

# EAMT Gender Equality Plan 2023–2025

## Why a gender equality plan?

The Estonian Academy of Music and Theatre (EAMT) stands for a safe and mutually respectful study and work environment, an important condition of which is the observance of the principle of equal treatment. No person may be subjected to bullying or unfair treatment on the basis of nationality (ethnicity), race, colour, religion or belief, age, disability, gender identity or sexual orientation.

The pursuit of gender equality is an internationally recognised goal and women and men, as the two largest social groups, must be provided equal opportunities. The aim is not to erase the differences between men and women but to recognise everyone's differences, provide them equal benefits and uphold the expectation that they will fulfil their obligations equally. A person's gender must not limit their ability to shape their own life and have a say in matters that affect them.

While the new Gender Equality Plan is based on a binary conceptualisation of gender, EAMT recognises in its values and activities the gender identity of each individual, acknowledging that gender identity can be much more diverse and that such diversity is enriching. Currently, EAMT's gender data is based on binary gender categories. In the future, EAMT will make efforts to recognise non-binary gender identities in its activities, including collecting information on a more diverse range of gender categories.

According to a study by the European Institute for Gender Equality (EIGE)<sup>1</sup>, diverse workplaces are more innovative and successful, able to take into account the needs of different target groups, and able to create economically more competitive solutions. Thus, the promotion of equality is a hallmark of any successful international organisation.

Furthermore, gender equality is an important aspect of research activities. All research and development institutions applying for EU funding are required to have a gender equality plan (GEP) that includes monitoring gender statistics, setting measurable targets and implementing agreed actions to support gender equality.

The EAMT Gender Equality Plan has been prepared for the years 2023–2025 by a dedicated working group at EAMT. This document is an abridged version of the more comprehensive document available on EAMT's intranet.

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<sup>1</sup> Economic Benefits of Gender Equality in the European Union, [https://eige.europa.eu/sites/default/files/documents/economic\\_benefits\\_of\\_gender\\_equality\\_in\\_the\\_european\\_union.\\_overall\\_economic\\_impacts\\_of\\_gender\\_equality.pdf](https://eige.europa.eu/sites/default/files/documents/economic_benefits_of_gender_equality_in_the_european_union._overall_economic_impacts_of_gender_equality.pdf) (available only in Estonian).

# What do you need to know about gender equality in the creative fields?

As one of the key players in the field, EAMT stands for gender equality across the creative sector more broadly. Therefore, when dealing with gender equality issues, it is important to look at sector-specific studies. Three extensive and recent international studies are outlined below.

Key findings of the *Be the Change*<sup>2</sup> study of the music industry:

- Different groups perceive gender inequality in different ways. While 73% of women and 83% of non-binary individuals surveyed believed discrimination exists in the music industry, only 39% of the men believed the same.
- Sexual harassment and abuse are widespread, often without consequences for offenders or proper support for survivors. 34% of women, 42% of trans individuals and 43% of non-binary individuals reported being sexually harassed or abused at work in the music industry.
- 58% of the respondents disagreed with the statement that everyone has an equal opportunity to succeed in the music industry. 30% of women, 30% of underrepresented ethnic groups and 74% of trans individuals reported being passed up for a promotion.
- 76% of women, 82% of trans individuals and 89% of non-binary individuals reported that they have struggled with their mental health since joining the music industry.

Key findings of a survey of the Finnish music industry<sup>3</sup>:

- 76% of respondents had personally experienced inappropriate behaviour (inappropriate comments, unfair pay, stereotypes, inappropriate jokes, etc.).
- Young people reported inappropriate behaviour most frequently. Indeed, 98% in the 20–25 age group and 88% in the 26–35 age group reported experiencing inappropriate comments, cancelling, stereotypes, offensive jokes and sexual harassment.
- Among students, 40% had experienced bullying, 47% had experienced humiliation and 53% had experienced discrimination based on gender or sexual orientation.
- Among non-binary individuals, 67% had experienced discrimination or harassment based on gender or sexual orientation.

Findings of a study on gender equality in European Theatres:<sup>4</sup>

- Men are significantly more visible than women in the more 'prestigious positions' (director, playwright). By contrast, women are more likely to work in background roles (costume design, support staff).
- Women are underrepresented in higher positions, and the terms and conditions of the contracts signed with them are less secure than those of the contracts signed by men.

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<sup>2</sup> BE THE CHANGE: Gender Equality in the Music Industry. In 2023, BE THE CHANGE surveyed 1,656 music industry professionals from 109 countries around the world. The final report is available at <https://www.tunecore.com/wp-content/uploads/sites/12/2023/03/2023-Be-the-Change.pdf>.

<sup>3</sup> Based on a survey conducted by the Finnish agency Inklusiiv in 2022. The survey was answered by 1,012 respondents, most of whom were musicians who had worked in the industry for more than 10 years. The final report is available at <https://www.muusikojnenliitto.fi/survey-experiences-of-inappropriate-behaviour-are-common-in-the-finnish-music-industry/>.

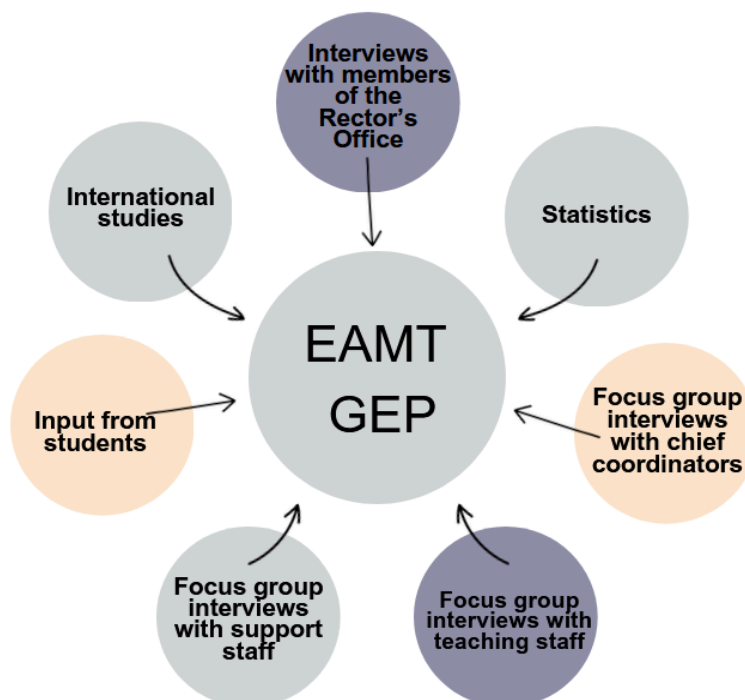
<sup>4</sup> Casini, A., Sepulchre, S. (2021). Gender Equality & Diversity in European Theatres – A Study. European Theatre Convention.

- Race, gender and other minority and disadvantaged groups are significantly underrepresented in theatres, especially in more prestigious positions.

All the studies presented above are worth closer consideration, as they provide both statistical information and recommendations on how to further support gender equality in the music industry and theatre. To our knowledge, no studies of this scale have yet been carried out in Estonia. In the future, it is important to consider the necessity of such studies for assessing gender distribution, working conditions and the extent of perceived inappropriate behaviour and attitudes towards different gender groups in Estonia's music and theatre sectors.

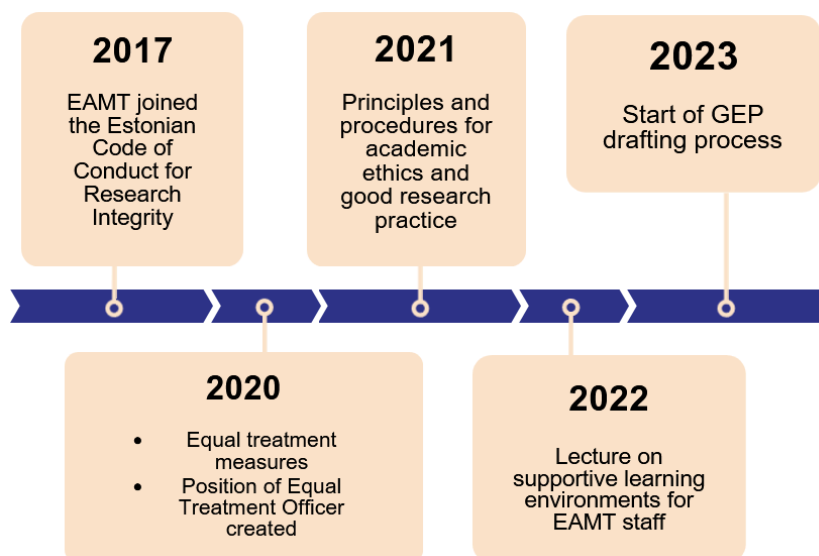
## How was the EAMT Gender Equality Plan prepared?

The EAMT Gender Equality Plan was drawn up between April 2023 and October 2023. To this end, a dedicated working group was formed. The working group agreed on the drafting process and finalised the text of the plan. A student representative was also involved in the work of the working group, and the consulting company Civitta contributed as an expert partner. When drawing up the plan, the working group took into account both quantitative and qualitative data. The quantitative data, primarily from the end of 2022, focused on indicators of gender distribution. The qualitative data was collected from focus group interviews with teaching staff, support staff and heads of the academic departments, as well as individual interviews with members of the Rector's Office. Additionally, to increase student engagement, a pertinent question was added to the graduate student focus group interviews.



## The situation at EAMT

Although EAMT has had no gender equality plan before now, equal and respectful treatment has always been among EAMT's values and has inspired several initiatives to support transparency and equal treatment. EAMT has joined the Estonian Code of Conduct for Research Integrity, put in place measures for equal treatment and a robust complaints procedure, developed procedures to ensure compliance with academic ethics and research integrity, and conducted several training courses to support teaching staff in managing the learning process. The initiatives are presented on the timeline below.



Some trends identified in an analysis of statistics and quantitative data on gender balance at EAMT are outlined below. Going forward, we plan to monitor and publish this data annually in order to identify trends and implement changes where necessary. Comparative data about other Estonian universities can be found on the website of the Board of Rectors<sup>5</sup>.

### Positive developments

- Based on the 40–60 approach<sup>6</sup>, the gender balance of EAMT staff as a whole has been satisfactory over the last three years (2020–2022), with women making up 56–57% of the staff and men 43–44%.
- For the 2022/23 academic year, gender distribution in EAMT's management and decision-making bodies was fairly well balanced, with women accounting for 52% of positions and men 48%. Compared to the overall gender distribution of all posts (56–57% women, 43–44% men), men are significantly more represented in management positions, with the highest representation in the Rector's Office and the EAMT Council (75% and 71%, respectively).
- The Senate and the Academic Affairs Committee, as the two most broad-based committees, had a good gender balance in the 2022/23 academic year, with 52% women and 48% men in the Senate and 48% women and 52% men in the Academic Affairs Committee.
- A further positive development is that the basic salary is fixed for the academic salary grades.

<sup>5</sup> <https://statistika.em.ee/tootajad/> (available only in Estonian).

<sup>6</sup> According to the European Commission's recommendation, gender balance is achieved when 40–60% of either gender is represented.

### Possibilities for improvement

- Among academic staff as a whole, the gender split is almost even (51% women and 49% men), with lecturer positions the most balanced (54% women and 46% men). However, while researchers and senior researchers are predominantly female, senior academic positions tend to be dominated by men. In 2022, men accounted for, on average, 66% of professors and senior lecturers.
- Although there was no significant pay gap in EAMT in 2022, in the future, attention should be paid to bringing into alignment salaries for positions with equal levels of responsibility. Although the basic salary for the academic salary grades is fixed, it is striking that 75% of the positions at lower salary grades (teacher, senior teacher, lecturer, researcher) are held by women, while 65% of positions at higher salary grades (senior lecturer, professor) are held by men.
- Among support staff, there is a higher proportion of women at almost all salary grades. At the same time, women have a slight salary advantage at the salary grade for library, stage, video and piano repair specialists and among department heads.
- The gender distribution of students at the three levels of study over the last three academic years shows that EAMT's student body predominantly consists of women (63%), with men in the minority (37%). Compared to the average figure for the Estonian institutions of higher education represented in the portal Haridussilm (Education Eye), EAMT has a slightly higher proportion of female students, which is characteristic of the field of humanities and arts in general. At the doctoral level, there was a slightly better gender balance in the last academic year, with 57% women and 43% men.

## Key findings of the interviews

### Diversity as a value

- EAMT recognises the importance of diversity. EAMT is seen as and appreciated for being a diverse organisation.
- There was no common opinion as to whether EAMT supports diversity and gender balance in its recruitment process. The prevailing view was that both staff and students should be selected on the basis of merit rather than gender. Gender quotas were considered unnecessary, and several gender roles were seen as culturally constructed.

### Working conditions

- Few considered EAMT's salary system to be transparent, while the respondents either were not directly aware of the gender pay gap or had not experienced it.
- In terms of career opportunities, the prevalent view was that one can move up the career ladder and get trained within EAMT if one shows interest and initiative.
- Problems were seen with the flow of work-related information and staff engagement; these were attributed partly to the staff's lack of initiative in using the academy's email system.
- Academic staff were found to have a great deal of freedom with respect to their choice of work content, schedule, etc., while support staff had much less such freedom.

### Equal treatment

- The predominant opinion was that Estonian and non-Estonian-speaking staff are treated equally and that, for the most part, communication at EAMT is respectful. However, it was pointed out that people's skills in intercultural communication could be improved.
- In terms of attitudes towards academic and support staff, there have been cases where the latter have been underappreciated.
- Unequal treatment has been perceived across disciplines.
- Those interviewed knew who to contact to report unequal treatment.

### The role of teaching staff in ensuring equal treatment

- Ensuring or disregarding equal treatment largely depends on the values and professionalism of teaching staff.
- Teaching staff can consciously apply the principles of equal treatment. Awareness could be raised through hands-on workshops, study materials, checklists and staff being more proactive in their roles.

## Objectives and activities

**Objective 1:** Gender equality and gender awareness are important across the organisation; EAMT members have educated themselves about and increased their awareness of gender equality issues.

Activities	Indicators	Persons responsible / leaders	Period of implementation
1.1. Organising training sessions on gender equality as part of the Evolving Academy seminar weeks	Training sessions have been held; the number of participants	Vice-Rector for Academic Affairs and Research	First half of 2024 First half of 2025
1.2. Publishing gender-sensitive data and gender statistics in the EAMT yearbook and website	Data regarding the student body and staff, as well as statistics on salaries, have been published	Research Secretary	First half of 2024 First half of 2025
1.3. Incorporating questions about equal treatment, including gender equality and workplace bullying, in staff and student satisfaction surveys and graduate focus interviews	Questions have been incorporated and responses analysed	Quality Manager, Head of the Registry and Student Affairs Department	Second half of 2023 First half of 2024 First half of 2025
1.4. Celebrating the International Day of Women and Girls in Science (11 February) to promote gender diversity in science and education	The International Day of Women and Girls in Science has been celebrated for two consecutive years; the events have been communicated in-house	Research Secretary, Head of Communications	First half of 2024 First half of 2025
1.5. Addressing gender equality and equal treatment issues at EAMT Senate meetings once per academic year	The Senate has been informed and made aware of the topic; proposals have been made based on the contents of received complaints	Equal Treatment Officer	Second half of 2023 Second half of 2024 Second half of 2025
1.6. Communication and marketing activities are gender-sensitive with regard to the use of language and images and the choice of spokespersons	The choice of words, news images and spokespersons is gender-sensitive	Head of Communications, Rector's Office, Heads of Departments	On an ongoing basis
1.7. Taking gender diversity into account when appointing members	The composition of decision-making	Rector's Office, Heads of	On an ongoing

to decision-making bodies (including examination committees)	bodies is diverse	Department, Academic Heads	basis
1.8. Making proposals where necessary to support gender equality when dealing with equal treatment cases	Proposals have been included in the annual review of equal treatment cases	Equal Treatment Officer	On an ongoing basis
1.9. Setting up an equality working group	The working group and its rules of procedure have been established	Vice-Rector for Academic Affairs and Research	First half of 2024

**Objective 2:**

EAMT provides a learning environment that supports diversity; students respect differences, and teaching staff are gender-aware in their management of the learning process.

<b>Activities</b>	<b>Indicators</b>	<b>Persons responsible / leaders</b>	<b>Period of implementation</b>
2.1. Expanding the introductory course for new students with equal treatment topics	Materials on equal treatment are available in Moodle in both Estonian and English	Equal Treatment Officer	Second half of 2024
2.2. Organising annual workshops for teaching staff to discuss ways to integrate equality issues into the learning process	Workshops have been held and students' feedback on courses has been received	Heads of Departments, Equal Treatment Officer	First half of 2024 First half of 2025
2.3. Creating a voluntary e-learning course for staff/students on gender equality and equal treatment in studies	The course is available in Moodle/on the intranet; the number of participants	Equal Treatment Officer, Educational Technologist	Second half of 2024

2.4. Regularly disseminating information on equal treatment; creating guidance material and a self-assessment questionnaire for teaching staff	Information is disseminated at the beginning of each semester; material for practical guidance is available (on the intranet)	Equal Treatment Officer	On an ongoing basis
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**Objective 3:**

EAMT is a diverse and inclusive workplace that acknowledges difference; maintaining a healthy work-life balance for both academic staff and support staff is a core value; EAMT managers at different levels are inclusive and gender-aware.

<b>Activities</b>	<b>Indicators</b>	<b>Persons responsible / leaders</b>	<b>Period of implementation</b>
3.1. Adding guidelines on workplace bullying, unequal treatment and harassment to EAMT's website and intranet	Information has been added and made available	Head of Communications, Quality Manager, Equal Treatment Officer, Personnel Specialist	First half of 2024 On an ongoing basis
3.2. Enhancing the transparency of the recruitment and salary system <sup>7</sup>	Job advertisements and salary criteria are gender-neutral; the remuneration policy has been updated and is available on the intranet	Administrative and Financial Director, Personnel Specialist	2024 2025
3.3. Carrying out inclusive leadership training for Senate members, Heads of Departments and Academic Heads	A practical training course has been delivered; more than 50% of the target group has participated	Vice-Rector for Academic Affairs and Research	2024
3.4. Valuing work-life balance by offering training courses to prevent burnout; valuing trust in the employment relationship and supporting partial remote work or part-time work where necessary	The results of the questionnaires referred to in point 1.3 have been analysed; suggestions for improvement based on the results of the feedback interviews have been made	Rector's Office, Senate, Heads of Departments, Personnel Specialist	On an ongoing basis
3.5. Applying for the Diverse Workplace Label of the Estonian Human Rights Centre	Application for the Label has been submitted	Research Secretary, Equal Treatment Officer	First half of 2024

<sup>7</sup> The Directive to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms will enter into force in 2026, see <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32023L0970>.

## What can every EAMT member do right now to be more gender-aware?

1. Notice and reflect on how to be more gender-aware, inclusive and respectful of difference in your actions (including communication and the creation and selection of documents and study materials):
  - a. include both men and women in your visual materials;
  - b. use gender-neutral expressions (e.g. s/he; they) in your English-language materials;
  - c. be aware of your language use so that it is respectful of and sensitive to people's gender identity.
2. Participate in thematic further training courses and actively seek further training opportunities on equal treatment and gender equality.

## Useful links

- EAMT's webpage on equal treatment: <https://eamt.ee/en/studies/advice-and-assistance/equal-treatment/>
- Webpage of Võrdsuskeskus (Equality Centre) at <https://vordsuskeskus.ee/en> and the Centre's publication "Teel tasakaalustatud ühiskonda. Naised ja mehed Eestis" (*Towards a balanced society. Women and Men in Estonia*), 2021, <https://vordsuskeskus.ee/et/andmebaas/teel-tasakaalustatud-uhiskonda-iii>
- The Commissioner for Equal Opportunities <https://volinik.ee/en.html>
- The Estonian Human Rights Centre <https://humanrights.ee/en/>