

ESTONIAN MILITARY ACADEMY



Gender mainstreaming seminar

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Official approach to gender treatment

- Same sport exams with different requirement levels;
- Officially no restrictions for females in fields of service.

- No official gender equalization training for cadets, officers or conscript leaders;

- No job positions in the armed forces that specialises on gender issues (general opinion is that there is no need).



Numbers in Defence Forces

- **Year 2013**
 - women in Estonia are officially able to do conscription;
 - From 2013 to 2010 123 women have done so.
- **Year 2017**
 - 336 women out of ~3500 working as active duty personnel (9,6%)
 - After conscription, ~60% of them stayed as active duty personnel.
- **Year 2019**
 - First female battalion commander
- **Year 2020**
 - 3576 conscripts, 54 of them female



Numbers in the Military Academy

- Overall, out of 3086 applicants to the Estonian Military Academy, **151 have been women (4,9%);**
- 1319 have been accepted, of which **45 were women (3,4%);**
- 887 cadets have graduated from the Estonian Military Academy, of which **15 have been women (1,7%);**
- 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.
- **Today there are 10 female cadets out of 162 total.**
- **One female master student out of 58**



How to improve

- Numerous campaigns: „Women into uniforms!"; different advertisement campaigns;
- We have no plan to teach our personnel to address the gender issue.
- Inexperienced media coverage.



Future

- No plan for special gender subject;
- Agreement to implement gender topic into studies via other subjects.

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