

INFORMATION

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

INTRODUCTION

During the previous period equality was formally declared, and gender identity and traditional gender roles were different from these roles in developed countries. Gender problems were not widely discussed. Gender as a concept was unknown and gender research was not developed.

Occupied by the Soviet Union, Estonia could not participate in the activities related to women, which were organized under the auspices of the United Nations and could not therefore be present at the three earlier world conferences on women. As a result the programmes and strategies adopted at these conferences had never become an object of wider discussions or a matter of concern for the general public or for policy makers.

Estonian society remained unaware or had limited knowledge about the global strategies and achievements gained for the advancement of women before the Fourth World Conference on Women in Beijing in 1995.

In addition, there was a lack of data about the situation of women in Estonia as no gender research and special analysis had been conducted earlier. The Fourth World Conference on Women and its preparatory process constituted an excellent opportunity to start up work in this area.

The Government recognized that the United Nations system has a clear role to play as a partner in Estonia's efforts to re-establish its ties with the international community. Thus three broad areas of cooperation with UNDP were identified: administrative reform and governance; economic strategies and policies; and the social impact of transition.

The UNDP started with advancement of women, when not a single national structure was ready to give support in gender issues. Due to UNDP, Estonia has some resources for development the national machinery for gender mainstreaming.

Four years later, in 1999 networking among civil servants, officials, representatives of women's federations of political parties and larger NGO-s, feminist researchers is a natural part of carrying out the implementation of gender equality policy.

The co-operation with national and international public administration structures and public institutions for implementation, monitoring and evaluation of gender equality policies have been established and strengthened.

The issues of gender equality require more attention by Estonian Government, non-governmental organisations and by society. One of the most difficult task of the Platform for Action is the mainstreaming approach which needs a fundamental changes in attitudes and role models of individuals and social groups.

Part One

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

Estonia has begun to focus more attention and efforts to the area of gender equality in the government and within society starting with the preparation process for the Beijing Fourth Women's Conference in 1995, but still traditional gender roles have been accepted in Estonia without perceiving them as a form of discrimination.

The period of the most rapid changes is coming to an end. The economy is stabilising, new social groups are being defined, but many of the new processes are still on-going and their consequences are not yet distinguishable.

Economic transition has dramatically changed the employment structure, its impact has been pretty similar in case of males and for females. Judging upon the unemployment rate males have fared even worse since 1995.

Economic factors favouring women have been the direction of sectoral shift, job creation in tertiary branches and excess of female occupations in the less turbulent public sector.

On the background of generally quite similar experience of women and men, the group most seriously affected by transition consists of young women with pre-school children.

As the employers strongly prefer to employ young women without children, the employment of those having a child under three years of age has dropped by more than 40 per cent relative to pre-transitional level.

The young families and the young women are also affected by the dramatic change in social arrangements, particularly concerning the housing and child-care institutions. Free housing market without virtually any public interference has put constraints on everybody with the need to establish the independent household, particularly for those forming their first family.

The network of child-care institutions has significantly diminished after withdrawal of the government subsidies, the cost of public child-care has increased.

Differences in the pay of men and women are notable, attributable to both the segregation of traditional labour market and the existing criteria of work evaluation. Women are mainly employed in the sectors with lower salaries; in comparison with men, they are also more frequently employed on a part-time basis.

There have been no efforts to include the valuation of unpaid work in national economic statistics yet.

Estonian labour laws, including the paragraphs striving for equal treatment of women and men, are in principle in compliance with international conventions and EU

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

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

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

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

Women also have fewer opportunities to prosecute sources of revenue.

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

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

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

Seats won by women during national elections:

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

There are 18 women among the 101 members of the Estonian Parliament and there were 37 women among the 374 members of the election council who elected the President in September 1996). Two of the cabinet ministers are female.

There are 31 % of female members of local authorities.

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

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

gender equality issues on different levels, beginning from schools and ending with Parliament and Government; mass media is not enthusiastic about publishing articles about women's issues or discussing about gender equality by radio or TV

In spite of the large number of activities that are carried on with a view to promoting equality between women and men, the majority are isolated measures without major impact on the overall situation with regard to gender equality.

Gender mainstreaming requires an integrated policy approach and the co-operation of different parties on different level.

A much broader of awareness-raising is crucial to the future success of the gender mainstreaming strategy.

The major achievements in implementing the policies and programmes for gender equality and advancement of women.

The strategies and goals stated in the Estonian National Report functioned as action plan for Estonia during the period after the Fourth World Conference on Women.

As part of its follow-up to Beijing, Estonia formed in 1996 an **inter-ministerial committee** for dealing with social problems of UN world conferences.

The Committee is headed by the Minister of Social Affairs and consists of representatives from the Ministries of Foreign Affairs, Finance, Education, Agriculture, Social Affairs, Local Government officials, Regional Development Bureau and the Housing Authority.

In addition to the strategic goals the committee specified four immediate priorities for implementation of Platform for Actions of the Beijing Conference:

- the establishment and strengthening of national machinery for equality at all levels of government;
- the review of Estonian legislation from the point of view of equality standards;
- the availability of official gender-sensitive statistics; and
- the improvement of women's position in the workforce and in decision-making.

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

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

- awareness raising
- training of gender equality specialists of different fields and levels;
- strengthening of state and non-governmental structures for gender mainstreaming;
- implementation of international projects.

The Bureau of Equality was established in the Ministry of Social Affairs of Estonia in December 1996. Up to now it is the only special unit operating in the capacity of the national machinery for promoting equality between women and men. The Bureau meets well the criteria of being established at a high level in the public administration hierarchy, but as there is a lack of long-term experience, human and technical resources, the Bureau of Equality will require further strengthening and support.

Awareness raising and information dissemination

The dissemination of information about the Beijing Conference was the first responsibility after the conference for Estonian delegation.

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

The Platform for Action was translated from English into Estonian and disseminated during preparation seminars to Baltic-Nordic Conference "Women and Men in Dialogue" for journalists, work-shop leaders, key-speakers and participants of the Tallinn conference "Equal Opportunities". It was also disseminated during different seminars for representatives of women's NGO's.

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

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

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

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

November, 1997: Information Forum of the Council of Europe "Guaranteeing freedom of choice in matters of reproduction, sexuality and life styles in Europe: trends and developments."

In April 1997 a three day conference "Equal Opportunities" was held in Tallinn as pre-conference of the Baltic-Nordic Conference "Dialogue between women and men". The conference's objective was to draw the attention of public and authorities to the importance of gender-conscious policies as a prerequisite for diverse and sustainable development.

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

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

and Nordic Countries exceeded 600. The participants were from non-governmental organizations, government agencies, parliamentarians, journalists, educators, students and other interested individuals. The interest of men in the conference was bigger than expected, every working group was lead by one woman and one man.

The conference provided an excellent opportunity to start discussing equality issues in Estonia, wonderful opportunity for open discussions, an exchange of experiences. Estonian delegations participated in the second pre conference in Lithuania and on four days conference in Latvia.

The Baltic-Nordic Conference on Women's Studies and Gender Research: Mapping the Situation took place in 1998 in Riga, organised by different institutions and by Women's Studies Centre at Tallinn Pedagogical University.

Politically important were conferences "Estonian Women in politics" in February 1999, organised by the Estonian Women Studies and Resource Centre before the elections into Parliament.

The second conference was organised in May 1999 under the topic "Estonian women and local authorities: strategies and tactics".

Joint project between the United States and Finland on the promotion of the status of women in Baltic Countries, seminar in Riga, March 1999, can be seen as a part of implementation and follow-up of the UN Beijing Platform for Action, women's human rights. The selected themes were of common interest to the various parties. Prostitution, exploitation of women economically and violence against women are problems which are on the increase and affect a large number of women.

Different networks were created during these conferences and activities:

Femina Baltica Network was organised for developing the co-operation among researchers in gender studies from the Baltic and Nordic Countries

Network for Women's Organisations in the Nordic Region and the Adjacent Areas

Nordic-Baltic Network for Disabled Women.

A Catalogue of Bilateral and NGO Co-operation in 1997 and 1998 will be published in 1999.

Projects aimed at gender equality and the advancement of women

The aim of the Project "Capacity Building on Gender Policy" was to raise the public awareness of the importance of gender related policies and the capacity of women to advocate their interests and become involved in different spheres and levels of society in order to influence future development policies. Project was financed by UNDP and was occurred in 1995 - 1997.

Sub-projects had different outputs:

- study tours for national experts to universities and women research centers in neighboring countries;
- developing and adopting curricula for gender issues,
- studies were carried out on:
 - Men and Women as Subjects of Civil Society*
 - Women as Objects of Social Policy*
 - Gender Stereotypes*
- training women's capacities for running for general and local government elections and other elected bodies.

For dissemination of knowledge about UN activities related to women the radio programs "Equal Opportunities" started in June, 1997

The development objective of the sub-project was to promote understanding of gender issues and problems from the contemporary point of view, raising public awareness about women's status and equality to promote human sustainable development.

The great number of participants of international conferences held in Tallinn showed the importance of the issue for Estonian people, Representatives from governmental and non-governmental institutions and organisations were interviewed during the programs. Estonian Radio was responsible for technical side of broadcasting.

The project "Capacity Building on Gender Policy" was a successful experience for empowerment of women targeting at women's integration into public life and training women in leadership.

Having met the objectives of the first project with UNDP the Government of Estonia has started the second project about gender issues for implementation of mainstreaming policy.

Lot of consultations and meetings were held with Estonian authorities, researchers and UNDP consultants.

During the working period the following areas of priority were identified for Estonia:

- support for institutional mechanisms for the advancement of women,
- increase participation of women at decision making levels,
- promote women's economic empowerment,
- prevent violence against women.

The last two areas were later excluded for financial reasons after consultation with UNDP representatives.

The project **Promotion of Gender Equality Mainstreaming in Estonia** is devised to support gender development towards equality in Estonia with the main focus on developing a sustainable Bureau of Gender Equality, ensuring effectively working national machinery and creating conditions to promote equality and gender mainstreaming policy in Estonia. Project is supported by UNDP.

1) For capacity building of vigorous national machinery as a precondition to achieve high goals of gender equality and mainstreaming the gender perspective into all policies training courses were organized.

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

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

2) Research into legal framework and legislative acts in such fields as education, family, social policy and working conditions has been carried out, experts have analyzed Estonian legislation and its compliance with the international obligations in different fields:

A critical review of the Estonian legislation dealing with problems of gender equality in Estonia is an ongoing process and, proposals for amendments in laws and other legislative acts will be made in autumn 1999.

3) In order to successfully advocate women's particular concerns and to require an improvement of their conditions and involvement, it was essential to have accurate background information about the situation in Estonia. Certain data was available, however, as the usefulness of this kind of information was not recognised earlier, the situation of women had not been satisfactorily studied and described.

The crucial issue for planning activities for promotion of gender equality was the mapping of current situation and data availability.

Within the framework of UNDP project activities network of gender researchers has been established, developed and maintained, database to have permanently up-dated relevant data on gender issues, necessary for monitoring, decision-making and implementing equality policy has been created.

The Bureau of Equality has collection of gender sensitive data, bought it from different research groups for identifying social and cultural stereotypes and attitudes.

4. A population survey "Estonia 98" has been ordered (structured interviews, respondents N=2465, of age 18-70 years).

Outcome of this survey: articles ready for publication about expectations, interests, attitudes, opportunities, obstacles from gender perspective.

As the same kind of surveys have been carried out by IHS since 1973 with the interval of 5-7 years, there is a good opportunity to study the changes during the period from 1973-1998.

5. To disseminate knowledge about gender equality issues on different levels and among different groups, specified radio programmes have been ordered to inform the public on gender equality mainstreaming policy:

Sub-contract with Estonian Radio (state-owned), radio programs "Equal Opportunities" were organized during September — December 1998

for disseminating information about gender issues.

During four months, on Wednesdays from 18.30 to 18.55 there was a radio-program about equal opportunities' issues. In every program one or two topics were covered (education, working life and family life, identity of women and men, civil society, women studies and gender research, gender democracy, feminism, gender and politics, sexual behavior, power structures and gender, prostitution, human dignity). Most of these topics are connected to the strategic objectives and actions of the Fourth World Conference on Women of United Nations. The emphasis was done on the experiences and trends in the Nordic countries and European Union.

6. In order to educate and motivate women to take part in decision-making at different levels, seminars and workshops have been organized for NGO leaders, lecturers of women's training centers, trade union activists, etc.

Training principles have been worked out, training packages have been prepared to train women on gender issues. Three two-days training courses each for 30 persons, have been organized.

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

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

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

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

Gender aspects are included into the Project **"Capacity Building for the Implementation of Agenda 21 in Estonia"**. Mainstreaming of equality is planned to be achieved by different strategies, for example, by awareness raising, training on gender equality, information, publication and supporting women's access to information and the Internet.

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

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

The sixth chapter of the present Government Activity Plan for 1998 – 2003 concentrates on the social policy including equal opportunities for women and men.

The main goals of gender equality policy are:

development of the national policy on gender equality mainstreaming and its approval with other state institutions;

training of specialists in the respective field on all levels.

development and strengthening of state and non-governmental structures

Participating in EU programme Equal Opportunities for Men and Women

Alignment with Community acquis will be achieved by year 2002 when the gender equality act will be adopted. Draft legislation will include the key points of Community measures (provide for equal pay for equal work, differentiate between direct and indirect discrimination, meet the burden of proof requirements, etc.)

Starting in 1999, Estonia has applied to participate in the Community Fourth Programme on Equal Opportunities for men and women.

Part Two

Financial and institutional measures

There is no special budget-line for equality and women's advancement in the national budget. Women's projects are funded from governmental budget and regional programmes, in 1997-1998 more than 68300 USD was for supporting local activities and training, 6800 for international conferences. The role of other Funds and Foundations is increasing. Estonian Open Foundation started to support women's projects from 1997, and approximately 45 000 USD have been given for equality projects.

The main source of financial support have been international donors and organisations Phare 265300 USD, ILO 36160 USD, UNDP 125790 USD.

Nordic-Baltic co-operation on Gender Equality 1998-2000 programme was adopted by the Ministers responsible for gender equality in 1997. The budget in total for Baltic States in 1999 is 50000 USD.

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

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

A Nordic –Baltic working group holding responsibility for the continuing Nordic –Baltic co-operation on Gender Equality was established in 1998.

In the spring of 1998 the **Family Chamber of Estonia** was established. The chamber consists of representatives of family and children's organisations, professional demographers, social- and economic analytic. It is a counselling body and a group of interest who prepares proposals for family and demographic surveys, collects material on family issues for preservation, analysis and distribution, prepares the ground for discussions on family policy, takes part in setting the main objectives for national family policy and gives expert opinions on drafts of legislation presented to Parliament.

The **Statistical Office of Estonia** working in the administrative field of the Ministry of Finance is guided in its activity by the Statistics Act adopted on 11 June 1997.

On 1 January 1998, there were 345 posts in the Statistical Office of Estonia, of which 73 posts were in counties. Special training events have been organized for engendering statistics since 1995.

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

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

In December 1997, the Bureau of Equality with assistance from the Sub-Regional Gender in Development Project started running the courses on gender-planning (mainstreaming) and gender-policy appraisal for Civil Service officials for creating network of focal points on gender equality within the public administration structures.

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

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

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

4. Two women studies' centres have been established in Estonia: Gender Studies' Centre at Tartu University in 1995 (supported by UNDP in 1995-1997) and Women Studies' Centre at Tallinn Pedagogical University.

Gender Studies' Centre at Tartu University and Women Studies' Centre at Tallinn Pedagogical University will carry out studies and researches according to the requirements posted in subcontracts. Gender equality policies will be linked to several other research centres (Estonian Social Science Data Archive (ESSDA), Saar Poll Ltd., Estonian Market and Opinion Research Ltd., Market Research Ltd., the Institute of Justice, the International Social Research Institute etc.).

5. Estonian Women's Studies and Resource Centre (ENUT), which aims to become a resource centre open to public as library and information centre was established in 1997. Women's Studies and Resource centre was supported by foreign embassies.

The Centre will provide a channel of communication between research centres and information users. It will educate women on their rights, strengthen their self confidence, supports activities which might improve women's lives, acting as a mediator between government and women's NGOs, disseminating information materials and training.

6. A women's political training centre "Women Centre for citizen's training" was established in 1998 aiming to guarantee wider participation of women in society, by introducing modern concepts and political systems to women so that they may participate in civic life in a manner that is consistent with their beliefs.

7. The Association of Parliamentary Women was created in 1998. It brought together female deputies from different parties. In the parliament, the group serves as a

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

8. The Round Table of Women from different political parties was established in 1998.

9. In three Estonian regions the Regional Round Tables of political women were established during 1998-1999.

10. The growth of women's groups, nongovernmental organisations, and local initiatives demonstrates that women are forming alternative public and political spaces. There are more than 160 nongovernmental organisations, formal and informal groups, associations and organizations run by women and for women.

Data base of women's organisations was created in 1997

Gender aspects are included into the Project "Capacity Building for the Implementation of Agenda 21 in Estonia". Mainstreaming of equality is planned to be achieved by different strategies, for example, by awareness-raising, training on gender equality, information, publication and supporting women's access to information and Internet.

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

Appendix I

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

1. To implement the "Convention on the Elimination of All Forms of Discrimination against Women" which Estonia joined in 1991.
2. To seek the establishment of governmental structures and dissemination of information about human rights of women and men.
3. To raise women's competitive level, to ensure their position in the labour market and public life. To monitor the application of equal salary condition stipulated by the law.
4. To seek governmental support for women's advanced training and retraining programmes.
5. To improve the social security system for families with dependants providing mothers of underage children with opportunities to use flexible work schedules. To improve the situation of single parents.
6. To improve the collection of social statistics about women to more precisely describe different social groups. To support gender studies.
7. To support and attach relevance to family planning and distribution of duties in the family.
8. To establish at the Ministry of Social Affairs a special department to improve the treatment of women's and family planning issues and to better direct and co-ordinate the respective efforts.
9. To highlight with the involvement of the media equality issues, to emphasise the value of women's public, political and professional activity.
10. To encourage co-operation between non-governmental women's organizations and Estonian women's organizations as well as co-operation with international women's organizations. To pursue the tradition of women's congresses in the Republic of Estonia.

Critical areas of concern	Examples of successful policies, programs and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action few initiatives	Other
<p>1. Women and poverty</p>	<p>Periodic national living conditions surveys have been carried out. With UNDP assistance, the Government is addressing the issues of poverty and economic imbalances, focusing on the development of national action plan. The research done by scientists from Turku University in the framework of UNDP's project Elaboration of a National Strategy for Poverty Eradication in Estonia (1997-1999) provided up-to-date information and analysis on the households economic situation.</p> <p>Training and capacity building in entrepreneurial knowledge and skills was a strategy by several projects, carried out by the Women's Training Centre</p> <p>At the end of 1998, Government gave approval for 6 regional policy programmes to start giving development grants for problem regions. A programme to promote rural initiative focuses on "life-style", including villages</p>	<p>An efficient regional policy aimed at leveling the major regional differences of relative social deprivation, the lowering of the general level of poverty and social deprivation in Estonia would be main goal. An efficient regional policy requires a precise and regular mapping of the socio-economic situation of different regions, and a constant in-depth analysis of the information derived.</p> <p>The actual situations and needs of women entrepreneurs and those seeking to become entrepreneurs face a variety of challenges that differ from those faced by men. They need a variety of well-planned support measures: provision of information, implementation of model courses.</p>	<p>Collect, organize and provide statistical information and qualitative data that makes it possible to objectively ascertain the conditions of women.</p> <p>To eliminate forms of employment and wages discrimination with the help of governmental policies legislation and their implementation mechanisms, training labor inspectors and officials</p> <p>To include into the National Employment Action Plan following objectives</p> <p>1) to integrate women into productive employment by providing appropriate training</p> <p>2) to launch programmes and projects to promote entrepreneurial activities among women</p>	

<p>development and is spread over the Estonia. Over 150 Women's projects were launched during last two years within framework of regional programmes.</p> <p>Two Phase projects for legal and judicial development were oriented towards equal treatment of women and men:</p> <p>Phase Support in Approximation of Legislation for Implementation of Equal Treatment and Working Conditions</p> <p>National Social Security Legislation and EU Law on Equal Treatment of men and women.</p> <p>The Report "The Consistency of Estonian Social Security Law with EU Legislation on Equal Treatment of Men and Women" was completed in December 1998.</p>	<p>development and is spread over the Estonia. Over 150 Women's projects were launched during last two years within framework of regional programmes.</p> <p>Two Phase projects for legal and judicial development were oriented towards equal treatment of women and men:</p> <p>Phase Support in Approximation of Legislation for Implementation of Equal Treatment and Working Conditions</p> <p>National Social Security Legislation and EU Law on Equal Treatment of men and women.</p> <p>The Report "The Consistency of Estonian Social Security Law with EU Legislation on Equal Treatment of Men and Women" was completed in December 1998.</p>	<p>Legislation and implementation need constitutionally gender sensitive analysis.</p>	<p>To raise awareness about equality requirements: producing leaflets, disseminating information, training labour inspectors.</p>	
<p>2. Education and training of women</p>	<p>Women's Training Centre started functioning in the early 1990s prompted by the need of retired women to enter into business and offered courses for women How to start your own business. The number of participants in basic and follow-up courses is about 4000. The courses and contact seminars held facilitated the creation of businesswomen's networks not only in Estonia, but also with women entrepreneurs in Latvia, Ukraine, Finland, Sweden and elsewhere. The network formed the basis for the establishment of the Estonian Association of Business and Professional Women, which</p>	<p>For starting business women need possibilities for dealing with development of business ideas, information about business-related legal framework, bank loans, accounting, exporting and importing.</p>	<p>Development of leadership training for women to encourage them to take leadership roles</p> <p>Promotion of participation by women in community policy decision-making supporting providing training for women to develop the necessary abilities and skills.</p>	<p>Participating in EU programme Equal Opportunities for Men and Women</p>

	<p>currently has about 200 members and 11 clubs all over Estonia.</p> <p>Development of sexual and reproductive health education, creation of integrated services in order to raise awareness about family planning, HIV/AIDS have been a goal of different activities among non-governmental institutions. The number of these organizations is rising.</p> <p>Sub-project within "Capacity Building on Gender Policy" with Tartu University had different outputs:</p> <p>study tours for national experts to universities and women research centers in neighboring countries; developing and adopting curricula for gender issues led to the opening of elective courses in women studies:</p> <ul style="list-style-type: none"> * Feminist perspective in literature; * Feminist perspective in sociology; * Sociology of gender; * Sociology of family; * Psychology of family. <p>Studies on women in particular fields were carried out:</p> <p><i>Men and Women as Subjects of Civil Society</i></p> <p><i>Women as Objects of Social Policy</i></p> <p><i>Gender Stereotypes</i></p>			
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<p>3. Women and health</p>	<p>Law concerning abortion and sterilization passed in 1998. Abortion is legal and has to be paid for (the patient covers 50 per cent of the cost), unless the abortion is required due to health reasons. The money received for performing operations of abortions has been spent on covering up to 90 per cent of the cost of contraceptives for women for three months after an abortion, and for one year after giving birth to a child, as well as on schoolchildren and university students.</p>	<p>The Government accepted the National Policy on occupational health and safety for the improvement of working conditions. Draft Act of Occupational Health and Safety is in procedure at the Parliament and the Occupational Health Programme to the year 2000 has been accepted.</p>	<p>Five programmes have been approved by the Government: National Development Programme for the Prevention of HIV/AIDS and Other Sexually Transmitted Diseases until the year 2000; National Health Programme for Children and Young People for 1997-2007; Alcoholism and Drug Addiction Prevention Programme for 1997-2007; Tuberculosis Prevention Programme for 1998-2003;</p>	<p>During the preparation of the draft law on abortions a wide range of questions about sex and reproduction which women face in her life were discussed on governmental level and in Parliament. Reproductive health/rights is recognized as an important human right of women. This right consists of the freedom to decide if, when and how often one would like to have a child, a safe and satisfying sex life, safe pregnancy, and healthy childbirth.</p>	<p>Training and education on occupational health and safety is one of the means of improving the working conditions for women,</p>	<p>The Government of Estonia considers improving the reproductive health of the population, as well as family welfare for the sake of increasing the natural growth of the population most important. For the protection of reproductive health, health promotion projects are being launched, financed from the health insurance budget. A widespread awareness of reproductive rights of women and recognition of the importance of supporting women's health should be promoted and deepened.</p>	<p>Financial support for the establishment of occupational health services, especially to small and medium sized enterprises.</p>
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National Target Programme of Public Health Related Scientific and Developmental Activities for 1999-2009.

The Government of Estonia considers improving the reproductive health of population – for the provision of reproductive health, health promotion projects are being launched, financed from the health insurance budget. Involvement of NGOs and development of networks for improving coordination between all sectors that affect health. Websites for youth about reproductive health opened in 1998.

International project "Living for tomorrow: Youth, Sexual Health and the Cultural Landscapes of Gender and Sexuality in Nordic/Baltic/North-West Russian Times of the Transition" is underway. Pilot project was developed in Estonia. Project is rooted in strong collaboration in three Estonian towns and training its first capacity building training's on ways gender issues affect sexual health. This three year project led by researcher A.Lewis from Sweden, is activating discussion on HIV prevention, youth culture and the politics of gender in a wide, varied network of meetings and discussions in Estonia.

4. Violence against women						
<p>Situation in Estonia was mapped and proposals were suggested as follow-up activities to Beijing Conference in the field of violence against women according to the annual plan of Nordic-Baltic working group in April, 1999. Report on Mapping of Violence against women has been made in Estonia.</p> <p>The Ministry of Social Affairs and the Statistical Office have compiled data on 15 refugees and 8 rehabilitation centers established in the majority of counties by the local authorities or NGOs. Confidential telephone services are available in all counties. The Ministry of Social Affairs has channeled some foreign financial aid into the establishment of confidential telephone and family counseling services and the network of shelters for abused. Women can also receive aid in several children's shelters.</p> <p>The HIV/AIDS Information and Support Center is an NGO in Tallinn providing safe sex education and some medical treatment to women in prostitution in Tallinn. The Center has conducted research into several aspects of prostitution and a comprehensive picture of the nature and extent of prostitution is available.</p>	<p>There is no knowledge about the causes and consequences of violence against women in Estonia. Domestic violence has not received attention in the media as a specific problem.</p> <p>There is acute need for surveys to get more information about violence against women, especially on domestic violence, rapes and other sexual offenses, sexual harassment</p> <p>The police and expert investigative officers are not trained to handle incidents of violence against women.</p> <p>There is shortage of well-funded shelters for battered women and children.</p> <p>Activities in relation to trafficking had recently started, NGOs do not have resources to broaden their work with issues of trafficking.</p> <p>The cross-sectoral co-operation is needed for preventive measures and for rehabilitative measures such as counseling, return programmes, legal assistance.</p>	<p>Situation in Estonia was mapped and proposals were suggested as follow-up activities to Beijing Conference in the field of violence against women according to the annual plan of Nordic-Baltic working group in April, 1999. 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	Tartu Child Support Center was opened and functioning with the help of Estonian Soros Foundation.			
5. Women and armed conflict	<p>Estonian Women's Home Defence League is acting as nationwide organisation and supported by Government.</p> <p>Co-operation and mobilisation with other organisations to implement alternative military service.</p>			
6. Women and the economy	<p>Two labour force surveys have been carried out according to the methodology of the International Labour Office - in 1995 and 1997. The results of surveys are published in the series of the Statistical Office and gender segregated data is available for monitoring the situation of women on labour market. The data about labour market situation is reviewed every second year. Data about average salaries is produced once a year.</p> <p>The promotion of women's entrepreneurship is incorporated as an objective of the international ILO programme More and Better Jobs for Women.</p> <p>To ensure effective and sustainable implementation of the Estonian Plan of Action on Programme, a National Programme Committee</p>	<p>Insufficient attention to gender in economical analysis.</p> <p>Attitudinal discriminatory practices by employers</p> <p>stereotyped gender roles of women and men within the family</p>	<p>To develop work-place policies against gender discrimination in the labour market</p> <p>To undertake concrete action to attain the following objectives: - lacking gender gaps in employment and unemployment; - facilitating reintegration into the labour market.</p> <p>To promote harmonization of work and family responsibilities for women and men</p>	

	<p>has been set up and gender-sensitising training seminars organised.</p> <p>As a participating country in the International Programme "More and Better Jobs for Women", Estonia will benefit in terms of the sharing of strategies and experiences between countries and regions, access to tested training and awareness raising materials and guidelines on policies, programmes and best practices, information on labour standards, and better understanding of actions that are effective and those that are not in our country.</p> <p>About 4000 women have received training on the following topics: how to set up a private business, the development of a business idea, legislation governing business activity in Estonia, market research, etc.;</p>			
<p>7. Women in power and decision-making</p>	<p>The aim of sub-project of Capacity Building on Gender Policy (UNDP) was to foster women's self-confidence building and enhance via training their capacities for running for general and local government elections and other elected bodies.</p> <p>A series of 6 two-day seminars were organized in different localities throughout Estonia. Training was provided for about</p>	<p>The women's presence in political parties, electoral lists, parliaments, cabinets, influential positions must be monitored.</p>	<p>Development of communication strategies to promote public debate on the new roles of women and men in society and in family.</p>	<ul style="list-style-type: none"> Participating in EU Programme Opportunities for Men and Women

180 women all over Estonia.

Sub-project was implemented by the Women's Training Center in Tallinn from September 1995 until March 1996.

About 500 women throughout Estonia have been trained on topics related to the integration of women into public life, increased access to decision-making positions, the promotion of women into positions of power, equality between women and men (in the framework of projects funded by the UNDP, The Baltic-American Foundation, The US Embassy in Estonia), with a special focus on active women residing in rural areas.

Women-Parliamentarians

Association was established in 1998. Round Table of women from different parties was established in 1998

The Women Centre for citizen's training educates women according to the principles that are valid in civil societies. The central topics are: the relations between economic and political power, the role of lobbying in influencing political processes, national issues, social and regional politics, relations between local and central authorities and relations between women's rights and sexism. Participants are women who are already actively involved in politics both on local or national level, and

<p>also women who are only planning to participate more actively in forming and making political decisions.</p>	<p>Number of women in Parliament and at local level has been raised.</p>	<p>Establishment of Bureau of Equality within the Ministry of Social Affairs in December 1996.</p> <p>Evaluation of Estonian legislation in the framework of different projects:</p> <p>The UNDP Project "Promotion of Gender Equality Mainstreaming in Estonia (EST/98/Q05/A/J/Q99)" started on 1 June 1998.</p> <p>The project is devised to support gender development towards equality in Estonia with the main focus on developing a sustainable Bureau of Gender Equality, insuring effectively working national machinery and creating conditions to promote equality and gender mainstreaming policy in Estonia.</p> <p>One of the objectives of the Project is to get a critical evaluation and assessment of Estonian legislation from the point of view of gender issues and analyze its compliance with international obligations. The analysis will be the basis for working out conceptions and drafting a new equality act as well. Research about legal framework and legislative acts in such fields as</p>	<p>No specific legislation exists on gender equality in Estonia. All human rights are assumed to be safeguarded by the basic provisions of the constitution concerning the equality of all before the law.</p> <p>Labour laws, social security and family laws, law on education etc. are in principle in compliance with EU directives but the Estonian legislation is restricted by its narrow interpretation of equal opportunities and it does not offer adequate definition of what constitutes direct and indirect discrimination.</p> <p>There is a need for drafting new act - gender equality act.</p>	<p>To establish a legal framework and to develop strategies and methodologies for promotion equality between women and men and mainstreaming gender perspective in all policies and programmes</p> <p>To generate and disseminate gender-disaggregated data for planning and monitoring</p> <p>Development and strengthening of state and non-governmental structures to act in a gender-informed way.</p> <p>To sensitize civil servants to recognize gender inequalities and train them for gender mainstreaming</p> <p>training of employees carrying out such functions on national, local and non-governmental organizations' level in various fields of social life.</p> <p>Preparation of Gender Equality Act.</p> <p>To establish gender equality Council.</p>
<p>5. Institutional mechanisms for the advancement of women</p>				

	<p>education, family, social policy and working conditions has been carried out, experts have analyzed Estonian legislation and its compliance with the international obligations in different fields.</p> <p>Network of civil servants from different ministries established and number of NGOs involved during 1998-1999.</p>			
<p>9. Human rights of women</p>		<p>Inadequate monitoring of the violation of the human rights of women</p> <p>Lack of awareness of existing rights, persistent attitudes and practices</p>	<p>Legal literacy programmes for lawyers, teachers, civil servants and NGO's</p> <p>To develop co-operation between authorities in Russia, Finland, Sweden, Germany for combating trafficking in women and children, for gathering and disseminating information and follow up on prostitution and different forms of commercialized sex.</p>	
<p>10. Women and the media</p>	<p>Research on portrayal of women in Estonian daily newspapers was conducted in 1998.</p> <p>The aim of content-analytical study of Estonian press was to find out how the women's organisations are represented by the most powerful Estonian daily newspapers. From 1994 to 1996 (incl.) approximately 600 articles were published about</p>	<p>The lack of gender sensitivity in media, gender based stereotyping</p>	<p>To increase the access of women to the information technology and electronic media.</p>	

	<p>women and women's movement in Estonian daily newspapers. One third of them were about women's organisations and their activities</p> <p>Establishment of Women Studies and Resource Center in Tallinn Pedagogical University where training in IT provides access to electronic media and digital network</p>			
<p>11. Women and the environment</p>	<p>Involvement of women in decision-making on community level according to the National Agenda 21 have been started.</p> <p>Project "Baltic-Nordic network for rural women" was started in 1996 and developing via different activities.</p>	<p>There is need for broader dissemination of knowledge and information about sustainable human development issues.</p>	<p>To utilize the competence and knowledge of women in the development of the rural areas.</p>	
<p>12. The girl child</p>	<p>Actions and initiatives for supporting girls with disabilities and sexually abused girls have been started by non-governmental organizations by establishment child crisis centers.</p>	<p>There is lack of information about good practices for public.</p>	<p>To work out long-term strategies and policies for combating with violence against children.</p> <p>To implement the law against child pornography.</p>	