



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Estonia

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

Since the discussion and public awareness of gender equality issues in Estonia goes back only to the relatively recent past – symbolically to 1989 when the Conference of Estonian Women took place – this is also reflected in the inventory of studies and researches carried out in the field. With regard to the three issues chosen for analysis by QUING, we may establish links between rapid social processes of Estonian transitional society and foci of the conducted studies with reference to changing social phenomena. Radical economic reforms that Estonia introduced in the beginning of the 1990s profoundly affected the society and also instituted a variety of novel problems. Peoples' firsthand and primary concerns were associated with their economic and social security, which displayed remarkable ups and downs. As a result, the non-employment (employment) issue and the amount of related academic studies dominate over the two other issues.

Non-employment

Academic studies and researches about gendered non-employment display a rather solid, consistent and continuous presence from 1995 onwards. There existed almost a self-evident social pressure to deal with these urgent questions. Nevertheless, the majority of these texts do not tackle gendered non-employment directly, but a more general approach is taken through wider employment issues, non-employment being just one of the foci of the studies. In addition, despite the proportionally biggest number of texts dedicated to the topic among the chosen three, there are only a limited number of authors behind them. These are people associated with academic or research institutions, who have been involved in researching Estonian (non)employment, reconciliation of family and professional life and labour market over a longer period. Consequently, the variety of fields they monitor has also concentrated around certain topics they are most familiar with.

The most discernible themes in (non)employment include single mothers and childcare, gendered behaviour in the labour market, working women, and reconciliation of work and family life. Primarily, proceeding from women's perspective in approaching the issue is prevailing, although there are at least an instance of targeting men's employment and career strategies. One can find also a direct policy analysis in case of an innovative legislation – e. g. impact of the parental benefit law on labour and reproductive behaviour. The most common intersectionality within the (non)employment occurs when themes are studied from the viewpoint of ethnicity (e.g. Estonians compared to Russians) and age. Economic welfare and social security of single-parent families and lone-mothers intersect also with the issue of intimate citizenship. A fact that deserves attention about (non)employment, if juxtaposed with gendered violence and intimate citizenship issues, is its relatively large share of literature in foreign languages, mainly in English, reaching the total published in Estonian language.

The key promoters of social surveys with regard to (non)employment issue include universities, non-profit, non-governmental organizations and governmental institutions: Institute of International and Social Studies at the University of Tallinn, Estonian Academy of Sciences and the University of Tartu. Of non-governmental and non-profit organizations PRAXIS Center for Policy Studies should be mentioned. PRAXIS is a think-tank based in Tallinn, active since 2000, which tries to improve and contribute to the policy-making process in Estonia by means of independent surveys, providing recommendations to policy makers and promoting public discussions. Another arena for

debating relevant issues is the journal *Ariadne Lõng* (Ariadne's Clew) (issued since 2000), the first of a kind in Estonia to tackle academic feminism and also men's studies. The journal is associated with the Estonian Women's Studies and Resource Centre (since 1997), the first non-profit and non-governmental resource centre in Estonia. Some of the surveys of (non)employment were also supported or compiled by governmental agencies. Here one can principally point to the Ministry of Social Affairs of Estonia (sometimes in cooperation with the United Nations Development Programme and the Bureau of the Minister of Population Affairs).

Intimate citizenship

The issue of the intimate citizenship with its all possible implications has been less adequately covered than the other two issues. The media scene is busy with texts dedicated to dissect the intimacy issues and Estonian people's patterns and behaviour in intimate sphere, but most commonly they have been published in mass media, glossy magazines, popular scientific journals, or found treatment in a few diploma theses. By and large, besides few recent general discussions on Estonians' sexuality that have found their way to popular outlets and caused some popular reaction, the academic studies examine the dynamics and changes in partnership relations – either in marriages or cohabitations – that have taken place in Estonia in recent past. The authors have been interested in motives and reasons why certain family types prevail (economic, social security reasons etc.), but hardly touch upon the dimension of different sexual orientations in partnerships or sexual intimacy in general. There are, for instance, almost no serious domestic studies on homosexual partnerships and related topics. One can easily argue, though, that this is the result of inadequate statistics (e.g. only certain sets of questions are put forward in inquiries, which could result in overlooking specific issues in the field under survey) and its availability, which proved to be an influential factor also in domestic or family violence surveys. Some of the major researches about Estonians' intimate sphere have been conducted in fact by Finnish scientists and then usually from a comparative perspective (e.g. including Finland and Northern Russia). The lack of domestic literature of intimate citizenship that tackles Estonian cases and situation is compensated by a variety of general studies translated into Estonian.

As expected the whole issue also frequently and very closely intersects with the issues of gendered violence and (non)employment, which could be another reason why attempts to classify among these in the bibliography resembles the joined vessels effect – building up literature in one section reduces respectively the amount of it in the other.

Gender based violence

The subject of gendered or intimate violence is partly also a by-product of the abrupt social changes in early 1990s. It has to be briefly stated that Estonian legislation does not operate with terms like "violence against women" or "family violence". There are no specific elements of a criminal offence, which would tackle this very aspect, thus making the issue degendered. Only occasionally discussions emerge whether Estonia should have a separate law about family violence. As to prostitution, Estonian policy makers do not yet proceed from the assumption that it is a form of violence against women. Trading of sex is considered a mutual agreement between two adults with no right of the state to intervene. There are, though, legal clauses against it when buying sex is connected with drugs or minors, also mediating prostitution is illegal. Such

proliferation of prostitution in Estonia, which has been through the years enhanced by growing tourism, Estonia's position between Scandinavia and Russia, but also by people's social hardships, normalization of prostitution and sexual imagery during the transition period, has left its mark in the relative abundance of prostitution related studies. However, it has to be said that the opinion of prostitution as a form of gendered violence and consideration of violence against women as something specific is uniformly expressed by the specialists involved in the presented studies. To summarize the bibliography, one could say that besides explicit issues of violence against women (including domestic and family violence), studies of prostitution (and also trafficking) show a strong overall presence in the bibliography.

As to the related literature, similar patterns with (non)employment emerge. The circle of people researching the subject and publishing it is even narrower. On the whole, there are only few authors who have solidly and continuously contributed to the subject. Furthermore, the temporal frame of the majority of studies shows that they started to be published at the turn of the millennium, which stands in contrast with the more extended publishing history of (non)employment issues. It is also apparent that a lot of the initiative to deal with the gendered violence issue derives from a small group of researchers from the Estonian Open Society Institute. Availability specifics of those studies are for the large part linked to network editions.

Annotated Bibliography

1 General Gender Equality Policy

1.1 Estonian sources

1) Institute of International and Social Studies at the University of Tallinn, Ministry of Social Affairs of Estonia. 2006. *Soolise võrdõiguslikkuse monitooring 2005*. (Monitoring of gender equality 2005). Tallinn.
[http://www.sm.ee/est/HtmlPages/SVmonitooring_2005/\\$file/SVmonitooring_2005.pdf](http://www.sm.ee/est/HtmlPages/SVmonitooring_2005/$file/SVmonitooring_2005.pdf).
EST

Keywords: gender equality, social survey, policy analysis, Estonia

The research maps the attitudes concerning gender equality in Estonia. The first monitoring was conducted in 2003, thus the current one could be considered as the follow-up, which relies on the experience of the former one. Since a certain part of statistical material necessary to evaluate the gender equality situation is available in the Statistical Office, the research team concentrated on the topics which were inadequately represented in the official statistics. The topics covered include the general evaluation of gender equality in Estonia, gender equality in the professional sphere, family sphere and education; also reconciliation of professional and family life, gender and sexual abuse and issues of femininity and masculinity.

2) Mänd, Kadi, Barbi Pilvre, Liina Järviste and Mari-Liis Sepper, eds. 2003. *Tilliga ja tillita: retsepte Eesti feministidelt* (With and without the dill [*phonetic pun: also means willy in Estonian*]: recipes from Estonian feminists). Tallinn: Eesti Naisuurimus- ja Teabekeskus, Tartu: Greif. EST

Keywords: feminism, women, gender roles, social status, gender equality in Estonia

Comprehensive collection of articles, from popular to scientific, also called a “myth-buster” book in the field of feminism and gender studies in Estonia. Authors include men and women from diverse fields of life: journalists, film directors, university lecturers, political scientists, sociologists, lawyers and even market researchers. The topics include gender quotas, image of the man in society, prostitution and pornography, comparison of Estonian gender roles with gender roles in other countries, sexuality, reproduction of gender stereotypes, proceedings of gender equality law in the parliament etc.

3) Pettai, Iris, Ivi Proos and Ülle-Marika Papp. 2003. *Indikaatorite süsteem ja monitoring soolisest võrdõiguslikkusest Eestis* (System of indicators and gender equality monitoring in Estonia). Tallinn: Estonian Open Society Institute, Ministry of Social Affairs of Estonia.
[http://www.sm.ee/est/HtmlPages/VO_monitooring/\\$file/VO_monitooring.pdf](http://www.sm.ee/est/HtmlPages/VO_monitooring/$file/VO_monitooring.pdf)

Keywords: gender roles, gender indicators, gender inequality, social survey, Estonia

The study tries to develop a trustworthy system of gender equality monitoring indicators that would also allow comparison with other countries, and which would explain how Estonia moves from a traditional society (with rigid gender roles) to a society based on gender equality. Continuous monitoring of indicators (once or twice per year) allows to keep check on gender inequality in Estonia but also to evaluate how prejudices, stereotypes and pejorative attitudes that shape gender segregation are overcome.

4) Järve, Malle, ed. 1999. *Jagatud õigused ja vastutus: sooline võrdõiguslikkus Eestis* (Shared rights and responsibility: gender equality in Estonia). Tallinn: Ministry of Social Affairs of Estonia, United Nations Development Programme. EST

Keywords: gender equality, balanced society, Estonia

This is a comprehensive collection of articles on gender equality in Estonia. Number of scholars study a variety of social fields from the gender perspective: participation in politics, education, gender differences in labour market, social networks and realization of equal opportunities, rights and responsibilities of men and women in families, health and life style, security and violence.

1.2 English sources

5) "Estonia. Report presented by the national delegation". 2006. In *Human rights and economic challenges in Europe – gender equality. 6th European ministerial conference on equality between women and men. Stockholm 8-9 June, 2006*. http://www.coe.int/T/E/Human_Rights/Equality/PDF_MEG-6_NR_Estonia.pdf. EN

Keywords: national report, policy analysis, gender equality, Estonia

The report covers the following areas and themes: legal framework and gender equality policies, their implementation and monitoring; national institutional mechanisms for implementing gender equality; protection of women against violence; action against trafficking in human beings: prevention, protection and prosecution; balanced participation of women and men in decision-making; gender segregated statistics and gender research; gender analysis and gender budgeting; women and men in the labour market; reconciliation of professional and family life.

6) Sepper, Mari-Liis and Marika Linntam. 2005. *Equal opportunities for men and women. Monitoring law and practice in Estonia*. Open Estonia Foundation. Open Society Institute. http://www.soros.org/initiatives/women/articles_publications/publications/equal_2005_0502/eowmestonia_2005.pdf. EN

Keywords: gender equality, policies, gender legislation, statistics, Estonia

The report gives a legislative overview of gender equality in Estonia, both in terms of national laws and EU directives. It describes the institutional mechanisms that are active in gender equality policy making processes, policies, programmes and

awareness raising. In addition, the most relevant research and statistics, key areas of concerns and recommendations are given.

7) Vöormann, Rein. 2005. The gendered perception of social problems in post-soviet Estonian society: a qualitative perspective. *Nationalities Papers* 33 (3): 315-331.

Keywords: gender, gender roles, men, women, social problems, transition period, Estonia

This article analyzes qualitative data collected in a series of focus groups throughout Estonia in 1997. These data offer a unique opportunity to examine how both men and women talked about their everyday lives and how their narratives of social issues affecting Estonia a few years after independence reflected distinct gender identities. Among the conclusions offered in this article is that during the transition period received gender roles have not changed significantly; husbands are still considered the 'breadwinner' of the family while women's first responsibilities are their home and children. It follows that men and women also emphasize different matters when talking about their daily lives.

8) Open Society Institute. Joint program of the Network Women's Program and the Open Society Foundation Romania. 2002. "Equal opportunities for women and men in Estonia". In *Monitoring the EU accession process: equal opportunities for men and women*. <http://www.eonet.ro/pdf/Estonia.pdf>. EN and EST

Keywords: national report, equal opportunities, gender equality, legislation, policy analysis, men, women, Estonia

The Estonian national report on equal opportunities inspects the following key areas: the principle of equal pay for work of equal value; equal treatment for women and men as regards access to employment, vocational training and promotion, and working conditions; protection of pregnant women from the inherent risk of certain activities and related employment rights; the burden of proof in cases of discrimination based on sex; non-discrimination against part-time workers; the principle of equal treatment for self-employed workers and their assisting spouses; the framework on parental leave and the principle of equal treatment in occupational social security schemes.

9) Papp, Ülle-Marike. "National gender equality policy". 2000. In *Towards a balanced society: Women and men in Estonia*, ed. Peeter Maimik, Kadi Mänd, and Ülle-Marike Papp, 72-79. United Nations Development Programme, Ministry of Social Affairs of Estonia. Tallinn: Ilo Print.
[http://www.sm.ee/est/HtmlPages/women_men/\\$file/women_men.pdf](http://www.sm.ee/est/HtmlPages/women_men/$file/women_men.pdf). EN and EST

Keywords: gender equality policy, policy analysis, equal opportunities, men, women, Estonia

Equality between women and men has not become a clearly developed field in Estonian social policy. The respective legislation is insufficient and there is a lack of institutions with concrete specific functions on all levels. However, the public is

more willing to discuss the rights and responsibilities of men and women. Equality between sexes in its contemporary, internationally recognized meaning is a relatively new concept for Estonia as well as for other transition countries. Although Estonian society has changed quicker than the values of people, the activities of non-governmental organizations in raising the issues of gender equality, achieving participation democracy and economic independence of women have been significant.

2 Non-employment

2.1 Estonian sources

1) Võrk, Andres and Marre Karu. 2006. Eesti vanemahüvitise mõju sündimus- ja tööturukäitumisele: hindamise võimalused ja esimeste kogemuste analüüs (Effect of Estonian parental benefit system on reproductive and labour market behaviour: opportunities for evaluation and analysis of the primary experience). *Policy Analysis*, no. 25. Publication of Praxis Center for Policy Studies. Commissioned by the Ministry of Population Affairs and the Ministry of Social Affairs of Estonia. http://www.praxis.ee/data/toimetised_25_2006.pdf. EST

Keywords: parental benefit, women, men, policy analysis, childbirth allowance, family allowances, natality, labour market, reproductive behaviour, social surveys, family surveys, Estonia

The research aims to provide ways how to analyse parental benefit's influence on the reproductive and labour market behaviour and to illustrate this with calculations, also analysing the changes of women's background in childbed during recent years. The structure of women who had given birth was compared with the structure of all fertile women from the mid 1990s. The attempt was to find out if the changes in socio-demographic structure of women who gave birth in 2004 and 2005 could indicate the effect of the parental benefit.

2) Raitviir, Tiina. 2003. Naised firmajuhtidena (Women as business leaders). *Ariadne Lõng* 1/2: 130-147. EST

Keywords: leadership, women, enterprises, Estonia

The study elucidates the number of female leaders and owners within Estonian top companies and enterprises and compares the economic success of female and male chief executives. The author then tries to disclose causal relations of these observations with the notion of gender.

3) Laidmäe, Virve-Ines and Aili Kelam. 2002. „Naised tööturul: võimalused ja raskused kesk- ning vanemas eas” (Women in the labour market: opportunities and difficulties of the middle aged and elderly). In *Usaldus. Vastutus. Sidusus. Eesti sotsiaalteaduste III aastakonverents 22.-23. novembril 2002 Tallinnas* (Trust. Responsibility. Coherence. III Annual Conference of Estonian Social Sciences in Tallinn on November 22-23, 2002, 232-235. Tallinn: Publisher of Tallinn University of Technology. EST

Keywords: social sciences, social surveys, labour market, women, middle aged, elderly

The text tries to find the answer to the following questions: what is the recognized understanding of middle aged and elderly women (45+), of their position in the labour market, and whether women have equal opportunities with men. The research tackles more specifically two question areas: what are the attitudes and

self-rating of middle-aged and elderly women in relation to their professional work, and, comparing the groups of still employed and not employed women, what are the best chances of elderly women to get work.

4) Täht, Kadri and Marge Unt. 2002. "Soost tulenev ambivalentsus Eesti tööturul" (Gender related ambivalence on Estonian labour market). In *Trepist alla ja üles - edukad ja ebaedukad post-sotsialistlikus Eestis* (Up and down the stairs – successful and unsuccessful in post-socialist Estonia), 126-144. Tallinn: Publisher of Estonian Academy of Sciences. EST

Keywords: labour market, transitional economy, men and women, social stratification, Estonia

The text describes the adjustment of men and women with the changes of the labour market in the 1990s, the experience of unemployment and its outlets. The survey uses variables, which describe changes on Estonian labour market, expectations of unemployed as to their working position and speed of finding work, and also variables influencing wage expectations of men and women with unemployment experience.

5) Hansson, Leeni. 2001. 2001. "Perekonna ja kutsetöö kokkusobitamise probleemidest" (Problems of reconciliation of family and regular job). In *Eesti sotsiaalteaduste I aastakonverentsi ettekanded* (Presentations of the first annual conference of Estonian social sciences), 5-15. Institute for International and Social Studies at Tallinn Pedagogical Institute.

Keywords: work, career, family, women, men, employment, gender roles, family surveys, Estonia

Gender role conflicts among partners within Estonian families do not promote younger and more educated women to establish families, or, to get children. It could, for example, hamper their professional careers. The author says that in a situation where children have become an obstacle in women's professional advancement, solutions should be sought in the organization of work. Attitudes should also change as to the role of father. If working fathers will start to use more benefits prescribed by law, also attitudes towards female workers will change.

6) Hansson, Leeni. 2001. "Töötavate naiste probleemidest 1990ndate aastate tööturul" (Problems of the working women in the labour market in the 1990s). In *Mitte ainult võitjatest* (Not only of winners), 35-53. Tallinn: Publisher of Estonian Academy of Sciences. EST

Keywords: women, labour market, employment, role conflicts, role behaviour, Estonia

The article treats the topic of the unadaptedness of women with little children in the volatile labour market of the 1990s.

7) Andre, Karin and Eda Heinla. 2001. "Naine, perekond ja töö - tööandja vaatevinklist" (Woman, family and work – from the perspective of the employer). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in families with small children), ed. Leeni Hansson, 158-165. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: women, employment, labour market, family planning, Estonia

During the re-structuring of the economy, important changes in the labour market took place. Women with juvenile children have become a risk group, whose position in the labour market competition shows insecurity. Unstablens and insecurity in the labour market have created a situation where women agree with any employer's order and do not even think of demanding benefits provided by legislation. On the one hand, they fear to lose their job, which would mean serious economical difficulties; on the other hand, they are scared to reduce their chances for professional promotion. These factors combined might influence women to give up the idea of having a second or third child.

8) Hansson, Leeni. 2001. "Töö ja pere-elu kokkusobitamise probleemid" (Problems in reconciliation of work and family life). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in the families with small children), ed. Leeni Hansson, 132-157. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: women, reconciliation of work and family life, family, labour market, Estonia

The article states that several studies have shown that in reconciliation of work and family life, various positive and negative counter-effects are in force – joys and worries related to work find their way home and influence the family life while family life has an effect upon work. The second direct influence stems from the division of time dedicated to family and work. Usually one sphere tends to "steal" from the other. The author concludes that women are rarely able to draw a clear line between their work and family, so that they could not influence each other.

9) Hansson, Leeni and Niina Derman. 2001. "Uurimuse "Naine, perekond ja töö 2000" läbiviimisest" (Conducting the survey 'Woman, family and work 2000'). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in the families with small children), ed. Leeni Hansson, 10-27. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: social survey, women, reconciliation of work and family life, Estonia

The target group of the study were women under the age of 40, who had at least one child up to 10 years of age in the family. Women without children were left out

as it was assumed by the study group that voluntary childlessness has not become so widespread in Estonia. On the whole, the study focuses on the problems in reconciliation of work and family life, which could directly or indirectly influence the decision to have a second or third child in the family.

10) Heinla, Eda. 2002. "Naine ja töö 2000" (Woman and work 2000). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in families with small children), ed. Leeni Hansson, 68-86. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: women, working mothers, labour market, Estonia

The study analyzes work-related stability of working mothers and worries associated with the loss of job, making the connection between the perceived stability and the economic situation of the family. The author also scans the length of the working women's working day and finds that work load – part-time or full-time – does not necessarily coincide with the women's educational level or age.

11) Kelam, Aili, Eda Heinla and Niina Derman. 2001. "Naine ja perekond 2000" (Woman and family 2000). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in the families with small children), ed. Leeni Hansson, 87-109. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: women, family, reconciliation of work and family life, reproductive behaviour, Estonia

The analysis discusses four different issues. The first describes family discords and their frequency, which one way or other have to do with women going to work and reconciling home work and professional work. The second issue observes the amount of time that women dedicate for household works during working days. The third aspect touches upon the women's expectations of the wished number of children in the family, which correlated with the respondent's education and age, but also with economic and professional position. And lastly, the study examines the sources of the family's economic welfare and factors that contribute to it and models that prevail, e.g. domestic wife and working husband.

12) Laidmäe, Virve-Ines. 2001. "Naine, perekond ja töö 1985-1998" (Woman, family and work 1985-1998). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in the families with small children), ed. Leeni Hansson, 51-67. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: women, employment, transition period, family, Estonia

The study examines the shifts on the societal level in attitudes of women with children towards family and work during 1985-1998. The text describes the participation of women in employment in different years, worries concerning the loss of job and reconciliation efforts between family and work. The period 1985-1998 was chosen as intriguing for it includes the socialist era but also the transition phase to market economy accompanied by the “shock therapy” years (1991-1994), followed by the period of adjustment and stabilization.

13) Proos, Ivi. 2001. “Eesti ja vene ärinaised võrdluspeeglis” (Estonian and Russian business-women in comparison). In *Eesti sotsiaalteaduste II aastakonverents: 23.-24. november 2001, Tartu* (The Second Annual Conference of Estonian Social Sciences: Nov. 23-24, 2001, Tartu), 93-95. Tartu: University of Tartu. EST

Keywords: Estonian women, Russian women, business women, entrepreneurship, businesses, material independence, self-realization, unemployment, Estonia.

Estonian Open Society Institute conducted in 2001 a survey of female entrepreneurs, in order to analyze women’s motives for business activities. Altogether 404 female entrepreneurs were questioned, of whom 79% were Estonians, 16% Russians and 5% representations of other ethnic groups. Estonian women were much more motivated to establish enterprises than Russian women. The biggest differences are in motives with regard to freedom, independence and material self-reliance. These factors are more important to Estonian female entrepreneurs than to Russian. Opportunity for self-realization and personal development are the reasons for Estonian women to establish businesses. For Russian women it is often a compulsory choice, e.g. losing their job is followed by the establishment of a business.

14) Vöörmann, Rein. 2001. “Sotsiaalsed probleemid Eestis: meeste ja naiste vaatenurk” (Social problems in Estonia: viewpoint of men and women). In *Kultuur, elukvaliteet ja väärtushinnangud* (Culture, quality of life and judgment values), 50-58. Tallinn: Publisher of Tallinn Pedagogical University. EST

Keywords: social problems, men, women, equality, employment, unemployment, Estonia

The study concentrates on the development and shaping of people’s values against the background of gender and employment issues.

15) Hansson, Leeni and Virve-Ines Laidmäe. 2000. Naine, töö ja perekond Eestis - muutuvad hoiakud ja väärtushinnangud (Woman, work and family in Estonia – changing attitudes and value judgements). *Ariadne Lõng 1/2*: 60-69. EST

Keywords: women, families, work, value orientation, Estonia

The article studies the changes in women’s judgment values in Estonia during 1985-1998 and their attitudes towards the two most important spheres of life – work and family. Also, authors analyze the shifts in contentment of various fields of

life. The study relies on questionnaires with 2300 respondents that were conducted in 1985, 1993 and 1998.

16) Hansson, Leeni. 1999. "Sotsiaalsed võrgustikud ja võrdsete võimaluste realiseerimine" (Social networks and realization of equal opportunities). In *Jagatud õigused ja vastutus: sooline võrdõiguslikkus Eestis* (Shared rights and responsibilities: gender equality in Estonia), ed. Malle Järve, 55-62. Tallinn: Ministry of Social Affairs of Estonia, United Nations Development Programme. EST

Keywords: social networks, equal opportunities, labour market, division of work, men, women, Estonia

Men's informal social networks in nowadays Estonia are able to offer more strategic help for shaping one's career aspirations and give support in labour market competition than women's informal social networks. Not to mention the traditional division of work in families, where women have to bear the double burden, the factors hindering the realization of opportunities are also encoded in women's social networks. Women's social networks can offer practical help in coping with daily problems but lack in strategic help, which characterizes men's social networks.

17) Vöörmann, Rein. 1999. "Soolised erinevused tööturul" (Gender differences in the labour market). In *Jagatud õigused ja vastutus: sooline võrdõiguslikkus Eestis* (Shared rights and responsibilities: gender equality in Estonia), ed. Malle Järve, 40-54. Tallinn: Ministry of Social Affairs of Estonia, United Nations Development Programme. EST

Keywords: labour market, men, women, occupational segregation, wage gap, unemployment, economic status, Estonia

Situation of men and women in the labour market is apparently different. The position of women can be considered even more complicated. Although the rate of unemployment among men is higher than among women, there are more negative aspects in women's lives – concentration in professions with lower salaries, working with short-term contracts, higher number of long-term unemployed, average wages are lower compared to men. In order to level these differences, the author finds that active labour market policy should be put into force that would take into account the dissimilar position of men and women in the labour market.

2.2 English sources

18) Täht, Kadri. and Ellu Saar. 2005. Men's late careers and career exits in Estonia. *Trames* 9 (3): 228-258. EN

Keywords: late career, exit to retirement, older workers, Estonia

The paper compares the labour market moves of male late career workers in Estonia in the 1980s and 1990s. The question asked here is whether and to what extent the social and economic changes affected the intensity and directions of job

moves of late career workers and also their labour market exit patterns. Another question posed here is the role of both individual as well as structural factors in the process of older workers' adjusting to the new labour market situation. Older male employees' careers were studied from a longitudinal perspective concentrating not only on labour force participation rates and early retirement, but on mobility patterns in old age. The research broadens the question how Estonian institutional settings mark life courses in old age. The analysis is based mainly on data from Estonian Family and Fertility Survey and Labour Force Surveys.

19) Rõõm, Tairi and Epp Kallaste. 2004. Men and women in the Estonian labour market: An assessment of the gender wage gap. *Policy Analysis*, no. 4. Publication of Praxis Center for Policy Studies, http://www.praxis.ee/data/PA82004_eng.pdf. EN and EST

Keywords: labour market, wage gap, women, men, Estonia

This analysis seeks to ascertain the theoretical reasons for the gender wage gap, the historical development trend of the wage differential in Estonia, the degree to which differences in human capital and work explain that trend and the components of the gender wage gap that cannot be explained by the factors mentioned above. The wage gap is analysed using one of the most widespread methods – the Oaxaca-Blinder decomposition. The analysis is based on data from Estonian Labour Force Surveys for the years 1998-2000.

20) Hansson, Leeni. 2003. "Women on the Estonian labour market: continuity and change"..In *Gender equality in East European countries – Changes and perspectives of highly qualified women in the labour market*, ed. M. E. Domsch and D. H. Ladwig 132-148. Frankfurt am Maine: Peter Lang Publications. EN

Keywords: women, labour market, labour segregation, wage gap, occupational structure, family life, Estonia

Although the majority of reviews concerning the position of women on the labour markets of post-socialist countries are rather pessimistic, one can still find some that focus on the new opportunities brought about by the changed socio-economic situation. The present article tries to analyze the effect that the social transformation and economic reforms in the 1990s had on the status of women on the Estonian labour market. To answer the question of how successfully or unsuccessfully women have managed to adapt to the new socio-economic situation, the author uses official statistics, the data of Estonian Labour Force Surveys and other population surveys.

21) Laas, Anu. 2003. "Overcoming barriers to equal pay in Estonia: monitoring gender mainstreaming". In *Equal pay and gender mainstreaming in the European employment strategy*, ed. L. Magnusson, L. Mosesdottir, and A. Serrano, 401-450. European Trade Union Institute (ETUI), SALTSA. Brussels. EN

Keywords: gender pay gap, women, labour market, policy making, Estonia

The gender pay gap in Estonia is one of the highest in Europe. The article examines the development of the gender pay gap since the transition period. Female work statistics are interpreted (e.g. activity of unions, changes of women's (un)employment rates, women's representation in retail and whole sale sector etc.). Barriers to equal pay have been caused by the lack of interest, lack of awareness and expertise about the issue on the national level. General public often tends to accept the conservative gender ideology. The author proposes several policy recommendations on how to improve the situation.

22) Vöörmann, Rein. 2003. "Gender in the post-soviet labour market: Estonia in the European context". In *Baltic States. Looking at small societies on Europe's margin*, ed. Ch.Giordano, A.Zvinkliene, and D.Henseler, 137-156. Fribourg: University Press Fribourg Switzerland. EN

Keywords: gender, gender segregation, labour market, post-Soviet era, Europe, Estonia

The study monitors the developments on the Estonian labour market from the gender perspective during the crucial transition period of early 1990s and its aftermath. Given the radical changes in economical and occupational structure, the author examines the shifts of the established patterns of gender segregation.

23) Derman, Niina. 2002. "Changing attitudes towards paid employment in Estonia: the case of Estonian and non-Estonian women". In *Papers presented to the 5th conference of the European Sociological Association "Visions and Divisions": August 28 - September, 2001, Helsinki, Finland*, 62. Institute for International and Social Studies at Tallinn Pedagogical Institute. EN

Keywords: women, working mothers, occupational status, work, employment, ethnic groups, family, family relations, urban mothers, Estonia

The goal of the study is to compare the outcomes of the transition to a market economy on the employment situation and attitudes towards paid employment among women of different ethnic groups. The study is based on empirical data obtained through a survey carried out in 2000 among urban mothers of children under 11.

24) Laas, Anu. 2002. "Female entrepreneurship in Põlvamaa: case study of Estonia". In *Challenges and Materra-paths to female entrepreneurship*, ed. M. Komulainen, 16-27. Kajaani. EN

Keywords: female entrepreneurship, gender stereotypes, tourism, Põlvamaa county, Estonia

Materra project's goals in Estonia's southern county Põlvamaa were to promote female entrepreneurship, initiate women's schooling in tourism business, counselling, cooperation and exchange of ideas among participating parties. The article examines the accomplishment of the project's one major goal – to remove obstacles that women experience in entrepreneurship. These obstacles consist of

sexism and gender stereotypes prevalent in society that determines men's and women's positions. Biased understanding of a typical or ideal woman affects female entrepreneurs in every step. Female entrepreneurship in reconciliation with family life is strongly a cultural and gender specific and not only economic phenomenon.

25) Unt, Marge and Kadri Täht. 2001. "Women in the labour market". In *Visions and divisions - challenges to European sociology. The 5th conference of the European Sociological Association: 28. August – 1. September, Helsinki*, 228. Helsinki. EN

Keywords: women, labour market, economic reforms, social status, Estonia

Nowadays, women in labour market have to face new challenges and persistent barriers. In this respect, it is especially fascinating to scrutinize the influence of rapid economic changes on the labour market and for the women on the labour market (both micro and macro level). The study uses the case of Estonia due to its recent economic reforms, radical in comparison to the other post-socialist countries, with its highly liberal economic principles and a modest role of the state. Although, in general, women in Estonia are more educated than men, according to the data from the 2000 Estonian Statistical Office, they receive a salary that is 30-40% lower and get fewer promotion opportunities compared to men. We suggest the following to be the most typical patterns for women in the Estonian labour market during the past decade: a growing proportion of women who are out of employment (compared to other European countries); a different pattern of shifts between labour-market-states for Estonian and non-Estonian women most likely due to the difference in their social status (depending on their proficiency in the official language and/or citizenship); a mostly downward mobility for women. The study concentrates on the causes of shifts within and out of the labour market. Education is suggested to be the main factor in improving women's prospects in the labour market. The analysis is based on the data of "Estonian Labour Force Survey" (1999).

26) Vöörmann, Rein. 2001. "Gender relations in the post-soviet labour market". In *Visions and divisions - Challenges to European sociology. The 5th conference of the European Sociological Association: 28. August – 1. September, Helsinki*, 249. Helsinki. EN

Keywords: gender, labour market, employment, post-Soviet era, Estonia

During the transition period the labour market has been one of the most dynamic spheres of the Estonian economy. What has taken place in the Estonian post-soviet labour market concerning gender, what has changed since Estonia restored its independence? Are the same processes and tendencies taking place in Estonia as in Eastern or Western European countries? An analysis of employment trends clearly suggests a decline in employment for both men and women, but interestingly, it was more or less equal for both groups. The trends in employment in Estonia as a whole as well as those broken down by gender, are not unlike those of other Eastern European countries - statistical data confirm that in the period 1988-1993 (i.e. the transitional period), the share of working women and men decreased in each of those countries. The rates of employment among men

in the majority of Western European countries were lower than that of Estonia. In the second half of the 90s, Estonia dropped to a level closer to that of other Western countries. As for the employment of women, countries in the West (except Sweden and Denmark in the 90s) never achieved as high a level as did the former socialist countries. In the 90s the levels of employment among Eastern and Western women have been growing closer, although differences still exist. There are also differences by employment in three main economic sectors as well as by salary.

27) Hansson, Leeni. 2000. "Combining work and family: the case of Estonian women". In *Reconciliation of family and work in Eastern European countries*, ed. M.E. Domsch and D.H. Ladwig, 75-86. Frankfurt: Peter Lang Publications. EN

Keywords: women, labour market, employment, family values, reconciliation of work and family, Estonia

Although the whole post-war period in Estonia has been characterized by high female labour force participation, the traditional division of labour and domestic tasks has not changed much. Women are still expected to perform multiple roles and bear the double workload. The feeling of not managing with all the roles and not having enough time for the children has negative consequences on the individual's psychological well-being both at home and at work. The study indicated that in order to facilitate the possibilities of combining family and work, a lot can be done with family policy and equality measures.

28) Hansson, Leeni. 2000. "Professional and occupational mobility and informal social networks". In *Towards a balanced society: Women and men in Estonia*, ed. Peeter Maimik, Kadi Mänd, and Ülle-Marika Papp, 32-37. United Nations Development Programme, Ministry of Social Affairs of Estonia. Tallinn: Ilo Print. [http://www.sm.ee/est/HtmlPages/women_men/\\$file/women_men.pdf](http://www.sm.ee/est/HtmlPages/women_men/$file/women_men.pdf). EN and EST

Keywords: women, men, occupational mobility, social networks, labour market, Estonia

The study treats the question of occupational mobility that covered the changes that occurred during the period from 1991 to 1998. The study finds that the changes that have occurred in the structure of the labour force have affected women, especially non-Estonian women, somewhat more severely than they have affected men. This is due to the generally disadvantageous position of women in the labour market (difficulties in combining work and family responsibilities; traditional gender roles that oblige women to take care of children and the elderly, etc.) on the one hand, and a structure of informal social networks that is unfavourable in regard to the labour market, on the other. Women's social networks are usually more family-oriented and therefore they do not have as good an access to strategic information as men.

29) Järve, Malle. 2000. "Gendered leisure: resources and actual use". In *Towards a balanced society: Women and men in Estonia*, ed. Peeter Maimik, Kadi Mänd, and Ülle-Marika Papp, 22-31. United Nations Development Programme, Ministry of Social

Affairs of Estonia. Tallinn: Ilo Print.

[http://www.sm.ee/est/HtmlPages/women_men/\\$file/women_men.pdf](http://www.sm.ee/est/HtmlPages/women_men/$file/women_men.pdf). EN and EST

Keywords: gender, leisure time, women, men, Estonia

The article departs from the notion that the main criteria for leisure are freedom of choice, pleasantness and the lack of unavoidable obligations. The main resources of leisure are time and money. The study tries to examine the amount of leisure time and eventually agrees that women on average in terms of monetary opportunities are in a worse economic situation than men. Linked to that is the observation that the main problem concerning gender inequality in the sphere of leisure is the gender gap in the amount of leisure time available.

30) Narusk, Anu. 2000. "Professional and family life: combining paid and unpaid work". In *Towards a balanced society: Women and men in Estonia*, ed. Peeter Maimik, Kadi Mänd, and Ülle-Marike Papp, 38-45. United Nations Development Programme, Ministry of Social Affairs of Estonia. Tallinn: Ilo Print.

[http://www.sm.ee/est/HtmlPages/women_men/\\$file/women_men.pdf](http://www.sm.ee/est/HtmlPages/women_men/$file/women_men.pdf). EN and EST

Keywords: paid work, unpaid work, housework, family types, women, men, Estonia

The study tries to find out the role of employment and family in the value ratings of men and women, to analyze the division of men's and women's paid work by different family types, to examine the division of housework or unpaid work between men and women, to assess the economic coping of men and women by different family types and to deal with the mutual effect of the satisfaction assessments for these spheres of life.

31) Vöörman, Rein. 2000. "Men and women on the labour market: wage ratios". In *Towards a balanced society: Women and men in Estonia*, ed. Peeter Maimik, Kadi Mänd, and Ülle-Marike Papp, 46-53. United Nations Development Programme, Ministry of Social Affairs of Estonia. Tallinn: Ilo Print.

[http://www.sm.ee/est/HtmlPages/women_men/\\$file/women_men.pdf](http://www.sm.ee/est/HtmlPages/women_men/$file/women_men.pdf). EN and EST

Keywords: women, men, employment, unemployment, pay gap, Estonia

This article will explore the differences and similarities that occur in economic status, employment according to employment spheres and professions, and the income of men and women. Although unemployment rates are higher for men than for women, women have to face a larger number of negative factors: lower-paid occupations and positions, being employed under a temporary employment contract, a higher proportion of long-term unemployment, average wages that are much lower than those of men.

32) Narusk, Anu. 1997. "Gender and rationality: Estonian women`s case". In *Unresolved dilemmas: Women, work and the family in the United States, Europe and the former Soviet Union*, 112-128. Brookfield: Ashgate. EN

Keywords: gender, gender roles, family life, employment, Estonia

The article discusses women's unresolved dilemmas of combining employment and family life in Estonia by looking at the role women themselves have in preserving the traditional gender roles in the changing social conditions. Estonian women are shown as not only the victims of, but also real supporters of, the traditional gender role socialization. Women's choices are examined according to the rational choice theory. The author also asks the reader to bear in mind that Estonian women make their choices under certain social constraints that limit the individual resources needed for choosing alternative behaviours. Persons and societies differ, the gender role system is always interconnected with political and economic factors of the society in question, and so the rational choices of Estonian women today can be rated as irrational for women in other countries. The author stresses that one rational for all alternatives can hardly be found and examines the background for Estonian women's choices.

33) Vöörmann, Rein. 1997. "Gender and Estonian labour market". In *Invitation to dialogue: Beyond gender (in)equality*, 223-242. Riga: Institute of Philosophy and Sociology. EN

Keywords: gender, men, women, labour market, wage gap, Estonia

Men and women in Estonia do different kinds of work, like in most other countries. The employment rates for both men and women are relatively high, although they have decreased in the last few years. They have achieved virtual equality in years of schooling and training. There is an almost complete convergence in the life-course patterns of men and women. Despite these facts, Estonian women, like women in many Western countries, earned and still earn less than men. The reasons go beyond the fact that women are segregated into low-paying economic branches or into the low-paying social strata of the branches. One can conclude that the earnings gap between men and women in Estonia reflects the traditional pattern of discrimination faced by working women in most countries.

34) Vöörmann, Rein and Anu Narusk. 1995. "Gender differences and inequality". In *Estonian Human Development Report*, 62-64. Tallinn: United Nations Development Programme. EN and EST

Keywords: gender, inequality, occupational segregation, wage gap, unpaid work, social networks, economic opportunities, Estonia

The report proceeds from the established situation of late 1980s and early 1990s that sizeable differences exist in indicators reflecting subjective and objective welfare between sexes. One of the reasons for such a situation is the stressing of traditional gender roles with the main task of women to take care of the household and family. It could be also seen as a rejection of Soviet-style gender equality. However, since the traditional gender roles do not comply with the current social and economic situation, their application has exercised a negative impact on all areas of life for both men and women.

35) Vöörmann, Rein. 1995. "Gender segregation in the Estonian labour market: Stability, not change". In *Growing up in Europe*, ed. L.Chisholm, P.Büchner, H.-H.Krüger and M.du-Bois-Reymond,153-160. Berlin/New York: de Gruyter. EN

Keywords: gender, labour market, education, occupational segregation, Estonia

The author concludes that structuring of educational opportunities and labour market conditions in early 1990s had a stronger impact on educational careers, occupational decisions and career histories than did personal goals and values. Many altruistic values were replaced by more pragmatic ones like rewards and job security. Another problem of the early 1990s was unemployment and shortage of desirable jobs. Young people especially were vulnerable to employers' demands for not only qualifications but also experiences. In this situation, gender assumed an important factor in recruitment choices.

2.2.1 Comparative studies

36) Schoon, I., L. Hansson and K. Salmela-Aro. 2005. Combining work and family life: Life satisfaction among married and divorced men and women in Estonia, Finland, and the UK. *European Psychologist* 10(4): 309-319. EN

Keywords: Eastern Europe, Europe, social interaction, attitude, social environment, marriage, divorce, sex, parent child relation, family environment, occupational environment, social role, cross-cultural study, marital status, professional status, quality of life, satisfaction, follow-up study Finland, United Kingdom, Estonia

The aim of this paper is to investigate whether the combination of paid employment and taking care of children promotes or challenges the life satisfaction of married and divorced men and women in the UK, Estonia, and Finland. The Estonian data come from a representative sample of 1164 participants (507 men, 657 women). The results showed that in all three countries women report higher levels of life satisfaction than men, couples are generally more satisfied than divorcees, and those who are employed are generally more satisfied with their lives than those who are not. Second, for men in general as well as for divorced women higher levels of life satisfaction appear to be associated with full-time work. Third, men and women pursuing a professional career were more satisfied with their lives than men and women in unskilled jobs. Finally, having a child shows no significant association with life satisfaction in any of our three countries, although there were significant interactions between gender, marital status, employment, and parenthood. Divorced women in all three countries appear to be more satisfied with their lives if they do not have children, especially after adjusting life satisfaction by occupational status. Findings are discussed with regard to role stress and role accumulation theories.

37) Haavio-Mannila, E. and Aili Kelam. 2001. "Division of housework in Estonian and Finnish families 1985-1998". In *Eesti sotsiaalteaduste aastakonverents I, 24.-25. november 2000. Ettekannete kogumik* (The first annual conference of Estonian social sciences, November 24-25, 2000. Collection of presentations), 50-51. Institute of International and Social Studies at Tallinn Pedagogical University. Tallinn: Publisher of Tallinn Pedagogical University. EN

Keywords: family survey, women, men, housework, division of work, Finland, Estonia

In order to follow changes in the division of household work in Estonia and to compare the present situation to that in Finland, following comparable data sets were used: National representative surveys on Work, Home and Leisure Time conducted in 1985, 1993 and 1998 at the Institute of International and Social Studies, Tallinn Pedagogical University and national representative survey on Working Conditions in 1997 by Statistics Finland. The division of housework was measured in the following way: 1) number of tasks conducted by the respondent alone and 2) divided equally between the partners.

38) Kandolin, I., K. Kauppinen, and Leeni Hansson. 2001. "Structural changes in the female employment in Estonia and Finland in the 1990s". In *Eesti sotsiaalteaduste aastakonverents 1, 24.-25. november 2000. Ettekannete kogumik* (The first annual conference of Estonian social sciences, November 24-25, 2000. Collection of presentations), 68-69. Institute of International and Social Studies at Tallinn Pedagogical University. Tallinn: Publisher of Tallinn Pedagogical University. EN

Keywords: women, employment, structural change, theses, Finland, Estonia

Women have long traditions of active participation in the labour force in Estonia and Finland. This study analysed structural changes in employment patterns of woman and men based on large, representative surveys. Changes in Estonia labour market were followed comparing 'Estonia 1993' and 'Estonia 1998' surveys. Finnish Quality of Work Life Survey in 1990 and 1997 offered comparable data from Finland.

39) Vöörmann, Rein. 1999. "Gender segregation of jobs in the Baltics". In *Women's studies and gender research in the Baltic and Nordic countries: Mapping the situation '98*, 64-68. EN

Keywords: labour market, gender segregation, gender, occupational segregation, Baltic States; Latvia, Lithuania, Estonia

The article summarizes that young men and women in the labour market in 1990s were in different situations. Looking at branch and occupational distribution of men and women in the Baltic States one can notice the gendered work fields; while men dominated in certain spheres and occupations, women did it in other spheres. Nevertheless, there were some changes in branch distribution, which are associated with young people's successful adaptation to the new situation. Estonia and Latvia were more similar to each other in the analyzed questions when compared to Lithuania.

40) Helemäe, Jelena, Ellu Saar, and Rein Vöörmann. 1997. "Gender stratification of young adults in earnings". In *Everyday life in the Baltic States*, 79-103. Vilnius: Lithuanian Institute of Philosophy and Sociology. EN

Keywords: gender stratification, wage gap, women, men, welfare, human capital, education, Baltic States, Lithuania, Latvia, Estonia

The analysis is based on the data of the longitudinal survey that was carried out in Estonia, Latvia and Lithuania. The second follow up of the survey 'Paths of Generation' was funded by the M. Jacobs Foundation. As the respondents in the survey belonged to the age group 25-34, in which, according to previous studies, the difference in income between men and women is the greatest, special interest was taken to study the situation of gender differences in earning in the Baltic countries just in this age group. The survey tried to find answers to the following questions: does gender matter in gender stratification?; is gender important in staying at the top of the scale of earnings or reaching of the bottom of it?; who among men and who among women have better chances to reach the top quartile of earnings?

41) Saar, Ellu. 1997. "Women disadvantages in labour and gender differences in educational paths". In *Everyday life in the Baltic States*, 104-123. Vilnius: Lithuanian Institute of Philosophy and Sociology. EN

Keywords: women, men, education, educational system, educational level, gender gap, gender segregation, labour market, Baltic States, Lithuania, Latvia, Estonia

The data used in the study comes from the longitudinal survey 'Paths of a Generation'. The project was conducted as a survey of 17-18-year-old secondary school graduating students and its chief purpose was to follow the life course of these young people. The base-year study was conducted in 1983. The second follow-up survey provided data from 28-28-year-old cohorts. These data were collected by regional teams in 1992-1993. The study examines educational level of boys and girls, gender differences in tracking in the system of secondary education, gender differences in transitions to tertiary education, country-specific gender selectivity in educational transitions, gender segregations in education and labour market.

3 Intimate Citizenship

3.1 Estonian sources

1) Kirke, Karmen. 2006. *Seks ja võim: armuelu Eestis läbi aegade* (Sex and power: intimate life in Estonia through time). Tartu: Greif.

Keywords: sexuality, sexual relationships, sex, sexual education, sexual behaviour, written sources, Estonia

The author takes an interest in the question on how Estonian men and women have loved each other throughout the time. The study has a polarized structure: on the one hand, it studies what has been the official narrative on sexuality of the existing authority, and, on the other hand, it tries to find out what was going on in this respect among real people.

2) Leeni, Hansson, ed. 2006. *Perekond ja uued sotsiaalsed riskid* (Family and new social risks). Tallinn: Publisher of Tallinn University.

Keywords: family, family surveys, family relations, social changes, risk factors, Estonia

The survey touches upon family and risks related to family in the entire society, and namely in a society which has turned from socialism to capitalism, as family is influenced by society, and the family, in turn, influences society with sending out certain signals and judgment values.

3) Luhaäär, Ingvar. 2006. *Mees ja naine eesti moodi* (Man and woman in Estonian style). Tallinn: I. Luhaäär.

Keywords: Estonians, sexual behaviour, sexual relations, men, women, social surveys, Estonia

The book talks about Estonians' love life in the light of the newest sexual research and surveys.

4) Poolamets, Olev, Elina Haavio-Mannila, Osmo Kontula and Kai Haldre. 2006. *Seksuaalsus Eestis. Ajalugu. Tänapäev. Arengud* (Sexuality in Estonia. History. Today. Developments). Ed. Ingvar Luhaäär. Tallinn: Eesti Akadeemiline Seksuoloogia Selts.

Keywords: sexuality, sexology, sexual education, sexual health, sexual abuse, social surveys, Europe, Estonia

The articles of the book represent a joint effort of Estonian and Finnish scientists and specialists. The texts include a variety of topics such as the beginning of sexual life, men's sexuality, sexual abuse of women and children, homosexuality,

transexuality and sexual health. Scientific gravity of the book focuses on Professor of Helsinki University Elina Haavio-Mannila's research on sexual customs and attitudes. The aim of the book is to map sexuality in Estonia but nonetheless it does not present the conclusive truth. Results gained from sociological survey reflect more prevailing attitudes than the actual sexual behaviour. Most of the respondents were inclined to be fully aware of the existent social norms and to think in advance which subjects are and which are not proper to talk about. Thus, paradoxically, the adequacy of the sexuality research depended much on the prevalent social norms.

5) Unt, Marge and Siim Rusell. 2004. *Lastehoid Eesti peredes* (Looking after a child in Estonian families). Tallinn: The Bureau of the Minister of Population. <http://www.rahvastikuminister.ee/upload/dokumendid/Lastehoid.pdf>. EST

Keywords: family, men, women, work, childcare, Estonia

The survey gives an overview of the childcare situation in Estonia, focusing on families with children under the age of 3, since these are the families with most acute issues of reconciliation of work and family life. The study examines what childcare services parents use and what is their price. In addition, the study introduces the key problems in choosing the childcare service and what kind of changes parents would like to see in the childcare system.

6) Derman, Niina. 2003. "Üksikemade majanduslikud ja emotsionaalsed probleemid" (Economic and emotional problems of single mothers). In *Lahutus: probleemid ja lahendused* (Divorce: problems and solutions), ed. L. Hansson, 63-70. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: single mothers, families in need, managing, emotions, Estonia

The survey observes the social and emotional problems of single mothers at the age of 18-49 who participated in the population poll "Estonia 98".

7) Pall, Katre. 2003. Vabaabieliu – uus väljakutse sotsiaalpoliitikas (Cohabitation - a new challenge in social policy). In *Sotsiaaltöö* 6: 21-23. EST

Keywords: cohabitation, relationships of couples, living together, family, social policy, Estonia

The text explores the types of cohabitation: permanent cohabitation, test cohabitation, temporarily unregistered cohabitation and indistinct relationship. Estonia's problem appears to be the definition of cohabiting couples as families when applying for social support.

8) Hansson, Leeni. 2002. "Mitteabieliulised kooselud 1990ndate Eestis" (Cohabitation in Estonia during the 1990s). In *Eesti perekonna eritahud* (Different facets of

Estonian family), 5-18. Department of Family Sociology. Institute for International and Social Studies at Tallinn Pedagogical Institute. EST

Keywords: family, living together, family law, family types, cohabitation, relationship of couples, Estonia, 1990s

The research concludes that changes concerning Estonian families in the 1990s coincided chronologically with Estonia's regaining of independence but it is difficult to establish a link between the two. Changes that took place, and are still taking place in families, repeat basically the processes that happened in Europe decades ago. Estonian family is a manifold phenomenon where one can find elements from Scandinavia (popularity of cohabitation) and from the East (relatively earlier age of marriages and giving birth). Current Family Law Act in force in Estonia is built upon the notion of traditional family. Due to the growing number of cohabitations, one could conclude that unregistered relationships will not only be left out of statistics but also problems of majority of such families are not legally regulated. This, in turn, makes it more difficult to develop a family policy that would take into account all family types.

9) Kelam, Aili. 2002. "Eesti peresuhete dünaamika 1990ndatel aastatel: abielumotiivid, hoiakud ja rahuloluhinnangud" (The dynamics of Estonian family relations during the 1990s: attitudes and satisfaction estimations). In *Eesti perekonna eritahud* (Different facets of Estonian family), 19-30. Department of Family Sociology. Institute for International and Social Studies at Tallinn Pedagogical Institute. EST

Keywords: family, family sociology, living together, cohabitation, relationships of couples, Estonia, 1990s

The study examines the main reasons and motives that bind together cohabitees and married couples. The target group of the study consists of Estonians 18-70 years of age. Among others, the author also explores role attitudes in housework division, satisfaction with family life, satisfaction with emotional and intimate relations and satisfaction with life in general.

10) Derman, Niina. 2001. "Üksikemade pered - üks riskigruppidest" (One of the risk groups - mother-only families). In *Mitte ainult võitjatest* (Not only of winners), 54-66. Tallinn: Publisher of Estonian Academy of Sciences. EST

Keywords: single mothers, managing, families, social policy, Estonia

The article concentrates on women, 18 to 49 years old, who bring up their little children on their own, and on their managing problems. The research includes as comparative groups women of the same age but without children and married or cohabitating women with little children.

11) Laidmäe, Virve-Ines. 2001. "Naine ja tervis 2000" (Woman and health 2000). In *Naine, perekond ja töö 2000. Pere-elu ja kutsetöö kokkusobitamise probleemidest väikeste lastega peredes* (Woman, family and work 2000: the problem of fitting family-life and work together in the families with small children), ed. Leeni Hansson,

110-131. Tallinn: Institute of International and Social Studies at Tallinn Pedagogical University. EST

Keywords: women, stress, health, family, economic security, children, Estonia

The study shows that family offers a person an important and manifold support, and it is not marriage that guarantees it but the general satisfaction with the family. This satisfaction has a direct link to the health condition of women. Surprising is the notion that the bigger number of children in the family itself is not the common cause of stress for women but the age of these children are (age related problems etc.). Another interesting finding separates the stress from the amount of hours women dedicate to household work but links it with the time that women have for themselves. Meagre economic means and discords within the family also might contribute to the health condition of women.

12) Narusk, Anu. 2001. "Sugupoolte erinevad võimalused, õigused ja kohustused" (Different chances, rights and responsibilities of the sexes). In *Sotsiaalsed probleemid Eestis teel avatud ühiskonda 1990 – 1999* (Social problems in Estonia on the way to open society 1990-1999), 23-40. Tallinn. EST

Keywords: ethnology, men, women, roles, work, families, Estonia

The article examines different opportunities of Estonian women and men how to realize the objectives of their lives, which they have to combine and reconcile with responsibilities and duties they have to their families and relationships.

13) Raudsepp, Aare and Lilian Kotter, ed. 2001. *Homoseksuaalsus: juhend õpetajatele ja noortenõustajatele* (Homosexuality: a guide for teachers and youth counsellors). Estonian Gay Association, Association of Lesbians and Bi-sexual Women in Estonia. Tallinn: Avita. Also in: <http://www.amor.ee/17476>.

Keywords: homosexuality, homophobia, society, life style, counselling, Estonia

The text gives an overview of the subject terms, lists causes of homosexuality, and describes the growing up of a homosexual person and society's attitudes towards a homosexual. It also portrays homosexuals' life style, studies the phenomenon of homophobia, and refers to counselling opportunities for homosexuals, providing also necessary links and addresses.

14) Kelam, Aili. 2000. "Abikaasade (elukaaslaste) kooselu motiivid - kas muutuvad või püsiväärtused" (Living together of married couples (partners) – changing or permanent motives). In *Haridus ja sotsiaalne tegelikkus: artiklite kogumik* (Education and social reality: collection of articles), 47-52. Tartu: University of Tartu. EST

Keywords: families, marriage, married couples, rural/urban men/women, family relations, family sociology, Estonia

The author finds that the motives – from emotional to pragmatic – for living together of married couples or the ones in cohabitation need a complex analysis: which socio-demographic factors and attitudes, and which of them exactly develop motives for living together. In 1998, 21% of urban and 23% of rural Estonian men and women lived in cohabitation. The results of the analysis, contrary to the expected, showed that motives of people in cohabitation were more pragmatic than those of married people. Compared to married couples, notions of ‘friendship in the struggle of life’ and ‘cohabitation for common household or property’ had more importance among the motives of cohabitants.

15) Nurmela, Ilona. 2000. Arengud rahvusvahelises eraõiguses (Developments in international private law). *Juridica* 4: 249-257. EST

Keywords: international law, private law, family law, motherhood, fatherhood, marriage, homosexuality, cohabitation, partnership, Estonia

The article analyzes the descent and possibilities of same-sex and transsexual “marriages” in Estonian and international private law, but also the impact of the European Union’s laws on international private law.

16) Poolamets, Olev, Jüri Uljas, Mait Raun, and Margus Punab. 2000. *Mees muutuvast maailmast* (Man in a changing world). Tallinn: Europrint. EST

Keywords: man, manhood, sexuality, relationships, family, homosexuality, fatherhood, Estonia

This book is the first of a series entitled “The Estonian Man”. It is compiled jointly by Estonian psychologists, sociologists and andrologists, and discusses the factors associated with being a man from birth to death: sexual orientation and attitudes, differences in capabilities, risks, disabilities and crises. The book features several chapters such as ‘Differences between men and women’ (topics of empathy and sensitivity, man’s relation to woman, aggressiveness, social power, and sexual attitudes), ‘Family and work’ (relationship of a couple, man and work, practical side of a relationship, new fatherhood), ‘It is difficult to be a man’ (homosexual man, infertility) and ‘If relationship does not work out’ (personality in opposition to partnership relation, relationship crises).

17) Narusk, Anu. 1999. “Perekond, meeste ja naiste õigused ja kohustused” (Family, rights and responsibilities of men and women). In *Jagatud õigused ja vastutus: sooline võrdõiguslikkus Eestis*. (Shared rights and responsibility: gender equality in Estonia), ed. M. Järve, 63-77. Tallinn: Ministry of Social Affairs of Estonia, United Nations Development Programme. EST

Keywords: family, family types, economic conditions, family roles, unpaid work, reproductive behaviour, women, men, Estonia

The article discusses the fundamental social changes in Estonia during the transitional period and assesses their impact on Estonian families from various aspects: family types (e.g. growing number of cohabiting couples and single-

mothers), economic security (worsening situation for single-parent families, most of which are lone-mothers), unpaid work and role of fathers in rearing children. The problems dealing with these issues stem from the inadequate state statistics that have often ignored the notion of gender and the lack of state funding and interest for carrying out such social scientific researches.

18) Paats, Merle. 1999. *Emade rahulolu pereeluga ja hinnang oma koormusele peres aastail 1994-1998* (Mothers' satisfaction with family life and evaluation to their duty in family from 1994 to 1998). MA thesis, Tallinn Pedagogical University.

Keywords: mothers, sociological roles, satisfaction, family, family relations, social survey, Estonia

The thesis represents a social survey that scrutinizes the roles of women and namely mothers in Estonian families. The material and statistics examined covers the short period in the 1990s, significant years for the transition society with rapid social changes. The author concentrates on the issues of satisfaction and self-evaluation of mothers in relation to their household work and family duties.

19) Kelam, Aili. 1997. "Changes in gender roles and satisfaction ratings of spouses in Estonia (1985-1993)". In *Invitation to dialogue: Beyond gender (in)equality*, 323-333. Riga: Institute of Philosophy and Sociology of Latvian Academy of Sciences. EN

Keywords: gender roles, satisfaction ratings, family, division of household, decision-making, professional work, Estonia

The study confirmed the following hypotheses: When men and women see great differences in their expectations and the actual household work done by their spouse, they are less satisfied with the division of household work. It touches upon women, whose dissatisfaction with the unequal division of household work was bigger than men's, because the realization of household work was much smaller than expected. Secondly, women's greater dissatisfaction with the unequal division of household labour caused also more than men conflicts between spouses in the family. The study was based on the data of the questionnaires 'Estonia 1993' survey of the 18-70-year-old population as well as the comparable part of the 'Estonia 1993' and 'Estonia 1985' surveys.

3.2 English sources

20) Kurviven, Heidi. 2006. "Homosexual representations in Estonian printed media during the late 1980s and early 1990s". In *Beyond the pink curtain: everyday life of LGBT people in Eastern Europe*, ed. Roman Kuhar and Judit Takacs, 287-301. Ljubljana: Peace Institute.

Keywords: media representations, homosexuality, Estonia

Homosexuality was a taboo in Estonia during the Soviet period and homosexual relations were included in the penal code. The article analyzes how homosexuality

was discussed in printed media right after the taboos started to break during the transition period. Both articles and personal ads are scrutinized, along with the key events of emerging Estonian gay and lesbian movements.

3.2.1 Comparative studies

21) Haavio-Mannila, Elina and Osmo Kontula. 2003. Single and double sexual standards in Finland, Estonia, and St. Petersburg. *Journal of Sex Research* 40:36-49. EN

Keywords: sexuality, sexual revolution, sexual double standard, marital infidelity, women, men, Finland, St. Petersburg, Estonia

The sexual revolution and fight for gender equality began in the West during the 1960s but did not reach the Soviet Union until the late 1980s. Using survey data from nationally representative samples from Finland in 1971, 1992, and 1999 and from two former Soviet areas, Estonia in 2000 and St. Petersburg in 1996, we investigated the following: (a) differences across decades and countries in acceptance of the sexual double standard (SDS) in attitudes toward marital infidelity and women's initiating sex; and (b) the relationship between the SDS and sexual satisfaction. Results show that Finland in the 1990s was more egalitarian than Finland in 1971, St. Petersburg in 1996, or Estonia in 2000. Egalitarian sexual attitudes were positively related to sexual satisfaction.

22) Haavio-Mannila, Elina and Osmo Kontula. *Sexual trends in the Baltic Sea area*. The Population Research Institute. Väestöliitto. http://www.vaestoliitto.fi/mp/db/file_library/x/IMG/63196/file/SextrendsInBalticsea00_.pdf. EN

Keywords: sexuality, sexual trends, gender, sexual practices, couple formation, sexual relationship, Finland, Russia, Baltic States

Sexual attitudes, values and patterns have undergone a major transformation in the Baltic Sea area. The countries that belong to the Western hemisphere went through the Western sexual revolution in the late 1960's and early 1970's. This was a breakthrough of more comprehensive sexual knowledge, more open sexual communication and more active sexual behaviour patterns especially among non-married people. The North-western regions of the former Soviet Union opened to the enhancement of sexual issues first in the late 1980s. What effects has this cultural split in the Baltic Sea area had on sexual practices in this region? Some answers to this question can be found in the data based on nationally representative population surveys conducted in Finland in 1971, 1992 and 1999, in Sweden 1996, in Estonia in 2000, and in St. Petersburg in 1996. In Finland sexual trends are thus obtainable since the 1970's. In some retrospective questions sexual developments can be tracked even till the 1940s. The comparison of several generations in these areas provides an internationally exceptional and valuable source for understanding the renewal of sexual discourse and interaction in the 20th century.

23) Haavio-Mannila, Elina, Anna Rotkirch and Osmo Kontula. 2005. "Contradictory Trends in Sexual Life in St. Petersburg, Estonia, and Finland". In *Sexuality and Gender in Postcommunist Eastern Europe and Russia*, ed. Aleksandar Stulhofer and Theo G. M. Sandfort, 317-364. New York: Haworth Press. EN

Keywords: gender, sexuality, St. Petersburg, Estonia, Finland

The text presents the kind of candid discussion of sexual identities, sexual politics, and gender in aforementioned countries. Authors examine how the changes caused by rapid economic and social transformation have affected human sexuality and if those changes can generate the social tolerance necessary to produce a well-rooted democracy. The article introduces background issues and research materials. Then it scrutinizes topics such as dimensions of sexuality, procreational sexuality, recreational sexuality and also relational sexuality.

4 Gender-based Violence

4.1 Estonian sources

1) Kase, Helve, Iris Pettai and Ivi Proos, eds. 2006. *Prostitutsiooni tähendus Eesti ühiskonnas. Sisejulgeolek või majanduslik kasu. Sotsioloogilise uurimuse materjalid* (The meaning of prostitution in Estonian society. Internal security or economic profit). Estonian Open Society Institute.
http://www.tai.ee/failid/Suhtumine__prostituutsiooni_elanikkonna_hinnangud_2006.pdf
. EST

Keywords: prostitution, trafficking, women, men, social awareness, Estonia

Research conducted under the aegis of EQUAL project of European Union tries to explicate the role of prostitution and brothels in Estonian society, and to what extent prostitution is considered dangerous to society. The study observes the risk groups of prostitution, checks the awareness situation of prostitution and human trafficking, attitudes to prostitutes and men who buy sexual service. It also assesses the reasons why women might turn to prostitution, laws that regulate prostitution and the means of rehabilitation and help for prostitutes.

2) Kase, Helve and Iris Pettai eds. 2006. *Sünnitaja käitumine ja koduvägivald Eestis* (Behaviour of a woman in childbed and domestic violence in Estonia). Tallinn: Estonian Open Society Institute.
http://print.oef.org.ee/_repository/Document/synnitaja22.pdf. EST

Keywords: pregnancy, domestic violence, women, men, family, child rearing, Estonia

The study set up a task to observe fathers' attitudes toward pregnant women, and which factors contribute to these attitudes. Questions touch upon the help and support what a woman gets from a man in taking care of the infant and bringing up the child, the number of families who can financially manage after the birth of a child, role of the parental benefit in birth rate numbers, frequency of quarrels and violence of men during women's pregnancy and its influence on reproductive behaviour.

3) Kase, Helve and Iris Pettai, eds. 2005. *Perevägivald Lääne-Eestis 2004-2005. Politseistatistika analüüs* (Family violence in West-Estonia 2004-2005. The analysis of the police statistics). Tallinn: Estonian Open Society Institute, West-Estonian Police District, Estonian Centre for Social Programmes.
http://www.just.ee/orb.aw/class=file/action=preview/id=20775/Perev%E4givald_L%E4%E4neEestis2004.2005.Politseistatistika+analyys.pdf;
http://www.just.ee/orb.aw/class=file/action=preview/id=20776/Perev%E4givald_L%E4%E4neEestis2004.2005.Politseistatistika+analyys_LYHEM.pdf. EST

Keywords: family violence, police statistics, women, men, Estonia

The text represents the analysis of 754 occasions of family violence in the West-Estonian Police District. The trends which have been brought forward are characteristic to the occasions that reflect in police statistics (police has been informed about the case) but do not characterize the cases of family violence in general. Following the trend, one can observe similarities with the results of family violence victims' surveys with other countries. For example, the gender relation in both such surveys and police statistics shows analogues: 9 female victims against 1 male. However, in police statistics, for instance, the role of alcohol in family violence is considerable higher than that in victims' surveys. This leads to the conclusion that sober assailants are less frequently detained by police.

4) Lamesoo, Katri. 2005. *Seksuaalsest ahistamisest töökohal Eesti meditsiiniõdede näitel* (Sexual harassment at workplace: A case of Estonian nurses). MA thesis, University of Tartu.

Keywords: sexual harassment, nurse, power, gender equality, Estonia

Using qualitative research method, the study includes 21 interviews carried out with nurses. According to the theory, the position of the harasser determines whether the harassed person considers the harassment disturbing or not – the higher the position of the harasser, the more disturbed the victim feels. Nurses are generally more disturbed when the harasser is a doctor than when it is a patient, but they are not aware of this connection between the level of agitation and the position of the harasser. It is perceived subconsciously. In fact, they think that the reasons of harassing derive from the unwritten laws of society which have created double standards allowing men more sexual freedom or because they are driven by their biological instincts. On the other hand, majority of the nurses interviewed agree that male doctors would not dare to make sexual remarks to their female colleagues for there is more mutual respect in their relationship.

5) Kase, Helve, ed. 2004. *Lähisuhtevägivald* (Violence of intimate relationship). Estonian Open Society Institute. Tallinn: Vaba Maa. EST

Keywords: relations among couples, violence, family violence, social problems, psychology, counselling, aggressiveness, harassment; Estonia

The book looks for answers to the following questions: why would in a family, supposedly built upon the relationship of understanding and loving of each other, violence occur?, why are men dominantly violent?, does violent behaviour of a man depend on his personal characteristics or does it have broader social implications?, why is in some families violence commonplace whereas in some families it does not exist? The book is meant for women who have fallen victim to intimate relationship violence, but also for specialists in the field who are providing help and counsel.

6) Laur, Tiina. 2004. "Väärkohtlemine maskuliinsuse-feminiinsuse vaatenurgast" (Abuse from the perspective of masculinity-femininity). In *Seksuaalse väärkohtlemise kogemused ja hoiakud Eesti noorte hulgas* (Experiences and attitudes of sexual abuse among Estonia's adolescents), ed. Kadri Soo and Dagmar Kutsar, 44-51.

Ministry of Social Affairs of Estonia, University of Tartu, Support Centre of Children in Tartu.
[http://www.sm.ee/est/HtmlPages/vaarkohtlemine_2004/\\$file/vaarkohtlemine_2004.pdf](http://www.sm.ee/est/HtmlPages/vaarkohtlemine_2004/$file/vaarkohtlemine_2004.pdf). EST

Keywords: sexual abuse, masculinity, femininity, Estonia

The text observes to what extent being an abuser or victim is related to masculinity or femininity. Who could be considered a culprit in sexual mistreatment – abuser or victim – and what kind of prejudices exist?

7) Pajumets, Marion. 2004. *Prostitutsioon – kas ühiskondlik probleem? Arvamused nähtuse olemusest, põhjustest, tagajärgedest* (Prostitution – a social problem? Opinions on the essence, causes and results of the phenomenon). The Estonian Women's Studies and Resource Centre; the Department of Equality of the Ministry of Social Affairs of Estonia, the Nordic Council of Ministers. Tallinn: Multiprint. EST

Keywords: prostitution, opinion surveys, social critique, legislation, Estonia

The survey explains whether and if yes, then why opinion leaders treat prostitution as a social problem and what do they know about Estonia's prostitution policy. Qualitative research included 15 opinion leaders from members of parliament to media figures and the activist of women's rights. Estonian report was a part of the comparative research project financed by the Nordic Council of Ministers that covered the Baltic States and North-Western Russia.

8) Alver, Anne-Mari. 2003. *Vägivalla tütrede. Lood Harku vangilaagri naisvangidest* (The Daughters of Violence. Women in the Harku Prison). Tallinn: Hai Uim. EST

Keywords: murders, murderers, prisoners, women, Estonia

The author ponders over the question why an ordinary girl could end up becoming a murderer. The study reveals the topic of prison life and murder investigation as it is explained by female murderers themselves. Through the conducted interviews the author reaches the conclusion that a woman who is ready to destroy life is a woman who has been greatly hurt. This understanding is shared by many investigators of domestic violence: if a woman kills, then she has been often driven to the edge of desperation and has been subjugated to long-term violence herself.

9) Kase, Helve, Iris Pettai, and Ivi Proos. 2003. *Prostitutsioon Eestis: sotsiaalsed riskid ja majanduslik surve. Sotsioloogilise uuringu materjalid* (Prostitution in Estonia: social risks and economic pressure. The materials of the sociological research). Tallinn: Estonian Open Society Institute.
http://www.oef.org.ee/_repository/Document/Prostitutsioon_Eestis.pdf. EST

Keywords: prostitution, public opinion, statistics, Estonia

The aim of the survey was to analyse the opinions and attitudes of Estonia's adult population towards prostitution. The questions asked contained the following:

which social groups have positive attitudes towards prostitution and brothels and which are not?, how people relate to legalization of prostitution?, what are the main arguments and reasons to favour prostitution?, what are the myths and illusions in Estonia in relation to prostitution?, what interest and motivation makes Estonian men visit brothels?

10) Kase, Helve and Iris Pettai, eds. 2003. *Vägivalla mõju naiste tervisele. Meedikute küsitluse tulemused* (Influence of violence upon women's health. The results of the medics' inquiry). Tallinn: Estonian Open Society Institute.
http://www.oef.org.ee/_repository/Document/Meedikute_kysitlustulemused.pdf. EST

Keywords: women, violence, health, healthcare, Estonia

The text treats the questions on how frequently medics encounter victims of violence and what kind of help is provided to the latter. Also, it tackles the problems and hindrances that medics face when helping the victims. It touches also upon issues of poor medical assistance access, stereotypes and attitudes of medics towards the victims. It poses the question what could be changed in the Estonian healthcare system so that victims would receive timely help.

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

Keywords: women, violence, social survey, health, types of violence, Estonia

The survey gives an objective overview of consequences of violence on women's health condition. It lists the victims and counts the occasions of mental, physical and sexual violence, also victims' injuries, psychological traumas etc. The work inquires about the accessibility of medical help and reasons why many victims do not seek help, also the expectations of victims from the medical system.

12) Pajumets, Marion. 2002. Keskkooli lõpetavate neidude kui tulevaste töötajate teadlikkus inimkaubitsemisest (Awareness of female high school graduates as future job seekers about human trafficking). *Ariadne Lõng* 1/2: 209-211. EST

Keywords: human trafficking, girls, women, risk groups, prostitution, Estonia

The article asserts that during the period of independence, the rate of employment among women has decreased. Especially girls who have recently finished secondary schools encounter many difficulties in finding work. It is self-evident for those girls to continue studies at universities but the state's order for diploma studies has decreased in numbers, also tuition fees can hamper the number of enrolment among girls from families with less income. Finally, employers might not be interested in hiring young women of birth-giving age. In this complicated situation, media is mediating to young girls alluring offers to work abroad without prerequisite working experiences.

13) Pettai, Iris. 2002. Kas perevägivald põhjuseid tuleb otsida individist või ühiskonnast? (Family violence: result of social conditioning or individual proclivity?). *Ariadne Lõng* 1/2: 149-165.

Keywords: family violence, family relations, victims, women, men, Estonia

The article analyses basic types of family violence and its causes. It also investigates the characteristics of the attacker (mostly men) as well as the characteristics of the victim.

14) Masso, Ivi. 2001. "Ohvriks sündinud. Kas, kuidas ja millised Eesti ühiskonnas kehtivad mõtlemismallid ja käitumismudelid eeldavad naiselt ohvriks saamist ja kuidas nad valmistavad teda ette selleks rolliks?" (Born to be victim. Whether and which thought patterns and behavioural models prevalent in Estonian society assume a women to become a victim and how do they prepare her for that role?). In *Vaikijate hääled. Raamat soolisest vägivaldast. Räägivad ohvrid, nõustavad eksperdid, analüüsivad teadlased*. (Voices of the silent ones. A book of gender violence. Victims are speaking, experts are counselling, scientists are analysing), ed. Helve Kase, 370-377. Tallinn: Tallinna Raamatutrükikoda. Estonian Open Society Institute, Information Bureau of the Nordic Council of Ministers, Bureau of Equality of the Ministry of Social Affairs of Estonia. EST and RUS

Keywords: violence against women, women, men, prostitution, women-hate, Estonia

A large part of modern societies are to a certain degree, more or less openly, misogynic. Together with the establishment of the state independence it is ever more popular among successful male circles in Estonia to visit brothels. Behind it, often psychological women-hate hides – are not the prostitutes women one can treat in a way which is impossible with "decent" women? Not to speak of prostitution's relation with women as sex objects for submission, conquer and trade. Women-hate is illustrated by hysteria in the media against feminism and gender equality.

15) Pettai, Iris. 2001. "Naistevastane vägivald- tabuprobleem Eestis" (Violence against women – taboo issue in Estonia). In *Vaikijate hääled. Raamat soolisest vägivaldast. Räägivad ohvrid, nõustavad eksperdid, analüüsivad teadlased*. (Voices of the silent ones. A book of gender violence. Victims are speaking, experts are counselling, scientists are analysing), ed. Helve Kase, 430-443. Tallinn: Tallinna Raamatutrükikoda. Estonian Open Society Institute, Information Bureau of the Nordic Council of Ministers, Bureau of Equality of the Ministry of Social Affairs of Estonia. EST and RUS

Keywords: violence against women, physical violence, sexual violence, Estonia

The study summarizes that on daily basis in Estonia, 252 women experience physical and 33 women sexual violence. Two thirds of such instances occur at the woman's home. Violence against women has become a norm in Estonia. In many families it is considered normal and even inevitable. Since violence against women is concealed from the public and no one exactly knows what is going on at home,

the assailants are not denounced. Rather, guilt is placed upon women who with their constant nagging and behaviour have led men to violence.

16) Pettai, Iris. 2001. Perevägivalla uuringu tulemustest Eestis (Results of the family violence survey in Estonia). *Sotsiaaltöö* 6: 9-14. EST

Keywords: social surveys, penal code, family violence, statistics, women, children, police, Estonia

It is a summary of the large-scale and representative survey of family violence conducted in 2001 by the Estonian Open Society Institute. The survey investigated whether Estonian society perceives family violence and violence against women as an urgent problem, and to what extent violence among the close ones is considered criminal. Also peoples' expectations from police and social workers were under scrutiny. The survey helped to explain and refute many stereotypes prevalent in Estonia about family violence and violence in general.

17) Josing, Marje and Andri Ahven. 1999. "Turvalisus ja vägivald" (Security and violence). In *Jagatud õigused ja vastutus: sooline võrdõiguslikkus Eestis*. (Shared rights and responsibility: gender equality in Estonia), ed. Malle Järve, 89-103. Tallinn: Ministry of Social Affairs of Estonia, United Nations Development Programme.

Keywords: violence, crime, gender, women, men, security, rape, assault, economic security, domestic violence, Estonia

The article depicts the situation of violence in Estonia and men' and women's part in it, also their perceived sense of security. The authors conclude that violence against women has received the least attention, because of the peculiarity of the police statistics. That has resulted in the state of affairs where women separately have not been studied in crime context. Domestic violence, too, has not been treated in the media or political forums. No institution deals with the violence against women in domestic space in Estonia.

4.2 English sources

18) "Violence against women in Estonia". 2003. In *World Organization Against Torture. A report to Human Rights Committee*, 241-267.
http://www.omct.org/pdf/VAW/Publications/2003/Eng_2003_06_Estonia.pdf. EN

Keywords: violence, women, socio-economic factors, legislation, Estonia

The report highlights the fact that despite differences of social, cultural and political contexts, patterns and frequency of violence against women span both national and socio-economic borders as well as cultural identities. The lack of appropriate legislation on violence against women, inequality in society's gender roles, and government laxity on punishing perpetrators of violence are all factors contributing to the continuing and widespread occurrence of violence against women.

19) Kalikov, Jüri. 2001. *Situation with prostitution and trafficking of women and girls in Estonia*. http://www.stopvaw.org/Research_and_Reports_Estonia.html. EN

Keywords: prostitution, trafficking, policy, social assistance, Estonia

This report provides detailed information on trafficking and prostitution in Estonia (also violence against women), with special sections on law and policy and social assistance.

20) Proos, Ivi and Iiris Pettai. 2001. *Violence against women in Estonia. According to data from a sociological research*. Estonian Open Society Institute. Tallinn. http://www.stopvaw.org/Research_and_Reports_Estonia.html. EN

Keywords: violence, women, social survey, Estonia

This report provides a summary of research on violence against women conducted by the Open Estonia Foundation. The list of the main reasons for violence in Estonian society is given: societal norms are soft or there are none that would hinder the spreading of violence, legislation is inadequate, shortage of specialists tackling the problem, and lack of integral support system for victims.

21) Saar, Jüri, Aet Annist and Andre Ahven. 2001. "Trafficking in women in Estonia: Social aspects". In *Trafficking in women and prostitution in the Baltic States: Social and legal aspects*, 155-200, Helsinki: International Organization for Migration. EN

Keywords: prostitution, women, social factors, violence, migration, Estonia

This research studies prostitution in Estonia, concentrating on the demographic and social characteristics of the persons participating in the sex business, and also on those social factors that increase the likelihood of choosing this business. It tries to analyse to what degree the women participating in the sex business are victims of exploitation and violence, and whether that depends on the status of being a migrant. The aim was also to study the public representation of migratory prostitution via mass media.

4.2.1 Comparative studies

22) Strömpl, Judit. 2003. "Russian and Estonian sex workers and the prostitution counselling centre in Helsinki". In *Welfare research into marginal communities in Finland: Insider perspectives on health and social care*, 118-145. Tampere: University of Tampere. EN

Keywords: prostitutes, women, Estonians, Russians, healthcare, Finland

The article is based on a qualitative study of Russian and Estonian sex workers in Helsinki. The data collection took place at the Pro-tukipiste Prostitute Counselling Centre and consists of eight in-depth interviews with ten female sex workers. Questions asked in the study are how do Estonian and Russian sex worker assess their situation in Finnish health care system and their expectations in relation to it.

The study aims to introduce new information on these issues from the perspective of actual sex workers in order to complement the heated but important debate surrounding the issue of the increase in cell-phone prostitution in Finland.

5 OPERA - Gender training books and manuals

1) Norberg, A., M. Pajumets, Ü.-M. Papp, K. Saks and E. Uverskaja. 2006. *Soolise võrdõiguslikkuse süvalaiendamise strateegia. Käsiraamat* (Strategy of gender equality mainstreaming. Manual). Ed. T. Kaldoja. Tallinn: Ministry of Social Affairs of Estonia. <http://gender.sm.ee/failid/syvalaiendamine.pdf>. EST

Keywords: gender equality, gender equality mainstreaming, policy making, legal systems, handbook, Estonia

The manual aims to introduce strategies that will help to modernize the existing gender system, support socio-economic development and give advice how to apply the strategy of gender equality mainstreaming. The first part summarizes theoretical positions for the analysis of gender relations and explains the key terms used in the field of gender equality. The second part introduces legal norms and political agreements. The third part describes stages of the integration of gender equality goals within the policy making processes.

2) Perttu, Sirkka. 2006. *Kuidas aidata perekonda, milles esineb vägivalda – juhiseid tervishoiutöötajatele* (How to help the family with present violence – guidelines for medical workers). Translated by Reet Hiimäe. Non-profit association Women's Shelter. Tartu: Triip. Also in: <http://www.naistetugi.ee/Guidebooklayout.pdf>. EST

Keywords: intimate violence, violence, guidelines, health workers, Finland

The handbook introduces the screening method elaborated in Finland. Also, guidelines are given for workers of women's clinics, maternity hospitals and children's hospitals how to recognize intimate violence and help the victim.

3) European Association for Women in Science, Engineering and Technology. 2006. *Stereotüüpe murdes - juhendmaterjal naiste potentsiaali suurendamiseks teaduse ja tehnoloogia valdkondades* (Tackling stereotypes: Maximising the potential of women in science, engineering and technology). Tartu: Unit of Gender Studies. http://www.ut.ee/gender/doc/TS_Estonianreport2006.doc. EST

Keywords: women, science, technology, gender, higher education, guidelines, Europe

The publication is practical guiding material for decision makers and implementers of changes in universities and enterprises that uses examples of the experience of increasing women's share and other positive measures in the field of science and technology across Europe. First and foremost, it is guiding material to change the organizational culture in organizations dealing with science and technology, bringing forward positive initiatives and projects that promote and develop women working in science and technical spheres.

4) *Soolise võrdõiguslikkuse süvalaiendamisest. Koolitusmaterjal* (On gender equality mainstreaming. Training material). 2005. Phare partnership project. Tallinn. <http://gender.sm.ee/index.php?097973740>. EST

Keywords: gender equality, guidelines, training material, decision making, officials

The manual is directed to instruct the officials and key specialists who are involved in developing and adopting strategic decisions on gender equality, elaborating development plans, developing and offering services.

5) International Labour Office. Programme of promoting gender equality. Series: considering gender aspect in different stages of life. 2004. *Juhendmaterjal: vanemate naistöötajate tööhõive Eestis* (A guide on employment of older women workers in Estonia). Tallinn: ILO. Also: <http://www.ilo.org/public/english/employment/gems/download/estonian.pdf>. EST and EN

Keywords: older women, employment, discrimination, age, policy making, guidelines, Estonia

The guide is meant for carrying out seminars on topics of employment, schooling and leadership of older women workers, as well as to raise general awareness of the issue. The idea for the guide originates from the analytical research conducted by GENPROM. The research in Estonia showed the existence of double discrimination of older women on two accounts: age and gender. Thus, the guide helps to serve the fight against such double discrimination. Its content is targeted to policy makers, associations of employers and employees, but also for NGOs and civic associations who are dealing with the topic.

6) Ministry of Social Affairs of Estonia. 2004. *Mõjude hindamine sugupoolte aspektist: juhendmaterjal* (Assessing influences from the gender aspect: guidelines). Tallinn: Tallinna Raamatutrükikoda. Also in: <http://www.enut.ee/lisa/mojude%20hindamine.pdf>. EST

Keywords: gender equality, policy making, officials, handbooks, European Union, guidelines, Estonia

The guidelines present legally binding documents that include norms about promoting gender equality and integration of gender equality into policy making and measures. Other handbooks of EU member states, international organizations and theoretical treatments were discussed, but also studies conducted in Estonia, including students' researches. The guidelines are meant for officials and persons who are not specialists of gender equality, but who are responsible in their daily work to foster gender equality – elaborating action plans, projects, measures, policies etc.

7) Pilvre, Barbi, ed. 2004. *Sugu telepildis* (Screening gender). Viljandi: Print Best. http://www.jrnl.ut.ee/telesugu/stp/sugu_telepildis.pdf. EST

Keywords: gender, women, men, media, television, stereotypes, Estonia

This teaching material aims to develop new ways of thinking how to fairly portray men and women in media. Many surveys, including the current one, have shown that portraying men and women in television is more stereotypical than real life. Since audiences are ever more fragmentized and require TV programmes that would correspond to ever more narrowing interests, portrayal of genders free of stereotypes is an important element in quality programmes. Public television should serve equally different representatives of the wide audience and fair portrayal of men and women means eventually more interesting broadcast for viewers.

8) Ministry of Social Affairs of Estonia. 1999. *Tegevusjuhised naiste ja meeste võrdseks tasustamiseks võrdväärse töö eest* (Guide for equal pay for women and men for equal work). Keila: Nivano. EST

Keywords: woman, men, remuneration, women's rights, guidelines, European Union

In order to reduce the wage gap between men and women, the guide states that segregation of the labour market should be eliminated and the educational level increased. In addition, women's seniority in office should be lengthened. Discrimination can be decreased also by increasing the competition. Within conditions of intense competition, only employees who hire cheaper work force (or women) with equal qualification will survive.

6 FRAGEN

1) There is a comprehensive internet database under the administration of the Ministry of Social Affairs of Estonia. It has been structured on the basis of the most relevant gender related fields:

Education; media; violence against women; politics and policy making; work (career, labour market, female entrepreneurship, work relations, segregation of labour market, employment participation); reconciliation of work and family; economy (macro-economy and gender, gender sensitive budgets, gender and poverty) and health.

Each of the listed issues and subissues have been given an overview – on the global, European and national level. Overviews comprise of issue histories, relevant documentation, legislation, policy making trends, projects, statistics, methods, reports, subject vocabularies, conducted surveys and bibliography (on three aforementioned levels). The data is provided either through links leading to it or uploaded files.

Web address: <http://gender.sm.ee>

2) Library and database at the Estonian Women's Studies and Resource Centre (ENUT).

The Centre is a grassroots, non-profit, non-governmental organization 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 specialized library and database on women's and gender issues. ENUT's library contains presently more than 2500 women's and gender studies books, offering literature in different disciplines - humanities, social sciences, technology and medicine. The database contains ENUT's library database, Estonian women's organisations' database, Estonian gender studies database.

Web address: <http://www.enut.ee/enut.php?keel=ENG&id=6>;
<http://www.enut.ee/enut.php?keel=ENG&id=7>