



## POLICY FRAMEWORK

The Estonian 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 local/regional level.

## GENDER TRAINING IN PRACTICE

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

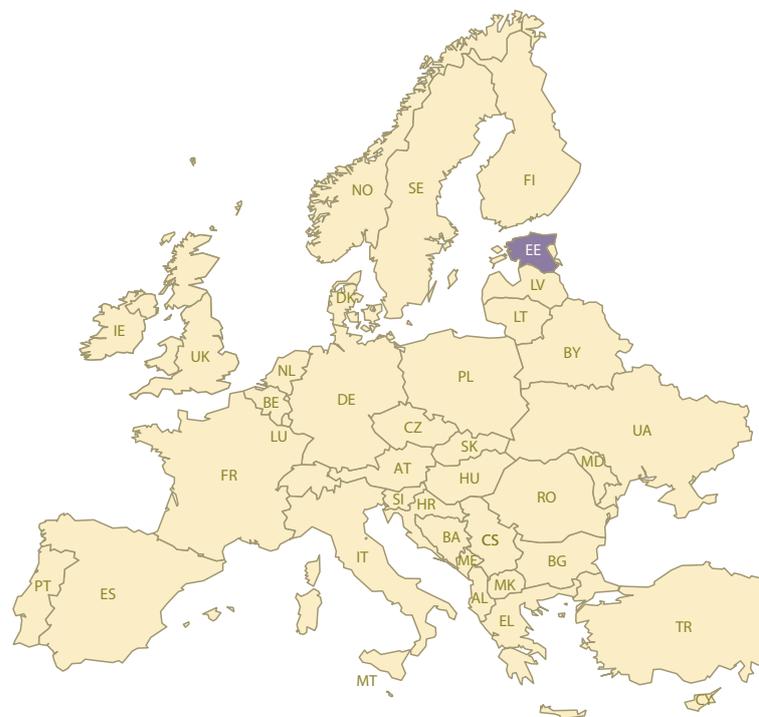
At a national level, civil servants have been trained in gender mainstreaming with support from international agencies in the past; recently, gender training has mainly been provided in the context of EU-funded programmes, usually on a small scale.

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 Commissioner.

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 twinning 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 trainers and 180 civil servants. Estonian trainers conducted 15 training sessions all over Estonia for national, regional and local civil 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 analyses and gender budgeting tools. The said participants were 35 ministry officials. The training was delivered using face-to-face methods, practical exercises with budgets and discussions and was delivered by experts from the Gender Equality Department, the Gender Equality and Equal Treatment Commissioner, and external gender equality and gender mainstreaming experts.

## USEFUL LINKS

Ministry of Social Affairs:  
<http://www.sm.ee>

The Gender Equality and Equal Treatment Commissioner:  
<http://www.svv.ee>

Estonian Women's Studies and Resource Centre:  
<http://www.enut.ee/enut.php>



## ABOUT THE STUDY

This factsheet summarises research findings for Estonia from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein has been validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://www.eige.europa.eu>

### FACTS AND FIGURES

- Gender mainstreaming is foreseen under the Estonian Gender Equality Act.
- The Gender Equality Division in the Ministry of Social Affairs is responsible for equal treatment and gender mainstreaming.

### ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:  
<http://eige.europa.eu/content/gender-trainers-database>

### ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:  
<http://eige.europa.eu/resources/gender-training>

### WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.

## About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

More information:

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