

Available statistics: proportion of female employees in two largest universities of Estonia

	Tallinn University of Technology		Tartu University
	2016	2017	2018
Employees total <i>(female %)</i>	1616	1534	2935
	49.9%	48.8%	
Employees academic <i>(female %)</i>	848 (52.5%)	817 (53.3%)	1517 (51.7%)
	36.3%	37.3%	48.5%

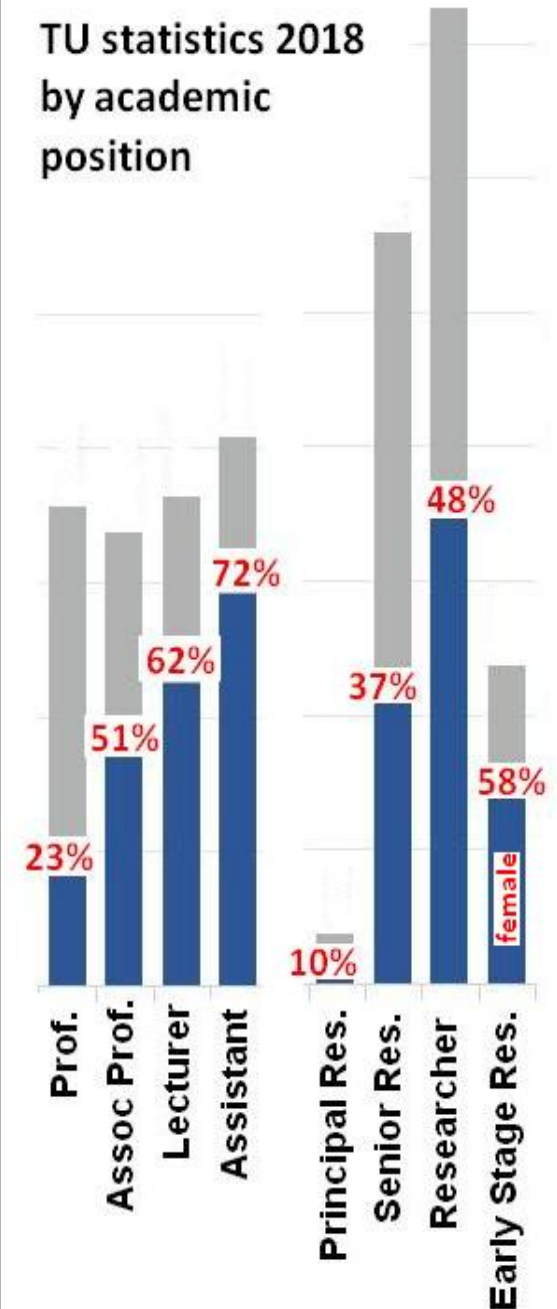
NB! Note decrease of TUT personnel 5% in one year due to „politically organized“ financing downturn

In board of Federation UNIVERSITAS: 3/6 **(50%)**
In board of Academic Association of TTU: 4/8 **(50%)**

Membership in TUT: 12-13% (even good for Estonia), in Tartu 2x lower.
Only „clever“ HE institution Estonian Acad. Music & Teatre with >80%

NB! We need all cooperation-based help to increase our weight!

TU statistics 2018
by academic position



Failure of R&D and HE policies in Estonia – constant decline of number of researchers (state funding of R&D decrease from 0.83% GNP@2011 to 0.52% GNP@2017)

Reasons:

- ultra right wing policy – social partnership systematically ignored, human-based planning systematically ignored
- R&D and HE treated as cost not investment
- Hope that EU projects help scientists out without domestic basic financing (!?)

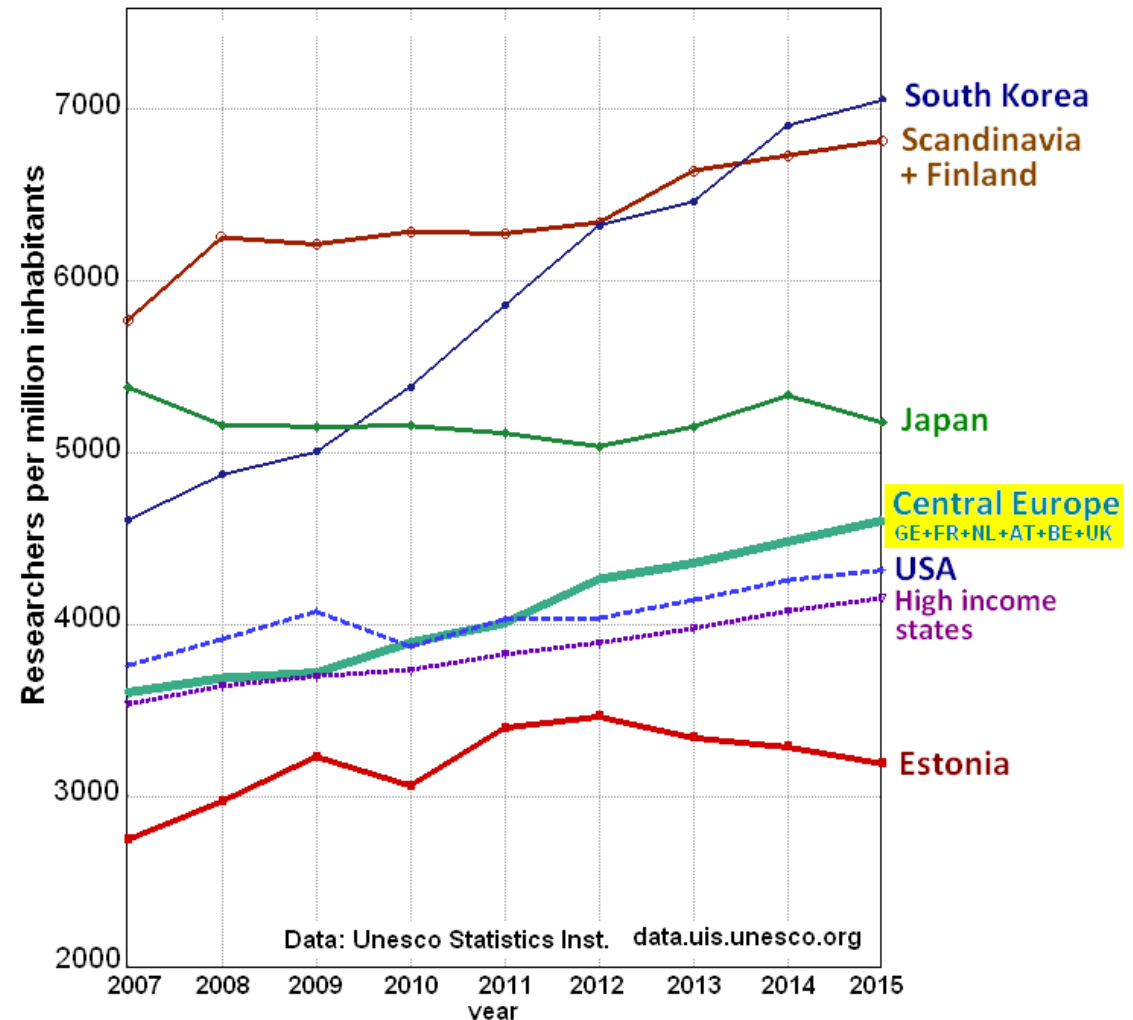
GLOBAL BIG PROBLEM: TEARING DOWN COMPETITIVNESS OF ALL EUROPE

New promises:

- the broad 1% campaign and pre-elections agreement between political forces
- Central Party female minister
- Governments still used to listen to EU

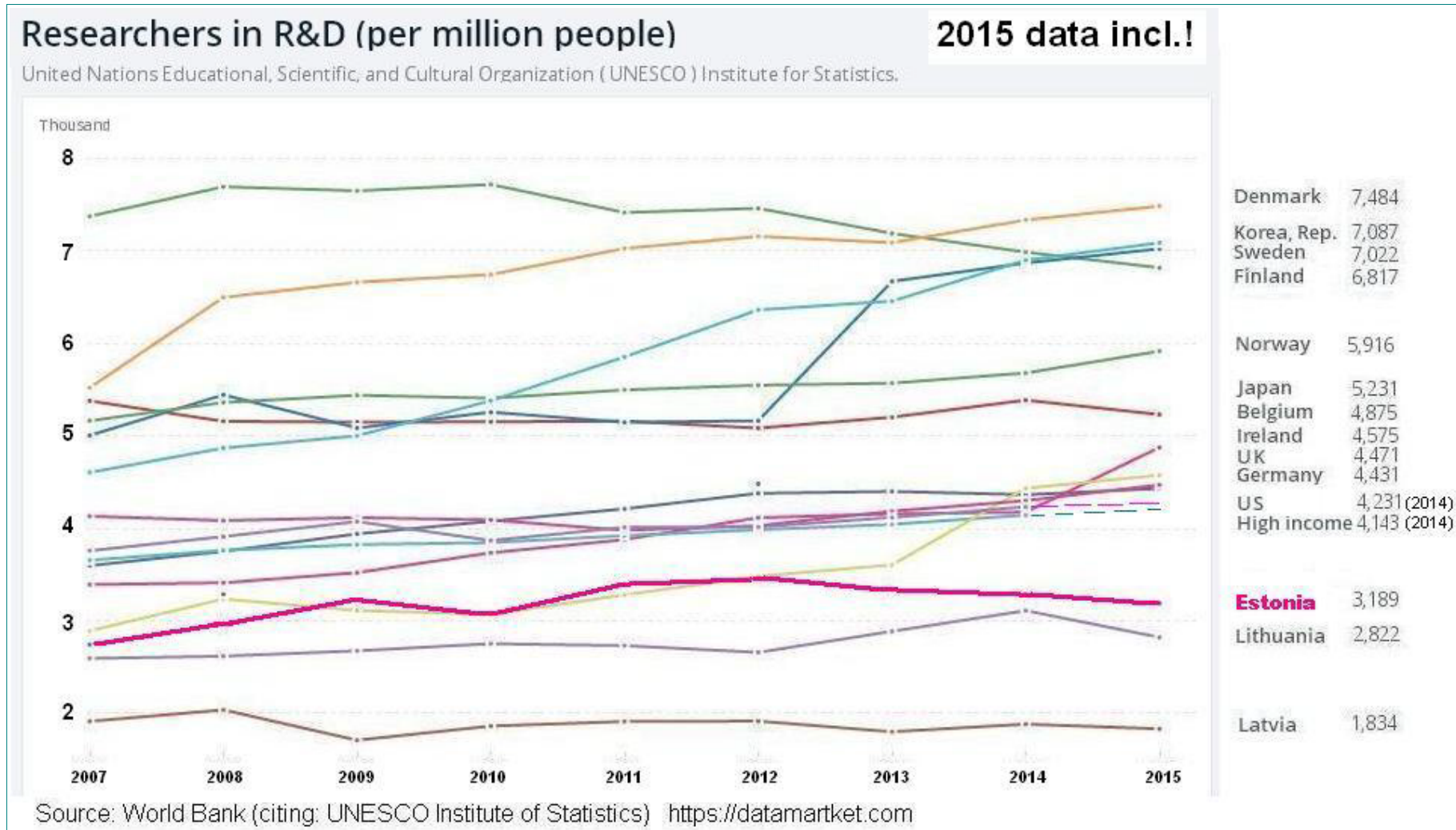
Needed from EU, EC and ETUCE:

1. Continuous political pressure to the non-cooperative officials to include unions in all meetings and planning committees (helps to get new members!!!)
2. Financial support from EC via projects to unions to make them stronger and independent
3. Convince Europe leaders that Europe's peripheral countries still need urgently regional R&D projects.





More statistics to illustrate the regional problem of Baltics: Estonia even better than Latvia and Lithuania



Why showing - ignoring of social partnership principles and human-based policies tears down competitiveness of all Europe (EC may understand)



R&D 2013 crisis construction: funding only part of groups

3x increase of small projects



2x increase of larger projects

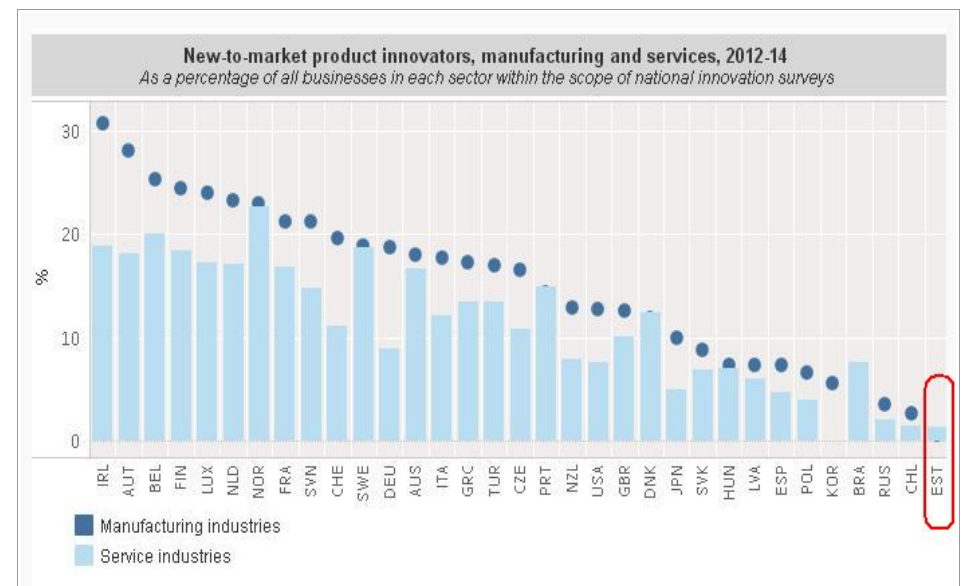


Opinion of people in UNIVERSITAS 2013 poll: **92% NO**

Answers: Total 156 (130 Tallinn UT + 16 Eston. Univ. Life Sci. + 10 Tartu Univ.)

Research Funding Reform Poll by "Universitas" - final results (17.12.2013)

Question	YES	Fairly YES	Can't tell	Fairly NO	NO	Σ	YES%	NO%
1. Your support to the present reform?	2	4	7	42	101	156	3,8	91,7
2. Your support to the "Money to few R&D groups"?	0	5	8	32	111	156	3,2	91,7
3. Reform agrees w. R&D Strategy "+1000 R&D staff"?	3	4	21	52	76	156	4,5	82,1
4. Reform agrees w. Constitution "preservation of culture"?	4	3	27	61	61	156	4,5	78,2
5. Reform agrees w. institutional planning?	1	10	19	45	81	156	7,1	80,8
6. Your trust in reviewing procedure?	2	14	23	55	62	156	10,3	75,0
7. Must reviews be contestable?	89	43	14	10	0	156	84,6	6,4
8. Adequacy of decision-making council?	6	6	27	57	60	156	7,7	75,0
9. Your support to more smooth funding amounts?	82	59	11	3	1	156	90,4	2,6
10. Cancel the reform and go to "base guaranteed" model?	85	42	18	9	2	156	81,4	7,1
11. Your support to more research fields?	74	45	33	2	2	156	76,3	2,6
12. Your support to salary matrix system?	62	55	32	2	5	156	75,0	4,5



Result: Estonia last in OECD Innovative industry ranking ▶

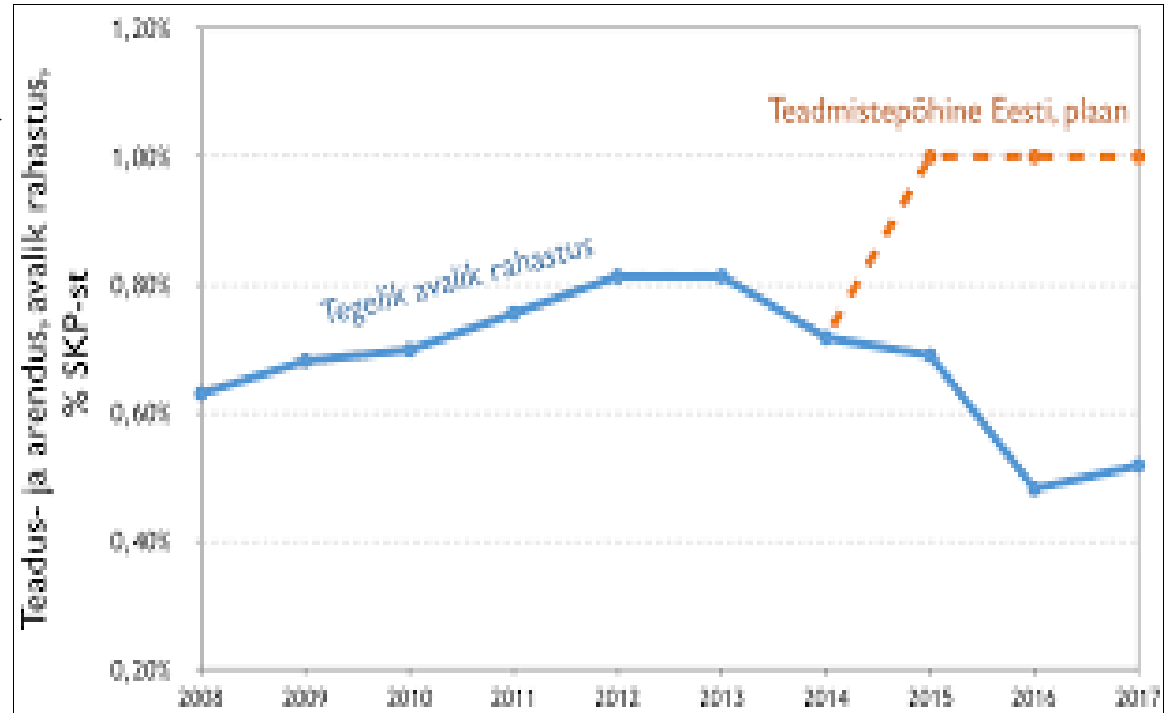


A graph from fresh “1% to science” campaign ▶

OECD suggested rule:

1% GNP government +2% industry = 3%.

With red is shown “R&D strategy 2014-2020” that was violated by politicians after 2013.



Another problem and last position to Estonia
Karran and Mallinson 2017
academic freedom report ▶

1. Croatia
2. Spain
- ...
9. Latvia
10. Lithuania
- ...
28. Estonia

Nation	Total	Academic Freedom in Legislation	Institutional Autonomy in Legislation	Self-Governance in Legislation	Job Security	Constitution & International Agreements
Belgium	49.25	10.0	8.5	7.5	9.25	14.0
Luxemburg	47.5	15.0	9.0	6.0	3.5	14.0
Netherlands	44.0	10.0	9.0	5.5	3.5	12.5
Sweden	39.5	5.0	6.5	3.0	8.5	16.5
Denmark	38.5	5.0	9.0	6.5	5.5	12.5
Hungary	36.0	0.0	10.5	6.0	8.0	11.5
U.K.	35.0	5.0	13.5	0.0	8.5	11.0
Estonia	34.0	0.0	10.5	4.5	5.5	11.0
Mean (St Dev)	52.8 (10.5)	11.9 (6.3)	9.3 (7.3)	8.6 (3.9)	7.3 (4.3)	15.6 (2.9)

Source: Karran and Mallinson (2017) 2017 Academic Freedom in the UK: legal and normative protection in a comparative context. Report for the University and College Union, p. 28.



General Goals and solutions

For Europe: Competitiveness (EC and moneyholders understand and support)

Achieving by: High level of education and Science

Problem: the backwardness of the peripheral countries governments

Solution: Europe must monitor the situation (including working conditions of teachers and scientists)

Achieving via: Democracy, social dialogue, social partnership, gender balance

Problem: education and science is not considered as investment but rather often by primitive politicians as cost.

Problem: closed corrupted policy behind the doors and in favour of certain groups.

Solution: Europe must support stronger social feedback mechanisms.

Solution: Higher percent of women may bring the openness and more fair usage of taxpayers of money.

(Actual proofs in Estonia after assigning again female education minister).

Problem: still existing counter-working against trade unions by officials:

- trying to omit trade unions if policy planning working bodies are formed;

- trying to replace negotiations with legal trade unions by the unauthorized non-profit organizations.

Solution: EU support to trade unions to increase number of members and achieve professionalism and independence.

Solution: effective feedback from european institutions to governments if obvious mistakes are made.

Solution: international cooperation between national trade unions to achieve prestige and gain experience.