

Gender equality and non-discrimination at the Foresight Centre at the Parliament of Estonia

A gender equality plan (GEP) is a set of commitments and actions that aim to promote gender equality at the Foresight Centre at the Parliament of Estonia.

The state of play

The Foresight Centre at the Parliament abides by the Estonian rule of law. The Estonian constitution states that “No one may be discriminated against on the basis of nationality, race, colour, sex, language, origin, religion, political or other views, property or social status, or on other grounds.” (§12). As of fall 2022 there is an equal number of women and men working at the Foresight Centre. All employees with same qualification receive equal pay for equal working time and work. Foresight Centre commits to avoid a gender pay gap also in the future. No gender biases could be detected in mapping the state of the art.

Objectives:

The objective of the gender equality plan of the Foresight Centre is inclusive equality, supporting and encouraging diversity and having a high-level of ethical standards, policies and processes in general. All employees and contractors, whether part-time, full-time or temporary, will be treated fairly and with respect, disregarding aspects of disability, gender, family status, race, religion or sexual background.

Targets:

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression

Actions:

Foresight Centre has put in place the following action framework to ensure meeting the targets:

- Ensuring that selection for employment, training, development and progression opportunities or any other benefit will be on the basis of aptitude and ability – employees and contractors are chosen based on their expertise and potential to perform well in the perspective duties; the career advancement opportunities of current employees are based on their achievements.
- Promoting a healthy organisational culture with equal opportunities to all employees and contractors regardless of their gender – the centre enables flexible work arrangements that encourage work-life balance.
- Pointing out and discussing issues not consistent with this policy – all relevant issues are discussed in staff or project meetings or discreetly with the head of the Foresight Centre.
- Avoiding discrimination based on gender or personal background – awareness raising and trainings are organised among employees.
- Taking positive action wherever possible to support this policy and its aims.

- Publishing the policy amongst current employees and include it in the initial documentation for all new employees.
- Making use of support and advice services when needed.

Roles: All employees are responsible for following basic principles of the gender equality plan.

The employees of the Foresight Centre are responsible for:

- Promoting equality and diversity.
- Implementing and abiding by the principles of equality and diversity.
- Maintaining a harmonious working environment.
- Looking out for potential issues and incidents in their teams and deal with them.
- Take complaints seriously.
- Promote workplace communication and staff participation.
- Uphold confidentiality.

The head of the Foresight Centre is responsible for the overall implementation of the plan while the project manager conducts yearly monitoring and plans training activities needed.

Dedicated resources:

Foresight Centre dedicates resources and expertise in gender equality for implementation of the plan. This includes staff work time for training and monitoring activities and developing easily-accessible guidance material for all the employees.

Data collection and monitoring

As part of the GEP the Foresight Centre sets out to monitor the following aspects:

- Gender ratio of the permanent staff
- Gender ratio of the contracted staff
- Gender ratio of the Foresight Council
- Gender ratio of the presenters at the conferences and seminars organised by the Foresight Centre

Training

Foresight Centre allocates training resources on needs-based principle. The project manager is the primary person responsible for organising training.