

The Gender Gap in Civil State Decorations: A Comparative Study of the Baltic States, 1994–2020

Supplementary material

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Table A1. Coding of categories of recognized contributions and achievements

Science and education

- *University professors (unless subject covered by other categories); scientists*
- *Teachers, school principals, and any other educators, incl. museum staff, librarians, archivists, translators*

Culture

- *Any individual actively engaging in or contributing to music, art, theatre, cinema, photography, literature, poetry, fashion, graphic design, illustration, etc.*
- *Teachers and professors of any of the above*

Politics, diplomacy, and statehood

- *Active or former politicians at local, state, and international level; ambassadors and diplomatic staff (incl. civil servants in the ministry of foreign affairs); heads of major state institutions*
- *Individuals engaged in re-establishing independent statehood; rescuers of Jews during WWII*

Services to the state, judiciary, civil servants

- *Civil servants in local and state government (except those falling under other categories)*
- *Members of the judiciary, such as judges, prosecutors, clerks*
- *Other posts in public service such as auditors, police, firefighters, rescue workers*

Sport

- *Participants of major national or international sporting events, championships, and the Olympics*
- *Coaches, trainers, teachers, doctors, and any other staff associated with sports teams as well as representatives of sports-related associations; practitioners of any sports activity*

Economy and business

- *Business founders and owners (unless primarily covered by another category); members of company boards; high-ranking or long-serving private sector employees*
- *Individuals working in professions not covered by other categories (e.g. lawyers, architects, etc) or engaged in any other activity primarily related to business and production*

Motherhood

- *Women who gave birth to, raised, and/or cared for a certain number of children*

Health and social services

- *Professors of medicine, doctors (including veterinarians), nurses, and hospital workers*
- *Social workers and any other individuals involved in care for other people*

Social and environmental activism

- *Individuals involved in social initiatives that are not state-sanctioned or related to the state administration*
- *Recognised efforts may include but are not limited to environmental conservation, humanitarian affairs and human rights, preservation of local folklore and national heritage, philanthropy*

Press, media, and TV

- *Journalists, television and radio presenters, documentary film makers*
- *Publicists, publishers, and media executives*

Military, aviation, and seafaring

- *Members of the military; civilian pilots; sea captains*

Saving of life (incl. blood donors)

- *Individuals who have saved a life or are regular blood donors*

Religious life

- *Clergy or staff of any church or religious community*
 - *Any individuals promoting activities directly related to religious and/or spiritual life*
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Table A2. Nomination quotas for state institutions and local authorities in Estonia, 1998-2008

Institution	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Prime Minister	5	3	3	3	3	3	3	10	10	10	10
Minister of Education	20	15	10	10	10	10	14	21	21	25	25
Minister of Justice	5	5	2	2	2	2	6	6	6	12	12
Minister of Defence	5	3	2	2	10	10	15	25	15	15	15
Minister of the Environment	6	3	2	2	2	2	4	4	9	12	12
Minister of Culture	15	11	9	12	12	12	24	24	24	24	24
Minister of the Economy	6	3	2	2	2	2	–	–	–	–	–
Minister of Transport and Communications	6	3	2	2	2	2	–	–	–	–	–
Minister of the Economy and Communications	–	–	–	–	–	–	12	12	12	12	12
Minister of Agriculture	6	3	2	2	2	2	4	4	9	12	12
Minister of Finance	6	3	2	2	4	4	4	4	4	4	6
Minister of the Interior	35	25	20	20	20	20	20	25	25	30	30
Minister of Social Affairs	12	9	8	8	8	8	12	27	27	27	27
Minister of Foreign Affairs	7	4	2	25	25	25	45	40	35	35	35
Minister of Regional Affairs	–	–	–	–	–	–	–	15	20	20	20
Speaker of parliament	5	3	3	3	3	3	3	3	3	3	3
President of Supreme Court	3	2	3	3	3	3	3	3	3	3	3
Chancellor of Justice	1	1	1	1	1	1	1	1	1	1	1
State Auditor General	1	1	1	1	1	1	1	1	1	1	1
Head the State Chancellery	1	1	1	1	1	1	1	1	2	2	2
Commander of the Estonian Defence Forces	15	11	10	10	10	10	20	25	20	20	20
County governors	15	15	15	15	15	15	30	15	15	15	15

Notes: Quotas refer to the maximum number of nominations allowed.

Source: <https://www.riigiteataja.ee>.

Table A3. Gender differences in recognized contributions and achievements (total numbers)

Category of contribution/achievement	Total awards in category	Total		Estonia		Latvia		Lithuania	
		men	women	men	women	men	women	men	women
Science and education	2,134	1,317	817	608	321	363	285	346	211
Culture	1,923	1,186	737	392	212	414	359	380	166
Politics, diplomacy, and statehood	1,494	1,180	314	649	172	296	92	235	50
Services to the state, judiciary, civil servants	1,286	912	374	300	158	398	158	214	58
Sport	976	775	201	137	17	135	34	503	150
Economy and business	954	805	149	309	47	247	67	249	35
Health and social services	796	384	412	123	146	152	214	109	52
Motherhood	725	0	725	0	4	0	1	0	720
Social and environmental activism	487	287	200	175	139	43	22	69	39
Press, media, TV	330	214	116	83	37	61	45	70	34
Military, aviation, and seafaring	168	160	8	20	1	36	3	104	4
Saving of life (incl. blood donors)	166	100	66	98	63	0	1	2	2
Religious life	117	100	17	39	9	30	4	31	4
Total	11,556*	7,420	4,136	2,933	1,326	2,175	1,285	2,312	1,525

Notes: Categories are ordered by total number of awards across all three countries; * no data available for three recipients.