



Estonia — main findings

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Background context

- Population 1,315 mln as of 1 January 2016
- Total employment rate among 20-64 age group %, EU average 70.1% (Estonia 76.5)% (women 72.7%; men 80.5% in 2015)
- Gender pay gap was 28.3% in 2014 (highest in EU)
- Trade union density has been estimated around 8-10%, OECD 2012 data- 6.4%

Wage setting mechanisms

- Working conditions (especially wage) are fixed in bipartite negotiations between employer and employee
- Collective agreements exist in 4-9% of enterprises
- Around 18.6% of employees are covered by collective agreements (2015 WLS)
- In 2011, only around 4% of collective agreements include agreements regarding employees equal treatment (avoidance of discrimination, following the principle of equal treatment and promote equality)

Minimum wage

- National minimum wage agreement between employers and trade unions (430€ as of 1 January 2016)
- Additional minimum wage rates have been concluded in/for
 - Health care
 - Transport
 - Cultural professionals
 - teachers

Existing Gender wage gap initiatives

- Estonia had a national action plan for reducing gender wage gap (2012), but it has not been renewed:
 - Improving the implementation of the existing gender equality act (e.g. improvement of the collection of statistics, awareness rising to show negative impact of stereotypes on career choices etc)
 - Improving the policies for family, work and private life reconciliation,
 - Gender mainstreaming, especially in the fields of education and employment (e.g. including developing and testing gender equality as a topic to the curricula of teachers)
 - Reducing the gender segregation in the labour market and education by developing a mentoring programme for females to increase the share of women among managers
 - Analysing the organisational practices and pay systems (public sector as a role model)

Criticism

- Project based approach
- Activities are financed through different ESF projects and Norway grants not from state budget
- Use of soft measures
- No monitoring system for action plan
- No real change in GPG indicator

Planned initiatives

Labour Inspectorate will exercise supervision over working conditions in companies and detect and identify gender pay gaps in companies (still to be implemented)

State will give out recognition signs for employers that promote gender equality (has not been implemented yet)

As of 1 January 2016, entrepreneurs have the obligation to collect gender based data regarding working conditions (such as salary, vacation, trainings). The aim of the regulation is to observe and assess if organizations comply with the equal treatment principal in their work relations (has not been applied)

Welfare Development Plan for 2016-2023 one chapter dedicated to equal opportunities of men and women

Financial and insurance activities sector

- 23% men, 77% women
- Gender pay gap 44.9% in 2013 (highest in EU)
- Vertical segregation exists
- One sectoral trade union, created in 2013, low awareness of gender pay gap
- Average wage in the sector 39% higher than the national average wage
- Working conditions set in individual negotiations, wage is a taboo subject
- Crisis affected the sector's working conditions
- Currently, only one collective agreement in the sector (enterprise level agreement in one insurance company)
- No initiatives to tackle gender wage gap

Health care sector

- 9% men, 91% women
- Gender wage gap 28.5% in 2013
- Vertical segregation exists
- Strong trade unions, low awareness of gender wage gap
- Sectoral collective (wage) agreement together with organizational level agreements
- Overall wage level in the sector similar to national average wage
- Main problems: lack of personnel, high workload and work intensity, not enough resting time, non-transparent overtime compensation systems, submissive work culture
- No initiatives to tackle gender pay gap

Actions and conclusions

- Meetings were held with trade union representatives and Gender Equality and Equal Treatment Commissioner
- Sectoral trade unions do not see their role in decreasing GPG in their sector
- Focusing on cooperation with national level trade union- Estonian Trade Union Confederation and raising awareness
- Media activities (recommendations to tackle gender pay gap, test was published during Equal Pay Day)

Media activities

The screenshot shows a web browser window with several tabs open: Facebook, Avaleht - Eesti Statistika, Search - Eurostat, Unemployment statist..., Gender pay gap in una..., and PÄEVAINTERVJUU: sool... The address bar shows the URL: arvamus.postimees.ee/3561755/paevaintervjuu-soolist-palgalohet-aitaks-vahendada-palganumbrite-avalikustamine. The page title is "PÄEVAINTERVJUU: soolist palgalõhet aitaks vähendada palganumbrite avalikustamine (4)". The author is Marian Võsumets, produtsent, and the date is 3. veebruar 2016 17:21. The article text reads: "Eestis on Eurostati andmetel Euroopa Liidu suurim sooline palgalõhe. Praxise töö- ja sotsiaalelu analüütik Liina Osila esitleb värsked lahendusi, mida palgalõhe vähendamiseks ette võtta. Osila naasis hiljuti EL-i riikide ekspertide kohtumiselt Viinis, kus pakuti antud küsimusele lahendusi." Below the text is a video player showing an interview with a woman sitting on a purple sofa, holding a sign that says "PALGALÕHE FESTI RAHVUSKA". To the right of the article is a sidebar with "VIIMASED UUDISED" (Latest News) listing several items with timestamps and brief descriptions. Below the sidebar is a "Booking.com" advertisement. At the bottom right of the page is a logo for "KÕRDEM SÕJAKOOL" (Higher Military School) with the text "KAITSEVÄE ÜHENDATUD ÕPPEASUTUSED". The browser's taskbar at the bottom shows various open applications like Vii..., PÄ..., Sk..., GP..., Na..., Pra..., GP..., Exp..., rta..., Cal..., ett..., and Exi..., along with a battery level of 62% and the time 8:27 on 8.06.2016.

Media activities

Facebook x SS Avaleht - Eesti Statistika x Search - Eurostat x Unemployment statisti... x Gender pay gap in una... x TESTI: Kas tead, millise... x

www.delfi.ee/news/paevauudised/eesti/testi-kas-tead-millised-on-su-ogused-tootajana-kas-tunned-ara-soolise-ebavordsus

TESTI: Kas tead, millised on Su õigused töötajana? Kas tunned ära soolise ebavõrdsuse? (77)

13. aprill 2016 17:12

Toimetas: Tarmo Paju, tarmo.paju@delfi.ee
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Vii... TES... Sk... GP... Na... Pra... GP... Exp... rta... Cal... ett... Exi... 58% 8:23 8.06.2016

Future activities

- In financial sector, cooperation with one of the biggest bank. We plan to organise a meeting with *Estonian Association for Personnel Development* where we will talk about gender equality and pay gap and the bank would share their good practice.
- Cooperation with Estonian Trade Union Confederation (small project to raise awareness on gender equality and gender pay gap among trade union leaders)



Thank you!

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