

# ESTONIAN MILITARY ACADEMY

MENTE ET ENSE PRO PATRIA!

## Gender equality in EDF and EMA

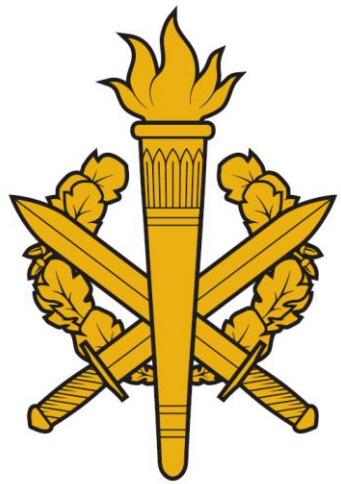
Captain Anna Oras

10.10.19

Veliko Tarnovo



# Official differences in gender treatment



- Same sport exams with different requirement levels
- No official gender equalization training for active duty personnel (or conscript leaders)
- Officially no restrictions for females in fields of service
  - *(„No female is going to graduate this school while I am teaching here“*
  - *„We do not restrict women from joining special forces, they just don't want to come“)*

# Statistics

## Year 2013

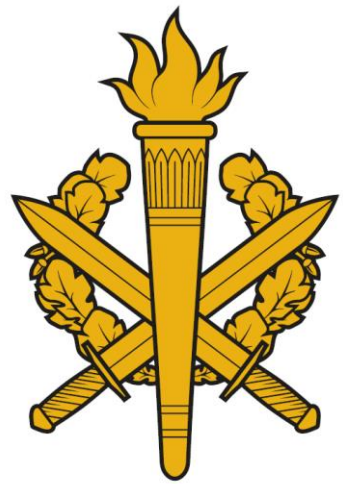
- women in Estonia are officially able to go through conscription;

## Year 2017

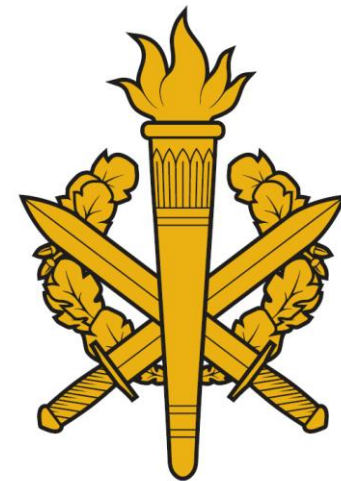
- 285 women out of ~3100 working as active duty personnel (9,2%)
- From 2013 to 2017 85 women have done so
- After conscription, ~50% of them stayed as active duty personnel.

## Year 2019

- 3336 conscripts, 38 of them female
- First female battalion commander



# Statistics of the Estonian Military Academy years 2000-2019

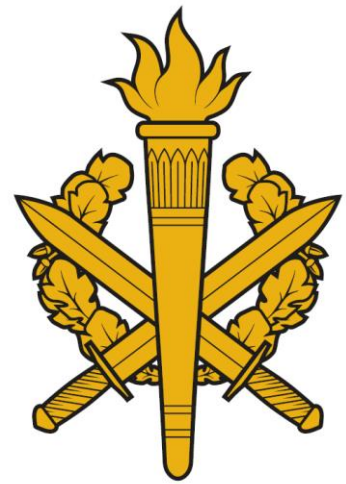


- Overall, out of 3086 applicants to the Estonian Military Academy, 151 have been women (**4,9%**)
- 2313 have qualified to the tryouts, of which 89 were women (**3,85%**);
- 1319 have been accepted, of which 45 were women (**3,4%**);
- 852 cadets have graduated from the Estonian Military Academy, of which 13 have been women (**1,52%**);
- Until 2013, the main reason for dropping out of the Academy have been domestic (personal/family issues); since then the reason has been almost solely failure in tactical subjects.



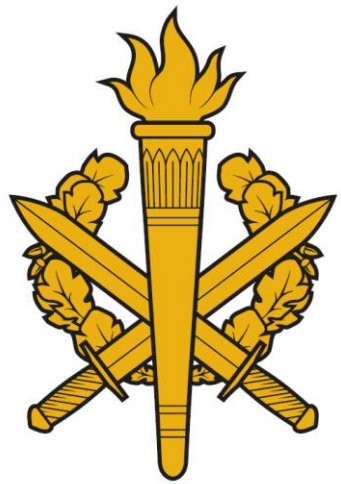
# Gender equality in Estonian Defence Forces Statistics

- *Statue of the Kissing Students in Tartu – the girl has been dressed into uniform (2017)*



# How to improve?

- Numerous campaigns: „Women into uniforms!‟; different advertisement campaigns;
- It is not hard to get the women to serve. It is difficult to make them stay.
- We have no plan to teach our personnel to address the issue.
- Inexperienced media



Thank you!

I believe we have a lot to learn and to share in this topic.

I am honored to participate on this panel!

