

# Study on gender training in the EU mapping, research and stakeholders' engagement - Estonia - Country profile



**Study on gender training in the European Union: mapping, research and stakeholders' engagement (2012-13)**

**Estonia**

**POLICY FRAMEWORK**

The European Gender Equality Act requires public organisations to mainstream gender into their work. However, the act makes no reference to gender training. As such, no policy commitments to gender training have been identified at the ministry or subnational level.

**GENDER TRAINING IN PRACTICE**

Despite there being no policy commitments to gender training, there are several training initiatives in place.

At a national level, civil servants have been trained in gender mainstreaming with support from external agencies in the past; recently gender training has mainly been provided in the context of EU-funded programmes, usually on a small scale.

Two EU-funded initiatives have been established at national level, they are the 2004-05 Phare project (which also provided training at a regional/local level) and the 2010-12 gender-responsive budgeting project, as implemented by the Gender Equality and Equal Treatment Commission.

Local government has a low awareness and capacity on gender issues. Even though gender equality plans are mandatory in Estonia, as foreseen by the Gender Equality Act, for local government organisations, according to stakeholder interviews, they are not drawn up.

**EXAMPLES OF GENDER TRAINING PROGRAMMES**

- Phare training project: Development of administrative capacity of national authorities in the field of gender mainstreaming.** The one-off project aimed to develop amongst its participants, knowledge of gender issues, gender theory and concepts, gender equality policies and gender mainstreaming. The training was provided at an introductory/intermediate level and was delivered by external trainers to 17 women and 180 civil servants. Tailored sessions conducted 13 training sessions all over Estonia for national, regional and local level servants on gender equality and gender mainstreaming, following training they received themselves from the programme.
- The Mainstreaming gender perspectives into the state budget: gender-responsive budgeting project** involved all ministries. The introductory training was designed to develop amongst its participants (staff at different levels) a basic understanding of gender equality concepts, gender mainstreaming strategies, gender impact analysis and gender budgeting tools. The staff participants were 30 ministry officials. The training was delivered using face-to-face methods, practical exercises with budgets and discussion and was delivered by experts from the Gender Equality Department, the Gender Equality and Equal Treatment Commission, and external gender equality and gender mainstreaming experts.

**USEFUL LINKS**

- Ministry of Social Affairs: <http://www.sotsiaalne.ee>
- The Gender Equality and Equal Treatment Commission: <http://www.gel.ee>
- European Women's Studies and Research Centre: <http://www.emwst.eu/en/etd.php>

## Downloads


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