



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

Martin Jaigma

Context Study Estonia

Institute for Human Sciences (IWM)
Vienna
2008

Preferred citation: Jaigma, Martin (2008): *Context Study Estonia*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at http://www.quing.eu/files/results/cs_estonia.pdf.

DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as (gender+) equality legislation. If important legislation seem to have been omitted by the authority, please comment on this.

Legislation ¹	Year	Main provision(s)
Joining of International Covenant on Civil and Political Rights; International Covenant on Economic, Social and Cultural Rights; Universal Declaration of Human Rights; CEDAW	1991	Protection of individual's physical integrity (against things such as execution, torture, and arbitrary arrest). Procedural fairness in law (rule of law, rights upon arrest, trial, basic conditions must be met when imprisoned, rights to a lawyer, impartial process in trial). Protection based on gender, religious, racial or other forms of discrimination. Individual freedom of belief, speech, association, freedom of press, right to hold assembly. Right to political participation (organise a political party, vote, voice contempt for current political authority). Granting of economic, social, and cultural rights (ESCR) to individuals, including labour rights and rights to health, education, and an adequate standard of living. Human rights guaranteed to all people. Establishes an agenda of action for putting an end to sex-based discrimination: States ratifying the Convention are required to enshrine male/female equality into their domestic legislation, repeal all discriminatory provisions in their laws, and enact new provisions to guard against discrimination against women
Constitution of the Republic of Estonia	1992	No one shall be discriminated against on the basis of nationality, race, colour, sex, language, origin, religion, political or other opinion, property or social status, or on other grounds. Everyone shall honour and consider the rights and freedoms of others, and shall observe the law, in exercising his or her rights and freedoms and in fulfilling his or her duties.
Joining of the European Convention for the protection of Human Rights and Fundamental Freedoms	1993	Any person who feels his rights have been violated under the Convention by a state party can take a case to the Court; the decisions of the Court are legally binding, and the Court has the power to award damages.
Ratification of ILO Convention (No.100) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value	1996	Rates of remuneration established without discrimination based on sex.

¹ Information from www.sm.ee (Department of Gender Equality in the Ministry of Social Affairs).

Amendment to the Government of the Republic Act	2000	The area of government of the Ministry of Social Affairs shall include promotion of the equality of men and women and co-ordination of activities in this field, and the preparation of corresponding draft legislation.
Ratification of the Revised European Social Charter	2000	Prohibits discrimination against men and women in employment
Gender Equality Act	2004	To ensure equal treatment arising from the Constitution of the Republic of Estonia and to promote gender equality of men and women as a fundamental human right and for the public good in all areas of social life.

1.2 EU Directives and Member State Law: Comparisons and Struggles ²

Are all aspects of EU Directives on gender equality fully integrated into national law? If some aspects are not fully transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome? **Please fill in one table for each issue/policy listed in 1.2.1 (example provided).**

Issue	Equal pay/equal treatment ³
Prior to Directive	No
Legislation transposing Directive	1) Wages Act 2) Republic of Estonia Employment Contracts Act 3) Gender Equality Act
Fully transposed	No
Provisions not transposed	2002/73/EC, 2004/113/EC, 2006/54/EC
Is leg. better than Directive	Yes
Better how and since when?	It, for example, can be pointed out that the Gender Equality Act applies to all areas of social life (except 1. professing and practicing faith or working as a minister of a religion in a registered religious association and 2. relations in family or private life). Whether this fact in itself makes the act better than directives is debatable. Estonian Gender Equality Act (GEA) entered into force 1 May 2004.
Content of dispute(s) + date	About Commission's viewpoint regarding transposition of directive 2002/73/EC see the press release from 05.06.2008 ⁴
Parties to the dispute	Commission and Government of Estonia
Location	Commission
Outcome of the dispute	No outcome yet
Civil society engagement	-
Intersections	-
Other notes	-

² Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.

ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

³ Information in this and in the following tables of this section is provided by the Department of Gender Equality at the Ministry of Social Affairs.

⁴ <http://europa.eu/rapid/pressReleasesAction.do?reference=IP/08/876&format=HTML&aged=0&language=EN&guiLanguage=en>

Issue	Sexual harassment and discrimination
Prior to Directive	No
Legislation transposing Directive	1) Gender Equality Act 2) Republic of Estonia Employment Contracts Act
Fully transposed	No
Provisions not transposed	2002/73/EC, 2004/113/EC, 2006/54/EC
Is leg. better than Directive	In some aspects, the Estonian Gender Equality Act (GEA) goes further than directives. Whether this fact in itself makes the act better than directives should probably be decided by project experts.
Better how and since when?	E.g. according to the definition of direct discrimination in the GEA in addition to less favourable treatment on grounds of sex direct discrimination based on sex also means less favourable treatment of a person in connection with pregnancy and child-birth, parenting, performance of family obligations or other circumstances related to gender (and sexual harassment). Also, it must be pointed out that according to § 2 of the GEA the act applies to all areas of social life (except 1) professing and practicing faith or working as a minister of a religion in a registered religious association and 2) relations in family or private life). Estonian Gender Equality Act (GEA) entered into force 1 May 2004.
Content of dispute(s) + date	About Commissions viewpoint regarding transposition of directive 2002/73/EC see the press release from 05.06.2008 ⁵
Parties to the dispute	Commission and Government of Estonia
Location	Commission
Outcome of the dispute	No outcome yet
Civil society engagement	-
Intersections	-
Other notes	-

Issue	Equality bodies
Prior to Directive	No
Legislation transposing Directive	1) Gender Equality Act 2) Chancellor of Justice Act
Fully transposed	Yes
Provisions not transposed	-
Is leg. better than Directive	No
Better how and since when?	
Content of dispute(s) + date	-
Parties to the dispute	-
Location	-

⁵

<http://europa.eu/rapid/pressReleasesAction.do?reference=IP/08/876&format=HTML&aged=0&language=EN&language=en>

Outcome of the dispute	-
Civil society engagement	-
Intersections	-
Other notes	-

Issue	NGO/civil society dialogue (it is assumed that it touches upon the relevant provision of the directive on equal treatment of women and men, and not of the social dialogue in broader sense)
Prior to Directive	No
Legislation transposing Directive	Gender Equality Act
Fully transposed	Since it is the provision, according to which member states have a task to foster the dialogue with concerned organisations, the directive does not oblige to regulate the topic with the law.
Provisions not transposed	-
Is leg. better than Directive	-
Better how and since when?	-
Content of dispute(s) + date	-
Parties to the dispute	-
Location	-
Outcome of the dispute	-
Civil society engagement	-
Intersections	-
Other notes	-

Issue	Parental Leave (according to directive 96/34/EC)
Prior to Directive	Yes
Legislation transposing Directive	1) Holidays Act 2) Republic of Estonia Employment Contracts Act
Fully transposed	Yes
Provisions not transposed	-
Is leg. better than Directive	Yes and No
Better how and since when?	Parental leave in Estonian is by far more generous than as suggested in EU directives (duration of 18 month with 100% of previous salary). However, while the directive suggests a right to individual parental leave, in Estonia parental leave is more directed towards mothers. The law entered into force in 2004.
Content of dispute(s) + date	-

Parties to the dispute	-
Location	-
Outcome of the dispute	-
Civil society engagement	-
Intersections	-
Other notes	-

Issue	Organisation of working time (working time directive and part-time work)
Prior to Directive	No
Legislation transposing Directive	1) Republic of Estonia Employment Contracts Act 2) Working and Rest Time Act
Fully transposed	No
Provisions not transposed	Art 16 (Reference periods)
Is leg. better than Directive	No
Better how and since when?	-
Content of dispute(s) + date	-
Parties to the dispute	-
Location	-
Outcome of the dispute	-
Civil society engagement	-
Intersections	Republic of Estonia Employment Contracts Act lists sex, racial origin, age, ethnic origin, level of language proficiency, disability, sexual orientation, duty to serve in defence forces, marital or family status, family-related duties, social status, representation the interests of employees or membership in workers' associations, political opinions or membership in a political party or religious or other beliefs as prohibited grounds of discrimination.
Other notes	-

1.2.1 EU Directives to Consider

1 Equal pay/equal treatment

- Equal pay & equal treatment in employment (1970/1976)
- equal treatment irrespective of racial or ethnic origin (Directive 2000/43/EC)
- equal treatment on grounds of religion or belief, disability, age or sexual orientation Directive 2000/78/EC)
- employers to systematically take equal treatment measures (Equal Treatment 2002 transposed by October 2005)
- equal treatment between men and women extended to goods and services (The Gender Directive - Goods and Services, 2004, to be transposed by Dec 2007)
- requirement for gender mainstreaming extended to Goods & Services (2006 Recast Directive, to be transposed by 2009)

2 Sexual harassment and discrimination

- strengthening of sexual harassment policy: employers required to prevent sexual harassment (regarded as sex discrimination) (Equal Treatment 2002, transposed by October 2005)

3 Equality bodies

- governments required to establish equal opportunity body to enforce EU legislation within employment and to promote, analyse, monitor and support equal treatment (Equal Treatment 2002 transposed by October 2005)
- Duty of governmental body to promote, analyse, monitor and support equal treatment extended to goods & services (The Gender Directive - G&S - 2004, to be transposed by Dec 2007)

4 NGO/civil society dialogue

- governments to encourage dialogue with non-governmental organisations (Equal Treatment 2002 transposed by October 2005)

5 Parental leave

- parents have the right to 3 months individual non-transferable unpaid parental leave (Parental Leave Directive 1996, transposed by 1999)

6 Organisation of working time

- limited weekly working to 48 hours (Working Time Directive 1993)
- elimination of discrimination against part-time workers and assist the development of opportunities for working part-time (Part-time Work Directive 1997)

1.2.2 Other gender equality+ related directives you might want to consider

Directive 75/117/EEC on the principle of equal pay for men and women.

Directive 79/7/EEC on the principle of equal treatment for men and women in social security.

Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes.

Directive 86/613/EEC on equal treatment between self employed men and women.

Directive 92/85/EEC on the safety and health at work of pregnant workers and workers

Directive 97/80/EC on the burden of proof in cases of discrimination based on sex.

Directive 2000/78 on equal treatment in employment and occupation.

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Country		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	140 days	1992	Within the limit of sickness benefit, which is 100% of the salary
Paternity	Optional	1995		14 days (out of which 10 days are paid within the frame of sickness benefit or 100% of salary – from 2008)	2002	The pay was unified – 66 EEK per day, approx. 4.22 EEU ⁶
Parental	12 weeks	1996	Unpaid	435 days paid (based on previous year salary – minimum 3600 EEK, maximum 25 000 EEK in 2008),	2004	

⁶ 1 EUR = 15.6466 EEK

				plus unpaid leave until child gets 3 years old		
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	Gender Equality Act	2004	
Equalities body (employment)	Yes	2002		No separate institution – Gender Equality Commissioner and Chancellor of Justice exist	1999: Chancellor of Justice, 2005: Gender Equality Commissioner	
Equalities body (goods & services)	Yes	2004		No separate institution – Gender Equality Commissioner and Chancellor of Justice exist		
Equalities body for promotion	Yes	2006		No separate institution – Gender Equality Commissioner and Chancellor of Justice exist		
Gender pay audits	Not specified			Do not exist		
Gender Equality plan (employment)	Yes	2002/2006		Do not exist		
Requires NGO dialogue to be encouraged	Yes/no	2002	Dialogue	There is a development plan for Estonian civil initiative that speaks generally about the cooperation and dialogue but makes no explicit mention about gender equality.	Concept initiated in 2002	
Positive action measures	Yes/no	1975	Allowed, not required	Gender Equality Act	2004	
Public bodies to promote racial equality				Do not exist		
If there are no						

sanctions for violating the law, please state this						
Other:						

1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of ethnicity/'race' illegal
Yes
 - When was this law introduced?
1992 (Employment Contracts Act)
 - Is this restricted to employment related issues?
Yes
 - Does it include the sale and supply of services?
No
 - What disputes if any took place during its introduction?
Nothing significant

- Is discrimination on the grounds of religion illegal
 - when was this law introduced?
1992
 - Is this restricted to employment related issues?
Yes (Employment Contracts Act)
 - Does it include the sale and supply of services?
No
 - What disputes if any took place present during its introduction?
Nothing significant

- Is discrimination on the grounds of sexual orientation illegal
Yes
 - when was this law introduced?
2004 (Amendment to the Employment Contracts Act, transposition of EU directives)
 - Is this restricted to employment related issues?
Yes
 - Does it include the sale and supply of services?
No
 - What disputes if any took place during introduction of these laws?
Almost no disputes took place in Parliament as the adoption of the amendment was associated with Estonia joining the into EU

- Is discrimination on the grounds of disability illegal
Yes
 - when was this law introduced?
2004 (Amendment to the Employment Contracts Act, transposition of EU directives)
 - Is this restricted to employment related issues?
Yes
 - Does it include the sale and supply of services?
No
 - What disputes if any took place during introduction of these laws?
Almost no disputes took place in Parliament as the adoption of the amendment was associated with Estonia joining the EU

- Is discrimination on the grounds of age illegal
Yes
 - when was this law introduced?
2004 (Amendment to the Employment Contracts Act, transposition of EU directives)
 - Is this restricted to employment related issues?
Yes

- Does it include the sale and supply of services?
No
- What disputes if any took place during introduction of these laws?
Almost no disputes took place in Parliament, as the adoption of the amendment was associated with Estonia joining the EU
- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant?
No

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan?

Currently there is no national gender equality plan in Estonia. However, there is an ongoing work to develop a gender equality programme, which is financed by governmental funds and which should be launched in 2009 (covering the following sections: raising awareness of employers and employees, gender equality mainstreaming, better implementation of legislation and decreasing gender stereotypes).⁷ Still, activities and sub-goals intended to promote gender equality have been included in the Estonian National Development Plan for the Implementation of the EU Structural Funds.⁸ In addition, the Development Plan of the Ministry of Social Affairs for 2007-2010 lists gender equality priorities.

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).
As indicated above, the national gender equality plan to be would cover issues of awareness raising of employers and employees, gender equality mainstreaming, better implementation of legislation and decreasing gender stereotypes.
- Is the focus restricted to non-discrimination?
No
- Is there reference to gender mainstreaming?
Yes
- Are there named policy instruments and/ institutions, if so what?
N/A
- Are there indicators and statistics to evaluate the policies?
N/A
- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)
N/A

2.1.2 Is gender equality integrated with other equalities in a national plan?

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

N/A

⁷ Information in this chapter comes from the Ministry of Social Affairs.

⁸ See: http://www.innovation.lv/ino2/publications/prog_taiend_eng.pdf (in English), <http://mak.eas.ee/files/dynamic.php/0/0/28.pdf> (in Estonian)

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence

The development plan is currently being elaborated and is called "The development plan to forestall and prevent the violence in intimate relations for years 2008-2011". It is predicted to be enforced in the second half of 2008. The development plan was coordinated by the Ministry of Social Affairs with the Department of Gender Equality in lead. Other parties involved in the development of the plan included the ministries of Education and Research, Justice, Interior, but also State Chancellery, the Office of the Minister for Population and Ethnic Affairs, Statistics Estonia, Gender Equality Commissioner and the Office of the Chancellor of Justice. In addition, many other interest groups were included. The development plan mainly encompasses violence in private relations that occurs between people closely related to each other or people in blood relationships. The main emphasis has been placed on violence against women.⁹

If yes please name the plan. Does it cover:

- Domestic violence and violence in partnerships
Yes
- Sexual assault/violence and rape
N/A
- Sexual harassment and stalking
N/A
- Trafficking and prostitution
N/A
- Forced marriage, honour crimes and FGM
N/A

Does the plan include:

- named policy instruments and/or institutions, if so what;
N/A
- indicators and statistics to evaluate the policies, if so which?
N/A

2.2 EU required National Reform Programme (National Action Plan) for Employment

- Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?

Member state reports 2006: http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm

No mention has been made in the document about gender equality

- Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

EGGSIE 2005 report see:

http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

There is little evidence of gender mainstreaming – national projections exist for women's employment but more attention is paid to male employment, but this is not explored as a gender issue. The focus on reducing gender segregation in the 2004 NAPemp has disappeared.

National female employment rate projections are 63.3% in 2008 and 65% in 2010 but no target is set. The current employment rate for women already meets the Lisbon target but the increase from 2003 to 2004 was only 1 percentage point compared to the 1.4 envisaged in the 2004 NAPemp.

Integrating unemployed or inactive women is not a high priority in the NRP as female unemployment has declined and female employment levels are above the EU average. Estonia has some special measures for those taking care of children; first of all taking care of children under eight years old is eligible to be defined as an activity equal to work with respect

⁹ Info from the Ministry of Social Affairs.

to social protection; second, those raising children under six years of age can apply for the status of a less competitive person which makes them eligible for employment subsidies to be paid to employers. Both of these conditions in practice affect women more than men.

Women's employment position is regarded as relatively favourable but there is no corresponding analysis of the situation of men in the labour market. The main targeted area of policy that assists women is childcare. The policy to help the young unemployed has no gender dimension and the only active ageing policy for women is raising the retirement age.

There is some discussion in the NRP of the need to promote new forms of flexible working, using the internet etc, to facilitate reconciliation of work and family life.

The NRP has identified the development of the childcare system and the business start-up counselling and training of childcare providers as policy targets. 40% of working parents use public day-care services. This form of childcare is the preferred form but there is a problem of lack of vacancies. Every seventh child cannot use day-care due to lack of vacancies. In 2004 12% of the 1 year olds, 56% of the 2 year olds and 81% of the 3 year olds attended a preschool institution. One of the problems of the lack of vacancies is that only public childcare is subsidised.

Gender mainstreaming in the inclusive labour markets. Guideline. Gender is not mentioned. Measures focus on helping the long-term unemployed find work, including training case managers in employment offices and encouraging start-up firms to exploit new opportunities.

Policies for creating an inclusive labour market. Special provisions under the Social Protection of the Unemployed Act (2000) assist the integration of mothers who have cared for young children.

Policies to 'make work pay'. The problem of low pay is said to be the result of a high share of low value-added industry and dependence on subcontracting. No 'make work pay' policies appear to have been introduced.

Evidence of Gender Mainstreaming. The NRP does not discuss gender issues.

Gender Mainstreaming of Policies. Gender is not mentioned but increased training for the self-employment, particularly in rural areas, should benefit women.

Gender mainstreaming of policies on wage-setting and employment-friendly labour cost policies. Gender is not mentioned. No assessment of the gender pay gap, reflecting the very low visibility of, and support for, this issue in society. The NRP ought to have called for a stricter enforcement of sex discrimination legislation.

Policies and mechanisms to regulate low wage work. Legislation states that the minimum wage should reach 41 per cent of the average wage by 2008.

Policies to reduce the tax burden on low wage workers. The NRP reports the government as taking steps to reduce the tax wedge on labour, but details are missing. The overall tax burden on low income workers in 2004 was 37%.

Gender mainstreaming in the guidelines concerning human capital policy. No explicit evidence of gender mainstreaming. Concrete actions to reduce the number of early school leavers and increase the share of the adult population participating in lifelong learning activities – a target of 10% was set to be achieved by 2008 - are put forward but the lack of attention to gender equality means that policies fail to devise methods to reach young boys and adult men, who are more likely to be in those conditions. The NRP also declares the intention of introducing entrepreneurial education into the curricula, a commitment that, if it is put into practice, may potentially diversify and improve women's position in the labour market but there is no reference to gender. A new training programme for young people who encounter problems when entering the labour market to gain work experience is mentioned in the NRP but young men and women are not targeted separately.

References to gender mainstreaming. No mention of GM, even though there are positive developments in national arrangements.

Use of gender disaggregated statistics. Limited disaggregation of statistics by gender.

Gender specific policies. Gender equality strategy still not ready. Need for female equality policies rejected as women faring better than men.

Change since last year - greater, equal, or less visibility. Less visibility.

Extent of gender mainstreaming of the NRPs. In the NRP for Estonia, the commitments to gender mainstreaming made in the NAPemp 2004 appear to have been forgotten, even though at the national level there is a new commissioner to implement the Gender Equality Act, which requires gender mainstreaming. There is also less commitment to gender equality policies as it is stated that women's employment position is more favourable than men's.

The adequacy of the policy approach. The achievement of the Lisbon target for women's employment and the unfavourable position of men in the labour market in Estonia have become a reason not to discuss and develop policies for women's employment despite problems of segregation and the gender pay gap.

In Estonia both the NAP/incl and the NRP have become gender blind; in contrast to the Joint Inclusion Memorandum produced prior to joining the EU, which had the gender aspect more integrated into the agenda. Vulnerable groups, not differentiated by gender, such as the young and disabled are targeted in both the NAP/inc and the NRP 2005. The problem of young people with incomplete basic education (9 years), where boys are in the majority, has not been tackled to date, although this is now being examined.

Expert Summary Assessments of the NRP Employment Guidelines from a Gender Perspective. In Estonia the target set in the 2004 NAP/empl to implement the principle of gender mainstreaming in policy-making by 2006 has been forgotten in the 2005 NRP. Moreover the Gender Equality Strategy expected by the end of 2004 is still not ready by the end of 2005. Civil servants from other ministries are still waiting for the guidelines and regulations. However, there are more gender policies than those reported in the NRP, as a new Commissioner has been appointed to implement the Gender Equality Act that should ensure mainstreaming of policy by state and locally governed agencies. Gender gaps in employment are not so big and men are also facing risks during their life course, but women face more risks in connection with family duties (childcare, elderly care). The gender pay gap has stabilised, but remains high with women earning a quarter less than men do. Data are insufficient; wage and taxation policies are poor and gender disparities and segregation are not tackled. Finally, the provision of accessible and affordable childcare does not meet current demands.

Lows: the high tax wedge on labour in Estonia; the lack of policy initiatives to tackle the gender pay gap in Estonia and the limited policy action to tackle the high tax wedge among the low paid.

- Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

EC response: http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm)

N/A

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Member state reports: http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm

In order to promote equality between men and women special measures intended for women or men and the strategy of mainstreaming are applied. To enable a greater consideration of the gender aspects of policies, administrative capacity will be increased through exchange of information, training for target groups, and preparation of guidelines.

No mention of gender-based violence.

- Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report (including gender-based violence)? If so, what are these?

EGGSIE Synthesis report (2006)

http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

Employment rate for young women is notably lower than that for young men. This gender gap exceeds 10 percentage points in Estonia.

The gender gap in the employment rate is more pronounced than for young age groups and among those aged 55 to 64 years the rate is lower for women than for men in every country. The gender gap in Estonia is one of the smallest.

The picture of the 50 to 64 year age group is more variable – here men are more at risk of poverty. However, women are more at risk of poverty, with a particularly marked gap of at least nine percentage points found Estonia.

In most countries the employment rate for young women is notably lower than that for young men. Estonia has a wide gender gap in employment rates for the youngest age group.

In gender division of household responsibilities and its manifestation, Estonia belongs to the group of the smallest gender gaps.

There are no specific benefits for lone parents in Estonia.

In Estonia, special rights exist for the children, rather than the adult, in lone-parent households. In Estonia, the single-parent's child allowance shifted from being an adult to a child entitlement in 2002. A need to improve labour market incomes of lone mothers through policies such as special training provision is identified in Estonia.

The socially excluded 'unattached men' in Estonia. Unattached men are those who are not married (or cohabiting) and have not been employed for a long period. They have low levels of educational attainment and skills, and do not fulfil the traditional male role as breadwinner. They are less likely to contact the state employment office than women who are without employment, due to a combination of reasons including a rejection of state programmes and a conviction that they can manage on their own. These men are a particularly excluded group who are prone to crime, alcoholism, drug abuse and depression and homelessness. They rely on their parents (especially mothers) for support; and if this is not forthcoming many become homeless. Targeted activation policies are required to reintegrate these men into Estonian society.

- Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)?
NO
- If so, what were these?

EC report: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm

2.4 EU funding

- Does the EU provide any funding having a gender impact through programmes such as DAPHNE, European Social Fund? If yes, how much and over what period of time?

As to DAPHNE, there has been financing of various programmes at least since 1999, with project partners being mostly NGOs.

As to European Social Fund (financing activities since 2000), gender mainstreaming is being financed. From EU budget 2007-2013, 14 000 000 EEK (900 000 EUR) has been allocated. Ministry of Social Affairs has prepared the programme "Development of gender equality 2008-2010". The second programme is planned for years 2011-2013. One half of the sum will be applied through programmes, the second half is meant for public tenders.¹⁰

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

In 2000, with the amendment to the Law on the Government of the Republic, the Ministry of Social Affairs was attributed three additional functions: promoting equality between men and women, coordination of these activities and preparation of relevant draft laws.

The general functions of the **Ministry of Social Affairs** in the field of gender equality were specified by the Gender Equality Act, creating more detailed rights and obligations in order to supervise the implementation of the Gender Equality Act. The Ministry provides consultations on matters related to the implementation of the principle of equal treatment and gives instructions for the implementation of the act. It concludes analyses on the effects of gender equality legislation. The Ministry then publishes reports on the implementation of the principle of equal treatment for men and women. The Ministry of Social Affairs is responsible for providing information on matters related to implementation of the principle of equal treatment for men and women to everyone. If necessary, the consultant shall explain to a person which institution is competent to resolve a possible case of discrimination. At the request of the person, assistance shall be provided upon preparation of a written application, and the application shall be submitted to the competent body. Applications shall not, however, be submitted to the courts or labour dispute committees.

Gender Equality Bureau and the Department of Gender Equality

The Gender Equality Bureau was established in December 1996. In June 2000 the Ministry was attributed three additional functions under law: promoting the equality of men and women, coordination of these activities and preparation of relevant draft laws. From 1 January 2004 the unit operates under the authority of the Deputy Secretary General of Social Affairs as the Gender Equality Department. The staff of the Department consists of five civil servants, supported by analysts working in the policy information and analysis departments, which prepare different indicators for measuring the situation of gender equality in Estonia, coordinating the research activities and analysis of the disaggregated data. The ministerial bureau of gender equality at the Ministry of Social Affairs was reorganised and expanded by the Minister of Social Affairs Decree No. 47 of May 4, 2004 on the Department on Gender Equality.

The functions of the Department include the elaboration of gender equality policies and coordination of implementing and elaborating gender mainstreaming measures. Article 9 of the GEA provides a function of promoting gender equality of all agencies of state and local government. They are required to promote gender equality systematically and purposefully, and to change the conditions and circumstances which hinder the achievement of gender equality. Upon planning, implementation and assessment of national, regional and institutional strategies, policies and action plans, the agencies take into account the different needs and social status of men and women and consider how the measures applied and to be applied will affect the situation of men and women in society. Considering the overall level of awareness of gender equality issues, guidelines and consultations need to be provided in order to guarantee the fulfilment of the promotion obligation provided in Article 9.

¹⁰ From Kadi Viik from the Ministry of Social Affairs.

The Department has the power to draft governmental and ministerial policy decisions in the respective area; it participates in dialogues with the concerned interest groups, elaborates surveys and reports on the compliance of internal legislation with international standards. Its main concrete task is to coordinate the work of strategies to integrate a gender equality principle into all governmental and municipal politics. The Estonian National Gender Equality Strategy is being elaborated under the coordination of the Department on Gender Equality. The Department deals with all matters concerning gender equality, including drafting relevant legislation and policies, raising awareness, coordinating the implementation of gender mainstreaming, and cooperating with the academic community in producing research on gender issues.

In addition, the Department may counsel anyone on questions of equal treatment or help victims of discrimination. In order to fulfil its obligations, the decree grants the Department numerous rights. Among other things, it may demand any department or unit of ministry or public offices under the responsibility of the Ministry of Social Affairs to provide information or help, create commissions or working groups, and to draft orders or suggestions of amending legal norms or signing treaties.

Working Group for Promoting Gender Equality

The Working Group for Promoting Gender Equality was established in February 2002. It was headed by the Minister for Social Affairs and composed of representatives of different ministries. Its task were to develop a strategic development plan for eliminating the inequality of men and women and integrating gender equality into the action plans, programs and projects of state institutions in different areas. The working group was rearranged into the Inter-ministerial Committee for Promoting Gender Equality by the Government Order from November 27, 2003. The Commission's essential tasks are to draft, according to Article 2 of the EC Treaty, a development strategy on incorporating the principles of eradicating gender inequality and promoting equality into plans of actions, projects and programs for all public authority bodies, to develop a national action plan on gender equality and gender mainstreaming. It should also make suggestions on the adopted gender mainstreaming measures in the special fields. The Commission has a right to form working groups and expert commissions and to involve into its work specialists of specific fields or ministries. The members of the committee act also as ministerial focal points for gender equality issues. The financing of the commission is provided by the Ministry of Social Affairs. However, the Commission has a tendency to fall into a sort of lethargy due to the frequently revolving cadres.

Gender Equality Council

Another body aimed at modelling gender equality policies is the Gender Equality Council, which was created by the GEA. The Gender Equality Council is an advisory body within the Ministry of Social Affairs. Its tasks include approving general objectives of gender equality policy and advising the Government on matters related to the promotion of gender equality. The Council may present its opinion to the Government concerning compliance with the GEA of national programs presented by the ministries.

Gender Equality Commissioner

The Gender Equality Commissioner is an independent and impartial expert who acts independently and monitors the implementation of the GEA. The Commissioner is appointed to the office by the Minister of Social Affairs for five years and her/his activities are financed from the state budget.

Pursuant to the Gender Equality Act, the Commissioner monitors compliance with the requirements of the GEA, accepts applications from persons and provides expert opinions, analyses the effect of laws on the status of men and women in society, makes proposals to the Government of the Republic and to government agencies, as well as to local governments and their agencies, regarding alterations and amendments to legislation, advises and informs the Government of the Republic, government agencies and local government agencies on issues related to implementation of the Gender Equality Act, and shall take measures to promote gender equality. The GEA created a new institution that aims to combat discrimination and to promote gender equality. The most important new regulation grants the Commissioner powers to accept applications from persons and provide opinions concerning possible cases of discrimination. The purpose of an opinion is to provide an assessment, which, in conjunction with this Act, binding international agreements and other legislation, allows for an assessment of whether the principle of equal treatment has been violated in a particular legal relationship. In order to provide an opinion, a Commissioner has the right to obtain information from all persons who may possess information that is necessary to ascertain the facts relating to a case of discrimination, and demand written explanations concerning facts relating to the alleged discrimination

based on sex, and submission of documents or copies thereof. Without the consent of the applicant, the Commissioner may disclose to the public only the content of an application concerning which proceedings are conducted. In the course of his or her activities, the Commissioner analyses the effect of legislation on the situation of women and men in society, and makes proposals to the Government for amendments to legislation. The GEA entered into force on May 1 and the Gender Equality Commissioner was appointed at the beginning of October 2005 and has already received several complaints, but the institution as such will still need to be developed in order to guarantee the necessary effectiveness of the work.

The Chancellery of Justice

The institution was established in 1992, when the Constitution was adopted by referendum. The Constitution and the Chancellor of Justice Act form the legal bases of the Chancellor of Justice's activities. The Chancellor is appointed by the Parliament at the proposal of the President of the Republic for a term of seven years. Once a year, the Chancellor presents an overview of his activities to the Parliament.

Important legislative change took place on February 25, 1999 when the Act on the Chancellor of Justice was amended creating a new legal remedy for victims of discrimination. The Chancellor of Justice is an independent official who reviews the legislation of general application for conformity with the Constitution of the Republic of Estonia and other acts. The Chancellor of Justice also has certain powers similar to the institutions of Ombudspersons in Scandinavian legal systems, meaning that everyone has the right of recourse to the Chancellor of Justice in order to have individual rights protected by way of filing a complaint to verify whether a state agency, local government agency or other persons performing any public function adheres to the principles of observance of the fundamental rights.

The amendment to the Act on the Chancellery of Justice provides a function of promoting gender equality and applying the equal treatment principle. From 2004 everyone has the right of recourse to the Chancellor of Justice in order to have his or her rights protected by filing a petition to request verification whether or not a state agency, local government agency or body, legal person in public law, natural person or legal persons in private law performing public duties adheres to the principles of observance of the fundamental rights and freedoms and to the principles of sound administration. The Chancellery is therefore competent to: analyse the effect of the implementation of legislation to the condition of different social groups; inform the Parliament, Government, local government and the public how the principles of equality and equal treatment are applied; make proposals for legislative amendments to the Parliament, Government, local government bodies and employers; promote, in the interests of adherence to the principles of equality and equal treatment, the development of national and international cooperation between individuals, legal persons and agencies; promote, in cooperation with other legal and natural persons, the principles of equality and equal treatment. It should be noted that the Chancellery of Justice will perform the aforementioned tasks only in the course of her or his main functions. According to the GEA, disputes concerning discrimination shall be resolved in court and pursuant to the procedure provided for in the Act on the Chancellor of Justice, the Act on Gender Equality or other acts. Upon violation of a prohibition of discrimination in employment (including gendered difference in pay) or publishing a discriminatory offer of employment or training provided for in Articles 6 and 8 of the GEA, 7 an injured party may demand compensation for damage and termination of the harmful activity. An injured party may, in addition, demand a reasonable amount of money to be paid to the party as compensation for non-patrimonial damage caused by the violation. One must emphasize that the compensation claim may be presented solely before the court of law. Neither labour dispute committees nor any other legal body may entertain such a claim. Upon determination of the amount of compensation, a court shall take into account the scope, duration and nature of the discrimination, and whether the violator has eliminated the discriminating circumstances or not.

The institution of the Chancellor of Justice is also vested with the conciliatory functions. With regard to legal remedies available to victims of discrimination, the Chancellor of Justice commences proceedings in cases in which a petitioner personally or through the representative refers to a state agency whose activities have violated the person's fundamental rights.

Through the recent amendment to the act in question, the Chancellor was given additional supervisory competence over the observance of fundamental rights and freedoms. In order to provide additional recourse for victims of discrimination, a conciliation procedure to be conducted by the Chancellor of Justice was instated. The right to file a complaint has been granted to everyone who finds that a

person or a private legal entity has discriminated against him or her on the basis of sex; race; nationality or ethnic origin; colour; language; origin; religion or religious beliefs; political or other opinion; property or social status; age; disability; sexual orientation or other attributes specified by law. A precondition for initiating procedure of conciliation is that no court judgment shall have entered into force in the matter of the petition, and at the time of the filing of the petition, the matter shall not be subject to judicial proceedings or mandatory pre-trial complaint proceedings.

A main development in the role of **NGOs** as promoters of gender equality that has significance is the amendment to the Article 26 of the Act on the Chancellery of Justice, which provides that in conciliation proceedings for resolution of discrimination disputes, a person who has a legitimate interest to control compliance with the requirements for equal treatment may also act as a representative. Trade unions and women NGOs may be considered as persons with a legitimate interest to submit a petition in the name of the victim initiating conciliation proceedings.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called?

- o governmental (civil servants and ministers in central government);
YES. Gender Equality Department at the Ministry of Social Affairs, Inter-ministerial Committee for Promoting Gender Equality, Gender Equality Council
- o enforcement and monitoring agency (e.g. equality authority, ombudsperson);
YES. Gender Equality Commissioner, Chancellor of Justice
- o special legal apparatus (e.g. special courts for employment or domestic violence);
NO
- o body for consultation / dialogue with women's NGOs
NO
- o Other, for example, Parliamentary Committees
NO

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

*The nature of the institution*¹¹

- Is there gender machinery that meets the minimum legal requirements of the EU?
YES
 - o A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex:
YES (Gender Equality Commissioner)
 - o providing independent assistance to victims of discrimination in pursuing their complaints about discrimination;
YES (Gender Equality Commissioner, Chancellor of Justice)
 - o conducting independent surveys concerning discrimination;
YES
 - o publishing independent reports and
YES
 - o making recommendations on any issue relating to such discrimination.
YES
- Is there gender machinery that meets the 'Paris Principles'?
YES, Gender Equality Commissioner
 - o independence guaranteed by a constitutional or legislative framework, autonomy from government,
YES
 - o pluralism including pluralism of composition,
n/a (difficult to answer)
 - o a broad mandate,
YES
 - o adequate powers of investigation,
YES

¹¹ Information in the following section from Ülle-Marika Papp from the Ministry of Social Affairs.

- sufficient resources
NO
- Is there gender machinery that meets the further requirements of the UN Platform for Action?
 - responsibility vested at the level of a Cabinet minister.
YES
 - Develop indicators and statistics to monitor policy
YES
- How close to the Prime Minister is the governmental machinery located?
 - PM's office
 - Other powerful department.
 - Other department
Ministry of Social Affairs
- Would any of the bodies be described as following a feminist agenda?
NO
 - Briefly explain the reasoning behind your answer.
No explanation was provided by the expert
 - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)
- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?
NO
- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?
NO

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights?
Not yet, but the proposal for the amendment has been made to gender equality law which regulate the activities of gender equality commissioner and which would bring forth a new body – Equal treatment commissioner under the narrower Equal Treatment Act, dealing with other grounds of discrimination.
- If yes,
 - When did this happen?
The draft is in parliament
 - Was the change controversial (who fought whom, allied to whom)?

Estonian women's organisations (Estonian Women's Association Round Table) have made proposals to add new functions to the Gender Equality Commissioner Office, and not to take the institution out of the Gender Equality Law (because the field of application of gender equality law is broader than implementation of Equal treatment law).

- Is the division of responsibilities by function or by strand?
N/A (difficult to answer)
 - Is there a separate mechanism for consulting civil society by strand, including women?
NO
 - Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.
NO
- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

No, there is no machinery for other equality issues in Estonia.

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery?

Ad hoc

- If so, are they routinised or occasional?

There is a list of women's organisations who are routinely invited to the consultations.

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

The Estonian tax system is generally household based, but submission of joint declarations is considered a right and not an obligation (thus an individual approach is also possible), and a family's tax liability usually decreases when joint declarations are submitted.¹²

Is the benefit system household based or individualised?

Individualised

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops).

A parent can be in parental leave until the child is 3 years of age. For that period, the parent receives maternity benefit for 140 days, parental benefit for 435 days and child care allowance until the child is 3 years old. In addition, the state pays a parent the social tax, which covers health and pension insurance, until the child is 3 years old.¹³

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?
Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

In the beginning of 2008, the Estonian Labour Market Board started to coordinate a programme "Increasing the supply of qualified labour force 2007-2013", which offers trainings for persons with care duties, including the parents of children up to 6 years of age. However, the training is meant for those parents who do not have an employment relation with the employer, i.e. those who are not employed, or in case there are bankruptcy proceedings against the employer. If a parent of the child has a valid employment relation, then trainings are not offered. An employer can offer means to train its employees through Enterprise Estonia, which is one of the largest institutions within the national support system for entrepreneurship in Estonia. It provides financing products, advice, partnership opportunities and training for entrepreneurs, research and development institutions and the public and third sectors.¹⁴

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

- Childcare: care (under 3 years)
- Childcare: pre-primary education (3 yrs- school age)

It is not provided by the state but is dependent on every local or municipal government's own regulations.

¹² Information from the Ministry of Finances.

¹³ From the Ministry of Social Affairs.

¹⁴ Information from the Ministry of Social Affairs.

What is the predominant form of childcare provision? i.e. public, private or mixed.

Public

How is childcare financed (e.g. by public funds, privately or mixed)?

Public funds

Is the pension age the same for women and men? If so, since when?

From 2001, the pension age for men is 63. Women's pension age will reach the same age by 2016.

4.2 Intimate citizenship

Is abortion legal? If so, in what year did this happen?

Abortion is legal in Estonia since 1955 when abortion was legalised in the Soviet Union. After restoration of independence in 1991, a decree of the Minister of Healthcare regulated abortion. In 1998, the Parliament adopted the Law on Termination of Pregnancy and Sterilization. (Abortion was legalised in the Republic of Estonia before World War II).¹⁵

Up to which week of pregnancy is abortion legal?

Abortion is legal until the 11th week of pregnancy.

Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

The decision to abort can be made by the woman alone and she should not be influenced in her decision.. Abortion between the weeks 11 and 21 of pregnancy can be made in the following cases: the pregnancy jeopardizes woman's health, the baby to be born has mental or physical damages, health related problem of the woman prevents her to raise a child, the pregnant woman is less than 15 years old, or the pregnant woman is more than 45 years old.¹⁶

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country)?

In 2006, 11 625 abortions in total (34.1 abortions per 1000 women in years 15-49 of age, or 78.1 abortions per 100 live births).¹⁷

Is a marriage a state based contract, religious contract or both?

A marriage has legal effect only if the marriage is registered at a vital statistics office upon contraction of the marriage. The Minister of Regional Affairs may grant the right to perform the functions of a vital statistics office, which are related to the contraction of marriages to a minister of religion of a church, congregation or association of congregations who has received the appropriate training. A minister of religion of a church, congregation or association of congregations who is granted the right to contract marriages by the Minister of Regional Affairs is equal to a vital statistics office upon performance of the functions related to the contraction of marriages and the minister of religion has the right to register marriages and issue marriage certificates.¹⁸

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

A vital statistics office grants a divorce upon agreement of the spouses on the basis of a joint written petition which the spouses submit in person to a vital statistics office. A divorce is granted no earlier than one month and no later than three months after submission of a petition. If a spouse cannot appear at a vital statistics office in person for submission of a joint petition, he or she may submit a separate notarised petition. A spouse staying in a foreign state may submit a written petition on which the signature of the petitioner is confirmed by a consular officer of the Republic of Estonia. The format of petitions completed in a foreign state shall be approved by a regulation of the Minister of Internal Affairs. A vital statistics office grants a divorce on the basis of a petition of one spouse if a court has established the fact that the other spouse is missing. A vital statistics office shall not grant a divorce, if together with the divorce, a spouse desires to resolve a dispute concerning a child or concerning the division of joint property or desires support to be ordered.

A court grants a divorce at the request of a spouse if: the spouses disagree about the divorce, together with the divorce a spouse desires to resolve a dispute specified in subsection 28 (4) of this Act or a vital statistics office is not competent to grant the divorce. A divorce shall be granted if a court

¹⁵ Estonian Association of Sexual Healthcare, <http://www.amor.ee/44205>

¹⁶ Law on Termination of Pregnancy and Sterilization, <https://www.riigiteataja.ee/ert/act.jsp?id=925400>

¹⁷ Statistics Estonia, <http://www.stat.ee/>

¹⁸ Family Law Act, <https://www.riigiteataja.ee/ert/act.jsp?id=1011053>

ascertains that continuation of the marriage is impossible. Upon granting a divorce, a court shall, at the request of the spouses, settle disputes concerning a child and disputes concerning support or division of joint property. If a court does not satisfy a petition for divorce, requests in disputes concerning a child, support or division of joint property shall not be heard. If a third person has submitted a claim with respect to joint property, a court shall resolve a dispute concerning division of joint property in a proceeding separate from the divorce. A court shall, within ten days after the entry into force of a court order granting a divorce, send a copy of the court order to the vital statistics office where the marriage was contracted.¹⁹

Are there any restrictions to marriage other than the gender of the partners (e.g. nationality, country of origin)?

A marriage shall not be contracted: between persons of whom at least one is already married; between direct ascendants and descendants, brothers and sisters, half-brothers and half-sisters, adoptive parents and adopted children, or between children adopted by the same person; between persons of whom at least one has been placed under guardianship due to his or her restricted active legal capacity (with exceptions).²⁰

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/no+year when introduced):

Does it extend to:

- survivors' benefits in pensions?
- adoption rights?
- parental leave?
- assisted reproduction?
- Family reunification – have partners the right to settle and be employed in the country where their partners live?

Number of registered civil partnerships, annually and in total?

Civil partnerships, civil unions or gay marriages are not legal.

4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out?

Yes. The first one was carried out in 2001. The most recent one was carried out in 2006.²¹

I. Pettai and I. Proos (2001) *Violence against Women in Estonia*, Estonian Institute for Open Society Research.

Helve Kase (ed.) (2001) *The Voices of the Silent*, Tallinn: Estonian Institute for Open Society Research.

M. Pajumets (2002) *As Future Job-Seekers, What Do Female High School Graduates Know About Trafficking in Human Beings?* Estonian Institute of Humanities.

H. Kase and I. Pettai (2002) *Prostitution and Trafficking in Women as an Unsolved problem in Estonia: The Ability of the Estonian State to Suppress and Prevent Prostitution and Trafficking in Women*, Estonian Institute for Open Society Research.

I. Pettai, I. Proos, and H. Kase (2002) *Abuse and Women's Health*. Estonian Institute for Open Society Research.

I. Pettai, I. Proos (2003) *Violence and women' health. The materials of the sociological research.* Estonian Open Society Institute.

A. Trummal (2003) *Trafficking in Children for Sexual Purposes in Europe – the*

¹⁹ Family Law Act, <https://www.riigiteataja.ee/ert/act.jsp?id=1011053>

²⁰ Family Law Act, <https://www.riigiteataja.ee/ert/act.jsp?id=1011053>

²¹ Information from http://www.oef.org.ee/_repository/File/Estonia%20VAW%20Report.pdf

Originating Countries: Estonia Country Report, ECPAT.

K. Eespere (2004) *Combating Trafficking in Persons in Estonia: Experts' Opinions as to Problems and Solutions*, Estonian Women's Studies and Resource Center.

H. Kase, I. Pettai (2006) *Behaviour of a woman in childhood and domestic violence in Estonia*. Estonian Open Society Institute.

H. Kase, I. Pettai, I. Proos (2006) *The meaning of prostitution in Estonian society. Internal security or economic profit*. Estonian Open Society Institute.

Does it include:

- Domestic violence and violence in partnerships?
Yes
- Sexual assault/violence and rape?
Yes
- Sexual harassment and stalking?
Yes
- Trafficking and prostitution?
Yes
- Forced marriage, honour crimes and FGM?
No

4.3.1 Domestic violence

What (civil law) legal devices are available to prevent domestic violence? Do they target perpetrators and/or victims? (Yes/no+year when introduced). Devices could for instance include:

- restraining orders
- non-molestation orders
- occupation orders
- state funded perpetrator programs
- other devices?

No Estonian legislation addresses violence against women, either in general terms, or in any of its various forms. Estonian legislation does not include terms such as 'violence against women', 'abuse of women' or 'domestic violence/abuse'. Existing laws do not include a specific charge of violence (abuse) in marriage/cohabitation or of violence against women.

The Estonian Penal Code does not use the term 'domestic violence'. The Penal Code came into force on September 1, 2002, and crimes involving violence against women are basically concentrated in Chapter 9 on "Offences against the Person"; Division 2 on "Offences against Health"; Subdivision 1 on "Offences Hazardous to Health"; Subdivision 2 on "Acts of Violence"; and Division 7 on "Offences against Sexual Self-Determination". This list, however, cannot be considered exhaustive as criminal practice may include interconnected cases of domestic violence, which could be liable to punishments listed under other articles of the special part of the Penal Code. All violence is penalised in Estonia, including cases in which it is perpetrated or condoned by the state or its officials. All provisions and sanctions of the Penal Code apply, including those cases in which a state actor commits a crime.

The Act on Gender Equality (RT I, 2004, 27, 181) was passed by the Estonian Parliament on April 7, 2004. The Act contains a definition of sexual harassment, but it does not include any preventive or punishment measures. Article 3 of the Act defines sexual harassment as follows: "sexual harassment" occurs where, in any subordinate or dependent relationship, any form of unwanted verbal, non-verbal, or physical activity or conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating a disturbing, intimidating, hostile, degrading, humiliating, or offensive environment and the person rejects or submits to such conduct as a direct or indirect prerequisite for acquisition or maintenance of employment, participation in training, receipt of remuneration, or any other advantage or benefit."

Cases of violence can be treated as offences against the person or as misdemeanours, pursuant to the Penal Code in force as of September 1, 2002. Until July 1, 2004, cases of domestic violence were

investigated according to provisions concerning private charges. Investigations were obstructed by the victims' frequent retraction of charges, which led to the termination of investigations.

The new Code of Criminal Procedure, which abolished private charges in their entirety, came into force on July 1, 2004. Under the new code, the police are legally obligated to record and investigate all reported cases. Due to the abolition of private charges, a victim's statement is no longer required in order for the investigation of domestic violence cases to proceed. As of July 1, 2004, all cases of violence, including violence against women and children, are prosecuted in the name of the state, in the public interest. No aggravating or mitigating factors are deemed applicable to violence against women in Estonia, and violence against women itself cannot be treated as an aggravating or a mitigating factor or qualified case of a criminal offense.

As of July 1, 2004, the Code of Criminal Procedure offers opportunities for the application of simplified proceedings, by virtue of the creation of two new forms of simplified proceedings: alternative proceedings and summary proceedings. The likelihood of settlement proceedings being sought in cases of domestic violence is largely dependent upon on the accused and his/her counsel's assessment of guilt. In large measure, the motivation of the accused to agree to settlement proceedings is dependent upon his/her emotional state and the prospect of a public court proceeding in which his/her abuse of a spouse and/or children will be revealed.

There are no special provisions within the Estonian civil and family law for cases of violence against women, either generally, or in any of its various forms. For example, the laws governing divorce, child custody, housing, etc. do not address instances of domestic violence.²²

What is the prevalence of domestic violence against women, in one year? (from the survey)
N/A or look at the next answer

What is the life time prevalence of domestic violence against women? (from the survey)
N/A or look at the next answer

What is the number of incidents of domestic violence against women, in one year (from the survey)
Annually, 41 000 women are injured (7000 of them with life threatening, serious injuries). Twenty percent of all women in a year experience some form of violence, that is 112 000 women of 15-74 years of age. Out of these twenty percent, mental violence counts for 7%, physical or physical and mental violence counts for 9% and physical and sexual or only sexual violence counts for 4%.²³

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so)
Not available

What is the number of domestic violence convictions in the courts? (If not available say so)
There are no special cases of violence against women brought before the Ombudsman, the Constitutional Court, or any other special bodies. There are no cases of violence against women in Estonia brought before any international forum. It is possible to find case decisions through a court's website if the decision is public. Searches can be conducted using KOLA (Database of Court Statistics and Judicial Decisions) and KIS (Courts Information System). However, it is not possible to search for individual domestic violence cases. There is no public information analysing adjudications of violence against women.²⁴

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)
Not available

²² Information from http://www.oef.org.ee/_repository/File/Estonia%20VAW%20Report.pdf

²³ Pettai, Iris and Ivi Proos. 2003. *Vägivald ja naiste tervis. Sotsioloogilise uuringu materjalid* (Violence and women' health. The materials of the sociological research). Tallinn: Estonian Open Society Institute. http://www.oef.org.ee/_repository/Document/Vagivald_ja_naiste_tervis.pdf

²⁴ Information from http://www.oef.org.ee/_repository/File/Estonia%20VAW%20Report.pdf

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

Has never been defined in legislation as such

What is the number of annually reported incidents to the police? What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

There were 179 registered rapes in 2005, 153 in 2006 and 122 in 2007. In 2007, out of all cases that made it to the court only one suspect was acquitted (73 trials were disposed due to lack of evidence), thus when the criminal matter reaches the court there is a high probability that a person will be convicted.²⁵

What is required for an act to be considered to be rape, e.g.:

- lack of consent (since when)
2001
- physical resistance? (since when)
1992
- Other?

According to Penal Code (from 2001) it is defined as follows: sexual intercourse with a person against his or her will by using force or taking advantage of a situation in which the person is not capable of initiating resistance or comprehending the situation.²⁶

The old Criminal Code (from 1992-2001) defined it as follows: sexual intercourse with a woman by violence or threat of violence or by taking advantage of the helpless situation of the victim.²⁷

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

Possibly in 2008 (according to the Development Plan for Combating Trafficking in Human Beings 2006-2009)²⁸

Is trafficking primarily seen as a problem of the sending or the receiving country?

The main vector of the current trafficking in human beings corresponds with the main direction of movement of persons related to sex trade, which is out of the state and to the states more developed than Estonia. Such situation has been unchanged since late 1990s.²⁹

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

Women are not identified as such in the law. The Aliens Act stipulates that a person can be granted the temporary residence permit if she/he has been the victim or witness to the crime of the trafficking in human beings. The permit can be granted for one year and can be prolonged. A person with the temporary residence permit can also work in Estonia.³⁰ The relevant amendment to Aliens Act was added in 2007.

4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by:

- Police
No
- NGOs
No

²⁵ Information from the Ministry of Justice.

²⁶ Penal Code, <https://www.riigiteataja.ee/ert/act.jsp?id=12911449>

²⁷ Criminal Code,

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X30022K5&keel=en&pg=1&ptyyp=RT&tyyp=X&query=kriminaalkodeks>

²⁸ <http://www.just.ee/orb.aw/class=file/action=preview/id=28017/T%E4iendatud+inimkaubanduse+arengukava.pdf>

²⁹ http://iom.fi/files/books/trafficking_in_estonia_est.pdf

³⁰ <https://www.riigiteataja.ee/ert/act.jsp?id=12957336>

- Local Authorities / government
No
- Other
No

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates)

Yes

For asylum seekers since 2000, for the victims of violence (mostly women) since 2004

How many are there?

Three special shelters exist in Estonia for the victims (with or without children) of violence against women in all its forms. These shelters are located in Tartu (southern Estonia, operates since 2002), Tallinn (northern Estonia, operates since 2005), and Jõhvi (eastern Estonia, operates since 2006). Altogether, the shelters have space for about 40 victims (versus a total population of 1.3 million). The shelters are free of charge and are available 24 hours. They provide first aid as well as psychological, social, and legal aid. Each shelter has a staff of two: mostly social workers or psychologists. Other shelters exist in Estonia as well. There are three shelters for children, in which their mothers may stay with them. No codes of conduct or regulations govern the operation of these shelters. Permitted lengths of stay vary and reflect the residents' needs – three months to one year. Estonia has only one special hotline for victims of violence against women, which is specifically for victims of trafficking. This "Women's Anti-Trafficking Hotline" is administered by the NGO Living for Tomorrow, located in Tallinn, and was established in October 2004 with support from the U.S. State Department. This project is now supported by the Embassy of England and the Embassy of the Netherlands. The project is comprised of two attorneys.³¹

As for asylum seekers – a foreigner outside of his/her home country seeking international protection because he/she is discriminated in his/her home country on the grounds of race, religion, nationality, belonging to social groups or political views – there is one housing centre in Illuka. It belongs to the jurisdiction of the Ministry of Social Affairs.³²

When was the first set up?

In 2002 in Tartu (Women's Shelter of Tartu)³³

In 2000 for asylum seekers

Are they state funded, to what extent?

The women shelters are NGO-based, financed by various sources (local or city governments and other organisations). Some activities of these shelters are project-based. The Tallinn shelter received government funding of 1 million kroons (64,000 euros) for 2006.³⁴

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

Parliamentary democracy

5.1 Is the state unitary or federal?

Unitary

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

Are there legally binding decision making processes similar to the EU framework agreements (e.g. as the Parental Leave Directive)?

NO

³¹ http://www.oef.org.ee/_repository/File/Estonia%20VAW%20Report.pdf

³² Information from the Citizenship and Migration Board.

³³ <http://www.naistetugi.ee/avaleht.html>

³⁴ http://www.oef.org.ee/_repository/File/Estonia%20VAW%20Report.pdf

Would the political system be possible to describe as corporatist or neocorporatist, where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

No (but ministries are obliged to consult with target groups / stakeholders in the process of policy making).

What is the gender composition in the decision making process of agreements made by the social partners (if there are any such agreements)?

NO

5.3 In which policy environment (ministry) is a decision on the issue predominantly made (for each area: general gender equality policies; non-employment; intimate citizenship)?

Ministry of Social Affairs

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

Political regime is stable

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

Existence of a large Russian-speaking minority group, out of which a big part has an undefined citizenship.

There is also a cleavage between the interest of the capital Tallinn and less influential peripheral regions.

5.5 International obligations and links

When, if at all, was CEDAW signed?³⁵

21 October 1991

When did the country join the EU?

1 May 2004

6. Political Representation

6.1 The development of women's political representation, including:

- Date of female suffrage³⁶
1920 (the first elections of the parliament of the Republic of Estonia)
- Note any caveats, e.g. age, property qualification, ethnicity, and when removed.
In 1920-1938, voting age was 20; with the constitution of 1938 the voting age was pushed to 22. After re-gaining of independence in 1991, it is 18. No other restrictions have been in use.
- Date of male suffrage
1920 (the first elections of the parliament of the Republic of Estonia)
- Use of quotas³⁷
 - When introduced
 - What form e.g. party, electoral, constitutional
No electoral quotas
- What is the numerical representation of women in parliament? (over QUING period)
21 (out of 101 total)³⁸
- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas, 1989.
Since the regaining of independence, women's representation has been slightly increased. In 1995, 11.9% women were elected to the parliament, in 1999 17.8%, in 2007 26%. No quotas have been set for women in Estonia.
- Other important developments

³⁵ See <http://www.un.org/womenwatch/daw/cedaw/states.htm>

³⁶ See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

³⁷ See IDEA: <http://www.idea.int/gender/index.cfm>

³⁸ <http://www.riigikogu.ee/>

6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)
No property or any other qualifications
- ethnicity/religion (what exclusions and when; numerical representation in parliament)
No exclusions
- Other important intersecting inequalities, any quotas
No

6.3 Political parties and gender

- Does women's political representation vary by Party;
 - if so, do these Parties tend to represent different class, ethnic, religious or other interests?

There have never been women's political parties in Estonia and there has never been an effort to organise one.

In the larger, power-holding parties (represented in the parliament and the government) slightly more than half of the members are women (48.1% average). When all the parties are considered, the membership averages from 35% to 57% (Jan. 01, 2002 data). The rightist parties have fewer women than the leftist, and there are more women among the younger party members than the average number of women in the parties. The large percentage of women in the parties reflects women's sufficiently large interest in public issues, but also it reflects the custom of a family joining a party. The latter may be one of the chief factors that give a gender balance to a party membership. Although a woman is seen as acceptable as an ordinary member of a party, she is not considered particularly suited for leadership.

All women parliamentarians belong to the Women's Association of the Parliament (*Riigikogu Naiste Ühendus*), regardless of their party affiliation. A central task for the Association is to organise women's access to elected offices, thus opening a way for women to reach power positions. The members can apply pressure on the parties to place a sufficient number of women toward the front of the candidates list, e.g., every third candidate is a woman, to revise legislation so that the parties would be obliged to implement quotas in the candidates list.

Women's influence on policies is one-dimensional due to the stereotypical association that assigns the "soft" - social, cultural and ethnic affairs - to them in the Parliament, government, ministries, and municipalities. The majority of the women politicians, including those who are involved with social questions, are opposed to the strong segregation of policy spheres between women and men.³⁹

- What is the current Party / Parties in Government:
 - With which European Parliament political group is this Party / Parties affiliated?⁴⁰

The current government coalition consists of three political parties: the Estonian Reform Party (Eesti Reformierakond), the Union of Pro Patria and Res Publica (Isamaa ja Res Publica Liit), and the Estonian Social Democratic Party (Eesti Sotsiaaldemokraatlik Erakond).

The Estonian Reform Party is affiliated with the Alliance of Liberals and Democrats for Europe; the Union of Pro Patria and Res Publica is affiliated with the Group of the European People's Party (Christian Democrats) and European Democrats; and the Estonian Social Democratic Party is affiliated with the Party of European Socialists

- What political party / parties have held office during 1995-2007?

17.04-6.11.1995	Koonderakonna ja Maarahva Ühendus, Keskerakond
6.11.1995-17.03.1997	Koonderakonna ja Maarahva ning Pensionäride ja Perede Ühendus, Reformierakond
17.03.1997-25.03.1999	Koonderakonna ja Maarahva ning Pensionäride ja Perede Ühendus, Arengupartei, Talurahva Erakond
25.03.1999-28.01.2002	Reformierakond, Isamaaliit, Mõõdukad

³⁹ http://www.medijuprojekts.lv/uploaded_files/3_Estonia_ResReport_governance_ENG.pdf

⁴⁰ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

28.01.2002-10.04.2003 Reformierakond, Keskerakond
10.04.2003-13.04.2005 Res Publica, Reformierakond, Eestimaa Rahvaliid
13.04.2005-05.04.2007 Reformierakond, Keskerakond, Eestimaa Rahvaliid
05.04.2007 Reformierakond, Isamaa ja Respublica Liit, Sotsiaaldemokraatlik erakond

Main European Political Parties (each footnote provides a link to party's website where you can find their national political party members)

European People's Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.⁴¹

Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.⁴²

European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrist, the ELDR is the third-largest political party represented.⁴³

European Free Alliance (EFA): Pro devolutionists, independence⁴⁴

European Green Party: Greens, ecologists, environmentalists⁴⁵

6.4 Representation in government

- What percentage of government Ministers are female?⁴⁶
21.4% (3 out of 14)⁴⁷
- To which Ministries do female ministers belong?
Ministry of Culture, Ministry of Social Affairs, Office of the Minister for Population and Ethnic Affairs⁴⁸

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations.

[Estonian Women's Associations Roundtable](#)⁴⁹

If so,

- Is this the same as the body which is affiliated to the European Women's Lobby?
Yes
- When was it established?
16 August 2003
- How many organisations are affiliated to the national body?
By summer 2007, 55 women's organisations, among them 14 women's organisations roundtables, had signed the collaboration agreement. EWAR brings together over 170 women's organisations via regional roundtables either directly or indirectly.⁵⁰
- How many women are so coordinated?
No statistics available
- How many staff work for the organisation (how many paid, how many unpaid)?
One part-time paid worker plus three voluntary members of the Board. Services are ordered on the basis of contracts.

⁴¹ www.epp.org

⁴² www.pes.org

⁴³ <http://www.eldr.org/>

⁴⁴ <http://www.e-f-a.org/>

⁴⁵ www.europeangreens.org

⁴⁶ See IPU: <http://www.ipu.org/wmn-e/world.htm>

⁴⁷ www.valitsus.ee

⁴⁸ www.valitsus.ee

⁴⁹ Information from <http://www.enu.ee/enu.php> and Eha Reitelmann (Secretary General of Estonian Women's Associations Roundtable).

⁵⁰ <http://www.enu.ee/enu.php>

- What is its budget?
In 2007, 1 million Estonian kroons (appx. 64 000 EUR)
- What is its range of activities (are these in an annual report)?
Yes, there are annual reports.⁵¹ The range of activities cover the following:
 - bigger activities (conferences, publications, Board meetings);
 - activities of the working groups of EWAR and activities of the Board of executives (issues of domestic violence, legislation, education, media, minorities etc.);
 - information exchange; and
 - foreign cooperation.

Activities according to topics:

 - monitoring of the situation regarding gender equality and compilation of the proposals to be sent to various levels of power holders;
 - access of women to the decision-making and power;
 - combating different forms of gender based violence;
 - achievement of the women's economical independence;
 - marriage, family and women's health;
 - promoting women's human rights;
 - women and media; and
 - women and environment.
- Does the national body engage with all or only some of our 3 issues
Yes
- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment - No
gender based violence – [Estonian Women's Shelters Union](#)
and intimate citizenship – [Mea Culpa \(lesbians\)](#), [Gay and Lesbian Information Centre \(GLIK\)](#)

List the key women's / feminist civil society organisations and their main methods / activities

Estonian Women's Associations Roundtable⁵²

The Estonian Women's Associations Roundtable was founded on August 16, 2003, when 20 women's organisations signed the EWAR collaboration agreement in Viljandi, the White Rose City.

The Estonian Women's Associations Roundtable (EWAR) is an open and democratic women's organisations network based on co-operation. Its aim is to form common positions among women on questions important to society, to advance participatory democracy and equality between women and men.

EWAR is Estonia's coordination for the EWL, whose mission is to advance equality between women and men in Estonia as well as in Europe, and to support the European Union's political decisions that aim to strengthen women's human rights and gender equality.

By summer 2007, 55 women's organisations, among them 14 women's organisations roundtables, had signed the collaboration agreement. EWAR brings together over 170 women's organisations via regional roundtables either directly or indirectly.

Estonian women have joined together for the purpose of finding solutions to women's problems: violence against women, wages lower than men's, general lack of men's involvement in raising children, general lack of women in positions where important decisions are made. Estonian women's issues are similar to those in other parts of Europe. By having the Estonian society adopt more humanistic values, Europe is a better place and vice versa.

Through its member organisations EWAR initiates projects, supports and protests actions aimed at securing women's rights, protecting minority women's rights and advancing equality between women and men.

EWAR supports activities originating outside the organisation, whether domestic or foreign, as long as they conform to EWAR's objectives.

EWAR tries to react promptly and flexibly to new problems affecting equality between women and men.

⁵¹ <http://www.enu.ee/enu.php?keel=3&id=306>

⁵² <http://www.enu.ee/>

The **Estonian Women's Studies and Resource Centre** is a grassroots, non-profit, non-governmental organisation open to the public. It was registered in April 1997. The Centre, located at the Tallinn University, is the first women's resource centre in Estonia and it includes a specialised library on women's and gender issues.

ENUT's aim is to promote better understanding of human rights and the democratic process by encouraging gender equality, co-operation between men and women in all aspects of life, and the empowerment of women.

ENUT provides services for policy makers, researchers and students, the media, other NGOs, and the general public in the field of gender equality. Visiting scholars are welcome to use their facilities.

ENUT's tasks: maintaining a specialised library on women's and gender issues; acting as an institutional resource for women's studies and gender research and the political processes related to gender issues; improving public access to documents and publications on gender issues; collecting and disseminating information and documents on gender studies by establishing an electronic communications system - data bases, networks and an audio visual centre of gender issues - for researchers/general public in Estonia and abroad; raising awareness of the general public on gender issues by arranging seminars and conferences and issuing publications; promoting cooperation between academic and community institutions and NGOs interested in issues pertaining to women and gender; coordinating the training/retraining of women and education on issues of importance to women and men in the goals of gender equality; promoting research on gender issues.⁵³

Estonian Cooperation Chain of Women

The aim of Estonian Cooperation Chain of Women is to be an organisation that deals with the national and international cooperation of women, supports women's participation in life and politics, improves political climate in society, and tries to achieve the application of principles of equality of men and women in Estonian legislation, politics and daily life.⁵⁴

Estonian Association of Women⁵⁵ is the voluntary, independent and democratic social organisation of Estonian women. The main goal of the Association is to preserve the mother tongue and fatherland and to unite women's strength and common sense for the work for independent Estonia. The tasks of the Estonian Association of Women include the following: to stand against any form of discrimination of women's rights; to cultivate humaneness, morality, toleration and mercy in people; to foster national culture; to help to restore the continuation of national ideals; to strengthen the family; to promote a culture of health and home; to protect nature and pure environment; to value education and diligence; to help to create natural growing and development conditions for children.

In order to fulfil the tasks, the Estonian Association of Women cooperates with state institutions and democratic social organisations who support the activity and goals of the Estonian Association of Women; supports democratic movements and organisations of women in Estonia and other countries regardless of the nationality of their members; supports women's demands in public life, on the level of state authority and government and their consideration in legislation.

-
- Building autonomous institutions
No
- Public protest e.g. demonstrations
Yes
- Campaigning
Yes
- lobbying state
Yes
- service provision
Yes
- research
Yes
 - Are they important or marginal to national politics?
More marginal than important

⁵³ <http://www.enut.ee/>

⁵⁴ <http://www.evl.ee/>

⁵⁵ <http://www.evl.ee/?id=22&keel=ee>

- Are they centralised or dispersed?
Dispersed

List the key anti-feminist organisations and their main methods/ activities?

- Building autonomous institutions
No separate organisations have been established. The main actors have been members of churches or religious sects (not being public about it) or medical authorities, e.g. in connection with breastfeeding – allowing fathers to be at home is unacceptable, since women couldn't breastfeed then).
- Public protest e.g. demonstrations
N/A
- Campaigning
N/A
- lobbying state
Lobbying has been taken place in connection with abortion, the Gender Equality Act and with the draft of the Family Law to mention the latest.
- service provision
N/A
- research
 - Are they important or marginal to national politics?
 - Are they centralised or dispersed?
N/A

Women's organisations in civil society

- What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.?
To speak of women's organisations is difficult; there are no organisation that would openly proclaim its feminist approach. The majority of women's organisations are a sort of interest clubs, drawing middle aged and older women (often from countryside). There is one new organisation, the NGO Isade Eest (For Fathers). The organisation has actively spoken against the draft of the new Family Law. Also umbrella organisations for women, such as the Estonian Women's Associations Roundtable and the Estonian Cooperation Chain of Women have been doing the same. Furthermore, organisations related to children's rights and reproductive health have been involved in projects with feminist undertones – for example with active fatherhood and responsible sexual education. The Estonian Association of Reproductive Health (former Estonian Association of Family Planning) is an entirely pro-feminist association.
- Do women's organisations actively engage with other intersecting inequalities (in each area?)
Projects have covered various issues – gender equality, employment and violence. Organisations have been the most active in the area of violence; three shelters have been established to tackle violence against women. There have been surveys conducted by the Open Society Institute, which, if not entirely scientific, can be considered as phenomena of activism.
- Do they have good alliances with those representing other inequalities or not? (in each area)
N/A
- Are there many organisations of minoritised women? (in each area)
No, there are not many of them. The Association of Disabled Women exists, but, for example, there are no active organisations that would involve Russian (or Russian speaking) women.
- What links are there with international? / EU level / bilateral bodies? (in each area)
Estonian Women's Studies and Resource Centre have connections with European Women's Lobby, and so does Estonian Women's Organisations Roundtable.
- Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? Autonomous agenda. For example, is it invited to report to

consultations - **No**; does it take money from the state - **No**; is it commissioned by the state to undertake specific tasks -? - **No**

- Does this vary between issue areas?

N/A

- Has this changed over time?

N/A

- When engaging with the state is a coalition form of organising common or not?

N/A

Contrary to other large interest groups (e.g. Estonian Chamber of Disabled People, Estonian Union for Child Welfare) women's umbrella organisations do not enjoy any stable support from the state or receive commissions (the only exceptions here being shelters but their services are partly funded by local governments and not the state).

- Does it make sense to talk of a 'women's movement' or not?
 - Briefly explain your answer.

One cannot talk about a women's movement in Estonia, since there are almost no ideational organisations and their activity is very modest.
 - Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

If at all, then it is the discourse of equal valuation that dominates in Estonia.
 - Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

As a legacy of the socialist period, public services are being supported. As for now, the general public is not satisfied with the lack of places in kindergartens and nursing hospitals.
 - How closely aligned is feminism with social democracy?

All the leading figures of women's umbrella organisations are social democrats. However, if speaking for the women's organisations they try not to emphasise it.
- Notes on the history of the development of gendered or feminist civil society organisations:
 - Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate?
 - Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?

No adequate information
 - Is there a history of divisions as to: socialist, radical, liberal?
 - Does this vary by 4 areas?

No adequate information
 - Is there a history of changing engagement with class, ethnic and religious forces?
 - Does this vary by 4 areas?

No adequate information

Estonian women's organisations are so small and silent that it is quite difficult to point to any ideological differences or developments – even more so in specific issues.

- Is feminist research organised in Universities and research institutes?
 - Are there named centres?

There are three centres, but they all exist either on paper or are really marginal: **Estonian Women's Studies and Resource Centre, Unit of Gender Studies of Tartu University, Women's Studies Centre of Tallinn University.**

 - If yes, are they important?
 - If not, is important feminist research primarily dispersed or mainstreamed?

There are several excellent researchers, who, in fact are related directly with none of the abovementioned organisations – Katrin Kivimaa, Raili Põldsaar, Leena Kurvet-Käosar, Tiina Kirss, Barbi Pilvre.

- Are there specific positions, funds or journals within the country (or region e.g. Nordic)?
[Ariadne Lõng \(Ariadne's Clew\) – a high level academic journal on women's and men's studies – is being issued annually.](#)
- Is there a national association for women's studies/gender studies?
[No](#)
- Are there feminist lawyers' organisations?
 - Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?
[There have been attempts but they remain unsuccessful.](#)⁵⁶

7.2 Class

- A short history of the development of organisations representing class interests.
- How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)
 - density (proportion of workers that are organised),
[14% in 2002, the number has been declining since 1992](#)⁵⁷
 - coverage (what proportion of workers are covered by collective bargaining agreements),
[Low, roughly equal to trade union membership](#)⁵⁸
 - centralisation of collective bargaining,
 - is there are national body of trade unions;
[Yes. In fact, Estonia has two trade union confederations: Confederation of Estonian Trade Unions and Employees Unions' Confederation](#)
 - what proportion of TU members and unions are affiliated?
[There is no binding collective bargaining at a higher level than the enterprise, and agreements thus cannot be extended further, leaving the coverage rate low.](#)
 - coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions
[Yes](#)
 - Can it coerce or discipline member unions to enforce agreement?
[N/A](#)
 - Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?
[58.8%](#)⁵⁹
 - (Use national Labour Force Survey. Website providing links to country LFS available from International Labour Organisation:
<http://www.ilo.org/dyn/lfsurvey/lfsurvey.home>)
 - How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?
[Fully integrated](#)
 - What proportion of women are in the executive of (major) trade unions?
[Of 19 sub-branches, seven are led by women](#)
 - Is gender equality high or low on the bargaining agenda?
[Rather high, being a member of world and European umbrella organisations, their principles are followed](#)
 - Is it seen as an issue for women, or for all trade unionists?
[N/A](#)

⁵⁶ Information from Liina Järviste, Social Information Policy and Analysis Department from the Ministry of Social Affairs.

⁵⁷ <http://www.eurofound.europa.eu/eiro/2003/08/feature/ee0308101f.htm>

⁵⁸ <http://www.eurofound.europa.eu/eiro/2003/08/feature/ee0308101f.htm>

⁵⁹ This section applies only to Estonian Confederation of Trade Union. Information from Aija Maasikas from ECTU.

- How well organised are employers?
 - Do they have a single (or more) national organisation?
 - Is it powerful or not? E.g. can it control its members?
 - Are they indifferent or hostile to gender equality in the workplace?
 - Do they oppose the development of gender machinery, gender equality policies and gender equality laws?
 - Do they support 'diversity management'?
 - Did they lobby for a merged rather than separate equalities bodies?
[Estonian Employers' Confederation promised to provide answers to above questions but the promise was not kept.](#)
- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?
No
 - Are women represented in such bodies?
- Are there EU, bilateral or other international level links for either trade union or employer organisations?
Yes
 - Are these links important (e.g. in lobbying government at national level)
No

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?
[Estonians – 921 062](#)
[Russians – 344 280](#)
[Ukrainians – 28 158](#)
[Byelorussians – 16 133](#)
[Finns – 11 035](#)
[Tatars – 2487](#)
[Latvians – 2216](#)
[Poles – 2077](#)
[Lithuanians – 2077](#)
[Jews – 1900](#)
[Germans – 1900](#)
[Other nationalities – 9084.](#)⁶⁰
- What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Islamic/non-Islamic, Roma/non-Roma, Black/White, citizen/migrant, language communities)?
[Estonians/Russians, citizens/non-citizens, Estonian speaking population/Russian speaking population](#)
- Prioritise the ones that have been the most important in the development of gender+ equality policies.
N/A
- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

[At first when Estonia gained independence from the Soviet Union it was doubtful for many whether it would remain independent. When this became a clear fact several Russian national parties formed, representatives of which also became members of the Estonian parliament. But soon the Russian national parties started to disintegrate, their members dividing into rightists, centrists, leftists etc. Differences in worldviews became clear and eventually the former members of Russian national](#)

⁶⁰ Statistics Estonia: <http://pub.stat.ee/px-web.2001/Dialog/Saveshow.asp>

parties joined Estonian parties equivalent to their political convictions. At present every considerable Estonian party has representatives of the Russian minority amongst their members. Although the most persistent Russian nationalists say that the Estonian government has fragmented the Russian minority in Estonia with its clever tricks. These opinionated people have founded their own organisation called the Union of Compatriots. This organisation is getting financial support from Moscow but has not gained a broader popularity amongst the Estonians nor the Russians in Estonia. The nationalism card is no longer of much use in the present-day Estonia.

Besides political there are several other remarkable activities amongst the Russian minority in Estonia. One could claim that politically the Russian minority has found its place and is able to exercise equal opportunities with the Estonians. However, lately problems have risen with the Russian citizen organisations. The most troubling fact is that there are too few citizen organisations of the Russian minority in Estonia. And even these appear and disappear without excelling in something noteworthy. Social pessimism ("the Russians are not considered in Estonia anyway") and political nihilism ("politics is a dirty business and proper Russians should not be involved in it through citizen organisations or other-ways") are widespread attitudes among the Russian-speaking people. Quite frankly, social pessimism and political nihilism are quite common to Estonians, too and against this background it is inspiring to see how amongst the Russian minority certain bright people stand out taking up the Estonian issues with even much greater energy than the Estonians themselves would. There are good examples of Russian people that are actively using their civil rights in Estonia (see links to the right). There is still a lot of development needed to solve the integration problems but nevertheless, these examples reassure us that it is possible. So far, only the education field was mentioned but in fact, one can notice a rising citizen activeness amongst the Russian-speaking community also in other areas of the Estonian society.⁶¹

- In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Talking of the largest, there are two Russian-minority political parties but they have failed to gain representation in the parliament. Thus, they come to politics mainly through the Estonia Centre Party, which targets the Russian minority as an important electoral target group. In addition, Russian youth has a number of youth organisations (Avatud Vabariik, Siin, Narva Noorte Parlament etc). Campaigning and lobbying belong to these organisations' arsenal. Furthermore, there are many cultural organisations of different ethnic minorities.

- In what way are women engaged in these organisations?
Women are mostly involved in cultural organisations (preservation and promotion of folklore, traditions and customs of different ethnic groups).
- Do minoritised women organise separately within or outside of such organisations?
Predominantly within.
- Are there any groups organised against certain ethnic groups?
NO

7.3.2 Religion/belief/faith

- What is the composition of the national population by religion / faith
Today the Estonian Evangelical Lutheran Church is the largest church in Estonia, with 169 congregations and approximately 175 000 members. Although Estonia has never had a 'state church', the predominant position of Lutheranism is based on a centuries-long tradition. The next in size, also with long historical traditions, is the Estonian Apostolic-Orthodox Church with 58 congregations and approximately 18 000 members. Third in size is the Alliance of Estonian Evangelical Baptist Congregations, which consists of 89 congregations with 6100 members. The remainder of the Orthodox in Estonia belong to the Russian Orthodox Church, whose activity has not yet been co-ordinated with local laws. It has 30 congregations with approximately 150 000 members. There are smaller communities of Roman Catholics, Jehovah's Witnesses, Pentecostals, Old Believers, Methodists, and other denominations. There is a small Jewish community with 2 500 members.

⁶¹ From: <http://www.nordvux.net/page/333/equalopportunitiesfortherussians.htm>

Although official statistics imply one congregation for every 2700 inhabitants, only 16% of the population have formalised their ties with a specific congregation. Most Estonians do not belong formally to any religious organisation.⁶²

- What proportion of the population are practising members of an organised religion?
Evangelical Lutheran 14%, Russian Orthodox 13%, other Christian (including Methodist, Seventh-Day Adventist, Roman Catholic, Pentecostal) 1%, unaffiliated 34%, none 6% (2001).⁶³
- What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)
As of January 1, 2000, seven churches, eight congregational associations (totalling 458 congregations), 60 individual congregations and one monastery had been registered with the Registry of Churches at the Ministry of Internal Affairs. In addition to these registered organisations, some religious associations had registered themselves as faith-based associations, others as non-profit organisations and still others have deemed it unnecessary to register with the state.⁶⁴
Their strategy is to be a society's moral watchdog and setting standards for moral and ethical life. Activities usually involve lobbying the state.
 - How are women represented or not within them?
Women belong to different congregations. Female pastors are not uncommon in Lutheran churches (first one ordained in 1967, now every sixth cleric in the church is a woman)⁶⁵, and there are organised women's groups within other churches.
 - Do they oppose gender equality in general and in our three issues?
Maintaining the principle of equality of men and women in general but seeing them as different in other social spheres, e.g. what is considered suitable work and proper positions for men and women in society and family due to the traditional Christian understanding (women as gentle and warm housekeepers, patiently taking care of families etc.).
 - What is their preferred model of womanhood?
Traditional, domestic
 - Do they support or oppose the other equalities issues?
Standing against family and sexual violence
 - Are they in alliance with any other inequalities or not?
Not actively
 - Are there any groups organised against certain religious groups?
Estonian Pagan Congregation (fights against the manifestations of dominance and influence of Christian church in public life).

7.3.3 Sexuality

- Are there gay/lesbian/trans organisations?
Yes
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)
 - Do they have a national organisation?
In formation
 - In what way are women engaged in and represented in these organisations?
Mainly lesbians – Association of Estonian Lesbians and Bi-Women
 - Do they work in alliance with other inequalities or not?
Yes (e.g. disabled)
 - Are there any groups organised against gay / lesbian / trans-people?
Yes. But their main actions are not targeted solely against LGBT groups (mainly religious groups and radical right-wingers)

⁶² http://www.estonica.org/eng/lugu.html?menyy_id=101&kateg=41&nimi=&alam=56&tekst_id=130;
http://atheism.about.com/library/irf/irf03/blirf_estonia.htm

⁶³ <http://www.infoplease.com/ipa/A0855613.html>

⁶⁴ http://www.estonica.org/eng/lugu.html?menyy_id=101&kateg=41&nimi=&alam=56&tekst_id=130

⁶⁵ <http://www.eestikirik.ee/arhiiv/arhiiv.php?aDate=2005/1/26&mode=esileht>

Teistmoodi (Diversity) is an active non-profit organisation. Its current main project is the Gay and Lesbian Information Centre, which is funded by National Institute for Health Development (subordinate of the Ministry of Social Affairs). Besides Diversity, there is also the Association for the Protection of Sexual Minorities, which is organised by people affiliated with ILGA-Europe (European Region of the International Lesbian and Gay Association). Of non-LGBT organisations, several projects directed to the community are led by non-profit organisation Kitta&P.

Currently there is no representative organisation based on membership, but there is an intention to form such an organisation on the basis of Teistmoodi (Diversity). The former Estonian Gay Association is in the process of being liquidated as much of its members are from the older generation and not interested in active voluntary work.

There is no organised lobbying, as there is no representative organisation. However, the outward communication is to a certain extent divided between the organisations, there is some harmonization of actions and cooperation with similar organisations abroad.

Representation of women and men in the Association for the Protection of Sexual Minorities and Teistmoodi is equal.

Cooperation with other inequalities is being conducted through third organisations, which organise cooperation projects where LGBT organisations from time to time participate. Teistmoodi itself has organised projects directed to groups fallen under unequal treatment, e.g. schoolings for Estonian Chamber of Disabled People.

Teistmoodi and the Association for the Protection of Sexual Minorities operate in Tallinn, in Tartu there is a non-registered interest group that organises parties, film evenings and debates.

Teistmoodi and National Institute for Health Development plan to open another Gay and Lesbian Information Centre in another Estonian town. ⁶⁶

7.3.4 Disability

- Are there disability organisations?

Yes

- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

The Estonian Chamber of Disabled People is the central umbrella organisation uniting different organisations of disabled people (30 unions plus 16 local chambers) in Estonia.

The objectives of the Estonian Chamber of Disabled People are: to be a coordinator of the work what is done in the field of disabled people in Estonia; to reach that goal the Chamber cooperates with Estonian governmental authorities and governmental bodies. In the work of the Chamber Estonian general agenda is for disabled people is followed.

The tasks of the Estonian Chamber of Disabled People are: to participate in the policy making process, initiate and implement the legislation suggestions concerning disabled people's rights in Estonia; to support the social and employment inclusion of disabled people and active participation of disabled people in society; help to solve and draw attention to disabled people's problems in health care, rehabilitation, general and vocational education, adult education, employment and personal independence; support the information and statistics gathering on disabled people, the scientific research on disability; influence public opinion towards disabled people; to cooperate with disabled people's organisations in other countries, exchange information and know-how, participate in international cooperation projects; observe the implementation of UN Standard Rules for Equal Possibilities for Disabled People in the Society; represent and fight for its members rights when needed. ⁶⁷

- In what way are women engaged in and represented in these organisations?

There is the Estonian Union of Disabled Women, established in September 1998. Main goals of the Union are to help women and girls with special needs to integrate into the society, to raise their social activeness and awareness by organising training courses, actions and other kinds of events.

Tasks are to: inform society about disabled women's equal rights, needs and duties; contribute to increasing society's tolerant attitudes towards women with special needs; gather and share information about women with special needs; make proposals to local governments as well as to legislative bodies, in order to guarantee equal coping possibilities to women with special needs; propagate the ideology of equal opportunities among people with special needs; monitor and if

⁶⁶ Information from Jaan Kroon from NGO Diversity.

⁶⁷ <http://www.epikoda.ee/>

needed, take measures to guarantee internationally accepted human rights for women with special needs.

Goals include making the women with special needs and the society at large aware that: being disabled and being a woman should not be seen as something extraordinary, disabled women have the same rights, responsibilities and duties as every other; the right to lead an independent life, to have one's own family, to be a mother, the right to education, to work and social activeness; all women have equal rights to education and work. The Union gathers and spreads information concerning women with special needs; informs parents with special needs about their rights and duties; support young people with special needs, and their parents; collaborate with official institutions, in order to guarantee equal coping possibilities to women with special needs; monitor and if needed, take measures to guarantee internationally accepted human rights for women with special needs; collaborate with different organisations in Estonia and abroad.

In order to achieve these objectives the Union organises: training courses, seminars, actions, parties, encounters, festive events, carries through projects.⁶⁸

7.3.5 Age

- Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

There is the Estonian Association of Gerontology and Geriatrics (EGGA), a voluntary union of people wishing to improve the life and health of the elderly. The association was created in 1997. As of January 1st 2008, the EGGA had 179 members. EGGA members include people working with the elderly (medical doctors, nurses, social workers, rehabilitation specialists, nurse helpers, care workers, managers of care institutions), representatives of pensioners, those taking care of sick family members, and the elderly themselves.

The main goal of the EGGA is to update the knowledge of people working with the elderly and the whole society concerning normal ageing, possibilities of improving the life quality of the elderly needing help, and helping family members of the elderly. Interdisciplinary approach to elderly care is a leading principle for EGGA.

EGGA offers training in geriatrics and gerontology to medical doctors, nurses, social workers, and others.

EGGA activities include regular information days and conferences four times a year. EGGA events are often open to the public.

Several publications about ageing and problems of the elderly in Estonia have been published. Some of them are available for download from our website.

EGGA members participate actively in the development of politics for the elderly and geriatric and nursing care in Estonia. Experts of EGGA have created and/or introduced several methods for assessment of needs in care-dependent persons and quality standards in long-term care.

EGGA has lead surveys of health, coping and quality of life of Estonian older population. During the past years, the EGGA has participated in international research projects.

EGGA includes two departments: Society of Nursing Care Providers and Estonian Society of Geriatrics.

EGGA is a member of the International Association of Gerontology and Geriatrics and European Union Geriatric Medicine Society.⁶⁹

- How are women engaged in and represented in these organisations?
N/A

In each case, are there EU, bilateral or other international links?

No information

⁶⁸ <http://www.epnu.ee/>

⁶⁹ <http://www.egga.ee/>

7.4 Hotspots and Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

No such hotspots

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

No

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Country	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	In 2003 – 13 244.363 dollars, in 2006 – 19 148.637 dollars, in 2008 – 22 205.299 dollars ⁷⁰	29.9
GDP/capita PPS 2005 (EU 27 =100)	62.8 in 2005 (71.0 expected in 2008) ⁷¹	100
Population size 2006 (Eurostat 2006)	1.3 millions	460
% of workforce in agriculture 2003 (World Bank 2006)	4% ⁷²	3.7 ⁷³
Longevity 2005 (World Bank 2005)	72.6	79.7 ⁷⁴
Gini (measure of economic inequality) 2005 (Eurostat 2007)	37 ⁷⁵ in 2005	30
% GDP/gov. expenditure on social expenditure 2003 (OECD 2007)	13.4 in 2004	27.2
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	0.19 in 2005 ⁷⁶	
% GDP/government expenditure on childcare (forthcoming OECD)	0.25 in 2008 ⁷⁷	
% GDP/Government expenditure on military (World Bank 2005)	1.54% in 2004, 1.64% in 2007, 1.8% in 2008 ⁷⁸	1.7 ⁷⁹

⁷⁰ [http://www.indexmundi.com/estonia/gdp_per_capita_\(ppp\).html](http://www.indexmundi.com/estonia/gdp_per_capita_(ppp).html)

⁷¹ <http://www.stat.ee/17656>

⁷² http://www.estonica.org/eng/lugu.html?kateg=40&menyy_id=1117&alam=81&leht=3

⁷³ EU15 average

⁷⁴ EU15 average.

⁷⁵ http://www.photius.com/rankings/economy/distribution_of_family_income_gini_index_2005_0.html

⁷⁶ http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-08-045/EN/KS-SF-08-045-EN.PDF

⁷⁷ <https://www.riigiteataja.ee/ert/act.jsp?id=12901846>

⁷⁸ <http://www.mod.gov.ee/?op=body&id=6>

⁷⁹ EU15 average

Gender Regime

		Female	Male
Employment rate (2005, Eurostat) ⁸⁰		62.1 in 2005, 65.3 in 2006	67 in 2005, 71 in 2006
Unemployment rate (2005, Eurostat) ⁸¹		8.9 in 2004, 7.1 in 2005, 5.6 in 2006, 4 in 2007	10.4 in 2004, 8.8 in 2005, 6.2 in 2006, 5.8 in 2007
Share of women in adult labour force % (2004, UN) ⁸²	49 in 2006		
Women's share of part-time employment % (2004, UN) ⁸³	68 in 2000 ⁸⁴		
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat) ⁸⁵	24 in 2004, 25 in 2005		
School enrolment tertiary % gross (2004, World Development Indicators) ⁸⁶	56.2 in 2000, 65.7 in 2005		
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007) ⁸⁷	19 in 2005, 19 in 2006, 22 in 2007		
Women's share of legislators and managers % (UN 2005) ⁸⁸	34 in 2006		
% one parent families (dependent children)			
Mean age at first marriage (Eurostat, 2003) ⁸⁹	28.80 in 2004, 29.11 in 2006		
Marriage rate (2003, UN) ⁹⁰	4.1 in 2001, 4.3 in 2002		

⁸⁰ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

⁸¹ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

⁸² Share of women in adult labour force: percentage of the economically active who are women:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

⁸³ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

⁸⁴ Excluding conscripts. No specific hours cut-off is defined. The distinction between full-time and part-time work is based on the subjective declaration of the respondent.

⁸⁵ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

⁸⁶ World Development Indicators, World Bank (September 2006);

<http://devdata.worldbank.org/external/CPProfile.asp?PTYPE=CP&CCODE=EST>

⁸⁷ Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

⁸⁸ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

⁸⁹ Mean age at first marriage:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

⁹⁰ Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dybssets/2003%20DYB.pdf>

Divorce rate (2003, UN) ⁹¹	3.16 in 2001, 3.00 in 2002, 2.94 in 2003		
Fertility rate (2004 , World Development Indicators) ⁹²	1.3 in 2000, 1.5 in 2005		

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal EU, beyond	to or	ECJ for CEC/Country	EU references
Issues							
1 Equal pay/equal treatment	No	After	2004				
2 Sexual harassment and discrimination	No	After	2004	Beyond			
3 Equality bodies	Yes	After	2004				
4 NGO/civil society dialogue	N/A	After	2004	N/A			
5 Parental leave	Yes	Before	2004	Beyond			
6 Organisation of working time	No	After	2004	Less			

9.2 Plans and programmes

National general gender equality plan (current)	Yes				<u>No</u> x
Reference to Lisbon targets					
Reference to Barcelona targets					
Targets and indicators	None	Weak	Moderate	Strong	

National plan: Gender-based violence (current)	Yes				<u>No</u> x
Targets and indicators	None	Weak	Moderate	Strong	

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)			x		
Social protection and social inclusion plan (general assessment)			x		
Reference to gender based violence			x		

⁹¹ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

⁹² World Development Indicators, World Bank (September 2006)

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister	1996			Minister of Social Affairs whose jurisdiction covers gender equality questions. Gender Equality Bureau was established in 1996.
Independent equality body (research, monitoring, and enforcement)	1997, 2005			Estonian Women's Studies and Resource Centre (1997) Gender Equality Commissioner (2005)
National consultative / representative body linking state and women's NGOs	1998, 2003			Cooperation Chain of Estonian Women (1998), Estonian Women's Association Roundtable (2003)
Any other body / bodies (e.g. parliamentary committees) Please name: 1. 2...	2005			Gender Equality Commissioner

9.4 Policy

	No -Not at all	Yes / Low	Yes / Moderate	Yes / High
General To what extent is gender mainstreamed throughout policies?				
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed			x	
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				x
Extent to which state policies are highly heteronormative				x
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence	x			
Strength, resources and co-ordination of GBV policies	x			

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)	x			
Extent to which the women's NGOs participate in policy making			x	
Extent to which women's NGOs are close to state	x			
Extent to which women's NGOs engage with intersecting inequalities	x			
Extent to which women's NGOs are state funded		x		
Extent of influence of trade union body on policy making	x			
Extent of power of women within trade union body		x		