



CDL-UD(2020)015

Or. Fr.

EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW
(VENICE COMMISSION)

in co-operation with

**PRESIDENCY OF THE GOVERNMENT OF TUNISIA
MINISTER'S SERVICES TO THE HEAD OF GOVERNMENT
IN CHARGE OF THE CIVIL SERVICE**

Regional seminar for high level civil servants

12th UniDem Med

**“PUBLIC ADMINISTRATION REFORM:
NEW CHALLENGES AND NEW OPERATING METHODS”**

Videoconference, Tunisia

15 – 17 December 2020

**GENDER EQUALITY AND PUBLIC SERVICE: STRENGTHEN EQUALITY
POLICIES AND ENSURE EQUAL ACCESS TO PROFESSIONAL
RESPONSIBILITIES**

by

Ms Liina KANTER

(Head of Unit, Equal Treatment, Ministry of Social Affairs, Estonia)

Funded
by the European Union
and the Council of Europe

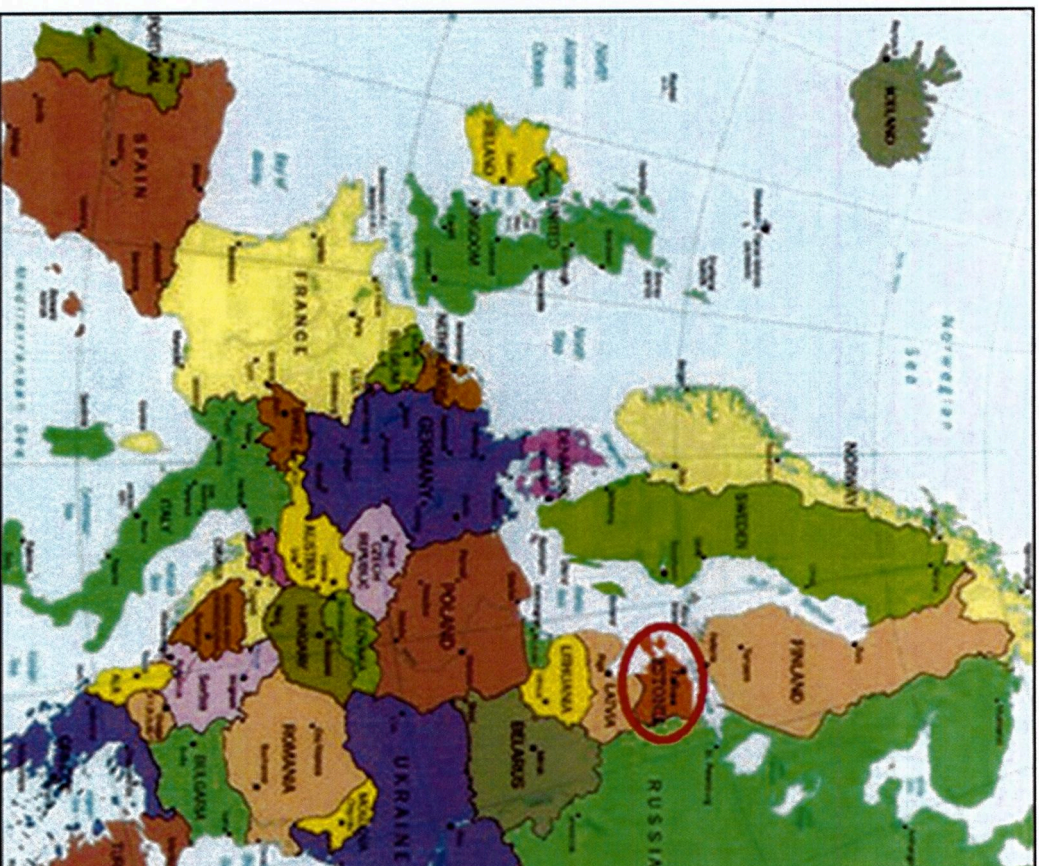


Implemented
by the Council of Europe

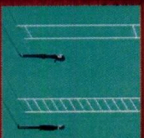


Gender Equality and public service in Estonia

Liina Kanter
Equality Policies
Department
17.12.2020
12th UniDem Med



Why gender equality matters?



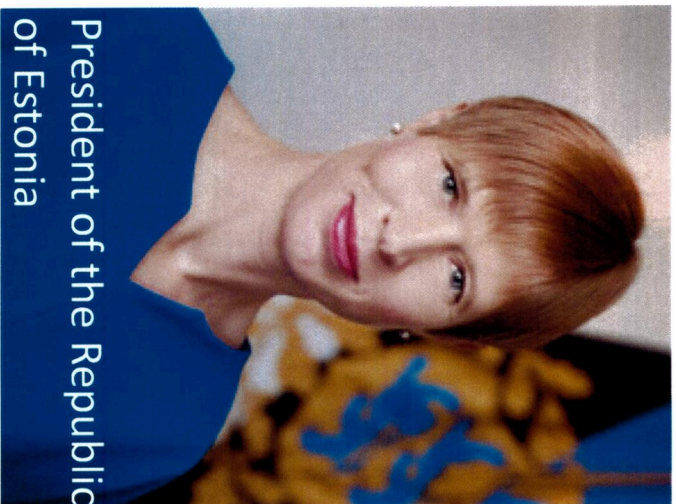
Equal opportunities



Economic benefits



Better and suitable
services, benefits etc



President of the Republic
of Estonia

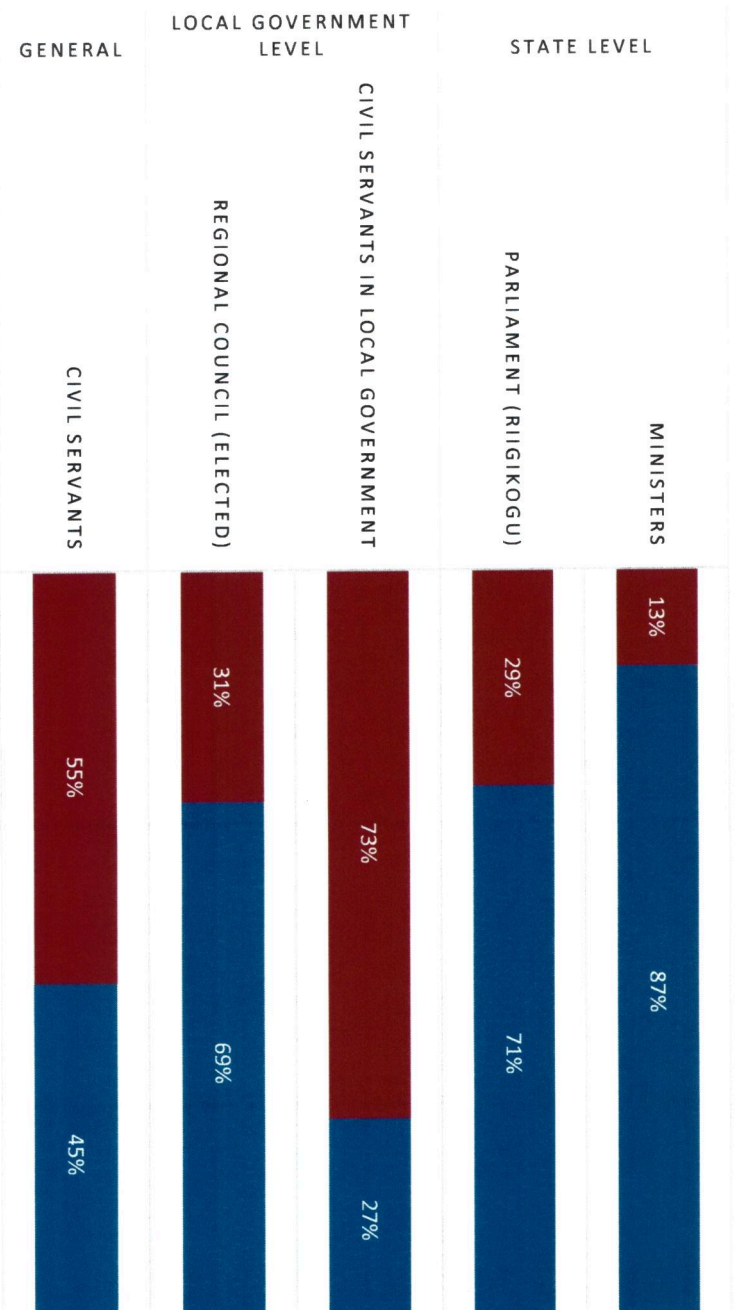
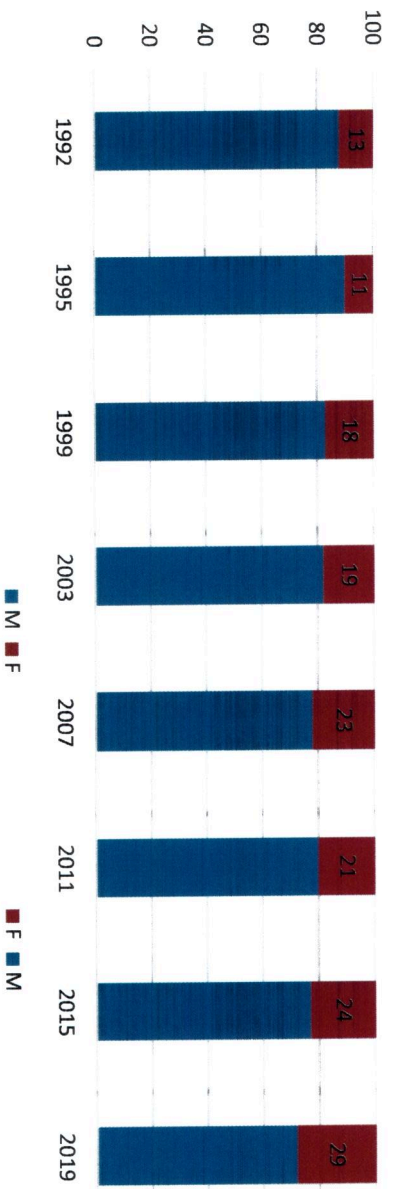


Parlament of Estonia



Republic of Estonia Government

Share of women elected to Estonia's parliament (Riigikogu)



Practices and recommen- dations from Estonia



Constitution, Gender Equality Act;
Civil Service Act etc.



Gender based statistics and analysis,
monitoring



Promotion of work-, family-, and
private (inc. education) life balance



Workplace practices and human
resources policies

Legislation

The Constitution of the Republic of Estonia

<https://www.rigiteataja.ee/en/eli/ee/521052015001/consolide/current>

Gender Equality Act

<https://www.rigiteataja.ee/en/eli/ee/516012019002/consolide/current>

Civil Service Act

<https://www.rigiteataja.ee/en/eli/ee/525032019003/consolide/current>



REPUBLIC OF ESTONIA
MINISTRY OF SOCIAL AFFAIRS

Thank you!

Liina.Kanter@sm.ee