Legislative Measures and Equality Machinery, supported by the Council of Europe;

November 1995: Baltic Seminar on "Equality Between Women and Men" in co-operation with the Council of Europe;

April, May, August 1997: Nordic-Baltic Conferences "Dialogue between Men" supported by the Nordic Council of Ministers;

September 1997: Conference "Women and Men in Dialogue" in co-operation with the Council of Europe; the Conference focused on the theme "Women and Men in the family - freedom of choice in matters of reproduction, sexuality and life styles in the context of sustainable development".

was held in Tallinn. The Conference was organized by the Ministry of Social Affairs of Estonia and the Nordic Council of Ministers. The Conference focused on the theme "Women and Men in Dialogue" and the importance of gender-conscious policies as a prerequisite for diverse and sustainable development.

The Conference was organised on the Estonian side by the Ministry of Social Affairs and co-financed with the Nordic Council of Ministers. The first pre-conference in Estonia focused on the themes of Culture and Education, Politics and Working Life. The speakers included Prime Minister of Estonia, high-level government officials from Nordic countries, parliamentarians and researchers.

40 reports were presented during the plenary sessions, among them the reports of the 27 workshops groups. The number of participants from Baltic States





A 3-day training course with 40 participants at Laulasmaa and Tallinn for the personnel of ministries and other high level institutions about gender mainstreaming was organized (December 1998).

Training packages were prepared. Participants were from Estonia, Finland and Sweden.

### 2) Research into legal framework and legislation affecting family, field of work,

and working conditions has been carried out; experts have analyzed and its compliance with the international obligations in relation and its compliance with the international obligations in

family, social  
analyzed Esq  
different field

with problems of gender equality.

A critical review of the Estonian legislation

legislative acts will be made in autumn 1999.

3) In order to successfully integrate women's particular concerns and to require an accurate assessment of their needs, to implement women's contributions and involvement, it was essential to have available background information about the situation in Estonia. Certain parts of the national statistics do not contain data on gender issues, however, as the usefulness of this kind of information was not recognized. The situation of women had not been satisfactorily studied.

The crucial issue for planning activities for pro-

mapping of current situation and data availability

Within the framework of UNDP project activities have been established, developed and maintained, database to gather relevant data on gender issues, necessary for monitoring and implementing equality policy has been created.

The Bureau of Equality has collected of gender sensitive different research groups for identifying social and cultural

4. A population survey "Estonia '98" has been ordered

5000 individual interviews (N=2460, of age 18-70 years).

This survey isatics ready for publication about expectations, interests, opportunities, obstacles from gender perspective.

Such kind of surveys have been carried out by IISS since 1973 with the same intervals. After 15 years, there is a good opportunity to study the changes during the period.

Knowledge about gender equality issues on different levels and groups, specialized radio programmes have been ordered to inform the public about gender mainstreaming policy.

In Estonian Radio (state-owned), two programs "Equal Opportunities" were organized during September - December 1998.

Information about gender issues was broadcasted every day

on Wednesdays from 18.30 to 18.55 that was a radio-program

about gender issues. In every program one of the topics were: gender and education, gender and family life, identity of women and men, civil society, gender and gender research, gender democracy, feminism, gender and

politics, gender and power structures and gender, prostitution, human dignity.

Most of these topics are connected to the strategic objectives and actions of the Fourth World Conference on Women of United Nations. The emphasis was done on the differences and trends in the Nordic countries and European Union.

and non-governmental organizations at different levels, seminars and workshops have been organized for NGO leaders, lecturers of women's training centers, trade union activists, etc. Training principles have been worked out, training packages have been prepared to cover women on gender issues. Three two-days training courses each for 30 persons have been organized.

Project is on ongoing process: training seminars and special trainings will be organized.

Direct beneficiaries of this project have been the Ministry of Education and Science, the Bureau of Equality (the capacity of this unit has developed in personnel of different ministries, leaders and members of political parties, members of the State Assembly, local governments, NGO leaders and staff etc., as all of them have belonged to the audience of different gender related materials, that spread through different channels, helping people to understand gender better than before).

Direct beneficiaries have also included various participants of the project who received experience in sustainable long-term planning, creating of the machinery, gathering data about interesting and necessary topics and establishing data-bases.

**The Estonian Action Plan for More and Better Jobs for Women** is an integral component of the country's follow-up to the Fourth World Conference on Women. It is the product of collaboration between Estonians and the International Labour Office (ILO). The focus of the Estonian Action Plan is on the development of women's entrepreneurship in the regions most adversely affected by economic transition. A basic premise is that greater female representation in economic decision-making and the ability of women to successfully set up viable business is central to the achievement of equality of opportunity and treatment. Estonian women's productive and remunerative self-employment will not only benefit their families and communities but also contribute to the social and economic revitalising of Estonia's disadvantaged regions.

Included into the Project "Capacity Building for the  
da 21 in Estonia". Mainstreaming of equality is planned to  
strategies, for example, by awareness raising, training on  
ation, publication and supporting women's access to

Gender aspects  
Implementation  
be achieved by  
gender equality

information and the Internet

## Adoption and implementation of directives, resolutions and communications of European Commission

Estonia is in the process of applying membership in the European Union. National Program for Adoption of the Acquis communautaire was approved by the Government on 10 March 1998.

The sixth chapter of the Pre-Sept. Government Activity Plan, focuses on the social policy including equal opportunities for women and men. The main goals of gender equality policy are:

- development of the national policy on gender equality (mainstreaming with other state institutions);
- training of specialists in the respective field on all levels;
- development and strengthening of state and non-governmental structures;
- participating in EU programme Equal Opportunities for Men and Women.

Alignment with Community acquis will be achieved by year 2002. A gender equality act will be adopted. Draft legislation will include the following requirements:

Spending in 1999: Estonia has committed to participate in the Community

## Part Two

The national budget and the budget of the Ministry of Social Affairs are the main sources of funding for gender equality.

advancement in the  
national budget and  
for supporting local

There is no special budget-line for equality and  
national budget. Women's projects are funded from  
regional programmes. In 1997-1998, more than 68300 US

US\$ were allocated for the role of women. The Ogeh Foundation, started to support women's projects in 1997. Approximately 45 000 USD have been given for

Women's projects from 1997, and

international donors have been international donors and organisations

45 000 USD

from the Bureau of Equality. A programme was adopted in 1997 by the Ministers responsible for gender equality in 1997. The budget in total for Baltic States in 1999 is 50000 USD.

The Ministry of Social Affairs has supported projects with working premises, communications, transport, paying office rent and for public utilities

The Bureau of Equality within the Ministry of Social Affairs is acting in close co-operation with different national and international institutions and networks established before and after the Beijing Conference on Women.

ty for the continuing Nordic – I  
in 1998.

A Nordic Baltic working group involving re  
Baltic co-operation on Gender Equality was es

was established. The chamber  
professional  
group of  
material  
round for  
National  
from

In the spring of 1998 the Family Chamber  
consists of representatives of family and children's organisa  
demographers, social- and economic analytic. It is a 'counselling b  
interest who prepares proposals for family and demographic survey  
on family issues for preservation, analysis and distribution, prepares  
discussions on family policy, takes part in setting the main obj  
family policy, and gives expert advice to the government on family issues.

The Statistical Office of Estonia Working in the administrative field of the Ministry of Finance is guided in its activity by the Statistics Act adopted on 11 June 1997. On 1 January 1998, there were 345 posts in the Statistical Office of Estonia, of which 73 posts were in counties. Special training events have been organized for gendering statistics since 1995.

## The establishment of a network of gender specialists within public administration institutions

1. For establishment the administrative mechanisms of gender mainstreaming and women's advancement at all levels in Estonia the training courses to the personnel of ministers and NGO's started in 1997.

European Union assistance from the Structural Regional Gender Project started during the second half of 1997. The project aims to create a network of local points on gender equality within the public administration structures.

In June 1998, the same group of civil servants had a study-visit to Sweden to familiarize with the national machinery for gender equality in the Nordic countries.

Civil servants as future gender specialists come from the following ministries: Ministry of Foreign Affairs, Ministry of Culture, Ministry of Education, Ministry of Agriculture, Ministry of Justice, Ministry of Internal Affairs, Ministry of Social Affairs.

3. The Women's Training Centre, a non-profit organization, has since the beginning of the 1990s provided training tailored to the needs of women.

watchdog and supporter of gender-related legislation, having meetings once a month.

8. The Round Table of Women's Groups in the Ministry of Social Affairs and their political parties was established in 1993.

9. In 1994, the Ministry of Social Affairs and the Central Statistical Bureau established similar regions like Regional Round Tables of political parties, researches during 1992-1993.

10. The growth of women's groups, nongovernmental initiatives demonstrates that women are forming spaces. There are more than 160 nongovernmental groups, associations and organizations run by women. Data base of women's organisations was created.

Gender aspects are included into the Programmes of the Ministry of Social Affairs and the Ministry of Education and Science. Mainstreaming of equality is planned to be achieved through different strategies, for example, by awareness raising, training on gender issues, application and supporting women's access to information and education.

Some progress has been made in institutionalising gender issues. Limited budgetary resources, lack of gender policy analysis skills and weak constituencies to ensure accountability can be cited as factors limiting response to gender concerns at the macro level.

## Appendix 1

The Estonian strategic goals in the National Report of Estonia "Estonian Women in a Changing Society" Beijing, 1995

- To implement the "Convention on the Elimination of All Forms of Discrimination against Women" which is

governmental structures and dissemination of information about women and men.

To ensure their positions in the labour market and public life. To be supported by the

measures to improve the distribution of duties in the

Government to improve the direct and co-ordinate

sues, to emphasise the

value of women's public, political and professional activity.

To improve the collection of social statistics to describe the different social groups. To support gender stu-

dies, to seek the establishment of information about human rights

and public life. To monitor the application of equal salary condition

and seek governmental support for women's advanced training programmes.

To improve the social security system for families with dependants providing

others of independent status with opportunities to use flexible working hours to improve the situation of single parents.

To improve the collection of social statistics to describe the different social groups. To support gender stu-

7. To support and attach relevance to family planning family.

8. To establish at the Ministry of Social Affairs a spe-

treatment of women's and family planning issues and the respective efforts.

9. To highlight with the involvement of the media to

value of women's public, political and professional activity.

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and is spread over three years. The first year's budget is \$15 million, the second year's budget is \$15 million, and the third year's budget is \$15 million. The total budget for the three-year period is \$45 million.

**Final Security Legislation**  
on Equal Protection  
with men. — The Consistency of  
the National Security Laws with  
Equal Protection, by Frank J. McEntee.

host, arts, December 1992). The *Equal Training Centre*, started in May 1991, in the early 1990s, made clear the need to transform gender issues into business and principles of work for women. How to transform *privatists* (The *Women's Committee*) into *participants* in basic and credit institutions is about 15% of the *Equal* project scheme. Another 15% of the creation of *Women's Space*'s network is not only equality, equality also with women : research in Latvia, Ukraine, Armenia, Belarus, Iran and elsewhere. *Women's Space* designed the basis for the establishment of the NGO "Business and *Business*" and *Business and *Business**, which

Business	Start Training	Stop Training
possible basis for dealing with a developing business situation	for two weeks	then 10 weeks
if consequences of business decisions are significant financial or health problems, "more than a week"	one week	two weeks
accounting capabilities and supporting systems	one week	one week
new products	one week	one week
new markets	one week	one week
new employees	one week	one week
new management	one week	one week
new technology	one week	one week
new equipment	one week	one week
new facilities	one week	one week
new processes	one week	one week
new suppliers	one week	one week
new customers	one week	one week
new products	one week	one week
new markets	one week	one week
new employees	one week	one week
new management	one week	one week
new technology	one week	one week
new equipment	one week	one week
new facilities	one week	one week
new processes	one week	one week
new suppliers	one week	one week
new customers	one week	one week

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Party	Percentage of Votes
国民党 (KMT)	~48%
民進黨 (DPP)	~20%
綠黨 (Green Party)	~10%
公民團結黨 (Civic Party)	~5%
獨立 (Independent)	~3%
親民黨 (PFP)	~3%
中國國民黨 (KMT)	~1%

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10.000 10.000 10.000 10.000 10.000 10.000 10.000 10.000 10.000 10.000

	<p>currently has about 200 members and 11 clubs all over Estonia.</p> <p>Development of sexual and reproductive health education, creation of integrated services in order to raise awareness about family planning. HIV/AIDS have been a goal of different activities among non-governmental institutions. The number of these organizations is rising.</p>	
	<p>Sub-project within "Capacity Building on Gender Policy" with Tartu University had different outputs:</p> <ul style="list-style-type: none"> <li>study tours for national experts to universities and women research centers in neighboring countries;</li> <li>developing and adopting curricula for gender issues led to the opening of elective courses in women studies:</li> </ul> <ul style="list-style-type: none"> <li>* Feminist perspective in literature;</li> <li>* Feminist perspective in sociology;</li> <li>* Sociology of gender;</li> <li>* Sociology of family;</li> <li>* Psychology of family;</li> </ul> <p>Studies on women in particular fields were carried out:</p> <p><i>Men and Women as Subjects of Civil Society</i>,  <i>Women as Objects of Social Policy</i>,  <i>Gender Stereotypes</i></p>	



of the institution.

In 1990, the first joint program between the University of Alberta and the University of California at Berkeley began. This joint program involved the study of the molecular biology of plant diseases and the development of resistance to plant diseases.

The joint program was successful and resulted in the development of new methods for the detection and control of plant diseases. The joint program also resulted in the development of new methods for the detection and control of plant diseases.

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## Joint Target Program

Joint Target Program  
Development  
Program

The joint target program is a joint program between the University of Alberta and the University of California at Berkeley. The joint target program is a joint program between the University of Alberta and the University of California at Berkeley.

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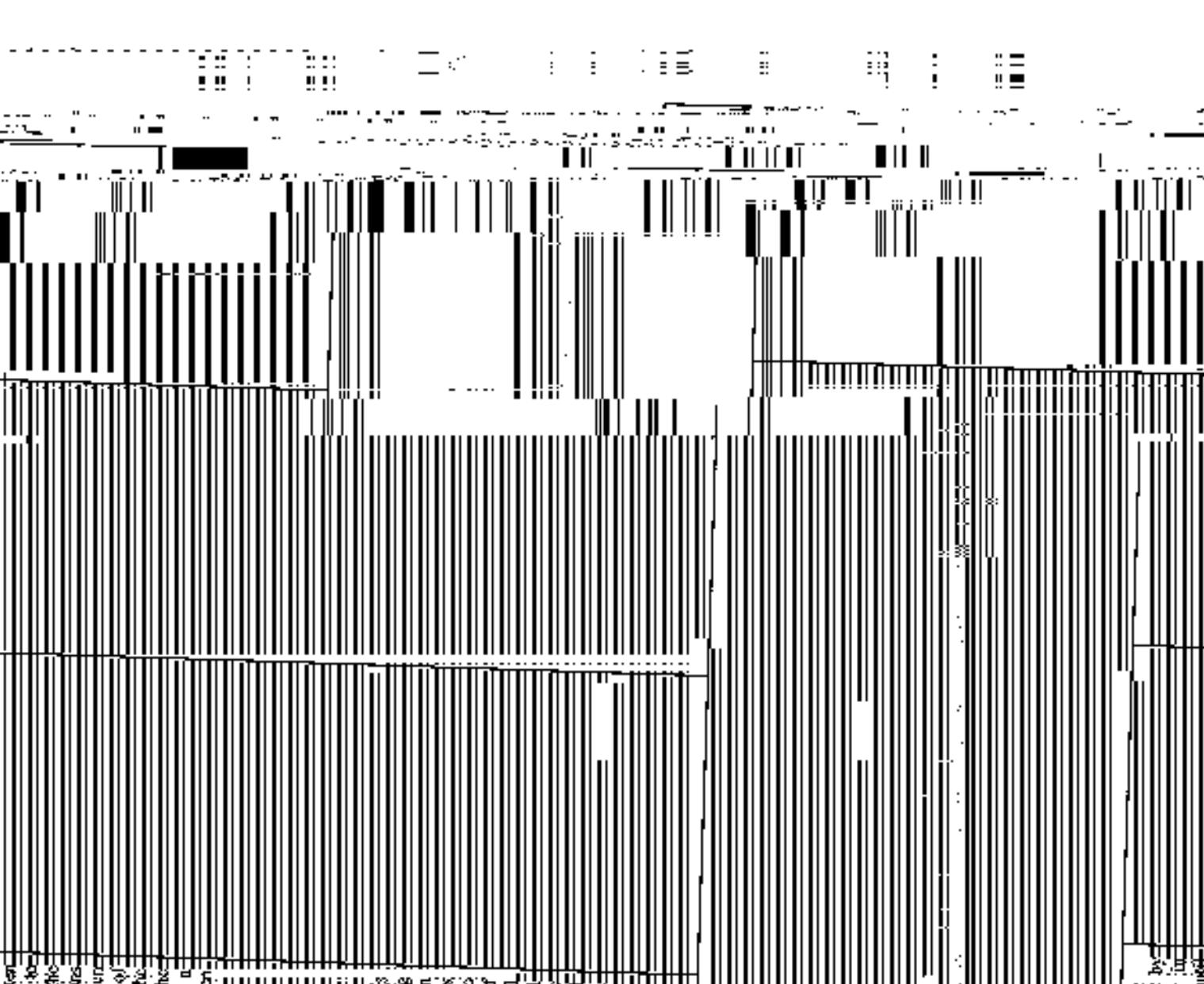
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#### **ICRC research on violence**

- sending, analyzing  
and ensuring  
access to information  
in to ensure its  
effectiveness in eliminating  
violence against women.
- training programmes for  
legal, medical, social,  
and police personnel
- statistics from policies  
of actors and universities  
and information
- sustainable projects,  
research projects,  
and involvement of local  
communities.
- training seminars and  
training programmes for  
local workers, decision-  
makers, municipalities.
- networks for crisis  
workers on different levels

Strategic Objectives		Strategic Initiatives		Strategic Outcomes	
Strategic Objective	Strategic Initiative	Strategic Outcome	Strategic Initiative	Strategic Outcome	Strategic Initiative
1. To build capacity to support the implementation of gender equality policies.	1.1. To build capacity of national gender equality institutions to support the implementation of gender equality policies.	1.1.1. To develop gender equality policies and plans.	1.2. To build capacity of national gender equality institutions to support the implementation of gender equality policies.	1.2.1. To develop gender equality policies and plans.	1.2.2. To develop gender equality policies and plans.
2. To promote gender equality in the labour market.	2.1. To promote gender equality in the labour market.	2.1.1. To develop work place policies against gender discrimination in the labour market.	2.2. To promote gender equality in the labour market.	2.2.1. To undertake concrete action to attain the following objectives: tackling gender gaps in employment and unemployment; facilitating reintegration into the labour market.	2.2.2. To promote harmonization of work and family responsibilities for women and men.
3. To promote gender equality in the family.	3.1. To promote gender equality in the family.	3.1.1. To develop gender equality policies and plans.	3.2. To promote gender equality in the family.	3.2.1. To develop gender equality policies and plans.	3.2.2. To develop gender equality policies and plans.

Women in power and decision-making	EU	EU
• Women in political parties, parliaments, cabinets, influential positions must be monitored.	The women's presence in political parties, electoral lists, parliaments, cabinets, influential positions must be monitored.	• Development of communication strategies to promote public debate on the new roles of women and men in society and in family.
• Participating organisations for men and women	The women's presence in political parties, electoral lists, parliaments, cabinets, influential positions must be monitored.	• Participating organisations for men and women
• Participating organisations for men and women	The women's presence in political parties, electoral lists, parliaments, cabinets, influential positions must be monitored.	• Development of communication strategies to promote public debate on the new roles of women and men in society and in family.





the III object of our political effort was to win over the women in daily newspapers to our cause. We were successful in doing so in 1908. In 1911 we established the first of our monthly analytical studies, "Women's Work," which was published until 1928. Women's org. initiations are led by the most powerful daily newspapers. From 1906 [inel.] approximately 900 [inel.] issues were published about

ପ୍ରକାଶକ

**3. of awareness of existing right  
resistant attitudes and practices**

Legal literacy programmes for lawyers, teachers, children and NGOs seem to develop to operate in Sweden, Germany and Switzerland, focusing in women as a group or gathering and classifying information and follow up.

lack of gender sensitivity in  
gender based stereotyping

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set forth  
nowhere

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4785

long-term strategic  
combinations,  
children,  
the law says

18 22 26 30 34 38 42

518

about

Jesus said, "I am the way, the truth, and the life."