

# Estonia

## National Review

of the Implementation of the Beijing Declaration  
and Platform for Action  
adopted at the Fourth World Conference on Women  
and the outcomes of  
the 23rd Special Session of  
the General Assembly

2009 – 2014

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## **Section I: Overview analyses of achievements and challenges since 1995**

### **a) Major achievements in the promotion of gender equality and the empowerment of women**

Major achievements in Estonia have been the establishment of institutions promoting gender equality and the adoption of specific gender equality legislation. At the time of the Fourth World Conference on Women in Beijing 1995, Estonia had neither. In 1996, as an aftermath of the World Conference, Estonia established the Bureau of Gender Equality within the Ministry of Social Affairs and the work with gender equality took off.

Significant changes took place in 2004 when the Gender Equality Act<sup>1</sup> (GEA) entered into force. The purpose of the GEA is to ensure gender equality and to promote equal treatment for men and women as a fundamental human right and a public good in all areas of social life. The GEA set up duties for employers and policy makers and foresaw establishment of two new institutions – the Gender Equality Commissioner and the Gender Equality Council.

The gender equality work in the Ministry of Social Affairs was also rearranged in 2004. The Bureau of Gender Equality became the Gender Equality Department and the number of staff working with gender equality increased. The department became responsible for designing gender equality policies and measures to reduce inequality and to ensure equal treatment. The department also coordinated the implementation of gender mainstreaming strategy and measures for reducing violence against women, including trafficking in women. Analytical and statistical support was provided by the Social Policy Information and Analyses Department that was established at the same time.

In October 2005, the first Gender Equality Commissioner – an independent and impartial expert on gender equality – was appointed. The Commissioner's tasks were to monitor compliance with the requirements of the GEA; to receive complaints and provide expert opinions on cases of discrimination; to analyse the effect of laws on the status of men and women in society; to make proposals to the Government and local governments and their agencies on alterations and amendments to legislations; to advise and inform the Government, government agencies and local government agencies on issues related to the implementation of the GEA; and to take measures to promote gender equality.

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<sup>1</sup> A full list of English translations of Acts mentioned in this report is provided in Annex III. The GEA in English: <http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X80041K4&keel=en&pg=1&ptyyp=RT&tyyp=X&query=soolise+v%F5rd%F5iguslikkuse>

In 2009, important changes took place in both institutions and legislation. The Equal Treatment Act<sup>2</sup> (ETA) entered into force, prohibiting discrimination on the grounds of nationality (ethnic origin), race, colour, religion or belief, age, disability or sexual orientation. At the same time the Gender Equality Commissioner became the Gender Equality and Equal Treatment Commissioner and the Commissioner's responsibilities were extended to include the above listed grounds of discrimination. The ETA additionally stipulated that the Gender Equality and Equal Treatment Commissioner should counsel and provide assistance to persons submitting complaints about discrimination; publish reports about the implementation of the principles of equal treatment and gender equality; and co-operate with other persons and entities in promoting gender equality and equal treatment.

Between June 2007 and March 2010, The Family Policy Unit was part of the Gender Equality Department, when it was merged with the Child Policy Unit to form the Department of Children and Families. In 2009, when the ETA entered into force, the responsibilities of the Gender Equality Department within the Ministry of Social Affairs were extended to include the co-ordination of equal treatment on other grounds than gender.

The last significant development in gender equality institutions took place in October 2013, when the Estonian Government established the Gender Equality Council, an advisory body to the Government. The tasks of the Gender Equality Council are advising the Government in matters related to strategies for promoting gender equality; approving the general objectives of gender equality policy; and giving opinions to the Government concerning the gender mainstreaming of national programs.

Another major achievement has been the creation of a system for victim support for victims of violence against women. As late as 2000, violence against women was not a concept known or used in public. Almost fifteen years later, active NGOs have established women's shelters all over the country; research has been conducted; a national victim support system has been created; national development plans have been adopted; and the government funding to prevention and victim support have increased.

The first shelter for victims of domestic violence was established in 2002. In 2014, there are 13 shelters in Estonia, covering most parts of the country. The shelters give women flexible support, including psychological, social and legal counselling, information about services provided by various agencies and accommodation. All shelters are run by NGOs and from 2013, financed from the state budget.

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<sup>2</sup> The Equal Treatment Act in English:  
<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=XXX006K4&keel=en&pg=1&ptyyp=RT&tyyp=X&query=v%F5rdse>

Victims of violence can use the national Victim Support system, regulated in the Victim Support Act that entered into force in 2004. The aim of the Estonian National Victim Support Service is to maintain and enhance people's ability to cope after falling victim to negligence, mistreatment or physical, mental or sexual abuse. This public service is provided by the Estonian National Social Insurance Board, has 15 centres located in every county, and 27 specialists employed across Estonia, mostly in local police units. All persons who have fallen victim to negligence, mistreatment or physical, mental or sexual abuse are entitled to victim support. Compensation is also available for victims of crime. Victim support specialists have not had a specific gender-based violence training but take interest in participating in relevant conferences and seminars.

Two national action plans have been adopted and implemented. During 2006-2009, Estonia had a National Development Plan for Combating Trafficking in Human Beings<sup>3</sup>. For the period 2010-2014, Estonia has a Development Plan for Reducing Violence that covers four areas: violence against children; violence committed by minors; domestic violence, including violence against women; and trafficking in human beings, including prostitution (see section II, part 4).

Important for the gender equality work in Estonia has been the availability of gender disaggregated statistics, which has greatly improved over the past 20 years, and new research on specific gender equality topics. The Government has ordered Gender Equality Monitorings in 2003, 2005, 2009 and 2013, representative surveys aiming at mapping opinions and attitudes regarding gender equality among the population<sup>4</sup>. The survey also maps people's experiences with gender inequality and discrimination. The survey covers different topics and areas of life, e.g. power, economy, working life, private life, education and violence. The results are used to assess existing gender equality policies and to develop new policy measures to reduce gender inequalities.

Statistical information about the situation of women and men is presented in Annex II. When possible, the timeline goes back to 1995.

## **b) Major challenges in the achievement of gender equality and the empowerment of women**

Although Estonia has established institutions for promoting gender equality and adopted specific gender equality legislation, a challenge has been to fully implement the legislation. The main obstacles have been

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<sup>3</sup> Links to English translations of the national development plans mentioned in this report are listed in Annex III.

<sup>4</sup> Links to available English translations of surveys mentioned in this report are listed in Annex III.

low awareness of gender equality issues and a lack of interest among different stakeholders (e.g. employers, employees, legal professionals, civil servants).

To address this challenge, the Government has taken several initiatives in order to train and support the main stakeholders mentioned above. The projects „Gender Impact Assessment as a Core Measure for Gender Mainstreaming” (2003-2004) and “Development of Administrative Capacity of National Authorities in the Field of Gender Mainstreaming” (2004-2005)<sup>5</sup> were carried out by the Estonian Ministry of Social Affairs. In 2006, the Ministry published a gender mainstreaming handbook. In 2006-2007, the Gender Equality Commissioner participated in the project “Equality for local development: gender mainstreaming in municipalities” funded by the EU. In 2007-2008, the project “Equality between Men and Women - Principle and Goal for Effective and Sustainable Enterprises” and the ESF programs „Promotion of gender equality in 2008-2010” and “Promotion of gender equality in 2011-2013” (extended until 2015) were carried out by the Ministry of Social Affairs. The Ministry has published and distributed information materials of the Gender Equality Act for different target groups, arranged trainings for employers, human resource managers, lawyers and supported initiatives taken by women’s organisations.

In 2012-2016, a 2 000 000 EUR programme for mainstreaming gender equality and work-life balance is being carried out with financing from the Norway Grants. Under this programme, the Gender Equality and Equal Treatment Commissioner is implementing a pre-defined project with the aim to promote gender equality through empowerment and mainstreaming (see section II, part 6). In order to support the gender mainstreaming of activities implemented under the European Structural Funds in 2014-2020, a small support structure is planned to be established in the Ministry of Social Affairs.

The prevention of violence against women and support to victims of violence face several challenges. Although today there are women’s shelters all over Estonia, the services for victims are dispersed and the quality varies in different parts of the country. In cities and bigger towns, the services are more easily accessible than in countryside. There is a lack of special services for victims of sexual violence and prejudices prevail in society that justify violence or blame the victims. The collection of statistics and research on violence must be improved.

Combating domestic violence and violence against women, including trafficking for sexual purposes, is a priority to the Estonian Government and subject to inter-ministerial co-operation. In order to better address the challenges with reducing violence, a special network of civil servants and NGOs has been created for each area of the Development Plan for Reducing Violence 2010-2014. The Development Plan

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<sup>5</sup> Phare Twinning project, implemented in co-operation with Germany. See more about the project at <http://gender.sm.ee/index.php?197903741>

has interventions for preventing violence, to improve services for victims and to improve collection of statistics and research (see section II, part 4).

### **c) Setbacks/reversals in progress towards gender equality and the empowerment of women**

The economic crises that started in 2008 caused a setback in funding for gender equality. The annual project competition for promoting co-operation of women's organisations funded by the Government was cancelled in 2009 due to budget cut-downs<sup>6</sup>. The budget cuts also affected the funding and staff composition of the Gender Equality and Equal Treatment Commissioner and the Gender Equality Department at the Ministry of Social Affairs (see section II, part 8).

The effects of the budget cuts were partly alleviated by the use of external resources and by receiving co-funding from the state budget. New project competitions for NGOs on gender equality were funded from the European Social Fund and Norway Grants between 2008 and 2014. Generally, the gender equality policy area has been good at using international funding for its activities.

The economic crises also had a negative impact on several family benefits where the beneficiaries were mainly women and on the paternity benefit used by fathers (see section II, part 6).

### **d) Main legislative developments in the promotion of gender equality and the empowerment of women**

The most important legislative development has been the adoption of the Gender Equality Act in 2004. The purpose of the GEA is to ensure gender equality and to promote equal treatment for men and women as a fundamental human right and a public good in all areas of social life. The Act prohibits discrimination based on sex in private and public sectors and provides for the right to claim compensation for damage. The Act obliges all administrative levels to mainstream gender equality into policies, strategies and action plans. It also obliges educational and research institutions and employers to promote gender equality. The act defines direct and indirect discrimination, gender equality, equal treatment of men and women, gender-based<sup>7</sup> and sexual harassment and establishes the rule of shared burden of proof. A special emphasis is put on discrimination in working-life. The act also allows certain positive measures in order to promote gender equality.

In 2009, the Equal Treatment Act entered into force, prohibiting discrimination on the grounds of nationality (ethnic origin), race, colour, religion or belief, age, disability or sexual orientation. The

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<sup>6</sup> The project competition started in 2003, first entirely funded from the state budget and from 2006 co-funded by the Open Estonia Foundation and opened for all NGO-s promoting gender equality.

<sup>7</sup> Gender-based harassment was defined in 2009.

regulation concerning the tasks and powers of the Gender Equality Commissioner was moved from the GEA to the ETA and the institution of the Commissioner was rearranged.

In addition to the GEA and the ETA, the Penal Code that entered into force in 2002, prohibits violation of equality<sup>8</sup>.

The Penal Code also covers important areas in the field of violence, such as physical violence and abuse, sexual violence and trafficking. Acts of violence, such as beating or recurrent beating, are qualified as physical abuse in the Penal Code. Aggravating circumstances are offences against a person who is in a service related, financial or family-related dependent relationship with the offender; self-interest or other base motives, commission of the offence with particular cruelty or by causing degradation of the victim, commission of the offence knowingly against a person who is less than 18 years of age, pregnant, in an advanced age, in need of assistance or has a severe mental disorder.

The Penal Code also includes a regulation concerning offences against sexual self-determination, i.e. rape, satisfaction of sexual desire by violence, compelling person to engage in sexual intercourse, compelling person to satisfy sexual desire, sexual intercourse with descendant, sexual intercourse with child and satisfaction of sexual desire with child.

If the victim agrees, in cases of offences against the person or specific offences against minors the court can apply a temporary restraining order during the proceedings under the Code of Criminal Procedure. After the perpetrator has been sentenced, the court may, under the Law of Obligations Act and if requested by the victim, impose on the convicted offender a restriction order for maximum 3 years.

As an important step regarding improvement of the fight against trafficking, in April 2012 the Estonian Parliament passed amendments to the Penal Code criminalising all elements of specific crimes of human trafficking in accordance with international law.

One important legislative change influencing the economic independence of women has been the introduction of the parental benefit system in 2004. The purpose of the parental benefit is to retain the earlier income for a person raising a small child, and to support the reconciliation of work and family life. All parents have right to receive the parental benefit. Persons who have not received any income are ensured with a benefit equivalent to the benefit rate<sup>9</sup>. The benefit is paid from the state budget. The amount of the monthly payment is based on the parent's previous earnings, with a minimum level (minimum monthly wage established by the Government) and maximum (three times the average monthly income in Estonia). The parental benefit is paid after the end of the maternity benefit. In 2004-

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<sup>8</sup> Violation of equality is defined as an unlawful restriction of the rights of a person or granting of unlawful preferences to a person on the basis of his or her nationality, race, colour, sex, language, origin, religion, sexual orientation, and political opinion, financial or social status.

<sup>9</sup> 320 EUR/month in 2014



2007 these benefits together could be paid for 365 days, from 2008 the period was increased to 575 days. After 70 days (until September 2007 after 6 months) from childbirth, the fathers have equal rights with mothers to parental benefit. However, the proportion of men among the benefit receivers is very small (see table 41 in Annex 1).

In 2009, Estonia reformed its labour legislation and a new Employment Contracts Act entered into force. There is a general provision in the Employment Contracts Act obliging employers to ensure the protection of employees against discrimination, to follow the principle of equal treatment and to promote equality in accordance with the ETA and the GEA. With the new Employment Contracts Act, the list of physically strenuous jobs and of jobs posing a health hazard where the employment of women was prohibited (229 occupations), ceased to exist, meaning that women no longer have legal barriers when choosing occupations.

In 2010, the family law was reformed and the new Family Law Act entered into force. The main principles concerning equal rights of men and women were not changed in comparison with the previous Act and the main difference is that according to the new Family Law Act prospective spouses may, by agreement, select a proprietary relationship from among three types of proprietary relations: 1) joint property; 2) set-off of assets increment and 3) separate property. In case the prospective spouses do not select a proprietary relationship by an application for marriage and do not enter into a marital property contract, the provisions regarding jointness of property will apply.

In 2012, legal changes were made in order to provide spouses engaged in the activities of the business of a self-employed worker the voluntary possibility for the same social protection as the self-employed workers have. The self-employed worker can register his/her spouse as a taxable person and pay social tax for him/her. The social protection thereby provided includes state pension insurance and health insurance, which in turn includes benefit for temporary incapacity for work (sickness benefit, maternity benefit, adoption benefit and care benefit).

In 2013, a new Civil Service Act entered into force. There is a general provision in the new Civil Service Act obliging the authorities to ensure the protection against discrimination of the persons who apply to take up the service and of those who are employed in the service, to follow the principle of equal treatment and to promote equality.

Estonia has ratified the following UN instruments that protect the rights of women: the Convention on the Elimination of All Forms of Discrimination against Women, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; the International Covenant on Economic, Social and Cultural Rights; the Convention on the Rights of the Child; the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography; the International Convention on the Elimination of All Forms of Racial Discrimination; the International Covenant on Civil

and Political Rights and the Convention on the Rights of Persons with Disabilities and Optional Protocol; and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the United Nations Convention Against Transnational Organized Crime.

Estonia has also ratified the Council of Europe (CoE) Convention for the Protection of Human Rights and Fundamental Freedoms, the Framework Convention for the Protection of National Minorities, and the Revised European Social Charter. In 2012, Estonia accepted 8 additional provisions, including article 26 (the right to dignity at work) of the Revised European Social Charter. In 2010, Estonia signed the CoE Convention on Action Against Trafficking in Human Beings. The Estonian Government that took office in March 2014 has made a commitment to sign the Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention).

#### **e) National budget invested in the promotion of gender equality and the empowerment of women**

The investments in the promotion of gender equality from the national budget have increased when compared to that 10-20 years ago. The work with gender equality has also vastly benefitted from external resources, e.g. UNDP, different EU funds, the Nordic Council of Ministers and other donors. For the past 7 years, the co-funding from the EU structural funds (2008-2015) and the Norway Grants (2009-2014) have been important. Since 2006, Estonia also supports gender equality work in its partner countries and in international organisations through development co-operation.

The Estonian Government has been criticised for inadequate funding of the Gender Equality and Equal Treatment Commissioner both nationally<sup>10</sup> and internationally<sup>11</sup>. The office of the Commissioner did not receive any increase in government funding in relation to the broadening of its tasks in 2009, which coincided with the economic crises. Partly to meet this criticism, the Commissioner has been allocated 700 000 EUR for 2013-2015 to implement a project in the framework of the gender equality and reconciliation of work and family life programme financed from the Norway Grants and co-funded by the Estonian government<sup>12</sup>.

Starting from 2013 all 13 women's support centres (former shelters), run by NGOs, providing temporary lodgings and support services for victims of (domestic) violence, receive funding from the state budget (430 000 EUR per year in 2013 and 2014).

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<sup>10</sup> E.g. by the women's NGO-s, members of the Parliament, also Estonian Human Rights Centre in its annual Human Rights Reports 2011, 2012 and 2013 (tbp, the previous reports are available in English at <http://humanrights.ee/en/annual-human-rights-report/>)

<sup>11</sup> Recommendations to increase the budget to meet the tasks of the Commissioner has been made by the Committee on the Elimination of Discrimination against Women in 2007; the Human Rights Committee in 2010; the Committee on Economic, Social and Cultural Rights in 2011; the CoE Committee of Ministers under the Framework Convention for the Protection of National Minorities in 2012; and the Commissioner for Human Rights of the Council of Europe in 2013.

<sup>12</sup> A list of available English translations of projects and programmes is provided in Annex III.

In order to introduce gender budgeting into the governmental budgeting process, the project „Mainstreaming gender perspective into state budget“ was carried out in 2010 - 2012 by the Gender Equality and Equal Treatment Commissioner in co-operation with the Ministry of Social Affairs. The aim of the project was to provide government officials involved in the process of preparation and execution of the state budget with knowledge and skills on how to integrate the aspect of gender equality and to provide them with a broader knowledge on European and national policy on gender equality. Civil servants were trained in gender budgeting and a gender budgeting manual for the public sector was published.

#### **f) Mechanisms for dialogue between Government and civil society**

The past 20 years have brought a change regarding dialogue with civil society. It has become a standard practice that proposals for changes in legislation concerning issues of gender equality are sent for comments to the main stakeholders in civil society and that they are consulted when planning relevant national development plans, e.g. the national development plan for reducing violence.

In 2011, the Estonian Government adopted the Good Engagement Code of Practice<sup>13</sup> in order to engage interest groups and the public in the decision-making process, so that the best possible quality and legitimacy of decisions are insured.

In 2012, the Government adopted the Methodology for Impact Assessment for legal acts and development plans. The methodology includes assessment of the impact on women and men and on other groups that risk discrimination, e.g. on the grounds of ethnicity, disability, age, sexual orientation etc. Its full implementation is expected to raise the quality of law-making through better involvement of interest groups and experts. Until now, thorough impact analyses on policy changes, especially on the effects it might have on gender equality, have been exceptional, although the GEA requires public authorities to take into account the different needs and social status of men and women upon planning, implementing and assessing national, regional and institutional strategies, policies and action plans and to consider how these measures will affect the situation of men and women in society. From 2009, the GEA also includes an obligation of these agencies to consult with interested groups and non-profit organisations who have legitimate interest to help to combat discrimination based on sex in implementing the before mentioned obligations.

The Gender Equality Council, established in 2013, is an advisory body to the Government that meets at least twice a year. The main women's organisations, the social partners and other key organisations are represented in the Council. Also the political parties represented in the Parliament are members. The

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<sup>13</sup> The Good Engagement Code of Practice in English: <http://valitsus.ee/en/government/engagement-practices>

Council provides civil society organisations an opportunity to raise issues of concern and to point out important areas of intervention beyond initiatives taken by the Government.

Over the years, the women's organisations in Estonia have become more professional and active. One example of that is that they have conducted gender equality analyses of different national strategies on their own initiative<sup>14</sup>. They also take active part in different working groups and have been invited to the Parliament commissions to present their viewpoints.

### **g) Regional, sub-regional and bilateral cooperation**

Estonia joined the European Union in 2004 and takes part in the EU co-operation on gender equality. The European co-operation is important for Estonia and has a significant influence on national policies and legislation. Estonia is a member of the Management Board of the European Institute for Gender Equality (EIGE) between 2010 and 2016, takes part in the EIGE Expert Forum and in working groups on specific subjects. As an EU member state, Estonia also participates in the High Level Group on Gender Mainstreaming<sup>15</sup> and the Advisory Committee on Equal Opportunities for Women and men<sup>16</sup> and has contributed to the development of the indicators adopted at EU-level for the follow-up of the Beijing Platform for Action<sup>17</sup>.

Estonia is also a member state of the Council of Europe, an international organisation set up to promote democracy and to protect human rights and the rule of law in Europe and has been actively involved in gender equality related inter-governmental co-operation of the CoE.

Estonia has good sub-regional cooperation with the Nordic and Baltic countries on gender equality. The priority themes are chosen with four-year intervals and the co-operation has made a good base for exchange of good practices, adapting teaching materials developed in the Nordic region, networking of experts but also working with cross-border issues such as trafficking in women. The current framework document for the Nordic-Baltic co-operation is for the period 2011-2014<sup>18</sup>.

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<sup>14</sup> The Estonian Women's Studies and Resource Centre (ENUT) has published gender equality analyses of the Estonian National Strategy on Sustainable development „Sustainable Estonia 21“ and of the national competitiveness strategy “Estonia 2020”. In 2012, they analysed the first year of implementation of the civil society's development plan for 2011-2014 and the development plan for children and families for 2011–2020. ENUT is co-ordinating a network of NGO-s interested in participating in promoting gender equality, involving them also in gender analysis of policy documents in their area of activity, and has, starting from 2010, organised a yearly competition “The best gender-aware NGO”.

<sup>15</sup> The High Level Group Meeting on Gender Mainstreaming is a meeting of senior officials with responsibilities for gender mainstreaming at national level in EU member states.

<sup>16</sup> The Advisory Committee on Equal Opportunities for Women and Men assists the European Commission in formulating and implementing the European Union activities aimed at promoting equality between women and men.

<sup>17</sup> The conclusions adopted by the Council of the European Union in the framework of the follow up of the BPfA:

[http://ec.europa.eu/justice/gender-equality/tools/statistics-indicators/platform-action/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/tools/statistics-indicators/platform-action/index_en.htm)

<sup>18</sup> Available at: <http://www.norden.org/en/publications/publikationer/2010-786>

Estonia has carried out bilateral co-operation projects with different European countries, co-funded by the EU. Bilateral projects have helped Estonia to benefit from the expertise in the partner countries. In 2004-2005 Estonia had a twinning project with Germany on gender mainstreaming, and in 2007-2008 a twinning project with France on gender equality in enterprises. One of the outputs of this project was a collection of European good practices on how to promote gender equality in the private sector. 50 best practices from 15 countries and 2 international organizations are represented in the report<sup>19</sup>.

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<sup>19</sup> A list of available publications in English and Russian is provided in Annex III.

## **Section II: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009**

### **1. Women and poverty**

In Estonia, more women than men live in poor households. The at-risk-of-poverty rate is higher for women than for men (see table 1 in Annex 1). Especially remarkable is the poverty in households where the only adult is a woman, like single mothers and elderly women who live alone. Among people 65 years and older, the at-risk-of-poverty rate is more than twice as high for women than for men (table 2). Among single parents, the at-risk-of-poverty rate is also very high (table 3) and 93% of the single parents in Estonia are women.

These households are poorer partly because they have only one breadwinner and partly because the situation for women in the labour market is generally worse than for men. Women have lower employment rates than men and the average wage gap in Estonia is high. The labour market in Estonia is highly segregated with women more often holding low-paid jobs and the share of women working for minimum salary is higher than for men. This means that there are more women than men among the so called working poor (table 4). A 2010 study of national policies on in-work poverty and labour market segmentation found that insufficient attention has been paid to in-work poverty in Estonia so far.

At the same time, the absolute poverty rate is lower for women than for men (table 1). Men who live in poverty are also poorer than women and make a majority in certain risk groups, like homeless, drug- or alcohol abusers<sup>20</sup>.

The economic crises caused an equalisation of income levels and the relative poverty rate decreased. At the same time the social protection benefits retained the same level and the pensions rose by 5%. This made the at-risk-of-poverty rates to decrease during the crises. The at-risk-of-poverty rate started to increase again with the economic recovery in 2010, when an increase in employment and incomes also caused an increase in the at-risk-of-poverty level. During the crises, the gender gap for the at-risk-of-poverty rates temporarily decreased, but is now close to the same levels as before the crises (table 1).

In order to better address poverty in households with children, in 2013, the Government introduced an additional needs-based benefit for families with children who live below relative poverty line and in the same year, 97% of the benefit receivers were women<sup>21</sup>. The amount of support is progressively increasing depending on the number of children. The Government is currently preparing an increase in this needs-based benefit and an increase in the ordinary child allowance (see section IV).

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<sup>20</sup> Poverty and gender has been analysed in „Towards a Balanced Society II: Men and women in Estonia“, Ministry of Social Affairs, 2010.

<sup>21</sup> Data from Ministry of Social Affairs/STAR

In 2014, the Government raised the subsistence benefit, a form of state assistance for those in difficulty paid by the local government. The benefit is paid if all other measures for the alleviation of poverty and difficulty have proven ineffectual. The established subsistence level for the first person in the household was raised to 90 EUR per month (instead of 76.7 EUR). The subsistence level of the second and each subsequent member of the family is 0.8 of the subsistence level of the first member of the family. The Government plans to raise the coefficient for children's subsistence level from 0.8 to 1.0. In 2013, 57% of the subsistence benefit receivers were women<sup>22</sup>.

Under the Open Method of Coordination of the EU, Estonia prepared a National Report on Strategies for Social Protection and Social Inclusion 2008-2010<sup>23</sup>. Currently, the Ministry of Social Affairs is revising the priorities and is preparing a proposal to elaborate a new development plan covering these policy areas.

## **2. Education and training of women**

Estonia has traditionally very high literacy rates and enrolment rates for basic school (table 5 and 7). The drop-out rates from general education have decreased from 595 pupils in 2009 (of which 44% were female) to 405 pupils in 2012 (41% female). Among the Russian-speaking pupils the drop-out rate for girls is higher than for boys: 55% in 2009 and 51% in 2012.

Women in Estonia have higher educational level than men. In 2012, the share of female students was 57% in secondary school, 45% in vocational education and 59% in higher education (table 12) and the changes in the gender distribution during the past five years have not been substantial. Women are more frequent graduates than men in higher education in all levels except doctoral studies (table 13). The educational choices are highly segregated. Women made more than 90% of the graduates in the fields of education and social services and close to 90% in health in 2012<sup>24</sup>. The share of women graduates in science, mathematics and computing was 43% and in engineering, manufacturing and construction 30% in 2012.

According to the Gender Equality Act the curricula, study materials and research must facilitate the elimination of unequal treatment of men and women and promote equality.

New national curriculums for basic schools and upper-secondary schools were adopted by the Government and the schools started to implement them in the academic year 2011/12. Gender equality is one of the core social values stipulated in the curriculums. This means that schools should consider principle of gender equality in their school management, for example in supporting students'

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<sup>22</sup> Data from Ministry of Social Affairs/STAR

<sup>23</sup> Available in English at: <http://www.sm.ee/nc/tegevus/sotsiaalne-kaasatus/sotsiaalse-kaitse-ja-kaasatuse-riiklikud-aruanded.html?cid=2230&did=7048&sechash=e7e938d3>

<sup>24</sup> All levels for higher education except doctoral studies.

development, in admitting students, when compiling the study materials, in designing the social and mental environment of the school etc.

NGOs have taken several initiatives to promote gender equality in education. The Estonian Women's Associations Roundtable (EWAR) has translated and e-published the CoE Committee of Ministers Recommendation (2007)<sup>13</sup> to member states on gender mainstreaming in education and in 2009, the EWAR published a manual for education staff on how to implement the Gender Equality Act in kindergartens and schools. In 2010, two EWAR education related projects received funding from the European Social Fund. The purpose of the project "Wake up, notice, act" was to raise awareness among teachers and schools about gender stereotypes and how to overcome them. 13 trainings were held in different parts of Estonia to educational staff, and a handbook for general education schools was published. The second project was a survey-project. The survey "Pupils or boys and girls?" aimed at finding out whether Estonian teachers and other employees of the educational system are ready to educate and teach in a gender sensitive way. 200 teachers were interviewed and a methodological guide for how to audit knowledge and attitudes about gender equality in education was produced.

NGOs have also carried out projects in order to make study materials schools use more gender-sensitive. The Estonian Women's Studies and Resource Centre (ENUT), the Estonian Education Forum and the Women's Training Centre implemented the project "Gender Mainstreaming in the Estonian Educational System" between 2008 and 2010. The main activities of the project were to analyse three history textbooks used in Estonian schools in 2008-2009 and to raise awareness among teachers through seminars and roundtables.

In 2010, the ENUT, in co-operation with the Estonian Education Forum, implemented the project "Gender Equality Perspective in Citizenship Instruction". A gender analysis of three civic education textbooks used in Estonia was carried out and practical pointers to teachers were developed on how to deliver citizenship lessons in a more gender sensitive manner. As a result of these two projects, the ENUT provided recommendations for improving the quality of the studies and study materials for from a gender equality perspective. In 2012, the EWAR published a handbook for teachers on addressing the issues of gender-based and domestic violence in primary schools, in 2013, a handbook for teachers on how to teach gender equality in civic studies in primary and secondary schools.

In 2014-2015, two projects will be carried out with financing from the gender equality and reconciliation of work and family life programme of Norway Grants operated by the Ministry of Social Affairs. The EWAR will implement a project on gender mainstreaming into teachers education and training; and the Praxis Centre for Policy Studies will implement the project "Gender equality programme for social sciences and teacher education programme students".

Information about initiatives that target kindergartens is provided in the section of the Girl-Child.



A problem in Estonia is gender based stereotypes in educational choices. To challenge this, campaigns targeting young people making educational and career choices have been carried out (see section on Media).

### **3. Women and health**

The overall goal of Estonian health policy is to increase the number of healthy life years by decreasing mortality and morbidity rates. Life expectancy at birth has increased during the reporting period for both women and men and for Estonians and Non-Estonians, but the gender gap has remained high, with around 10 years longer life expectancy for women than for men (table 15). At the same time, the disability-free life expectancy at birth has decreased for all groups and most for Non-Estonians (table 17). Mortality rates for children under 5 years of age and maternal mortality ratio have decreased (table 18 and 19). Approximately 99.9% of births are attended by skilled health professionals (table 20) and the estimated antenatal care coverage is 95-99%. For age-specific death rates of adults by cause, see table 27.

The Estonian health care system is built around a compulsory, solidarity-based insurance and universal access to health services. Emergency medical care is available for uninsured persons. In 2013, the health insurance coverage was 94% for women and 84% for men in the age group 20-59 (table 21). Pregnant women and persons receiving child care allowance (paid until the child becomes 3 years old) are automatically insured<sup>25</sup>. Women's use of medical services is higher than men's and generally their health behaviour has improved faster – or worsened slower – than the health behaviour for men during the last decade<sup>26</sup>. Obesity has increased faster among men than among women (table 22). As an exception, the share of daily and occasional smokers has decreased faster among men than women (table 23).

The Estonian health policy is guided by the National Health Plan 2009-2020. The Plan sets as an objective that by the year 2020, the number of healthy life years should increase on average to 60 years for men and 65 years for women; and the average life expectancy should increase to 75 years for men and 84 years for women. The Plan defines five thematic areas: the increase in social cohesion and equal opportunities; ensuring healthy and safe development of children; development of a health-supportive environment; promotion of healthy lifestyle and securing the sustainability of the healthcare system. Creating equal opportunities in terms of education, dwelling, employment, health and healthcare services, irrespective of sex, ethnic origin and social position, is considered a precondition for continued improvement of the health and quality of life of Estonian people. Reproductive and sexual health is

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<sup>25</sup> For a full list of insured persons and a description of the insurance system, please see: <http://www.haigekassa.ee/eng/health-insurance>

<sup>26</sup> An analyse of gender differences in health behaviour, health status, self-estimated health and access to health services was published in "Towards a Balanced Society: Women and men in Estonia", 2010.

thoroughly dealt with in the Plan, with measures to raise awareness of reproductive and sexual health issues; prevent unwanted pregnancies and sexually transmitted diseases; reduce the social and health problems caused by infertility, promote health and healthy behaviour of pregnant women, breastfeeding of infants, improve availability of high-quality healthcare, counselling and support services for pregnant women and families with infants etc. The implementation of the plan is monitored and analysed with sex-disaggregated data.

Estonia has some specific measures for health promotion among women. For example, two large screening programs for breast cancer and cervical cancer are financed by the Health Insurance Fund.

HIV continues to be a serious challenge for Estonia, although the rates of new infections are decreasing. In 2012, approximately 24 new cases of HIV per 100 000 persons were registered (table 25). During 2000-2013, almost 70% of all new cases of HIV were discovered among men, but the share of women has increased (from 20% in 2000 to 39% in 2013). For young persons, the proportion of women has been higher than men for the past five years (63% in 2013 for the age group of 15-24). In 2012, the proportion of pregnant women infected with HIV had increased to 1.05%; however, the proportion of vertical infection with HIV of all new cases remains below 2% (table 26).

To tackle the HIV-epidemic, the Government is implementing its National HIV and AIDS Strategy for 2006–2015. The priorities of the strategy include harm reduction for injecting drug users, prevention work for young people (with a focus on at-risk youth) and HIV related health and social support services for persons living with HIV. There are targeted measures in the strategy to prevent the spread of HIV infection among persons involved in prostitution, injecting drug users, other vulnerable groups and from mother to child. As of 2007, antiretroviral (ARV) treatment is covered from the state budget for all persons who seek treatment, regardless of their health insurance status. In total, 2691 persons were receiving ARV treatment in 2013 and 33.7% of those starting new treatment were women.

All pregnant women in Estonia, who register their pregnancy, are HIV tested. Organizations working with HIV-positive women have been trained on reproductive health of women, contraceptives, normal development of pregnancy, most frequent problems during pregnancy, HIV treatment during pregnancy, principles of counselling and new-borns and their care. Pregnant women infected with HIV are supplied with prophylactic treatment both during pregnancy and child birth, and treatment and free feeding formula is provided for the babies.

The economic crises had an impact on both health indicators and the activities in the National Health Plan. The health system's income base decreased and the proportion of people having valid health insurance dropped. Health care services financed from the health insurance budget were not affected as the insurance fund used its reserves, but other services were affected by budget cuts. For example, the

most critical activities regarding HIV/AIDS remained in the state budget, while counselling services were funded by the ESF.

#### **4. Violence against women**

Violence against women is an area of concern not yet regularly measured and statistically covered in Estonia. According to the 2012 Fundamental Rights Agency's (FRA) gender-based violence against women survey in the EU, 33% of Estonian women have experienced physical and/or sexual violence since the age of 15 (table 28) and 5% had experienced violence in the 12 months before the interview (table 29). According to the Ministry of Justice, 2231 cases of domestic violence were reported in Estonia in 2012, which was 15% more than in the previous year. The number of persons who seek help from the state Victim Support Service has increased. In 2010, 2872 persons sought help, of which 47% were victims of domestic violence; in 2012, 4510 and 46%. Data gathered is not disaggregated by sex.

1570 women and 193 children turned to women's shelters for help in 2012, 167 women and 114 children needed a temporary place to stay. The abuser was in most cases (92%) either the victim's partner or ex-partner. According to the shelters, only 9% of the women had also turned to the police, 12% had notified local social services, 7% had turned to court and 6% to the Victim Support Service. In 2013, 1564 women and 165 children turned to women's shelters for help.

In 2008-2009, Statistics Estonia conducted a crime victim survey, including a special module on intimate partnership violence. The results showed that the prevalence of intimate partnership violence is high in Estonia. Every tenth couple had experienced family violence in the previous year and every other respondent admitted having experienced family violence during their lifetime.

In 2011, the Ministry of Justice analysed family violence proceedings using data from 2010. In 45% of the cases, the proceedings were diverted from the court and resulted in sanctions and conditions imposed by the prosecutor. 31% were terminated due to lack of evidence or on other legal grounds. 24% of the family violence cases reached the court, in 53% of these cases a conditional prison sentence with or without probation supervision was imposed, in 20% of cases the type of punishment was community service, in 14% of cases pecuniary punishment and in 13% of cases a prison sentence. The use of arrests and restraining orders is low during criminal proceedings. In 2011, 19 offenders were arrested and a temporary restraining order was applied on 95 suspects.

Data on trafficking in human beings is episodic. Studies show that Estonia is mainly a country of origin for human trafficking, a country of transition and to a small extent, a destination country. According to statistics, most victims were women who are exploited in prostitution in Estonia or abroad, but in labour trafficking, also men are being exploited. People are trafficked from Estonia mainly to Finland, Sweden,

United Kingdom, Germany, Italy, Greece, Spain, and Norway. A small number of women from Russia, Moldova, Belarus, and Latvia have been trafficked to Estonia.

According to data from NGO-s, 56 victims of trafficking were identified by the Estonian shelters in 2011 (39 female, 17 male, aged 13-47), 19 of them victims of labour trafficking. In 2012, 22 victims of trafficking were identified (8 female victims of sexual exploitation and 14 male victims of labour trafficking). In 2013, 22 victims of trafficking were identified (12 women and 10 men, 8 women were victims of sexual exploitation; the others were victims of labour trafficking). The NGO-operated anti-trafficking hotline consults around 450 people a year on how to work/study safely abroad etc.

According to the Ministry of Justice, the main forms of crimes related to trafficking in women in Estonia have been pimping and enslaving. Pimping has been registered as a crime of aiding prostitution (§ 268<sup>1</sup> in the Penal Code until 14.04.2012). In 2010-2011, 15 criminal cases of aiding prostitution in Estonia were registered.

There have been positive developments regarding services to victims of domestic violence during the reporting period. In 2009 there were 9 women's shelters in Estonia providing temporary shelters for women. In 2013, there are 13 shelters, all run by NGOs. As of 2013, all shelters receive funding from the state budget (11 of them directly from state budget, and 2 of them via Gambling Tax Foundation). In 2013 and 2014, the budget allocated for women's shelters was 430 000 EUR per year. In 2015, the allocated budget is foreseen to increase to 500 000 EUR per year (13 shelters). Some shelters also receive funding from local authorities. From 2014, with the help of co-financing from the Norway Grants programme, a nation-wide helpline for women experiencing violence, launched by the Estonian Women's Shelters Union in 2008, operates 24/7 free of charge.

Until 2013, there were 2 shelters for women victims of trafficking for sexual exploitation and 1 rehabilitation centre for women involved in prostitution, run by NGOs. From 2014, these were replaced by 1 shelter for all victims of trafficking and 3 open centres for persons involved in prostitution, all run by one NGO. These services both for trafficking victims and persons in prostitution have been financed from the state budget since 2009. Since 2013, the services for trafficking victims are funded by the national Social Insurance Board and the services for people involved in prostitution are funded by Ministry of Social Affairs.

During the reporting period, legislative changes have been made regarding harassment and trafficking. As of 2009, in addition to sexual harassment, gender-based harassment is considered as a type of discrimination and prohibited according to the GEA. The GEA also establishes the duty of the employer to ensure that employees do not become victims of gender-based or sexual harassment. In 2012-2014, a study concerning gender-based and sexual harassment was conducted under the Estonian ESF

programme promoting gender equality. The study report includes proposals by the researchers to policy makers on awareness raising measures.

In 2010, Estonia signed the Council of Europe Convention on Action against Trafficking in Human Beings and is currently preparing the ratification of it.

In 2012, amendments were made to the Penal Code criminalising all elements of specific crimes of human trafficking in accordance with international law. The new legislation was drafted in close cooperation with NGOs. The new regulation includes an extensive definition of the concept of trafficking in persons and foresees a punishment of imprisonment up to 7 years for this crime. Specific regulation and punishments are now also provided for cases of support to human trafficking, pimping, aiding prostitution, and human trafficking in order to take advantage of minors.

In 2010, the Estonian Government adopted the Development Plan for Reducing Violence for Years 2010-2014. The Ministry of Justice co-ordinates and the ministries of Education and Research, Interior, Social Affairs, Foreign Affairs together with the agencies within the area of their government, local governments, and NGOs participate in the implementation of the Plan. The development plan covers four areas: violence against children; violence committed by minors; domestic violence, including violence against women; and trafficking in human beings, including prostitution. For each area, a special network with officials and NGO representatives has been created. The sections on reducing and preventing domestic violence and human trafficking cover the following areas: prevention; victim support; increasing the efficiency of investigation of cases; and in case of domestic violence rehabilitation and work with abusers.

Intensifying the fight against domestic violence, including prevention of violence against women, has also been a priority for the Estonian police. In general, emergency calls about domestic violence are serviced as a priority, i.e. immediately or at the first possibility. Police officials have a regulation on how to treat victims of domestic violence and how to investigate and record cases of domestic violence since autumn 2010 (renewed in October 2012). Trainings for law enforcement officials and joint training seminars on family violence for police, prosecutors and judges have been conducted. In 2011, 8 trainings for 141 police officers, in 2012 10 trainings for 240 officers and in 2013 7 trainings for 100 officers were conducted about the procedures in case of domestic violence. Since 2012, awareness days for networking in dealing with domestic violence cases are organised by the Police and Border Guard Board, together with the Ministry of Social Affairs, Ministry of Internal Affairs, Ministry of Justice and NGOs Victim Support, Estonian Women`s Associations Roundtable and Estonian Women`s Shelters Union for local police officers, prosecutors, municipal authorities (incl. social and child protection officials), victim support, shelters and health institutions on county level. 8 seminars have been organised and 260 persons from different institutions have participated as of 2013. The activities are ongoing and should reach every county. In 2012-2013 EWAR and local women`s shelters organised, on request from the Ministry of Social

Affairs, network trainings and trainings for judges, prosecutors and police officers in different parts of Estonia.

In 2009, the national anti-trafficking network published guidelines for identification of and assistance to trafficking victims in Estonia. These are recommendable for all specialists who are likely to come into contact with possible victims (social workers, immigration officials, border guards, etc.). The guidelines were revised in 2013 and the Ministry of Social Affairs conducted trainings on how to use them. Also, Ministry of Social Affairs revises the guidelines every year to keep them up to date.

In 2011 and 2012, consular officers from the Ministry of Foreign Affairs visited Estonian schools to educate secondary school students on the dangers of human trafficking, reaching approximately 500 students each year.

In 2012-2016, the Ministry of Social Affairs co-ordinates a 2 000 000 EUR programme on gender-based violence funded from Norway Grants. The aim of the programme is to reduce gender-based violence and trafficking in Estonia. The activities financed under this programme are: 1) developing services for victims of domestic violence, strengthening cooperation between different institutions and raising awareness among victims and the general public; 2) supporting victims of trafficking for sexual exploitation, research on victim's needs, training of relevant specialists, improving the rehabilitation and shelter services; and 3) providing anti-trafficking hotline services for trafficked persons and consultations preventing trafficking, collecting statistical data, information dissemination. The programme is being accompanied by two open calls for projects aiming at awareness rising about gender based violence and human trafficking and a small grant scheme to assist NGO-s to strengthen their capacity to tackle gender-based violence.

Sexual violence is one of the focuses of the project "Bringing up a violence free generation", financed from the EU Progress Programme and implemented in co-operation of the Ministry of Justice, the Ministry of Social Affairs, the Ministry of the Interior, the Police and Border Guard Board, the Estonian Women's Associations Roundtable Foundation and the Association of Estonian Open Youth Centers. The project aims to raise awareness of the occurrence of violence against women and create an attitude of zero tolerance against it. Among the activities are an awareness raising campaign, training of the trainers and specific trainings targeting boys and girls.

International co-operation has been of particular importance regarding trafficking. In 2011-2012, Estonia participated in the project COPSAT with Sweden where police officials, social workers and non-profit associations co-operated in order to improve the processing of cases of trafficking. Estonia participates actively in the Council of the Baltic Sea States Task Force against Trafficking in Human Beings<sup>27</sup>. The task force coordinates and monitors the activities against trafficking in human beings in the region. Regarding

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<sup>27</sup> The webpage of the CBSS Task Force: <http://www.cbss.org/civil-security-the-human-dimension/tfthb/>

domestic violence, Estonia participated in the multi-country HEVI project run by Centre for International Mobility (Helsinki) in 2008-2010. The project produced social and health care teachers' training curriculum on intimate partner violence and a teaching guidebook.

## **5. Women and armed conflict**

In 2010, Estonia compiled its National Action Plan for the implementation of the UN Security Council Resolution 1325 "Women, Peace and Security" in 2010-2014. The action plan incorporates Estonia's activities related to women, peace and security in the field of foreign policy, human rights, development cooperation and humanitarian assistance as well as international military and civil missions.

The action plan focuses specifically on political and diplomatic activities in international organisations; bilateral and multilateral development cooperation, and humanitarian assistance to improve the conditions of women in post-conflict situations; increasing the number of experts on gender issues and the provision of training for them, as well as increasing general awareness of women, peace and security in institutions dealing with peace and security; and on expansion of women's opportunities to participate in international military and civil operations and increasing the representation of women in international positions related to the maintenance of peace and security.

Raising awareness internationally in the area of women, peace and security is a priority for Estonia. It also serves the wider goal of changing stereotypical views on and attitudes towards women's and men's roles. For instance, a national information campaign was organised and measures have been taken to raise awareness on topics related to the implementation of resolution 1325 among governmental departments. Resolution 1325 is discussed at all stages of the Estonian educational system and the Ministry of Education and Research has actively promoted educational aspects of resolution 1325 at lower secondary and upper secondary school levels. The action plan is implemented in cooperation with the Ministries of Foreign Affairs, Defence, Interior, Social Affairs, Justice, Education and Research, their agencies and civil society organisations.

Estonia has actively and successfully promoted the National Action Plan for resolution 1325 at the level of international organisations such as UN, NATO, EU and OSCE. Estonia also participates in the EU task-force on Resolution 1325 and has introduced its process of preparing the National Action Plan to countries that are still at an early stage of preparing their own national action plans.

Estonia was also one of the co-sponsors of the supplementing resolutions 1820 and 1888, and has supported the inclusion of their principles in the decisions of other UN bodies.

In 2013, the new Estonian Military Service Act entered into force. One of the changes concerned women with Estonian citizenship who now have a possibility to voluntarily enter the military service and thereafter make a career in active service as an officer or non-commissioned officer. 21 women entered military service in 2013.

## **6. Women and the Economy**

Although women in Estonia have a long tradition of working full time in paid jobs, there are structural and persistent problems with gender inequality in the labour market. The Estonian labour market has a high degree of gender segregation. Men and women work in different occupations and in different areas and this has not changed during the reporting period (table 30 and 31). Another issue of considerable concern is the gender pay gap, that is increasing and reached 30% in 2012 (see table 32).

The labour force participation rates are higher for men than for women: 71.7% for Estonian men and 63.8% for women; 73.9% for Non-Estonian men and 64.3% for women in 2013. Also employment and unemployment rates are higher for men and ethnicity has a noticeable impact on employment rates, with Non-Estonians having higher rates of unemployment (table 33).

During the economic crises, the unemployment rates increased generally more among men and Non-Estonians. Men whose mother tongue is other than Estonian was the group most affected by the economic crisis – at the peak of the recession, their unemployment rate reached 35%. Unemployment rates for Non-Estonian women were also high and exceeded the rates for Estonian men (table 33). The increase in unemployment rates was highest among young people of Non-Estonian origin; both men and women (table 34). The unemployment rates for women of both language groups have not decreased as quickly as that of men's and in 2013, the unemployment rates for Non-Estonian women were highest among all groups (table 33).

Part-time employment is not very common in Estonia, but is more typical for female workers. 14.2% of the female and 6.2% of the male workers in age group 15-74 were working part-time in 2013. The economic crises caused an increase in part-time employment for both sexes. 1.0% of the employed men and 1.5% of the employed women considered themselves underemployed<sup>28</sup> in 2013 (table 35).

Women spend more time doing unpaid work in the household and taking care of children and other family members (table 38 and 39). The employment gap between men and women with small children is high (table 40). Although fathers can take parental leave and receive the parental benefit, few of them use this possibility. When the benefit was introduced in 2004, the share of fathers among the recipients

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<sup>28</sup> Part-time employees who would like to and who are able to work more hours but are not enabled to do this by the employer



was 2%. The share increased during the economic crises and has gone down since then; in 2013 the share of fathers was 7.5% (table 41). The share of men taking a leave to nurse a sick child under 12 years of age has slightly increased from 26.3% in 2011 to 27,1% in 2013, while the share of men nursing a sick family member has remained around 16,6-16,7%.

The economic crises caused cuts in several family benefits where the main recipients were women. The sick care benefit rate for children under 12 years of age was reduced from 100% to 80%. 77% of the beneficiaries were women and the cuts were approximately 5.4 million EUR<sup>29</sup>. The tax-exempt income on the first child was abolished. 84.5% of the beneficiaries were women and the estimated cuts were 236.5 million EUR. The tax-exempts on the second and following children have remained. The school benefit<sup>30</sup> was abolished. 98% of the beneficiaries were women and the cuts were approximately 4.8 million EUR. The paternity leave benefit was abolished. 100% of the beneficiaries were men and the cuts were approximately 3.5 million EUR. The right to take a leave remained (10 days in connection with the birth of a child), but was no longer paid for by the Government. The paternity benefit was reintroduced on the 1st of January 2013, the other benefits have not been restored.

During the reporting period, some significant changes in legislation have taken place. The new Employment Contracts Act and the Equal Treatment Act entered into force in 2009 and the new Civil Service Act entered into force in 2013. Concerning gender equality, the most significant change brought on by this new legislation was the reorganisation of the institution of the Gender Equality Commissioner into the institution of Gender Equality and Equal Treatment Commissioner and the fact that after entering into force of the ECT and CSA, regulation on equal treatment of men and women and gender equality in employment relations remains almost exclusively in the Gender Equality Act.

Several amendments were made to the GEA in 2009 in order to improve the protection of rights. A provision was added prohibiting employers to request information from job-seekers about pregnancy, child-birth, parenting, and performance of family obligations or other circumstances related to gender. Additionally, a concept of harassment based on sex was inserted into the GEA. The amendments also clarified regulation concerning resolution of discrimination disputes and shared burden of proof.

The Individual Labour Dispute Resolution Act was amended in 2009, specifying that the shared burden of proof is applied in discrimination cases; and that in discrimination dispute cases persons, who have a legitimate interest to monitor implementation of requirements of equal treatment, may act as representatives.

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<sup>29</sup> Figures and estimates in this section provided by the Estonian Health Insurance Fund 2008 and the Estonian Tax and Customs Board 2007-2008

<sup>30</sup> The school benefit was a flat rate benefit paid per child at the beginning of each school year.

Additionally, the Government has taken non-legal measures in order to deal with the inequalities in the labour market. In 2012, the Government, by the request of parliament, approved an action plan to reduce the gender pay gap in Estonia. There are five objectives set in the action plan: 1) improving the implementation of the existing Gender Equality Act; 2) improving the possibilities of reconciling work, family and private life; 3) gender mainstreaming, especially in the field of education; 4) reducing the gender segregation; 5) analysing the organizational practices and pay systems in the public sector, improving the situation where necessary. The activities are mostly implemented with financial support from the Estonian European Social Fund programme “Promoting Gender Equality 2011-2013” and the Norway Grants 2009-2014 funded gender equality and work-life balance programme, implemented in 2012-2016.

In order to promote gender equality in working life, Estonia has implemented two programmes financed by the European Social Fund: the Promotion of Gender Equality in 2008 – 2010 and in 2011-2013. The programmes aimed to: 1) raise the awareness of employers and employees about gender equality, about their rights and responsibilities; 2) support the implementation of gender equality legislation; 3) reduce gender stereotypes.

The actions taken under the programmes have included two large scale media campaigns to promote equal opportunities for men and women on the labour market; trainings of employers and employee representatives; elaboration and dissemination of information materials on the GEA and trainings to lawyers, judges and members of the Labour Dispute Committees on implementation of the act; training of gender equality consultants to provide know-how and consultations to private and public sector employers on how to promote gender equality in an organisation; and an analytical compilation of articles about the progress of gender equality in Estonia. Conferences, regional seminars and workshops have been held on the issues of pay gap and parenting and fatherhood. Several studies have been carried out under the programmes: an extensive study to determine the extent, nature and reasons behind the gender pay gap in Estonia; two Gender Equality Monitoring surveys (2009 and 2013) mapping opinions and attitudes regarding gender equality among the population; a study on gender-based and sexual harassment in the workplace; a study of possibilities for greater flexibility in measures aimed at supporting reconciling work and family life and a study on the work and family life of non-ethnic-Estonian population. Special efforts have been made to reach the Russian-speaking minority and most of the information materials and campaigns have been translated into Russian<sup>31</sup>.

In 2010, an open call for project proposals was held, financed from the ESF to promote gender equality in the working life. 14 projects were funded: 5 for gender equality consultations in organisations; 5

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<sup>31</sup> A list of the studies and materials published in English and/or Russian is provided in Annex III.

awareness raising projects in the field of work and education; 2 studies and 2 projects for providing services to vulnerable groups and supporting them in entering and/or remaining in the labour market.

In 2012-2016, a 2 000 000 EUR programme for mainstreaming gender equality and work-life balance is carried out with financing from the Norway Grants 2009-2014, co-ordinated by the Ministry of Social Affairs. Two pre-defined projects are being implemented under the programme – one in order to develop a new concept for gathering and analysing gender pay gap statistics by the Statistics Estonia and the other to promote gender equality through empowerment and mainstreaming by the Gender Equality and Equal Treatment Commissioner. Additionally, open calls were held in 2013 to promote gender equality and balance between work, private, and family life. Two projects with the aim to integrate gender equality issues into higher education curricula and two projects to improve possibilities for reconciling work and family life were financed. In April 2014, a small grant scheme was announced to enhance the capacity of networks and organizations active in the field of gender equality.

In 2011, the Strategy of Children and Families 2012-2020 was approved by the Government. The strategy lists equal opportunities and gender equality among its underlying principles and one of its five strategic objectives is that men and women have equal opportunities to reconcile work, family and private life. The plan includes activities to develop an employee and family-friendly working environment and a wide range of measures to guarantee accessible, sustainable and quality child care services.

NGOs have been active in promoting gender equality in the labour market in Estonia. Some examples are the Equal Pay Day campaign<sup>32</sup>, run by the Estonian Association of Business and Professional Women since 2010; trainings for employers on non-discrimination legislation conducted by the Estonian Human Rights Centre and the “Practical Handbook for Collective Negotiation”, prepared in co-operation of trade unions and Estonian Women’s Studies and Resource Centre and including guidance on integrating gender equality aspects into different stages of the process.

In 2012-2014, ETNA Estonia, an NGO for female entrepreneurship, run the project ETNA Microcredit. The budget of the project was 268 794 EUR, co-financed by the Open Estonia Foundation. The main objective of the project was to offer a comprehensive support package (financial mechanism) for women who wish to start with entrepreneurship or widen their business. The support package included mentoring, entrepreneurship trainings and entrepreneurship loans for women. In the framework of the project 10 mentoring groups formed, members of which received basic entrepreneurship training. Based on mentoring groups 11 loan-groups were developed in 7 regions (assembling 72 women) where women were helped to formulate business plans and prepare loan documentation. By the end of March 2014, 34 loan contracts were concluded and 66 035 EUR of the whole 95 860 EUR loan resource had been distributed. The financial mechanism will continue to exist also after the end of the project.

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<sup>32</sup> Campaign website is available at: <http://www.bpw-estonia.ee/tilliga-ja-tillita/introduction>

## 7. Women in power and decision-making

According to Estonian law, men and women have the same rights to vote and to be elected, but women continue to be underrepresented in politics. The proportion of women in the national parliament (Riigikogu) has increased during the past 20 years, but remains around 20% (table 44). Only one of nine parties that participated in the 2011 parliamentary elections applied the so-called zipper-system for male and female candidates among the first 10 candidates of the candidate list.

There are four parties represented in the Riigikogu. The share of women in the party boards is 29% in the Reform Party; 25% in the Pro Patria and Res Publica Union; 29% in the Social Democratic Party and 38% in the Centre Party, an increase in three parties if compared to 2012. All the largest political parties have women's associations. None of the party leaders is a woman; however, all parties have at least one woman as a deputy-chairperson.

The first woman was elected as a President (Speaker) of the Riigikogu in 2003 and she was later re-elected 9 times<sup>33</sup>. As of March 2014, the First Vice-President of the Riigikogu is a woman. A positive development in the Riigikogu is the resumption of the cross-party Women's Committee in 2011, which is formed by all the female members of the parliament.

The share of women in local government councils is higher than in the Riigikogu (table 45). The share of women among candidates (40%) and those elected (31%) is higher than the share of women among mayors (14%) and chairmen of the councils (18%)<sup>34</sup>.

In 2004, the first elections to the European Parliament were held in Estonia. In both the 2004 and 2009 elections 33% of women were elected, but after replacements the actual gender balance became 50/50. Next elections will be held in 2014.

The low representation of women in politics has been criticized by civil society organisations and researchers, and attempts have been made to influence the parties to appoint more women to leading positions and elective posts. In 2012, the Estonian Association of Business and Professional Women signed a cooperation memorandum<sup>35</sup> with all the parties in the Riigikogu calling for the use of zipper-systems in the upcoming elections for local governments, the European parliament and the Riigikogu. Despite that, the zipper-system was used only in few constituencies in the 2013 local elections.

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<sup>33</sup> The Board of the Riigikogu Board is elected for one year at a time.

<sup>34</sup> Mayors and chairmen of the councils as of February 2014

<sup>35</sup> The memorandum in English: <http://bpw-estonia.ee/admin/upload/Koost%C3%B6%C3%B6memorandum%20ENG.pdf>

Additionally, less than three weeks before the appointment of the new Government in March 2014, the a Manifesto was adopted during the Estonian IV Women's Congress calling for equal representation of women and men in the Government and a change of electoral law in order to apply a zipper-system to the electoral lists before the upcoming parliamentary elections in 2015. Although it is hard to say to what extent the criticism has influenced decisions in the parties, it is likely that it has affected the discussions about nominations. In the most recent Government that took office in March 2014, the share of women increased from 15% to 36% (table 46).

The attitudes regarding women in politics have improved. According to the population survey Gender Equality Monitoring 2013, 62% of the female respondents and 35% of the male respondents thought that there should be more women in the Riigikogu (as compared to 49% and 32% in 2009). Regarding local politics, among women, more non-Estonian women than ethnic-Estonian women (respectively 50% and 44%) considered it important to increase the number of women in politics at this level (48% and 37% in 2009). When asked about the most suitable measures for increasing the number of women in politics, 40% of respondents thought that increase in the number of outstanding female top-politicians (i.e. good examples) would be of help (32% in 2009). 36% of respondents supported self-imposed party-quotas (22% in 2009). 58% of female respondents and 33% of male respondents considered it necessary to have more female ministers in the government (48% and 31% in 2009).

Estonia has a tradition of having a large number of female judges and chairpersons of courts. In 2014, women made 70% of the judges in the first instance, 56% in the second instance and 16% of the judges in the Supreme Court of Estonia (table 47). Women make 50% of the chairpersons of courts<sup>36</sup> in the first and second instances; the Chief Justice of the Supreme Court is a man.

Approximately 34% of all police officers are women and the share has not changed during the reporting period (table 48).

While the share of women among the staff in constitutional institutions and the State Chancellery is high (68% in 2010), men still continue to hold leadership positions in institutions involved in the review of constitutionality and legality, such as the Chancellor of Justice, the Auditor General, the Chief Public Prosecutor, the Chief Justice of the Supreme Court, The State Secretary, the Director of the State Chancellery etc.

Men work more often as managers than women and the share of women who work as managers has decreased since 2009 (table 30). According to the Eurostat Labour Force Survey, in 2010, 34% of the

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<sup>36</sup> 57% together with managers of courthouses

leaders of businesses in Estonia were women<sup>37</sup>. In the largest publicly listed companies, only 7,3% of board members were women in 2013. Among the executives of these companies women formed 24% and among CEOs 6%.

In the Gender Equality Monitoring 2013, 41% of the respondents said that men are better managers than women (43% in 2009), while 51% said that this was not the case (47%). 48% of the respondents agreed with the statement that it would be beneficial for businesses if more women were employed in top management positions, and more than a third of the respondents (37%) did not agree. The survey showed that personal experiences with female managers generate support for women as top executives.

In 2010, the Ministry of Social Affairs published an analytical book about the progress of gender equality in Estonia in past 10 years: "Towards a Balanced Society II: Women and Men in Estonia", where the issue of low representation of women in decision-making was dealt with. Before the parliamentary elections in 2011, the Ministry staff met with four out of five party leaders represented in the Riigikogu and discussed the findings in the book.

In April 2014, the Ministry of Social Affairs launched a call for small projects (up to 50 000 EUR) where one of the proposed areas of intervention is to improve the gender balance among managers and top-managers in both private and public sectors. The call for proposals is financed from the Norway Grants.

## **8. Institutional Mechanisms for the Advancement of Women**

The responsibility of gender equality policies has been under the area of government of the Minister of Social Affairs and its ministry since 1996. The portfolio of the Minister of Social Affairs has included the areas of health, labour and social welfare, which has facilitated the mainstreaming of gender equality into some of the policy areas where the problems with gender inequality are highest. The down-side of this arrangement has been that the Minister's portfolio is large and gender equality has been one of many policy areas needing attention. As of March 2014, the minister's portfolio has been split into two parts, with one minister responsible for social affairs (including gender equality) and one for labour and health. The work of the Ministry's policy departments has not been rearranged in relation to this change.

The enactment of the Equal Treatment Act in 2009 brought changes to the institutional mechanisms in Estonia. The responsibilities of the Gender Equality Department within the Ministry of Social Affairs were extended to include the co-ordination of equal treatment on other grounds than gender (nationality (ethnic origin), race, colour, religion or belief, age, disability or sexual orientation). The main responsibility

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<sup>37</sup> Data available through the European Commission database on women and men in decision-making, [http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/background/leaders-businesses/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/background/leaders-businesses/index_en.htm)

for promoting equal treatment remained in each ministry within their area of government, but the Gender Equality Department became responsible for drafting legislation and co-ordinating activities in this area. This affected the work distribution within the department, as the number of staff did not increase; on the contrary, it decreased with one person due to layoffs in relation to the economic crises. The post was re-established in 2014.

The enactment of the ETA also affected the institution of the Gender Equality Commissioner that became the Gender Equality and Equal Treatment Commissioner. The responsibility of the Commissioner was extended to include the above listed grounds of discrimination. The Act also created a basis for establishing the Office of the Gender Equality and Equal Treatment Commissioner, consisting of public servants supporting and assisting the Commissioner in his/her work. Despite that, number of staff and the budget of the Commissioner were not increased following the broadening of her tasks in 2009, something that has been repeatedly criticized both by national women's and human rights organizations and by international organizations (see part I). Partly to meet this criticism, the Commissioner was allocated a pre-defined project and a co-funding from the state budget to implement measures promoting gender equality in the framework of the gender equality and reconciliation of work and family life programme financed from the Norway Grants in 2013-2015. The budget of the project is 700 000 EUR and the project staff consists of 5 persons (see section II, part 9 Human Rights of Women).

An inter-ministerial Gender Mainstreaming Working Group co-ordinated by the Ministry of Social Affairs, was re-established in 2011. The main aim of the working group is to provide support and know-how for government employees on gender mainstreaming.

In October 2013 the Government established the Gender Equality Council, an advisory body to the Government. The tasks of the Gender Equality Council are advising the Government in matters related to strategies for promoting gender equality; approving the general objectives of gender equality policy; and giving opinions to the Government concerning the gender mainstreaming of national programs. The Council met for the first time in November 2013 to discuss priority topics for the coming years, among which e.g. the gender pay gap, gender balance in decision making, gender stereotypes in media, educational and court system and violence against women were mentioned.

## **9. Human rights of women**

Estonia ratified the Convention on the CEDAW in 1991 and submitted its initial, second and third report in 2001 and fourth report in 2006 to the Committee on the Elimination of Discrimination against Women<sup>38</sup>. The fifth and sixth report will be submitted in 2014. The Convention and the recommendations made by

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<sup>38</sup> Estonian reports and recommendations are available at <http://www.vm.ee/?q=node/10128>

the Committee on the Elimination of Discrimination against Women have been translated into Estonian and published on the website of the Ministry of Foreign Affairs. Estonia has not yet signed the Optional protocol to the CEDAW.

The Estonian constitution says that everyone is equal before the law and that no one may be discriminated against on the basis of nationality, race, colour, sex, language, origin, religion, political or other views, property or social status, or on other grounds. The Gender Equality Act from 2004 has the purpose to ensure gender equality and to promote equal treatment for men and women as a fundamental human right and a public good in all areas of social life (see section I, part d).

The Constitution<sup>39</sup>, the GEA with recent amendments<sup>40</sup> and the initial version of the ETA<sup>41</sup> have been translated into Russian and up-to-date versions of all three laws have been translated into English.

In order to improve legal literacy, the Government has published and distributed information materials about the GEA. In 2010, a brochure about the act was published in Estonian and Russian languages. The brochure gives advice on how to recognize discrimination and how to protect one's rights in cases of discrimination. Also in 2010, a commented version of the GEA was published. The target groups for this publication were legal practitioners: legal counsellors and judges; but also employers and human resource professionals. In 2012, the publication was followed by 3 trainings on the implementation of the Gender Equality Act for lawyers, judges and members of labour dispute committees.

In 2013-2015 the Gender Equality and Equal Treatment Commissioner carries out the project "Promoting Gender Equality through Empowerment and Mainstreaming" financed from Norway Grants in the framework of the gender equality and work-life balance programme operated by the Ministry of Social Affairs. The project has two set of activities: the first set of activities aim at increasing the effectiveness of legal protection against gender based discrimination by raising rights awareness and helping victims of discrimination directly through strategic litigation and by increasing the capacity of officials assisting discrimination victims; and the second set of activities concern intensified promotion of gender equality and enhancement of mainstreaming gender into policies and practises.. The project has a special focus on minority communities and vulnerable social groups who are more likely to be victims of gender discrimination and multiple discrimination.

The civil society has been active in promoting human rights and legal literacy, also in the field of gender equality. The Estonian Human Rights Centre runs the project "Equal Treatment Network" during 2013-2015. The purpose of the project is to promote the principle of equal treatment and to improve the protection against discrimination through networking and co-operation between civil society

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<sup>39</sup> The Constitution in Russian: [https://www.riigiteataja.ee/akt\\_seosed.html?id=127042011002&vsty=TVK](https://www.riigiteataja.ee/akt_seosed.html?id=127042011002&vsty=TVK)

<sup>40</sup> The Gender Equality Act in Russian: <http://www.estlex.com/tolked/61901.pdf>

<sup>41</sup> The Equal Treatment Act (2009 version) in Russian: <http://www.svv.ee/index.php?id=599>



organisations and strategic advocacy. Partners in the project are The Estonian Women's Associations Roundtable, the Estonian Chamber of Disabled People, the Estonian LGBT Association, the Estonian National Youth Council, the Ida-Virumaa Integration Centre and the Tallinn Centre for Human Rights Information. The network members and their sub-organisations have been trained on equal treatment and multiple discrimination (including gender-based discrimination). The network also collects complaints of discrimination among its members and registers them in a newly established database. The Human Rights Centre also runs a project "Equal treatment training program for NGOs" during 2013-2014 that includes training on gender-based discrimination.

Estonia is actively engaged in promoting human rights, and specifically women's rights within the framework of the European Union, United Nations, the Nordic-Baltic co-operation and the Council of Europe. Estonia contributes to the advancement of the situation of women as a member of the Commission on the Status of Women (CSW) from 2011 to 2014, and the UN Entity for Gender Equality and the Empowerment of Women (UN Women) as the Executive Board Member from 2011 to 2012. Estonia played an active role during its Vice-Presidency of ECOSOC in 2009 and as a co-facilitator of the inter-governmental negotiations in 2010 in the process that led to the establishment of the UN Women entity.

## **10. Women and the media**

In recent years, matters related to gender equality have received more attention and coverage in the press and audio visual media, especially in the news. Also, participation of press, radio and TV has helped to provoke public debate on the issue of violence against women.

"Gender and media" has become a topic for academic studies and research in Estonia. In two of the main universities – University of Tartu and Tallinn University courses have been offered on gender and media (currently in Tallinn). In 2011, the first university textbook on gender studies "Introduction to Gender Studies" was published by Tartu University and it included a chapter on Media and Gender. The same year, the first PhD thesis on this subject was defended in Estonia. The thesis "Media representation of women in the context of Estonian journalist culture and society"<sup>42</sup> mapped regularities in women's media representation in the Estonian mainstream press and public television; and analysed the connections between women's media representation, journalism culture and the broader social-cultural context of Estonia's transition society.

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<sup>42</sup> The thesis has a summary in English and is available at:  
[https://dspace.utlib.ee/dspace/bitstream/handle/10062/17921/pilvre\\_barbi.pdf?sequence=1](https://dspace.utlib.ee/dspace/bitstream/handle/10062/17921/pilvre_barbi.pdf?sequence=1)

The “Global Report on the Status of Women in the News Media”<sup>43</sup> published by International Women’s Media Foundation in 2011 showed that despite none of the newsrooms in Estonia having a gender equality policy, the Estonian newsrooms were among the most gender balanced of all the studied newsrooms in Eastern Europe.

The Ministry of Social Affairs has carried out two large media campaigns against gender stereotypes during the reporting period. In 2010, the campaign aimed at reducing gender stereotypes, including stereotyped attitudes against men and women in the labour market. One important target group for the campaign was pupils who would soon make decisions about their future careers, but also people who are job-seeking and possibly have to make changes in their careers. The message of the campaign was to encourage people to see and think outside gender stereotypes and to be open about their opportunities. The campaign introduced four (real) persons who have made career choices free from gender stereotypes and who could act as role-models for others. In addition to a promotional campaign website, this included outdoor, radio and television ads, interactive games and a journal for job-seekers. A short-film competition was held for school pupils and information seminars on equal opportunities were conducted in 17 schools throughout Estonia. The campaign was held both in Estonian and Russian with its main products translated into Russian<sup>44</sup>.

In 2013, the Ministry of Social Affairs carried out another awareness raising campaign with an aim to tackle gender stereotypes and to demonstrate their negative influence on work and career choices. The main activities of the campaign were career days for boys and girls and a series of 7 video clips<sup>45</sup>. The videos turned out to be popular and they have been watched more than 200 000 times through different channels. Two of the clips targeted the issue of treatment of women by media. During the career days, boys were introduced traditionally “female professions”, e.g. nurse, tailor, teacher and girls traditionally “male professions”, e.g. ground engineer, soldier, miner. The feedback from participating young people was positive and although not many were considering choosing exactly the professions they had been introduced to, most of them said that they see their career choices more widely now.

Gender stereotypes in media was identified as one priority area for future action by the recently established Gender Equality Council.

Also NGOs have tackled the problem of gender stereotypes in the media. For example, in 2012, ENUT made an analysis of the depiction of female entrepreneurs in the main business newspaper and held a discussion with the editorial office about its results and ways to improve the situation.

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<sup>43</sup> The report is available at: <http://www.iwmf.org/wp-content/uploads/2013/09/IWMF-Global-Report.pdf>

<sup>44</sup> See the campaign page in Russian at: <http://www.sm.ee/rus/dejatelnost/sooline-vordoiguslikkus/prizvanie.html>

<sup>45</sup> See the campaign page in Russian at <http://www.stereotyp.ee/ru/>. The video clips are also available with English translation at: <http://www.stereotyp.ee/en/>

## 11. Women and the environment

The share of women in high-level positions dealing with climate change in the Estonian ministries was 41% for the field of environment, 17% for transport and 25% for energy in 2011. The total share of women in high-level positions for these sectors was 32%. Estonian women's participation in climate change decision-making at the international level over five years was 26% for women in delegations of the Conference of the Parties; 100% for women in delegations of Supporting Bodies; and 100% of women heads of delegations of Supporting Bodies<sup>46</sup>. According to the Ministry of Environment, the overall share of employed women in their governance area has increased from 47% in 2000 to 73% in 2013.

The long-term framework document for sustainable development is "Sustainable Estonia 21", approved in 2005. According to the document, the long-term goals for the development of Estonia are: viability of the Estonian cultural space; growth of welfare; coherent society; and ecological balance. In 2011, Statistics Estonia published indicators of sustainable development where most indicators concerning people were sex-disaggregated.

The Government Action Programme for 2011-2015 has set development of responsible attitudes to nature and preservation of clean and naturally diverse living environment as one of its objectives. One of the goals of the Government is also that by 2015 100% of consumers should obtain drinking water that meets requirements from the public water supply.

NGOs have raised the issue of gender equality and environment. In 2009-2010, the Estonian Women's Studies and Resource Centre (ENUT) carried out a project in co-operation with women's organisations in Finland in order to empower women's organisations around the Baltic Sea in dealing with climate change at local level. The project aimed at raising awareness and interest of the general public for gender sensitive strategies dealing with climate change; to increase the impact of women's organisations in developing documents concerning climate change; and to promote a sustainable lifestyle. Joint roundtables with Finnish women's organisations were held and environmental policies analysed from a gender perspective. In 2011, the ENUT published a gender analyse of the "Sustainable Estonia 21" with recommendations on how to mainstream gender equality into the implementation of the strategy.

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<sup>46</sup> Data collected in 2011, available in the Gender Equality and Climate Change report published by the European Institute for Gender Equality: <http://eige.europa.eu/content/document/gender-equality-and-climate-change-report>

## **12. The girl-child**

The Gender Equality Act prohibits discrimination on the grounds of sex, regardless of age, and applies to girls and boys, women and men. The Equal Treatment Act from 2009 prohibits discrimination on the grounds of age, but the scope of this provision is restricted to working life (including vocational training).

According to the Republic of Estonia Child Protection Act the child has an equal right to receive assistance and care and to develop, regardless of his or her sex or ethnic origin, regardless of whether the child lives in a two parent family or single parent family, whether the child is adopted or under curatorship, whether the child is born in wedlock or out of wedlock, or whether the child is healthy, ill or disabled.

During the reporting period, some legislative changes have been made concerning the rights of children that affect girls. One concerns the minimum age for marriage. According to the new Family Law Act from 2010, only adults (persons attained 18 years of age) may get married. However, a court may extend the active legal capacity of a person who has attained at least 15 years for the performance of acts required for the contraction of marriage and for the exercise of the rights and performance of the obligations related to marriage. Previously, minors between 15 and 18 years of age could marry with the written consent of their parents or guardian. The number of minors who get married has decreased considerably since 1995 and in 2012, 4 girls (at age 17) and no boys got married (table 49).

Several changes concerning offences against liberty, against sexual self-determination and against minors were made to the Penal Code in 2012 and 2013 that are highly relevant from the point of view of protection of rights of girls. Regulation has been created or improved concerning trafficking in human beings, support to human trafficking, pimping, aiding prostitution, rape, compelling person to engage in sexual intercourse or other act of sexual nature, sexual intercourse or other act of sexual nature using influence, sexual intercourse or other act of sexual nature with child, buying sex from minors, human trafficking in order to take advantage of minors, requesting access to child pornography and watching thereof, manufacturing or works involving child pornography or making child pornography available, agreement of sexual purpose for meeting with child, sexual enticement of children and illegal enabling of work with children. In 2013, the Ministry of Social Affairs submitted the draft of the new Child Protection Act for official consultations with other ministries and stakeholders. The new law will replace the existing one and it aims at protecting the interests of children, to develop the state child protection system and to raise the quality of child protection in local governments. Priorities in the new law are risk prevention, early intervention, fast and efficient assistance to children in need of help, support to local governments and cross-sectorial work with child protection.

The Government is implementing the Strategy of Children and Families 2012-2020, which lists equal opportunities and gender equality as one of its underlying principles. One of the five strategic targets concerns directly gender equality, making it an objective for men and women to have equal opportunities

to reconcile work, family and private life. Another objective is to support positive parenting and offer the necessary support to raising children and being a parent, under which one course of action concerns the enhancement of knowledge among children and youth about gender equality, responsible sexual behaviour and health, skills in equal partnership relations and positive parenting.

Estonia has a high enrolment ratio for children in preschool institutions with a slight increase during the reporting period. In 2012, the average enrolment rate for 3-6-year olds exceeded 90% (table 6), which makes the pre-school important from a gender equality perspective.

Some specific projects have been run by NGOs in order to tackle gender stereotypes in pre-schools and schools (see more under the section of Education and Training). In 2013, the Estonians Women's Studies and Resource Centre published a translation of a Danish children's book and a new methodological guideline for kindergarten teachers and pedagogical staff on children and gender stereotypes. The project was financed by the Nordic Council of Ministers.

The state funded empowerment trainings for girls aged 14-17 were conducted by the Estonian Women's Associations Roundtable during 2010-2013 who also developed the training programme. Topics like sexual health, gender roles, sexual self-determination and gender equality were discussed.

### **Section III: Data and statistics**

#### **a) Has a core set of national indicators for monitoring progress in gender equality been established?**

The responsibility for collecting data related to gender equality is located in Statistics Estonia, a government agency, and in the Ministry of Social Affairs and its subordinate institutions.

Estonia has not established a set of national indicators in order to monitor progress in gender equality, but in the Development plan for the Ministry of Social Affairs the following gender equality related indicators are included and regularly monitored (the Development plan is revised every year as one step of the government budgetary process):

- gender pay gap, (% difference between average gross hourly earnings of male and female employees, as % of male gross earnings)
- horizontal segregation index (gender segregation in different occupations/sectors)
- number of victims of human trafficking who received different services funded by the state
- number of persons involved in prostitution who received different services funded by the state
- number of beds in women's shelters funded by the state
- proportion of men on parental leave receiving the parental benefit
- proportion of children (0-2 and 3-6 years old) in formal child care
- gender employment gap for parents with children (0-6 years old)
- relative poverty rate for men and women (before social transfers, including pensions)
- suicide rate for 100 000 inhabitants (for men and women)
- life expectancy at the moment of birth (for men and women)
- healthy life expectancy at the moment of birth (for men and women)
- new cases of diagnosed HIV for 100 000 inhabitants (for men and women)

The availability of sex-disaggregated data is generally good in public databases.

#### **b) Has data collection and compilation on the Minimum Set of Gender Indicators begun?**

Estonia has not yet decided whether to start collecting and compiling the data listed in the UN Minimum Set of Gender Indicators. However, most of the indicators are available in the Statistics Estonia public database<sup>47</sup> or other national databases, although they are not compiled into one place, but available under different subsections. Some of the indicators are worded differently than the UN Minimum Set of Gender Indicators, depending on the methodology of data collection. In the statistical annex to this report, the available UN Minimum Set of Gender Indicators or similar indicators have been presented together with other indicators used in this report.

Statistics Estonia is carrying out a project in 2013-2015 in order to make gender pay gap statistics part of the regular statistics and to publish it annually. The project is co-financed by the Norway Grants. Statistics Estonia will establish a new section in their public database that aggregates the most important indicators related to the gender pay gap and that will be supplemented by information and analyses about the pay gap and the situation of women and men on the labour market.

**c) Has data collection and compilation on the nine indicators on violence against women begun?**

Data collection and compilation on the nine indicators on violence against women has not yet begun in Estonia. However, the intention of the Government is to start to collect them.

At this point, the following indicators are regularly collected and monitored in the national Development Plan for Reducing Violence (2010-2014):

- number of registered physical abuses
- registered notices of domestic quarrels
- number of victims of domestic violence who have contacted a victim support employee
- percentage of victims of domestic violence who have contacted a victim support employee among persons who contacted victim support.

The Ministry of Social Affairs collects annual data on the usage of shelters, including data about reasons why people go to the shelter, number of women accommodated, number of children accommodated, and the average number of nights women spend in the shelters. The police collects data on cases of domestic violence handled by the police. The Police and Border Guard Board cooperation department has taken measures to enhance the system of gathering data on domestic violence and violence in close relationships into their info-system in order to obtain faster, more precise and universal information and reporting.

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<sup>47</sup> The public statistical database is available at [www.stat.ee](http://www.stat.ee)

In 2008-2009 Statistics Estonia conducted a crime victim population survey, including a special module on intimate partnership violence. The crime victim survey is expected to be repeated in the coming years, but the module for intimate partnership violence will be modified due to methodological problems with the previous survey. Also, a separate sub-section for collecting data about sexual violence in intimate partnerships will be added.

The Government is aware that official statistics do not fully reflect the scope of the problem and the real incidence of violence against women in the country and acknowledges the problem that domestic violence and violence against women as areas of concern are not yet regularly measured and statistically covered in Estonia. One of the planned goals for the follow-up national development plan for reducing violence for the years 2015-2020 is to improve the collection of data in order to provide comparable data. Estonia will sign the CoE Convention on Preventing and Combating Violence Against Women and Domestic Violence in 2014 and the Convention commits the parties to collect disaggregated relevant statistical data at regular intervals on cases of all forms of violence covered by the Convention.

**d) What processes have been undertaken to collect data on the situation of particular groups of women, such as rural women, older women, women with disabilities, indigenous women, women living with HIV and AIDS, or other groups?**

In data collection, ethnicity (or home language), age group and region (including urban/rural) of all respondents are routinely gathered. In the Statistics Estonia database, these characteristics are combined with sex-disaggregated data for most key indicators related to gender equality. In regard to ethnicity, data about the Russian-speaking minority is considered important and generally available.

In the regular Gender Equality Monitoring, sex-disaggregated data is collected and analysed together with ethnicity, age and region; but also with the relationship status, employment status and parenthood of the respondent.

For issues of concern to particular groups of women, special surveys or analyses are conducted. One example is that when the results of the Gender Equality Monitoring 2009 showed that women whose ethnicity was other than Estonian experienced the reconciliation of work and family life as more difficult than Estonians, a special study was carried out to analyse the reasons behind that. The study also looked at the position of the Russian-speaking minority on the labour market, their practices regarding the



reconciliation of work and family life and at the impact of the Estonian family policies on this group. One output of the study was policy recommendations<sup>48</sup>.

There are particular groups of women that are not reachable through population surveys, as the sample sizes and delicacy of personal information prohibits the publication of data (e.g. disability, sexual orientation, HIV/AIDS diagnoses etc.). Special studies are carried out for these groups, but they tend to be qualitative and not generalizable to the population.

Regarding discrimination issues (e.g. complaints to the Gender Equality and Equal Treatment Commissioner); statistics on complaints about discrimination on multiple grounds is collected.

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<sup>48</sup> The study is available in Estonian here, with summaries in English and Russian on pp 9 and 11:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/Uuringud\\_\\_anal%C3%BC%C3%BCsid\\_ja\\_rahvusvahelised\\_kogemused/V%C3%A4hemusrahvuste\\_raport\\_l%C3%B5plik.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/Uuringud__anal%C3%BC%C3%BCsid_ja_rahvusvahelised_kogemused/V%C3%A4hemusrahvuste_raport_l%C3%B5plik.pdf)

## Section IV: Emerging priorities

### a) Key priorities for action

In the upcoming years, the Government has selected three priority areas in its work with gender equality: the economic independence of women; the reduction of violence against women; and gender mainstreaming.

#### 1. The economic independence of women

The Government has in the coalition agreement committed itself to several measures that will enhance the economic independence of women that risk poverty. . For example, as the majority of the child allowance receivers are women (97% in 2013<sup>49</sup>), plans to raise general child allowance are predicted to have a positive impact on women's incomes. The Government will also raise the additional needs-based benefit for families with children who live below the relative poverty line; and raise the coefficient for children's subsistence level. Additionally, the Government plans to stipulate strong state coercion methods for parents withholding child support payments in order to improve the situation of single parents and their children. These measures are expected to alleviate the situation of one of the economically most vulnerable groups – single mothers with children.

The Government will continue to implement the national action plan to reduce the gender pay gap in Estonia and the activities foreseen in the Norway Grants funded gender equality and work-life balance programme (see section II, part 6 for more information).

The Government plans to introduce a programme in order to increase the number of child care places and to support local governments in order to widen the child care options, which is expected to help women to return to work earlier.

#### 2. The reduction of violence against women

The national Development Plan for Reducing Violence for Years 2010-2014 will end this year. The new Government that took office in March 2014 has in the coalition agreement committed itself to adopt a new development plan for reducing violence that shall focus on the reduction of violence against women and domestic violence. The Government has also committed itself to sign the Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention).

Until 2016, the Ministry of Social Affairs co-ordinates a 2 000 000 EUR programme on violence against women funded from Norway Grants. The aim of the programme is to reduce gender-based violence and trafficking in Estonia (see section II for more information).

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<sup>49</sup> Information provided by the Social Insurance Board.

### 3. Gender mainstreaming

The Ministry of Social Affairs will continue to increase the administrative capacity among other ministries and state institutions of using the gender mainstreaming strategy, so that all policies and measures are elaborated and implemented according to gender equality principles. This includes the budgetary processes. This is done through trainings and awareness raising activities; counselling; and through research and analyses to ensure the availability of research and statistical data needed for knowledge-based decision-making.

#### **b) Sustainable Development Goals and the post-2015 development agenda**

Estonian priorities regarding strengthening gender equality and the empowerment of women within the post-2015 development agenda are: strengthening the rule of law mechanisms creating de jure equality for everybody; strengthening the fight against violence, including sexual and domestic violence and against impunity in crimes against women; strengthening the social support mechanisms for women, including psychological support, shelters, social counselling mechanisms; and strengthening the empowerment mechanisms for women advancing the job opportunities and promoting private entrepreneurship, as well as equal pay and work related social guarantees.

Estonia supports the request for a stand-alone goal on gender equality, women's rights and women's empowerment and for the mainstreaming of gender perspectives in all other goals and targets. Among the areas that the stand-alone goal needs to address, violence against women and equal access to resources and opportunities are to be given special attention. Estonia has proposed that the post-2015 development agenda should address the need to end the use of sexual violence as a method of war and stressed the need to improve the access and quality of education for girls and women on all levels, increase efforts to promote decent work as well as control over land and productive assets and women's opportunities to engage in collective action. Estonia has emphasized access to ICT and the Internet as a means and tool for all-inclusive society. SDGs should also pay more attention to the sexual and reproductive health and rights issues. In order to prevent the gap between the policies and their implementation the SDGs must be accompanied with means to support transparent, accountable, measurable and effective governance. Grass-root level awareness raising and educational activities are needed to enable civil society to hold the governments answerable and contribute to achieving human-centred and all-inclusive sustainable development.

Estonia supports the goals and targets of the open working group for the sustainable development goals in the focus area of gender equality and women's empowerment.

## **Annex I: Process of preparing the national review**

The Estonian national review was prepared by the Ministry of Social Affairs and largely based on the draft Fifth and Sixth periodic report of the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (to be submitted in 2014). The Ministries of Social Affairs, Justice, Education and Research, Internal Affairs, Culture, Finance, Economic Affairs and Communications, Agriculture and Foreign Affairs were involved in the preparation of the CEDAW Report. Input was also given by the Office of the Chancellor of Justice and the Gender Equality and Equal Treatment Commissioner.

The present national review reflects mainly the period of 2009-2014. Statistical data has been presented depending on its availability for the period of 1995-2014. The main source of statistical data is Statistics Estonia but up-to-date statistical information has also been collected from other government agencies.

The CEDAW report was submitted for comments and proposals to seven NGOs: the Estonian Women's Associations Roundtable, the Estonian Women's Cooperation Network, the Estonian Women's Shelters Union, the Estonian Human Rights Centre, the Estonian Women's Studies and Resource Centre, the Estonian Institute of Human Rights and the Legal Information Centre for Human Rights.

The present national review was sent for comments to the Estonian Women's Associations Roundtable, the Estonian Women's Cooperation Network, the Estonian Women's Shelters Union, the Estonian Women's Studies and Resource Centre and the Gender Equality and Equal Treatment Commissioner.

## Annex II: Statistical information

Table 1: Poverty and material deprivation rate, all age groups

	<i>At-risk-of-poverty rate, %</i>		<i>At-risk-of-poverty rate before social transfers, incl. pensions, %</i>		<i>Absolute poverty rate, %</i>		<i>Absolute poverty rate before social transfers, incl. pensions, %</i>		<i>Material deprivation rate, %</i>		<i>Severe material deprivation rate, %</i>	
	M	F	M	F	M	F	M	F	M	F	M	F
2000	17.3	19.1	39.5	44.8	23.1	22.5	44.2	48.5	..	..	..	..
2005	16.3	20.0	35.2	40.3	10.1	9.6	30.2	34.7	25.4	27.7	12.1	12.6
2006	16.7	21.6	33.5	40.7	7.2	6.8	24.9	30.9	16.1	19.0	6.8	7.2
2007	16.5	22.0	32.6	39.4	5.3	4.3	22.2	28.0	13.5	16.9	5.4	5.8
2008	17.5	21.6	34.1	40.4	5.6	4.0	23.6	28.6	11.6	13.1	4.8	4.9
2009	15.4	16.2	38.0	43.2	7.0	5.7	27.8	33.4	16.6	17.4	6.2	6.3
2010	17.6	17.4	38.2	43.5	9.4	8.1	31.1	36.3	22.0	22.5	9.3	8.7
2011	16.8	18.1	36.8	42.9	8.7	7.6	29.5	35.7	21.3	21.6	8.8	8.6
2012	17.2	19.9	36.3	42.4	7.9	6.9	28.1	34.1	20.4	22.1	9.5	9.3

Footnote:

.. data have not been calculated; data not available; unreliable data due to small size of the sample  
 At-risk-of-poverty rate indicates the share of persons with equalised disposable income lower than the at-risk-of-poverty threshold.  
 Absolute poverty rate indicates the share of persons with equalised disposable income lower than the absolute poverty threshold.  
 In case of poverty indicators the year shows the income year, in case of material deprivation indicators the year shows the survey year.  
 Change in data source in 2004 should be taken into account when comparing data for 1997-2003 with the following years.  
 The data on at-risk-of-poverty and absolute poverty rates before social transfers for 2011 have been revised on 17.12.2013.

Source: Statistics Estonia Database HHS01

Table 2: Poverty and material deprivation rate for age group 65 and older

	<i>At-risk-of-poverty rate, %</i>		<i>At-risk-of-poverty rate before social transfers, incl. pensions, %</i>		<i>Absolute poverty rate, %</i>		<i>Absolute poverty rate before social transfers, incl. pensions, %</i>		<i>Material deprivation rate, %</i>		<i>Severe material deprivation rate, %</i>	
	M	F	M	F	M	F	M	F	M	F	M	F
2000	7.5	20.6	86.2	85.6	11.6	21.0	87.5	86.8	..	..	..	..
2005	13.7	30.8	81.9	82.2	2.0	4.7	78.7	78.2	23.7	36.1	10.3	17.1
2006	20.7	39.2	81.7	83.9	..	4.1	74.8	76.7	14.6	24.7	4.9	8.7
2007	24.6	46.1	81.7	85.0	..	1.8	71.0	76.2	14.6	23.1	4.8	9.4
2008	18.9	41.3	80.4	85.3	..	1.7	73.2	77.9	10.1	17.2	3.9	6.7
2009	8.0	18.6	83.0	86.9	..	1.2	76.6	80.2	12.2	16.3	3.1	6.9
2010	7.2	15.9	84.2	87.5	..	1.3	78.4	81.1	10.3	20.7	3.7	8.0
2011	11.2	20.1	83.5	85.5	..	2.2	77.2	80.8	12.3	19.1	3.0	7.1
2012	13.3	29.9	84.1	87.2	..	2.3	76.9	81.0	15.5	22.4	5.9	7.7

Footnotes:

.. data have not been calculated; data not available; unreliable data due to small size of the sample  
 At-risk-of-poverty rate indicates the share of persons with equalised disposable income lower than the at-risk-of-poverty threshold.  
 Absolute poverty rate indicates the share of persons with equalised disposable income lower than the absolute poverty threshold.  
 In case of poverty indicators the year shows the income year, in case of material deprivation indicators the year shows the survey year.  
 Change in data source in 2004 should be taken into account when comparing data for 1997-2003 with the following years.  
 The data on at-risk-of-poverty and absolute poverty rates before social transfers for 2011 have been revised on 17.12.2013.

Source: Statistics Estonia Database HHS01

Table 3: Poverty and material deprivation rate by type of household

	<i>At-risk-of-poverty rate, %</i>	<i>At-risk-of-poverty rate before social transfers, incl. pensions, %</i>	<i>Absolute poverty rate, %</i>	<i>Absolute poverty rate before social transfers, incl. pensions, %</i>	<i>Material deprivation rate, %</i>	<i>Severe material deprivation rate, %</i>
<i>2009</i>						
Household with children	15.7	30.9	8.3	20.2	17.9	6.2
Adult and child(ren)	36.4	51.1	18.4	35.3	34.5	11.9
Couple with one child	14.1	25.5	5.2	14.3	13.4	4.5
Couple with two children	10.6	22.9	6.6	16.6	11.4	3.7
Couple with three or more children	18.3	39.1	12.6	27.0	23.9	8.6
Other household with children	12.7	33.8	7.1	21.1	20.1	7.2
<i>2012</i>						
Household with children	16.5	28.3	8.4	19.5	20.8	9.0
Adult and child(ren)	40.8	49.3	23.4	36.1	38.7	20.2
Couple with one child	13.1	20.9	5.3	13.9	17.4	6.5
Couple with two children	13.0	21.1	6.9	14.0	15.8	6.1
Couple with three or more children	18.6	34.4	9.6	24.6	22.9	10.3
Other household with children	12.1	33.7	5.8	22.9	21.8	9.8

Footnote:

.. data have not been calculated; data not available; unreliable data due to small size of the sample  
 In case of poverty indicators the year shows the income year, in case of material deprivation indicators the year shows the survey year.  
 Change in data source in 2004 should be taken into account when comparing data for 2000-2003 with the following years.  
 The data on at-risk-of-poverty rates for 2011 have been revised on 17.12.2013.

Source: Statistics Estonia Database HHS03

Table 4: Poverty and material deprivation rate by labour status

	<i>At-risk-of-poverty rate, %</i>		<i>Absolute poverty rate, %</i>	
	Males	Females	Males	Females
<i>2000</i>				
Employed	8.6	10.5	12.7	14.4
Not at work	26.8	25.9	33.3	27.7
<i>2005</i>				
Employed	6.3	8.8	3.5	4.4
Not at work	30.4	32.3	17.4	13.2
<i>2009</i>				
Employed	4.9	7.8	1.4	2.4
Not at work	28.5	24.1	13.2	7.5
<i>2010</i>				
Employed	6.8	9.0	3.2	4.3
Not at work	30.5	24.3	16.9	10.1
<i>2011</i>				
Employed	6.6	10.0	3.6	4.0
Not at work	32.6	26.7	16.3	10.5
<i>2012</i>				
Employed	6.0	9.2	2.1	2.9
Not at work	32.7	31.3	14.2	9.5

Footnote:

.. data have not been calculated; data not available; unreliable data due to small size of the sample  
 At-risk-of-poverty rate indicates the share of persons with equalised disposable income lower than the at-risk-of-poverty threshold.  
 Absolute poverty rate indicates the share of persons with equalised disposable income lower than the absolute poverty threshold.  
 The year shows the income year.  
 Change in data source in 2004 should be taken into account when comparing data for 1997-2003 with the following years.  
 Source: Source: Statistics Estonia Database HHS02

Table 5: Adult and youth literacy in Estonia

	<i>Adults (15 years and older)</i>		<i>Youth (15 to 24 years)</i>	
	Males	Females	Males	Females
2000	99.8	99.8	99.7	99.8
2011*	99.8	99.8	99.7	99.8
2015*	99.8	99.8	99.8	99.9

\* UIS estimation

Source: UNESCO Institute for Statistics

Table 6: Enrolment ratio in preschool institutions by age and sex

Age	1995		2000		2005		2010		2012	
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
1	5.74	5.92	13.58	12.63	12.04	11.79	20.51	21.82	19.98	20.36
2	37.59	37.57	49.35	51.18	56.36	57.63	69.95	69.02	67.76	69.75
3	57.73	58.01	73.65	75.00	80.65	81.73	85.47	87.04	89.06	90.07
4	65.31	66.76	78.73	78.89	85.57	86.57	88.94	91.47	95.56	94.27
5	66.72	67.72	83.68	81.37	88.33	89.09	90.64	89.67	93.82	94.58
6	66.30	65.25	82.80	80.82	88.10	86.46	80.03	73.93	83.27	80.44
7	14.00	11.01	18.07	14.05	21.46	17.81	2.71	0.99	2.61	0.91

Footnote:

Until 2008 the age of children has been presented as of 31 December. Starting from 2009 - as of 1 September. In case of computing education indicators connected with Population number, the data of 2011 Population Census is used, for earlier years the Population number based on the 2000 Population Census is used. While comparing data for year 2012 it should be noted that indicators are computed by using different databases.

Source: Statistics Estonia Database ES04

Table 7: Adjusted net enrolment rate in primary education in Estonia

2000		2005		2010	
Males	Females	Males	Females	Males	Females
99.97	99.70	97.20	97.58	97.08	97.23

Source: UNESCO Institute for Statistics

Table 8: Adjusted net intake rate to grade 1 in primary education

2000		2005		2010	
Males	Females	Males	Females	Males	Females
96.26	97.59	..	..	94.82	97.79

Source: UNESCO Institute for Statistics

Table 9: Gross enrolment rate in secondary education in Estonia

2000		2005		2010	
Males	Females	Males	Females	Males	Females
91.60	94.86	103.38	105.33	109.23	108.99

Source: UNESCO Institute for Statistics

Table 10: Gross enrolment rate in tertiary education in Estonia

2000		2005		2010	
Males	Females	Males	Females	Males	Females
45.98	67.10	51.72	85.81	54.49	89.79

Source: UNESCO Institute for Statistics



Table 11: Gross enrolment ratio, gender parity index

	2000	2005	2010
Primary level	0.97	0.97	1.00
Secondary level	1.04	1.02	1.00
Tertiary level	1.46	1.66	1.65

Source: UNESCO Institute for Statistics

Table 12: Share of females among pupils and students in formal education by level of education, %

	1995	2000	2005	2010	2012
<i>General education</i>	50.3	49.8	50.4	50.2	50.1
..basic school level	48.6	47.9	47.7	48.3	48.3
..gymnasium level	59.0	58.3	59.1	56.7	57.3
<i>Vocational education</i>	48.1	45.7	44.7	43.4	45.1
..vocational courses with non-defined basic education	25.2	29.9	0.0	9.9	13.5
..vocational courses after basic education	37.3	33.9	33.8	34.2	33.9
..vocational courses after secondary education	70.1	61.7	65.3	60.4	62.4
<i>Higher education</i>	52.0	60.4	61.6	59.7	58.5
..professional higher education	.	.	62.7	58.2	57.1
..vocational higher education	.	83.6	52.9	.	.
..diploma study	53.0	59.5	54.4	.	.
..Bachelor study	52.0	56.5	60.4	58.6	56.0
..integrated Bachelor's/Master's study	.	.	62.1	55.8	55.4
..Master's study	51.7	60.4	66.2	66.4	66.0
..Doctoral study	46.2	56.1	53.5	58.2	58.5

Footnote: Enrolment at the beginning of the academic year.

Source: Statistics Estonia Database ESG07

Table 13: Percentage of female students, enrolled and graduated, by level of study

	1995	2000	2005	2010	2012
<i>Percentage of enrolled female students</i>					
Professional higher education	.	.	62.7	58.2	57.1
Bachelor's study	52.0	56.2	60.4	58.6	56.0
Integrated Bachelor's/Master's study	.	.	62.1	55.8	55.4
Master's study	51.7	60.4	66.2	66.4	66.0
Doctoral study	39.9	50.1	53.5	58.2	58.5
<i>Percentage of graduated female students</i>					
Professional higher education	.	.	81.9	73.0	69.7
Bachelor's study	58.3	61.0	67.9	68.5	64.8
Integrated Bachelor's/Master's study	.	.	84.5	65.9	66.4
Master's study	62.2	63.8	68.2	70.9	68.4
Doctoral study	.	41.7	41.9	52.6	50.5

Footnote: Admittance and enrolment at the beginning of the academic year, graduates during the academic year. In the case of graduates, the year stands for the end of the academic year, in other cases - the beginning of the academic year.

Source: Statistics Estonia Database ES305

Table 14: Teachers in tertiary education by sex, academic year 2012/2013

Number of males	Number of females	Percentage of females
2542	2490	49.5%

Source: Estonian Database on Education and Research/Haridussilm.ee

Table 15: Life expectancy by ethnic nationality and sex (at birth)

	2009		2010		2011		2012	
	Males	Females	Males	Females	Males	Females	Males	Females
Estonians	71.19	80.73	71.87	81.66	72.38	81.81	72.38	82.07
Non-Estonians	66.96	79.35	67.96	78.81	68.73	80.11	68.07	79.44

Source: Statistics Estonia Database PO453

Table 16: Life expectancy by ethnic nationality and sex (age group 60-64)

	2009		2010		2011		2012	
	Males	Females	Males	Females	Males	Females	Males	Females
Estonians	17.30	23.47	17.58	23.88	18.03	24.39	17.94	24.53
Non-Estonians	16.50	23.06	16.48	22.55	17.37	23.63	17.17	23.43

Source: Statistics Estonia Database PO453

Table 17: Disability free life expectancy by ethnic nationality and sex (at birth)

	2009		2010		2011		2012	
	Males	Females	Males	Females	Males	Females	Males	Females
Estonians	54.77	59.83	54.78	59.53	54.58	59.62	53.72	58.51
Non-Estonians	55.08	57.32	52.80	55.38	52.88	54.53	51.54	54.44

Footnote:

In 2012, the population number based on the 2011 Population Census has been used, in previous years the population number based on the 2000 Population Census has been used.

Source: Statistics Estonia Database PH751

Table 18: Death rates for age group 0-4 by sex

	<i>Males and females</i>	<i>Males</i>	<i>Females</i>
1995	3,39	3,87	2,88
2000	2,28	2,62	1,91
2005	1,55	1,57	1,53
2010	0,99	1,21	0,75
2012	0,88	0,86	0,91

Source: Statistics Estonia Database PO46

Table 19: Deaths per 100,000 population by cause of death by ICD-10, females

<i>Complications of pregnancy, childbirth and puerperium (O00-O99)</i>	<i>Age groups total</i>
1995	0.91
2000	0.68
2005	0.28
2010	0.14
2012	0.14

Source: Statistics Estonia Database PO57

Table 20: Place of birth, % of all births

	<i>1995</i>	<i>2000</i>	<i>2005</i>	<i>2010</i>	<i>2012</i>
In the hospital	99,3	99,5	99,6	99,3	99,3
During transfer to hospital	0,1	0,2	0,0	0,1	0,1
Outside the hospital, planned	0,1	0,1	0,1	0,4	0,5
Outside the hospital, unplanned or place unknown*	0,5	0,3	0,2	0,2	0,1

\* Presumably skilled health professionals were not present

Source: Estonian Medical Birth Registry, [www.tai.ee](http://www.tai.ee)

Table 21: Health insurance coverage for all age groups (20-59) by sex, %

<i>2009</i>		<i>2010</i>		<i>2011</i>		<i>2012</i>		<i>2013</i>	
<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
..	..	80.9	89.6	79.1	88.9	78.9	88.4	84.1	93.9

Footnote: Health insurance coverage is calculated using population data from Population Registry.

Data collected as of 31st of December.

Source: National Institute for Health Development Database RA01

Table 22: Body mass index  $\geq 30$  (obese) by gender, 16-64 years, %

	<i>Males and females</i>	<i>Males</i>	<i>Females</i>
1996	11,8	8,9	14,2
2000	14,1	12,3	15,4
2004	14,5	14,0	14,9
2008	18,0	17,5	18,3
2012	19,0	18,6	19,3

Source: National Institute for Health Development Database TKU40, Finbalt Health Monitor

Table 23: Smoking by gender, 16-64 years, %

	<i>Non-smoker</i>		<i>Former smoker</i>		<i>Occasional smoker</i>		<i>Daily smoker</i>	
	Males	Females	Males	Females	Males	Females	Males	Females
1996	21,2	55,0	21,5	14,0	12,0	10,2	45,4	20,8
2000	24,9	60,0	21,6	11,7	8,6	8,3	45,0	20,0
2004	21,7	50,5	22,9	18,7	7,8	9,7	47,7	21,1
2008	27,1	54,8	26,9	20,0	7,4	8,2	38,6	17,1
2012	27,8	52,6	27,6	21,1	8,4	8,1	36,2	18,3

Source: National Institute for Health Development Database TKU50, Finbalt Health Monitor

Table 24: Use of contraceptives to avoid pregnancy and/or sexually transmitted diseases during the last four weeks (%) by age, females

Age	15-19	20-24	25-29	30-34	35-39	40-44	45-49
Modern contraceptives ( <i>condom, pills, IUD</i> )	82,7	69,8	66,8	69,9	65,9	56,7	37,7
Traditional contraceptives ( <i>rhythm, interrupted intercourse</i> )	2,2	4,7	9,1	7,3	6,7	9,5	8,3
Did not use	15,1	25,5	24,1	22,8	27,4	33,8	54,0

Source: Estonian Health Interview Survey 2006

Table 25: Newly diagnosed HIV-cases according to gender and age group, per 100,000 population

	All age groups			15-49 year olds		
	Males and females	Males	Females	Males and females	Males	Females
2000	27,9	47,9	10,5	48,3	74,3	22,5
2001	106,2	174,3	46,8	207,8	318,2	97,6
2002	65,2	98,4	36,2	128,3	182,0	74,5
2003	61,3	95,0	31,9	119,2	172,2	66,1
2004	54,5	78,4	33,7	104,7	140,8	68,5
2005	45,8	61,8	32,0	88,0	110,4	65,5
2006	49,6	68,5	33,2	95,6	122,6	68,4
2007	47,2	60,0	36,1	91,4	107,8	74,7
2008	40,8	50,7	32,1	77,3	89,5	64,8
2009	30,8	39,1	23,5	59,3	70,3	48,0
2010	27,9	36,8	20,2	54,2	66,3	41,9
2011	27,9	36,8	20,0	53,4	65,4	41,1
2012	23,8	33,9	15,0	45,9	60,0	31,3

Source: Health Board, [www.terviseamet.ee](http://www.terviseamet.ee)

Table 26: Mother to child transmission of HIV, % of registered cases

2009	2010	2011	2012	2013
0.7	0.5	0.5	1.3	0.6

Source: Ministry of Social Affairs, Health Board

Table 26: Deaths per 100,000 population by cause of death by ICD-10, sex and age group, year 2012

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85 and older
<i>Infectious and parasitic diseases (A00-B99)</i>															
Males	0.00	0.00	8.40	17.81	28.87	20.44	21.98	18.68	23.16	23.49	38.47	12.94	19.36	30.57	42.23
Females	0.00	8.98	10.99	0.00	2.27	6.70	6.88	8.26	4.20	2.17	8.55	2.43	6.06	15.33	21.03
<i>Neoplasms (C00-D48)</i>															
Males	2.99	8.43	8.40	15.59	19.99	49.96	92.79	212.43	368.06	825.14	1 051.51	1 609.28	1 987.35	2 954.66	3 652.87
Females	3.14	4.49	13.19	13.86	29.50	49.11	89.40	121.88	237.43	347.15	530.37	635.74	785.37	1 130.44	1 482.34
<i>Endocrine, nutritional and metabolic diseases (E00-E90)</i>															
Males	2.99	0.00	6.30	0.00	6.66	11.36	12.21	9.34	18.02	17.62	38.47	43.14	32.26	30.57	105.57
Females	3.14	0.00	0.00	0.00	0.00	4.46	2.29	2.07	12.61	17.36	22.81	24.26	54.58	65.14	78.85
<i>Diseases of the blood and blood-forming organs (D50-D89)</i>															
Males	0.00	0.00	2.10	0.00	0.00	0.00	0.00	0.00	0.00	2.94	0.00	0.00	6.45	30.57	21.11
Females	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	3.03	7.66	21.03
<i>Mental, behavioural disorders (F00-F99)</i>															
Males	0.00	0.00	0.00	0.00	4.44	18.17	14.65	32.68	56.63	46.98	38.47	25.89	25.81	40.75	63.34
Females	0.00	0.00	0.00	0.00	2.27	2.23	0.00	8.26	6.30	17.36	8.55	7.28	6.06	19.16	57.82
<i>Diseases of the nervous system and sense organs (G00-H95)</i>															
Males	5.97	4.22	4.20	0.00	2.22	18.17	17.09	21.01	25.74	29.36	55.57	73.35	148.41	152.83	253.38
Females	3.14	0.00	2.20	4.62	4.54	6.70	4.58	6.20	12.61	13.02	37.07	53.38	69.74	126.46	131.41
<i>Diseases of the circulatory system (I00-I99)</i>															
Males	0.00	2.11	14.70	24.49	53.30	104.47	175.82	333.82	507.05	971.96	1 508.87	2 360.00	3 774.68	6 276.11	12 077.70
Females	0.00	0.00	2.20	4.62	15.88	17.86	38.97	53.71	130.27	236.49	427.72	917.21	2 031.66	4 636.73	11 622.16
<i>Diseases of the respiratory system (J00-J99)</i>															
Males	0.00	2.11	0.00	8.91	13.32	15.90	14.65	49.02	61.77	73.41	111.13	172.58	354.88	519.61	696.79
Females	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.13	8.40	17.36	25.66	50.96	48.52	145.62	247.06
<i>Diseases of the digestive system (K00-K93)</i>															
Males	0.00	0.00	6.30	15.59	24.43	38.61	39.07	93.38	84.94	111.58	136.78	103.55	148.41	163.02	274.49
Females	0.00	2.24	0.00	6.93	6.81	17.86	41.26	33.05	33.62	58.58	39.92	75.22	103.10	157.11	294.37

	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85 and older
<i>Diseases of the skin and subcutaneous tissue (L00-L99)</i>															
Males	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.33	2.57	2.94	4.27	0.00	0.00	0.00	0.00
Females	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.43	3.03	3.83	0.00
<i>Diseases of the musculo-skeletal system and connective tissue (M00-M99)</i>															
Males	0.00	0.00	0.00	0.00	0.00	2.27	0.00	0.00	5.15	2.94	8.55	8.63	12.90	20.38	63.34
Females	0.00	0.00	2.20	0.00	0.00	0.00	0.00	2.07	2.10	4.34	8.55	4.85	21.23	19.16	26.28
<i>Diseases of the genitourinary system (N00-N99)</i>															
Males	0.00	0.00	0.00	0.00	0.00	6.81	2.44	2.33	7.72	23.49	12.82	38.83	51.62	142.64	190.03
Females	0.00	0.00	0.00	0.00	0.00	0.00	4.58	6.20	0.00	4.34	5.70	16.99	33.36	68.98	126.16
<i>Complications of pregnancy, childbirth and puerperium (O00-O99)</i>															
Males	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Females	0.00	2.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Certain conditions originating in the perinatal period (P00-P96)</i>															
Males	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Females	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Congenital malformations and chromosomal abnormalities (Q00-Q99)</i>															
Males	0.00	0.00	2.10	0.00	0.00	2.27	4.88	2.33	0.00	0.00	0.00	0.00	0.00	10.19	21.11
Females	0.00	2.24	2.20	0.00	2.27	0.00	0.00	0.00	4.20	0.00	0.00	4.85	0.00	0.00	5.26
<i>Symptoms, signs and ill-defined causes (R00-R99)</i>															
Males	0.00	4.22	6.30	2.23	6.66	9.08	21.98	28.01	33.46	61.66	59.84	30.20	32.26	142.64	485.64
Females	0.00	0.00	0.00	2.31	0.00	0.00	2.29	2.07	10.51	8.68	14.26	26.69	30.32	72.81	520.40
<i>Injury and poisoning (V01-Y89)</i>															
Males	41.80	111.73	186.91	200.41	142.12	161.25	197.79	207.76	249.67	211.42	273.56	189.84	174.22	173.20	358.95
Females	15.72	20.20	21.98	30.04	18.15	29.02	34.38	41.31	52.53	43.39	45.62	46.10	54.58	91.97	168.21

Source: Statistics Estonia Database PO57

Table 28: Women 18–74 years old who have experienced physical and/or sexual violence by current and/or previous partner, or by any other person since the age of 15, in Estonia (%)

<i>Current partner<sup>a</sup></i>	<i>Previous partner<sup>b</sup></i>	<i>Any partner (current and/or previous)<sup>c</sup></i>	<i>Non- partner<sup>d</sup></i>	<i>Any partner and/or non-partner<sup>d</sup></i>
7	23	20	22	33

Notes:

a Out of all women who were married, living together with someone without being married, or involved in a relationship (without living together) at the time of the interview (n = 30,675).

b Out of all women who had, in the past, been married, living together with someone without being married, or involved in a relationship (without living together) at least once (n = 25,870).

c Out of all women who were married, living together with someone without being married, or involved in a relationship (without living together) at the time of the interview or at any time in the past (n = 40,192).

d Out of all respondents (N = 42,002).

N and n show the sample size for all EU member states, not only Estonian.

Source: FRA gender-based violence against women survey dataset, 2012

Table 29: Women 18–74 years old who have experienced physical and/or sexual violence in the 12 months before the interview, by type of perpetrator (%)<sup>a</sup> in Estonia

<i>Current partner<sup>b</sup></i>	<i>Previous partner<sup>c</sup></i>	<i>Any partner (current and/or previous)<sup>d</sup></i>	<i>Non- partner<sup>e</sup></i>	<i>Any partner and/or non-partner<sup>e</sup></i>
(3)	(1)	(2)	3	5

Notes:

a Results based on a small number of responses are statistically less reliable, so observations based on fewer than 30 responses are put in brackets and observations based on fewer than five responses are suppressed (denoted with '-').

b Out of all women who were married, living together with someone without being married, or involved in a relationship (without living together) at the time of the interview (n = 30,675).

c Out of all women who had, in the past, been married, living together with someone without being married, or involved in a relationship (without living together) at least once (n = 25,870).

d Out of all women who were married, living together with someone without being married, or involved in a relationship (without living together) at the time of the interview or at any time in the past (n = 40,192).

e Out of all respondents (N = 42,002).

N and n show the sample size for all EU member states, not only Estonian.

Source: FRA gender-based violence against women survey dataset, 2012

Table 30: Employed persons by major group of occupations and sex

	2000		2005		2010		2013	
	M	F	M	F	M	F	M	F
<i>Proportion of the employed (occupations total=100), %</i>								
Managers	13.7	9.2	14.4	8.5	14.4	7.9	12.7	6.5
Professionals	7.6	19.8	9.8	20.0	12.9	27.1	12.5	25.9
Technicians and associate professionals	10.4	17.6	8.0	18.0	7.7	13.7	12.1	14.1
Clerical support workers	2.6	6.9	3.5	5.6	2.9	7.4	2.9	9.0
Service and sales workers	5.9	17.3	5.9	19.6	7.8	20.4	6.1	20.1
Skilled agricultural, forestry and fishery workers	4.1	2.7	2.7	1.9	2.4	1.4	2.1	1.3
Craft and related trades workers	25.9	5.7	25.9	4.8	25.0	3.6	24.8	3.4
Plant and machine operators, and assemblers	20.4	7.4	19.9	8.1	18.8	7.3	19.6	7.5
Elementary occupations	8.9	13.3	8.9	13.3	7.0	11.2	6.6	12.1

Footnote:

annual average

Employed persons aged 15-74.

The data are in compliance with ISCO 08.

The data for 2000-2012 have been revised on 14.02.2014.

Source: Statistics Estonia Database ML2119

Table 31: Employed persons by economic activity and sex (EMTAK 2008)

	2000		2005		2010		2013	
	M	F	M	F	M	F	M	F
<i>Proportion of the employed (economic activities total=100), %</i>								
Agriculture, forestry and fishing	9.4	3.9	7.1	3.0	5.7	2.8	6.2	2.3
Mining and quarrying	2.0	0.7	1.8	..	1.9	..	1.4	..
Manufacturing	24.8	19.7	23.5	21.1	22.3	15.5	22.3	15.1
Electricity, gas, steam and air conditioning supply	2.7	0.9	2.6	0.8	2.3	0.8	1.7	0.6
Water supply; sewerage, waste management and remediation activities	0.8	0.6	0.8	..	0.6	..	0.7	..
Construction	12.2	1.3	15.1	1.3	16.1	1.1	16.8	1.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.0	16.1	10.4	15.2	11.2	16.8	10.3	15.9
Transportation and storage	12.0	5.6	12.1	4.6	11.6	4.2	10.8	4.2
Accommodation and food service activities	1.6	5.3	1.7	5.1	1.8	4.8	2.1	5.5
Information and communication	2.4	2.3	2.9	2.2	3.0	1.5	4.0	2.3
Financial and insurance activities	1.2	1.6	..	1.7	1.1	2.2	0.8	2.6
Real estate activities	1.7	2.3	1.6	1.6	1.4	2.1	1.4	2.4
Professional, scientific and technical activities	2.9	3.4	2.7	2.5	3.2	4.2	3.8	4.6
Administrative and support service activities	2.5	1.6	3.7	2.0	3.9	2.8	3.0	4.3
Public administration and defence, compulsory social security	5.8	6.6	5.8	6.9	6.0	8.1	6.4	7.5
Education	2.8	13.9	3.2	14.9	3.4	15.9	3.7	14.5
Human health and social work activities	1.1	8.9	1.6	9.7	1.7	10.2	1.0	10.8
Arts, entertainment and recreation	1.8	3.1	1.6	3.5	1.8	3.3	2.3	3.2
Other activities	1.2	2.3	1.3	3.1	1.0	3.0	1.2	2.8

Footnote:

annual average

1989-1996: employed persons aged 15-69; since 1997 employed persons aged 15-74.

The data for 2000-2012 have been revised on 14.02.2014.

Source: Statistics Estonia Database ML0201

Table 32: Gender Pay Gap in Estonia, unadjusted form, %

2009	2010	2011	2012
26.6	27.7	27.3	30.0

Source: Eurostat



Table 33: Labour status of population aged 15-74 by ethnic nationality and sex

	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Estonians</b>										
<i>Males</i>										
Labour force participation rate, %	68.4	65.1	68.6	70.2	71.4	70.2	68.2	69.7	70.9	71.7
Employment rate, %	58.5	60.5	65.5	67.0	68.2	60.8	57.4	62.7	64.7	66.2
Unemployment rate, %	14.5	7.0	4.6	4.6	4.4	13.4	15.8	10.1	8.8	7.6
<i>Females</i>										
Labour force participation rate, %	57.6	59.9	62.5	61.4	61.7	60.3	61.2	63.0	63.5	63.8
Employment rate, %	52.5	57.6	60.4	59.9	59.4	55.5	54.7	57.3	59.5	60.0
Unemployment rate, %	9.0	3.9	3.4	2.5	3.7	8.0	10.7	9.0	6.3	6.0
<b>Non-Estonians</b>										
<i>Males</i>										
Labour force participation rate, %	73.0	71.0	74.8	74.2	73.3	73.5	75.3	76.2	74.5	73.9
Employment rate, %	59.5	61.5	67.7	68.9	67.1	56.4	55.3	61.6	63.1	64.9
Unemployment rate, %	18.5	13.3	9.5	7.1	8.4	23.2	26.5	19.2	15.4	12.2
<i>Females</i>										
Labour force participation rate, %	59.5	59.5	59.0	59.7	62.6	65.8	65.5	64.8	63.7	64.3
Employment rate, %	47.0	51.8	53.0	55.8	57.5	56.1	52.1	53.9	54.4	56.1
Unemployment rate, %	21.0	13.0	10.2	6.4	8.0	14.7	20.5	16.7	14.6	12.7

Footnote: annual average

Source: Statistics Estonia Database ML3331

Table 34: Labour status of population aged 15-24 by ethnic nationality and sex

	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Estonians</b>										
<i>Males</i>										
Labour force participation rate, %	46.5	37.7	38.9	40.2	41.7	39.8	36.9	37.2	39.5	37.8
Employment rate, %	37.0	34.4	35.6	35.9	37.5	29.2	25.9	31.0	31.6	31.9
Unemployment rate, %	20.5	8.8	8.5	10.7	10.2	26.5	29.7	16.5	20.0	15.5
<i>Females</i>										
Labour force participation rate, %	35.0	31.2	32.7	34.0	35.5	31.4	33.9	34.1	36.4	36.6
Employment rate, %	29.0	28.7	29.1	31.9	31.6	25.2	24.5	28.1	30.5	30.8
Unemployment rate, %	17.0	7.9	11.0	6.3	10.9	19.6	27.7	17.4	16.1	15.9
<b>Non-Estonians</b>										
<i>Males</i>										
Labour force participation rate, %	55.5	45.1	42.7	49.3	47.5	50.1	50.2	56.1	50.2	46.0
Employment rate, %	40.3	30.9	37.0	41.8	39.1	29.4	25.4	35.6	35.7	35.5
Unemployment rate, %	27.5	31.4	13.4	15.2	17.7	41.4	49.4	36.6	28.8	22.8
<i>Females</i>										
Labour force participation rate, %	40.6	30.0	24.7	27.0	41.4	41.6	34.7	42.1	39.3	42.4
Employment rate, %	27.7	21.3	17.7	24.3	36.4	30.5	23.0	30.6	29.5	30.0

Unemployment rate, %	31.8	29.0	28.5	..	12.2	26.7	33.8	27.3	24.9	29.2
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Footnote: annual average

Source: Statistics Estonia Database ML333

Table 35: Proportion of the employed in full/part-time job aged 15-74, by sex (full/part-time job total=100%)

	1995	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013
<i>Males</i>											
Full-time job	94.0	93.6	94.8	95.6	95.7	95.9	92.9	93.0	94.4	94.1	93.8
Part-time job	6.0	6.4	5.2	4.4	4.3	4.1	7.1	7.0	5.6	5.9	6.2
.. underemployed	..	2.8	1.2	0.9	0.5	0.6	2.0	1.6	1.2	1.2	1.0
<i>Females</i>											
Full-time job	90.3	87.2	89.2	88.5	87.9	89.5	86.0	85.0	84.0	84.7	85.8
Part-time job	9.7	12.8	10.8	11.5	12.1	10.5	14.0	15.0	16.0	15.3	14.2
.. underemployed	..	3.5	2.4	2.1	1.6	0.7	2.1	2.7	2.9	2.1	1.5

Footnote: annual average

1989-1996: employed persons aged 15-69; since 1997 employed persons aged 15-74.

The data for 2000-2012 have been revised on 14.02.2014.

Source: Statistics Estonia Database ML220

Table 36: Employed persons by status in employment and sex

	1995	2000	2005	2009	2010	2011	2012	2013
Proportion of the employed (status in employment total=100), %								
<i>Males</i>								
Employees	91.1	88.6	89.0	88.4	88.3	87.8	87.5	87.7
Self-employed	8.9	11.4	11.0	11.6	11.7	12.2	12.5	12.3
..employers	3.2	4.2	3.9	6.0	5.7	6.3	6.2	6.0
..own-account workers	4.7	6.8	6.8	5.4	5.8	5.6	6.1	6.0
..unpaid family workers	1.0	0.4	0.2	..	..	0.3	0.3	..
<i>Females</i>								
Employees	95.2	94.0	95.1	94.8	94.7	94.8	94.9	94.1
Self-employed	4.8	6.0	4.9	5.2	5.3	5.2	5.1	5.9
..employers	1.2	1.7	1.3	1.7	1.4	1.6	1.4	1.4
..own-account workers	1.7	3.7	3.4	3.3	3.8	3.4	3.5	4.2
..unpaid family workers	1.9	0.6	0.2	..	..	0.2	0.3	..

Footnote: annual average

1989-1996: employed persons aged 15-69; since 1997 employed persons aged 15-74.

The data for 2000-2012 have been revised on 14.02.2014.

Source: Statistics Estonia Database ML217

Table 37: Employed persons by sector of economy, ethnic nationality and sex

Proportion of the employed (sectors of economy total=100), %	1995	2000	2005	2009	2010	2011	2012	2013
<b>Estonians</b>								
<i>Males</i>								
Primary sector	16.4	12.3	9.4	7.2	7.7	8.5	8.7	8.4
Secondary sector	34.8	37.4	39.7	41.0	39.2	41.3	39.2	38.4
Tertiary sector	48.9	50.3	51.0	51.8	53.1	50.1	52.1	53.2
<i>Females</i>								
Primary sector	10.5	5.3	4.1	3.7	3.9	3.3	3.3	3.1
Secondary sector	20.3	17.0	19.8	16.2	14.1	16.7	15.4	14.2
Tertiary sector	69.1	77.7	76.1	80.2	82.1	80.1	81.3	82.7
<b>Non-Estonians</b>								
<i>Males</i>								
Primary sector	5.6	3.5	2.4	1.9	..	1.3	..	1.4
Secondary sector	55.7	53.0	52.6	50.1	52.4	55.5	56.1	53.1
Tertiary sector	38.7	43.5	45.0	48.0	46.7	43.2	42.8	45.5
<i>Females</i>								
Primary sector	..	..	..	..	..	..	..	..
Secondary sector	37.6	36.1	32.8	26.3	26.3	24.3	22.7	23.8
Tertiary sector	60.0	62.9	66.4	73.3	73.1	75.0	76.5	75.8

Footnote: annual average  
1989-1996: employed persons aged 15-69; since 1997 employed persons aged 15-74.  
The data are according to EMTAK 2008 (based on NACE Rev. 2).  
The data for 2000-2012 have been revised on 14.02.2014.

Source: Statistics Estonia Database ML208

Table 38: Average time use in a day, household and family care in minutes

	1999-2000			2009-2010		
	All	Males	Females	All	Males	Females
Household and family care	225	161	287	206	155	248
...of which childcare	19	7	29	21	11	30

Source: Statistics Estonia Database TIO11

Table 39: Average time use in a day, employment and household and family care in minutes

	1999-2000			2009-2010		
	All	Males	Females	All	Males	Females
Employment*	195	234	167	177	197	161
Household and family care	225	161	287	206	155	248

Footnote  
\* Includes activities related to employment, lunch break and journey to work

Source: Statistics Estonia Database TIO11

Table 40: Employment rate and employment gap of males and females aged 20-49 by presence of 0-2-years old children

	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013
Males' employment rate, %	87.2	92.3	92.1	95.3	95.8	83.9	84.9	91.4	90.3	91.1
Females' employment rate, %	29.1	20.2	34.3	26.6	24.4	27.2	28.8	30.7	30.8	23.2
Employment gap, percentage points	58.1	72.1	57.8	68.7	71.4	56.7	56.1	60.7	59.5	67.9

Footnote: since 2000: annual average.

The data for 2000-2012 have been revised on 19.02.2014.

Source: Statistics Estonia Database WQL29

Table 41: Share of men among the receivers of the parental benefit (%)

2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2.0	1.6	1.7	3.9	6.5	8.5	6.9	5.2	7.3	7.5

Source: The Social Insurance Board

Table 42: Internet users aged 16-74 by sex, percentage among the corresponding group

	2005	2010	2011	2012	2013
Males	62.1	73.5	75.7	79.2	80.9
Females	56.6	74.7	77.2	77.7	79.2

Footnote: The reference period was the 1st quarter of the year.

Source: Statistics Estonia Database IC32

Table 43: Users of mobile phone aged 16-74 by sex in 2012, percentage of mobile users

Males	Females
83.5	84.2

Footnote: The reference period was the 1st quarter of 2012.

Source: Statistics Estonia Database IC61

Table 44: Proportion of seats held by women in national parliaments

Year of parliament elections	Females as % of candidates	Females as % of elected
1995	18	12
1999	27	18
2003	21	19
2007	27	24
2011	23	20

Source: Estonian National Electoral Committee [www.vvk.ee](http://www.vvk.ee)

Table 45: Proportion of seats held by women in local government councils

<i>Year of local elections</i>	<i>Females as % of candidates</i>	<i>Females as % of elected</i>
1996	33	27
1999	36	28
2002	38	28
2005	39	30
2009	39	30
2013	40	31

Source: Estonian National Electoral Committee [www.vvk.ee](http://www.vvk.ee)

Table 46: Women's share of governmental ministerial positions

<i>Year</i>	<i>Dates</i>	<i>Prime Minister</i>	<i>Total number of Ministers</i>	<i>Number of females</i>	<i>% of females</i>
2007	05.04.2007 – 23.02.2009	Andrus Ansip	14	3	21
2009	23.02.2009 – 21.05.2009	Andrus Ansip	14	2	14
2011	21.05.2009 – 06.04.2011	Andrus Ansip	13	1	8
2011	06.04.2011 – 04.12.2013	Andrus Ansip	13	1	8
2013	04.12.2013 – 26.03.2014	Andrus Ansip	13	2	15
2014	26.03.2014 –	Taavi Rõivas	14	5	36

Footnote: The table reflects only changes in the Government when the number or proportion of women has changed

Source: The Governments web [www.valitsus.ee](http://www.valitsus.ee)

Table 47: Percentage of female judges

	<i>Total number of judges</i>	<i>Number of females</i>	<i>% of females</i>
I instance (county courts and administrative courts)	174	122	70
II instance (district courts)	41	23	56
III instance (Supreme Court of Estonia)	19	3	16
All courts	234	148	63

Footnote: Data from 31st of March 2014.

Source: Estonian Courts webpage [www.kohus.ee](http://www.kohus.ee) and the Supreme Courts webpage: [www.riigikohus.ee](http://www.riigikohus.ee)

Table 48: Percentage of females among all police officers, including law enforcement, border control, criminal police, and support and general fields

<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>
33,5	33,9*	33,9*	34,2

\*Year average

Source: Police and Border Guard Board

Table 49: Newly married persons by age and sex

	1995	2000	2005	2009	2010	2011	2012
<i>Males</i>							
Under 16	0	0	0	0	0	0	0
16	2	0	0	1	0	0	0
17	12	3	2	3	2	0	0
Total under 18	14	3	2	4	2	0	0
<i>Females</i>							
Under 16	7	3	4	0	0	0	0
16	46	21	12	8	7	2	0
17	116	47	39	10	10	3	4
Total under 18	169	71	55	18	17	5	4

Source: Statistics Estonia Database PO28

Table 50: Live births per 1,000 females aged 15–19

1995	2000	2005	2010	2012
37.9	25.6	21.5	17.1	15.5

Source: Statistics Estonia Database PO172

## Annex III: List to English translations of legal acts, policies, strategies, action plans and publications

### Legal Acts

#### Civil Service Act

The Civil Service Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=2013X11&keel=en&pg=1&ptyyp=RT&tyyp=X&query=avaliku+teenistuse>

#### Constitution of the Republic of Estonia

The Constitution of the Republic of Estonia in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X000K2&keel=en&pg=1&ptyyp=RT&tyyp=X&query=p%F5hiseadus>

#### Employment Contracts Act

The Employment Contracts Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=XXX060K2&keel=en&pg=1&ptyyp=RT&tyyp=X&query=t%F6%F6lepingu+s>

#### Equal Treatment Act

The Equal Treatment Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=XXX006K4&keel=en&pg=1&ptyyp=RT&tyyp=X&query=v%F5rdse>

#### Family Law Act

The Family Law Act in English:

<http://www.legaltext.ee/text/en/XXXX33K3.htm>

#### Gender Equality Act

The Gender Equality Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X80041K4&keel=en&pg=1&ptyyp=RT&tyyp=X&query=soolise+v%F5rd%F5igusliikuse>

#### Individual Labour Dispute Resolution Act

The Individual Labour Dispute Resolution Act in English

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X1040K4&keel=en&pg=1&ptyyp=RT&tyyp=X&query=individuaalse+t%F6%F6vaidluse>

#### Military Service Act

The Military Service Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=2013X12&keel=en&pg=1&ptyyp=RT&tyyp=X&query=kaitsev%E4eteenistuse>

#### Parental Benefit Act

The Parental Benefit Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X80006K5&keel=en&pg=1&ptyyp=RT&tyyp=X&query=vanemah%FCvitise>

#### Penal Code

The Penal Code in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X30068K11&keel=en&pg=1&ptyyp=RT&tyyp=X&query=karistusseadustik>

#### Victim Support Act

The Victim Support Act in English:

<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=X80012K4&keel=en&pg=1&ptyyp=RT&tyyp=X&query=ohvriabi+seadus>

### **National Development Plans**

#### Development Plan for Reducing Violence for Years 2010-2014

The development plan and its implementation plan are available online in English at: <http://www.just.ee/49973>

#### National Development Plan for Combating Trafficking in Human Beings 2006-2009

The National Development Plan for Combating Trafficking in Human Beings 2006-2009 and the implementation reports are available in English at:

<http://www.just.ee/18886>

#### National Health Plan 2009-2020

The National Health Plan 2009-2020, its action plans and performance reports are available in English at:

<http://www.sm.ee/eng/activity/health/national-health-plan-2009-2020.html>

#### National HIV and AIDS Strategy for Years 2006-2015

Evaluations of the Strategy and reports on the epidemiological situation of HIV/AIDS and the fulfilment of the "National HIV and AIDS Strategy for Years 2006-2015" are available in English:

<http://www.sm.ee/eng/activity/health/healthy-lifestyle/hiv aids.html>

#### National Action Plan for the implementation of the UN Security Council Resolution 1325 "Women, Peace and Security" in Estonia 2010-2014



The National Action Plan for the implementation of the UN Security Council Resolution 1325 “Women, Peace and Security” in Estonia 2010-2014 is available in English at:

[http://www.vm.ee/sites/default/files/1325\\_Estonian\\_action\\_plan\\_ENG.pdf](http://www.vm.ee/sites/default/files/1325_Estonian_action_plan_ENG.pdf)

The implementation reports of the action plan are available at: <http://www.vm.ee/?q=en/node/18497>

#### National Strategy on Sustainable Development “Sustainable Estonia 21”

Sustainable Estonia 21 is available in English: <http://www.envir.ee/58738>

Indicators of Sustainable Estonia 2011 in Estonian/English: <http://www.envir.ee/1180606>

#### Strategy of Children and Families 2012-2020

The National Strategy of Children and Families 2012-2020 is available in English at:

[http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/lapsed/Strategy\\_of\\_Children\\_and\\_Families\\_2012-2020.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/lapsed/Strategy_of_Children_and_Families_2012-2020.pdf)

In Russian: [http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/LPA\\_rus.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/LPA_rus.pdf)

A summary in English:

[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/LPA\\_kokkuvote\\_eng.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/LPA_kokkuvote_eng.pdf)

A summary in Russian:

[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/LPA\\_kokkuvote\\_rus.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/LPA_kokkuvote_rus.pdf)

### **Programmes and Projects on Gender Equality**

#### Mainstreaming gender equality and reconciliation of work and family life programme 2012-2016

The programme is financed by Norway Grants and operated by the Ministry of Social Affairs. Information about the programme in English is available at: <http://www.sm.ee/eng/norway-main-page/mainstreaming-gender-equality-and-promoting-work-life-balance.html>

Pre-defined project “Promoting Gender Equality through Empowerment and Mainstreaming” implemented by the Gender Equality and Equal Treatment Commissioner: <http://www.sm.ee/eng/norway-main-page/mainstreaming-gender-equality-and-promoting-work-life-balance/pre-defined-projects/gender-equality-and-equal-treatment-commissioner.html>

Pre-defined project "Increased Availability of Gender Pay Gap Statistics" implemented by Statistics Estonia: <http://www.sm.ee/eng/norway-main-page/mainstreaming-gender-equality-and-promoting-work-life-balance/pre-defined-projects/statistics-estonia.html>

#### Domestic and Gender-Based Violence programme 2012-2016

The programme is financed by Norway Grants and operated by the Ministry of Social Affairs. Information about the programme in English is available at: <http://www.sm.ee/eng/norway-main-page/domestic-and-gender-based-violence.html>

### **Publications**

Media campaign against gender stereotypes (2013)

The campaign page in Estonian: <http://www.stereotyyp.ee/>

The video clips are available in English at: <http://www.stereotyyp.ee/en/>

The campaign page in Russian: <http://www.stereotyyp.ee/ru/>.

State budget for women and men: needs-based budgeting in the public sector  
The Gender Equality and Equal Treatment Commissioner, the Ministry of Social Affairs (2011)

The publication is available only in Estonian:  
<http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2011/riigieelarve.pdf>

Gender Pay Gap in Estonia  
Praxis Center for Policy Studies, Estonian Center for Applied Research CentAR, Ministry of Social Affairs (2011)

The report is available in Estonian at:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2011/toimetised\\_20112.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2011/toimetised_20112.pdf)

The empirical analysis in English:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2011/Gender\\_pay\\_gap\\_Estonia\\_analysis.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2011/Gender_pay_gap_Estonia_analysis.pdf)

The policy recommendations in English:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2011/Gender\\_pay\\_gap\\_Estonia\\_recommendations.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2011/Gender_pay_gap_Estonia_recommendations.pdf)

The Gender Equality Monitoring 2009  
The Ministry of Social Affairs (2010)

The Gender Equality Monitoring 2009 is available in Estonian (with a short summary in English) at:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/toimetised\\_20101.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/toimetised_20101.pdf)

Gender equality and inequality: attitudes and situation in Estonia in 2009  
The Ministry of Social Affairs (2010)

In Estonian:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/toimetised\\_20103.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/toimetised_20103.pdf)

In English: [http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/series\\_20103eng.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/series_20103eng.pdf)

In Russian:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/toimetised\\_20103rus.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Toimetised/2010/toimetised_20103rus.pdf)

Towards a Balanced Society II: Women and men in Estonia  
The Ministry of Social Affairs (2010)

In Estonian:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2010/Teel\\_tasak\\_yhiskonda\\_II\\_e\\_esti.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2010/Teel_tasak_yhiskonda_II_e_esti.pdf)

In Russian:  
[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2010/Teel\\_tasak\\_yhiskonda\\_ven\\_e.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2010/Teel_tasak_yhiskonda_ven_e.pdf)

Women and men: equal rights, equal responsibilities: overview of the Gender Equality Act  
The Ministry of Social Affairs (2010)

In Estonian:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2010/naised\\_mehed\\_seadus.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2010/naised_mehed_seadus.pdf)

In Russian:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2010/naised\\_mehed\\_seadus\\_rus.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2010/naised_mehed_seadus_rus.pdf)

Gender Equality Act: a commented version  
The Ministry of Social Affairs, Juura (2010)

Available only in Estonian at:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/Sotsiaalvaldkond/sooline\\_v6/Soolise\\_vordoiguslikkuse\\_seadus\\_Kommenteeritud\\_valjaanne.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/Sotsiaalvaldkond/sooline_v6/Soolise_vordoiguslikkuse_seadus_Kommenteeritud_valjaanne.pdf)

In-work poverty and labour market segmentation: a study of national policies  
Tallinn University of Technology (2010)

In English: <http://ec.europa.eu/social/BlobServlet?docId=8998&langId=en>

Health, labour and social life in Estonia 2000-2008  
The Ministry of Social Affairs (2009)

In Estonian:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2009/esinduskogumik\\_2009.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2009/esinduskogumik_2009.pdf)

In English:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2009/esinduskogumik\\_2009eng.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2009/esinduskogumik_2009eng.pdf)

In Russian:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2009/esinduskogumik\\_2009rus.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Publikatsioonid/2009/esinduskogumik_2009rus.pdf)

Single-parent families: problems, needs and policy measures  
The Ministry of Social Affairs (2009)

In Estonian:

[http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Toimetised/2009/toimetised\\_20094.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Toimetised/2009/toimetised_20094.pdf)

In English: [http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Toimetised/2009/series\\_20094eng.pdf](http://www.sm.ee/fileadmin/meedia/Dokumentid/V2ljaanded/Toimetised/2009/series_20094eng.pdf)

Implementing Gender Equality in Enterprises: report on best practises and tools in Europe  
The Ministry of Social Affairs (2008)

In Estonian: <http://www.sm.ee/nc/tegevus/sooline-vordoiguslikkus/tooelu/soolise-vordoiguslikkuse-pohimotete-rakendamise-ettevotetes-ulevaade-euroopa-headest-praktikatest-ja-meetoditest.html?cid=1974&did=6651&sechash=f8216387>

In English:

[http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/sooline\\_v6/Heade\\_praktikate\\_kogumik\\_ING\\_LISE\\_keeles.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/Sotsiaalvaldkond/sooline_v6/Heade_praktikate_kogumik_ING_LISE_keeles.pdf)

Gender equality in your company: the recipes for success  
The Ministry of Social Affairs (2008)

In Estonian (2013 version):

[http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/retseptiraamat\\_taiendatud\\_2012.pdf](http://www.sm.ee/fileadmin/meedia/Dokumendid/V2ljaanded/Publikatsioonid/2013/retseptiraamat_taiendatud_2012.pdf)

In English: <http://www.sm.ee/nc/tegevus/sooline-vordoiguslikkus/toelu/kasujatasakaal.html?cid=1984&did=6659&sechash=5db08113>

In Russian: <http://www.sm.ee/nc/tegevus/sooline-vordoiguslikkus/toelu/kasujatasakaal.html?cid=1984&did=6650&sechash=42b03ef1>

## Abbreviations

BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CoE	Council of Europe
CSA	Civil Service Act
ECT	Employment Contracts Act
ENUT	Estonian Women's Studies and Resource Centre
ESF	European Social Fund
ETA	Equal Treatment Act
EIGE	European Institute for Gender Equality
EU	European Union
EWAR	Estonian Women's Associations Roundtable
FRA	European Union Agency for Fundamental Rights
GEA	Gender Equality Act
UN	United Nations
UNDP	United Nations Development Programme