

Memorandum valitsuskabineti nõupidamisele. Soolise palgalõhe vähendamise tegevuskava

In Estonia, an action plan to reduce the gender pay gap was approved in 2012. There are five main streams of actions: 1) improving the implementation of the existing Gender Equality Act (e.g. improvement of the collection of statistics, awareness raising, support of the work of the Gender Equality and Equal Treatment Commissioner etc.), 2) improving the family, work and private life reconciliation (e.g. work with employers); 3) promoting 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. It is emphasized that the gender pay gap is a complex issue and there is a need to implement simultaneous measures in all relevant fields.

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