



The 3rd Erasmus+ Gender Seminar

GENDER PERSPECTIVE AND GENDER EQUALITY IN ESTONIAN DEFENCE FORCES

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Agenda

- Purpose of the study
- Research questions
- Theoretical framework and main arguments
- Method
- Empirical part/Key findings
- Conclusions and suggestions
- Q&A



Purpose of the study

Analyze gender equality and gender perspective situation in Estonian Defence Forces (EDF) and make proposals to increase the quality of the implementation of those two norms.

The implementation of a gender perspective and gender equality contributes to:

- the principle of equality;
- the requirements to implement gender perspectives;
- improves operational efficiency;
- promotes gender balance.



Why must gender be integrated into the security framework?*



- first, because gender mainstreaming and equality is a globally mandated requirement.
- second, because it is important to use the pool of humanity, not just half of it: when men and women participate in decision-making, better results are achieved.
- finally, from the practical side, involving gender perspectives and mainstreaming is 'operationally strategic' for efficiency and effectiveness.

*Gya, 2007, The importance of gender in ESDP. *European Security Review*, no. 34. 2007.

Research questions

- What is the gender equality situation in EDF?
- What are the tasks and suggestions for EDF from NATO directive on implementing UNSCR 1325 and from Estonian 1325 NAP?
- How does EDF military personnel see upon the Ministry of Defence aim to raise the number of female military professionals in Estonian Defence Force?



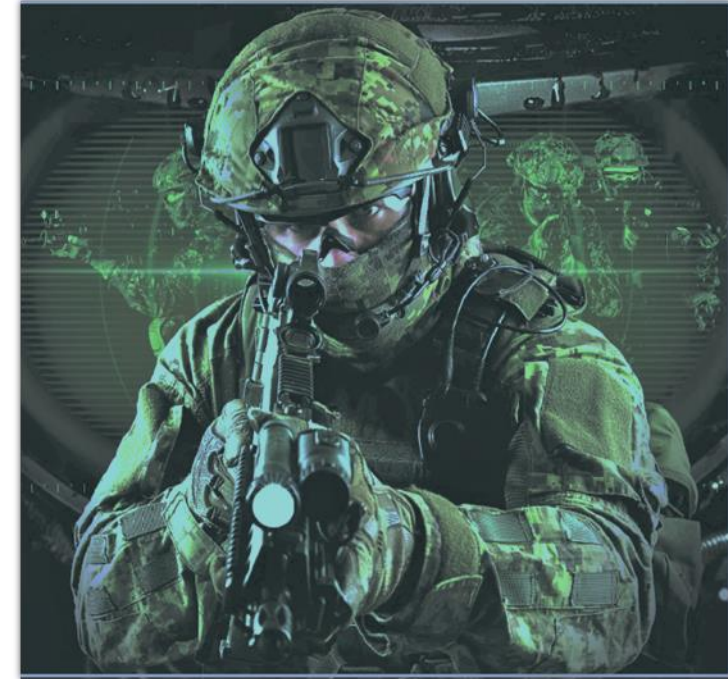
Theoretical framework and main arguments

1. Military institution as a gendered organization

- deconstructing the silence
- conscript duty

2. Gender equality and gender perspectives in security and IR

- UNSCR 1325
- NATO implementation plan on UNSCR 1325 and guidelines for NFC's, NFS's and nations:
 - ✓ Rationale: eliminate barriers for the active participation of women
 - ✓ Gender balance
 - ✓ TCNs: pre-deployment training



	Contributing factor	Contributing factor description
Recruitment	Personnel distribution, both male and female, to all levels, positions and functions;	Striving towards gender balance; Recruiting messages are clear and supportive towards the whole of society, promoting equal opportunities; Necessary equipment and resources are provided (e.g., uniforms and equipment are not only made to fit male users, but a diversity of users and bodies).
	Supportive, non-discriminative work environment;	
	Equal opportunities and obligations: access to resources and materiel/equipment.	
Employment and retention	Legislative policies;	An equality and diversity policy; in order to treat everybody fairly, a person is appointed to a position according to necessary skill and knowledge; Usage of moderate quota systems. Incorporating gender perspective into operational planning and operations. Integrated gender education and training.
	Planning and analysis;	
	Evaluation of measures;	
	Training and education.	
Agents of Change	Commanders	Legal and traditional authority need to be in balance; change in organizational culture needs to be reinforced by commanders and leaders of the organization.
	Management/Leadership	
	Expert functions	Gender-related functions like Gender Advisors, Gender Focal Points etc.

Method

1. Document analysis:

- Legal framework
- Development and action plans
- UNSCR 1325 EST National Action Plans (NAP) (2010-2014; 2015-2019)
- UNSCR 1325 EST NAP yearly implementation reports
- NATO reports on implementing gender perspectives (2012,..., 2017)

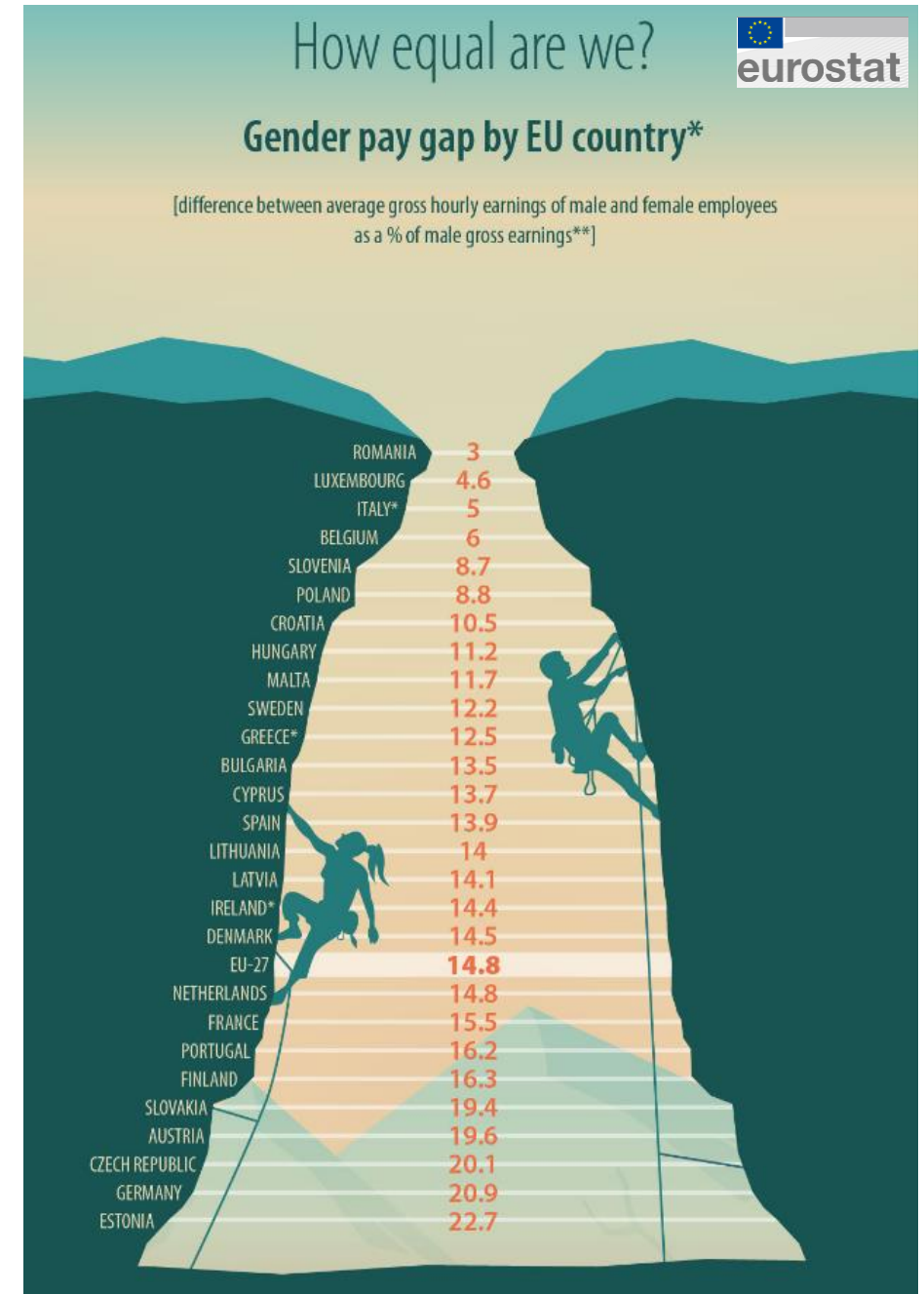
2. Discourse analysis:

- Attitudes towards increasing the number of females in EDF

Empirical Study

The Case of Estonia:

- post-soviet society
- attitudes towards equality principle
- at the bottom group of EU (gender pay gap and gender power index)



Key Findings (1)

EDF Gender equality and formal requirements:

- conscript service
- physical test
- equality principle/ gender perspective ≠ institutionalized

UNSCR 1325/UNSCR 1325 NAP/NATO 40-1 tasks and recommendations to EDF:

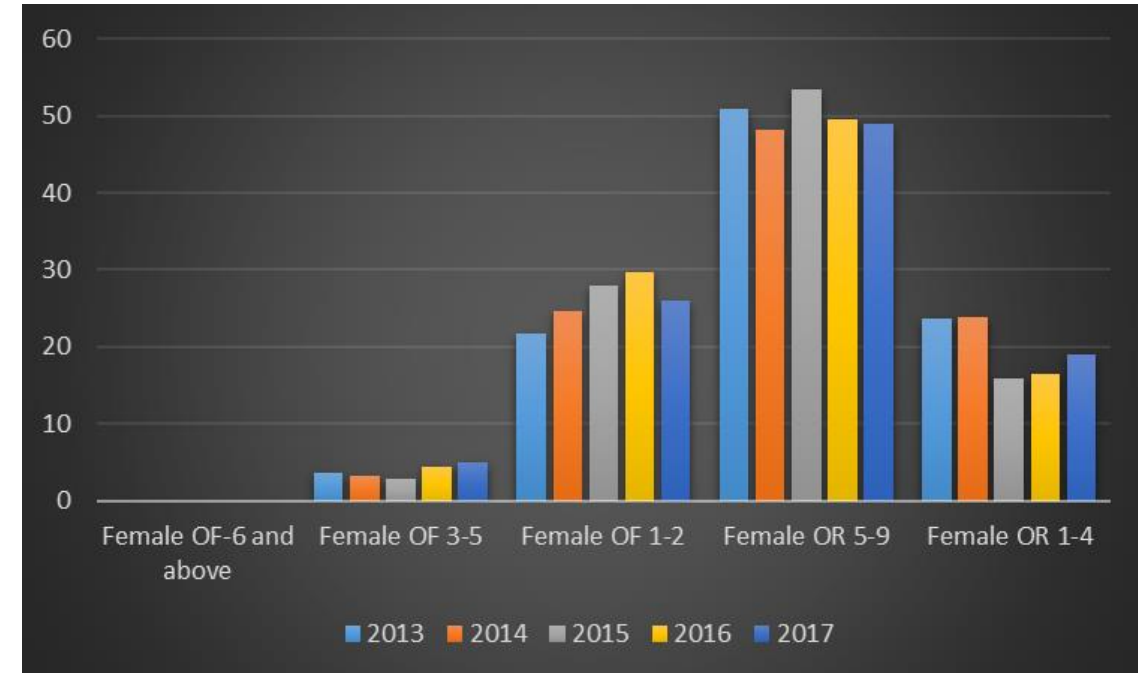
- NAPs have 14 different tasks/recommendations to EDF and EDF implements barely 2 of them



Key Findings (2)

Breakdown of active duty members by gender:

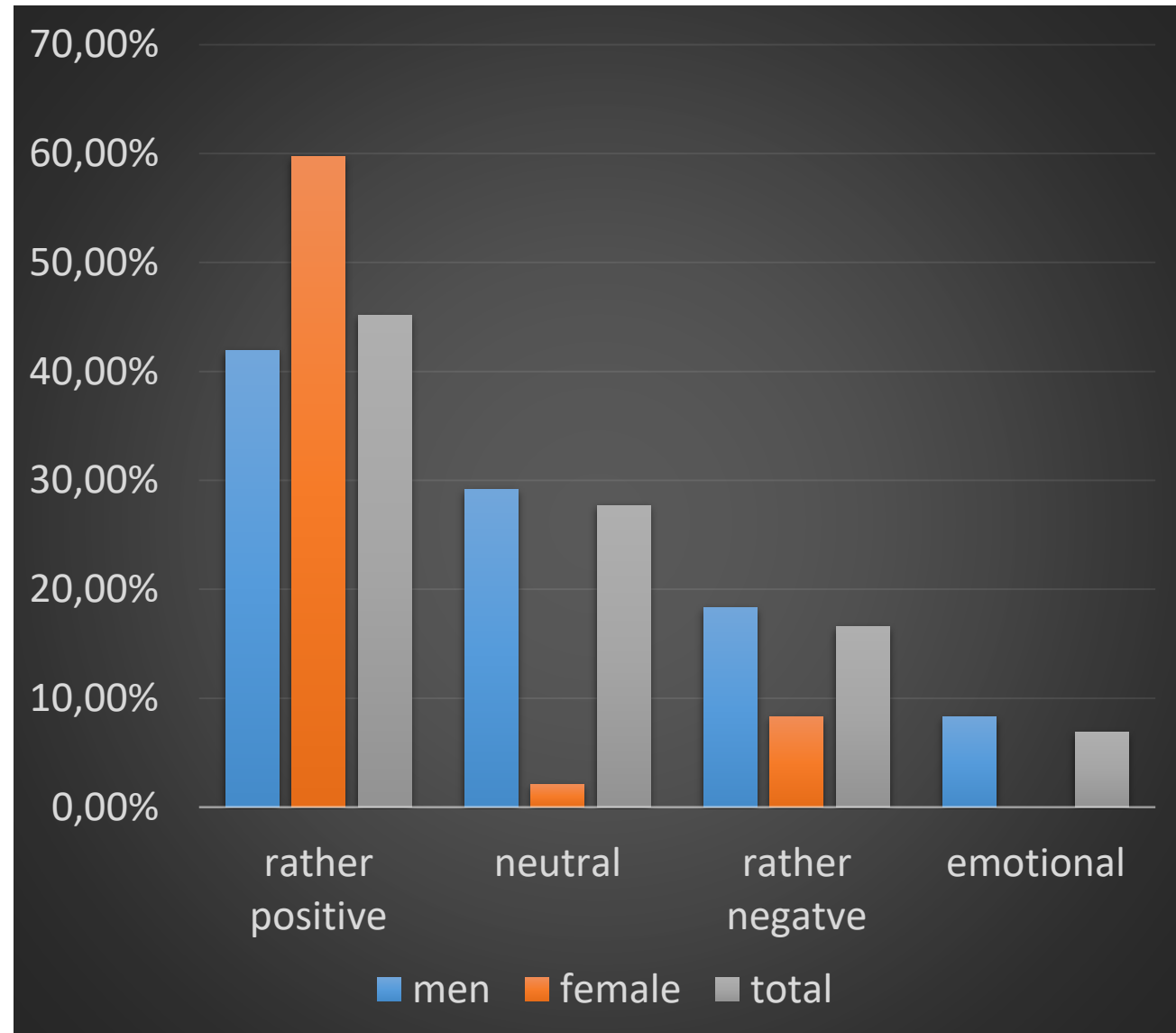
- % of females through years in average 9%
- women are largely concentrated in administrative and supporting positions (79%),
- 3.9% senior officers (OF-3 – OF-5), no higher officers (OF- 6 to OF-9)



Key Findings (3)

Attitudes towards increasing the female active duty members and conscripts in EDF

- 45% of respondents - (rather) positive
- 23.5% negative and emotional/irrational (8% women respondents)



Examples (DA)

- Main topics:
 - equal treatment (concern among male respondents: what if males are not treated equally or paid enough attention to)
 - equal requirements (especially physical)
 - fear over possible quota system
 - equipment, work-environment
 - conscript service
- Gender stereotypical thinking

Examples (DA)

- "*..only in non-military tasks / jobs (media, accounting, logistics etc).*" (Male, 18-30, NCO)
- *„...as far away from the battle units as possible.*" (Male, 31-45, NCO)
- *„women are not suitable to serve in the infantry, but I am very happy to see female soldiers in the supporting roles, like in medicine, in the logistics or in the kitchen. ”*(Male, 18-30, officer)
- *"I recommend that you do not accomplish this goal or, in extreme cases, involve very beautiful women"* (Male, 31-45, NCO)
- *„the Minister of Social Affairs could also set a goal" Men should give birth "*(Male, 31-45, officer)
- *„I think this is another political pressure, to show some kind of equality picture. of course, women can do a lot for national defense, such as raising children, supporting their husbands “* (Male, 31-45, NCO)
- *“no female officer can inspire a male soldier.... „*(Male, 31-45, NCO)

Suggestions

- Tasks form UNSCR 1325 NAPs and suggestions from NATO 1325 directives:
 - specific action plan for EDF
- Internal communication of the MoD policy on females in defence
- Minimize gender inequalities (e.g. physical test)
- Minimize gender stereotypical and discriminatory texts and expressions
- Add (gender) equality and/or equity to defence forces values, promote principles of equal treatment

Conclusions

- Internal communication
- Justification/language
- Recruitment/retention/agents of change

An equal society is created when benefits and burdens are equally shared



Q&A

