

INFORMATION

on the Implementation in Estonia of the directives included in the Platform for Action of the Fourth UN World Conference on Women

INTRODUCTION

During the previous period equality was formally declared, and gender identity and

traditional gender roles were different from those roles in developed countries. Gender

problems were not trivialized. Gender equality was not emphasized. Gender as a concept

research was not developed

Occupied by the Soviet Union, Estonia could not participate

in the conferences, which were organized under the auspices of the UN

and therefore, he present at the three earlier World Conferences

on Women in Beijing in 1995.

As a result of the lack of data about the situation of women in Estonia

the government had limited knowledge about the situation of women in Estonia

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Part One

Overview of trends in achieving gender equality and women's advancement

Polonia has begun to focus more attention and efforts in the area of gender equality in its society starting with the preparation process for the Conference in 1995, but still, traditional gender roles have

consequences are not yet dispensable.

Transition has dramatically changed the employment structure. Its impact is pretty similar in case of males and for females. Judging upon the data, the males have rarely even worse since 1990. The changes favouring women have been the direction of sectoral shift, job branches and excess of female occupations in the less turbulent

Women and men, the group most seriously affected by transition consists of women with high school children. As the employers strongly prefer to employ young women, the employment of women has dropped by more than 40 percent relative to the level of men.

The young families and social arrangements, particularly concerning the housing and child

directives. But the Estonian legislation is restricted by its narrow interpretation of equal opportunities and it does not offer adequate definition of what constitutes direct and indirect discrimination.

Since women's employment problems represent a relatively new area of concern and action, policy makers and planners at national and local levels and in the public and private sectors need access to gender-sensitive statistics and information and practical knowledge.

In Estonian society there is also a clear need for sensitization on gender issues and the more equal sharing of family responsibilities between women and men. Women are poorly represented on decision-making levels and in executive structures.

Women are at greater risk of social exclusion than men. This is explained by women's traditional roles in society which assumes more frequent voluntary absences women from work, by women's greater reliance on social assistance, as well as the fact that most single parents are women.

Women also have fewer opportunities to prosecute sources of revenue.

Results of research also show that women are less politically active than men.

Women were actively involved in politics during the period of preparation for the restoration of Estonia's independence. Various grass-roots movements have continued to be the main channel for the expression of their political will, but the number of women involved in active politics continues to be low.

During the transition period the number of women in Parliament and local councils transformed in the natural manner depicting thus the different position of men and women outside the home - in politics.

Seats won by Women during national elections:....

Elections to Congress, 1990 9,1 %

Elections to the Supreme Council, 1990 - 6,7 %

Parliamentary elections, 1992 12,9 %

Parliamentary elections, 1995 11,9 %

Parliamentary elections 1999- 17,8 %

There are 18 women among the 101 members of the Estonian Parliament and there

are 7 women among the 374 members of the election council who elected the

parliament in September 1995. Two of the cabinet ministers are female.

There are 31 % of female members of local authorities.

Relatively few women belong to the managerial elite of the economy and men dominate in diplomacy. The low percentage of women in politics is not considered undemocratic, since it is consistent with popular expectation.

There are many problems in this field - there are no officers responsible for

gender equality, in ministries except the Ministry of Social Affairs, there are no

special legislative acts facing the problem of gender equality in Estonia, there is the

lack of gender-sensitive statistics in Estonia and the lack of knowledge in the new field

gender equality issues on different levels beginning from schools and ending with

government; mass media is not enthusiastic about publishing articles or discussing about gender equality by radio or TV.

Parliament about women

In spite of the large number of activities that are carried on with a view to promoting equality and advancement measures, a major and to gender equality.

gender equality and its impact on the overall situation

integrated policy approach and the co-operation of

Gender mainstreaming requires different parties on different levels

is crucial to the future success of the gender mainstreaming strategy.

A much broader awareness

measures in implementing the policies and gender equality and advancement of women.

the major programmes

action plan for Women.

action plan for Estonia during the period after the Fourth World Conference

inter-ministerial

As part of its follow-up to Beijing, Estonia formed in 1995 a committee for dealing with social problems of UN world conference

and consists of Ministry of Education, Science and Development

The Committee is headed by the Minister of Social Affairs and includes representatives from the Ministries of Foreign Affairs, Agriculture, Social Affairs, Local Government, Health, Labour Bureau and the Housing Authority.

committee specified four immediate priorities for implementation of the Beijing Conference:

in addition to the strategic goals of the Platform for Action, the

of national machinery for equality at all levels

the establishment and strengthening of government machinery

in the point of view of equality standards;

the review of Estonian legislation and the availability of official statistics

workforce and in decision-making.

the improvement of women's position in the workforce and in decision-making.

There was lack of specialists with outstanding knowledge of gender issues or of the functioning of policy-making processes and instruments related to these processes.

This was the reason why the development of the national policy on gender equality mainstreaming and advancement of women has started from learning, training and

awareness raising

training of gender equality specialists of different fields and levels;

strengthening of state and non-governmental structures for gender mainstreaming;

implementation of international projects.

The Bureau of Equality was established in the Ministry of Social Affairs of Estonia in December 1996. Up to now it is the only special unit operating in the capacity of the national machinery for promoting equality between women and men. The Bureau meets well the criteria of being established at a high level in the public administration hierarchy, but as there is a lack of long-term experience, human and technical resources, the Bureau of Equality will require further resources and support.

Awareness raising and information dissemination

The Bureau of Equality was the first to take responsibility after the conference for Estonian delegation.

Number of workshops and seminars for women's groups and other NGO's, social partners, politicians and other interested parties were organized in Estonia.

Information on English and Estonian was disseminated during preparation seminars to Baltic-Nordic Conference "Women and Men in Dialogue" for journalists, workshop leaders, key-speakers and participants of the conference "Equal Opportunities". It was also disseminated during different meetings for representatives of women's NGO's.

Gender-sensitising international conferences have been organised on the national level in Estonia:

May 1995: Legislative Measures and Equality Machinery, supported by the Council of Europe.

November 1995: Baltic Seminar on Equality Between Women and Men in cooperation with the Council of Europe.

April, May, August 1997: Nordic-Baltic Conferences "Dialogue between Women and Men" supported by the Nordic Council of Ministers.

The Conference was held in Tallinn in cooperation with the Council of Europe. The main theme of the Conference was freedom of choice in matters of reproduction, sexuality and life styles in the context of current trends and developments.

A pre-conference was held in Tallinn in April 1997. The pre-conference was a part of the Baltic-Nordic Conference "Dialogue between Women and Men" and was organized by public and authorities. The pre-conference focused on the importance of gender-conscious policies as a prerequisite for diverse and sustainable development.

The Conference was organized on the Estonian side by the Ministry of Social Affairs and co-funded with the Nordic Council of Ministers. The first pre-conference in Estonia focused on the themes of Culture and Education, Politics and Working Life. The speakers included Prime Minister of Estonia, high-level government officials from Nordic countries, parliamentarians and researchers.

At 40 reports were presented during the plenary sessions, among them the reports of the 27 workshops groups. The number of participants from Baltic States

A 3-day training course with 40 participants at Laulasmaa and Tallinn for the personnel of ministries and other high level institutions about gender mainstreaming was organized (December 1998).

Training packages were prepared, lecturers were from Estonia, Finland and Sweden

2) Research into legal framework and legislative process

and working conditions has been carried out, experts have analyzed legislation and its compliance with the international obligations in

family, social
analyzed Estonian
different fields

with problems of gender equality

A critical review of the Estonian legislative

legislative acts will be made in autumn 1999

3) In order to successfully advocate women's particular concerns and to require an

improvement in their conditions and involvement, it was essential to have accurate background information about the situation in Estonia. Certain

however, as the usefulness of this kind of information was not

situation of women had not been satisfactorily studied

of gender equality was the

The crucial issue for planning activities for pro-

mapping of current situation and data availability

Within the framework of UNDP project activities

been established, developed and maintained, database to

relevant data on gender issues, necessary for monitoring

implementing equality policy has been created.

The Bureau of Equality has collection of gender sensitive

different research groups for identifying social and cultural

4. A population survey "Estonia 98" has been ordered

interviews, N=246, of age 18-70 years

this survey, articles ready for publication about expectations, interests,

opportunities, obstacles from gender perspective.

kind of surveys have been carried out by IJSS since 1973 with the

7 years, there is a good opportunity to study the changes during the

knowledge about gender equality issues on different levels and

steps, special radio programmes have been ordered to inform

quality mainstreaming policy.

Estonian Radio (state-owned) radio programme "Equal

organized during September - December 1998

information about gender issues.

s, on Wednesdays from 18.30 to 18.55 there was a radio program

titles issues. In every program one of two topics were covered:

and family life, identity of women and men, civil society

gender research, gender democracy, feminism, gender and

power structures and gender prostitution, human dignity

Most of these topics are connected to the strategic objectives and actions of the Fourth

World Conference on Women of United Nations. The emphasis was done on the

experiences and trends in the Nordic countries and European Union.

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And many are wanted to take part in decision-making at different levels, seminars and workshops have been organized for NGO leaders, lecturers of women's training centers, trade union activists, etc. Training principles have been worked out, training packages have been prepared to deal with gender issues, three two-days training courses each for 30 persons, have been organized.

Project is an ongoing process: training seminars and special training will be organized.

Direct beneficiaries of this project have been the Ministry of Labour and the Bureau of Equality (the capacity of this unit have developed in personnel of different ministries, leaders and members of political parties, from the State Assembly, local governments, NGO leaders and staff etc. as all of them have belonged to the audience of different gender-related materials that spread through different channels, helping people to understand gender better than before.

Direct beneficiaries have also included various participants of the project received experience in sustainable long-term planning, creating of the machinery, gathering data about interesting and necessary topics and establish data-bases.

The Estonian Action Plan for More and Better Jobs for Women is an integral component of the country's follow-up to the Fourth World Conference on Women. The project is a product of collaboration between Estonians and the International Labour Office (ILO). The focus of the Estonian Action Plan is on the development of women's entrepreneurship in the regions most adversely affected by economic transition. A basic premise is that greater female representation in economic decision-making and the ability of women to successfully set up viable business is central to the achievement of equality of opportunity and treatment. Estonian women's productive and remunerative self-employment will not only benefit their families but also contribute to the revitalising of economically disadvantaged regions.

Gender aspects are included into the Project "Capacity Building for the Implementation of Agenda 21 in Estonia". Mainstreaming of equality is planned to be achieved by different strategies, for example, by awareness raising, training on gender equality, information, publication and supporting women's access to information.

Adoption and implementation of directives, resolutions and communications of
European Commission

an by the	Estonia is in the process of applying membership in the European Union. A national Program for Adoption of the Acquis communautaire was approved by the Government on 10 March 1998.
2003 men.	The sixth chapter of the present Government Activity Plan, for 2003, concentrates on the social policy including equal opportunities for women and men. The main goals of gender equality policy are:
approval.	development of the national policy on gender equality mainstreaming with other state institutions; training of specialists in the respective field on all levels; development and strengthening of state and non-governmental structures. Participating in EU programme Equal Opportunities for Men and Women.
gender points of between	Alignment with Community acquis will be achieved by year 2002. An equality act will be adopted. Draft legislation will include the Community measures (provide for equal pay for equal work, differentiating between men and women on the basis of their requirements, etc.).
Starting in 1999, Estonia	started to participate in the Community Programme for the Adoption of the Acquis Communautaire.

Part Two

advancement in the
mental budget and
for supporting local

The role of other Funds
Open Foundation started to support
ately 45 000 USD have been given for

financial support have been international donors and organisations
100 000 USD

by the Ministers responsible for gender equality in 1997. The budget in total for Baltic

States in 1999 is 50000 USD.

The Ministry of Social Affairs of Estonia has supported projects with working
premises, communications, transport, paying office rent and for public utilities

The Bureau of Equality within the Ministry of Social Affairs is acting in close co-
operation with different national and international institutions and networks
established before and after the Reform. Commission on Women

ty for the continuing Nordic - 1
in 1998.

was established. The number

professional
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Parliament

The Statistical Office of Estonia working in the administrative field of the Ministry
Finance is guided in its activity by the Statistics Act adopted on 11 June 1997.

On 1 January 1998, there were 345 posts in the Statistical Office of Estonia, of which
73 posts were in counties. Special training events have been organized for
engendering statistics since 1995.

There is no special budget-line for equality and
national budget. Women's projects are funded from
regional programmes in 1997-1998 more than 68300

and Foundations is increasing
Women's projects from 1997, and

the main

program was adopted in 1997

States in 1999 is 50000 USD.

the main

Commission on Women

A Nordic Baltic working group noting re
Baltic co-operation on Gender Equality was

In the spring of 1998 the Family Chamber of

consists of representatives of family and children's organisa

demographers, social, and economic analytic. It is a counselling b

interest who prepares proposals for family and demographic survey

on family issues for preservation, analysis and distribution, prepara

discussions on family policy, takes part in setting the main obje

family policy and gives expert reports to legislative bodies

The establishment of a network of gender specialists within public administration institutions

1. For establishment the administrative mechanisms of gender mainstreaming and women's advancement at all levels in Estonia the training courses to the personnel of ministers and NGO's started in 1997.

December 1997 the Department of Equality with assistance from the Employment Project started the training courses for Regional Gender Mainning (mainstreaming) and gender policy appraisal for Civil Service officials for creating network of focal points on gender equality within the public administration structures.

In June 1998, the same group of civil servants had a study-visit to Sweden to familiarize with the national machinery for gender equality in the Nordic countries. Civil servants as future gender specialists come from the following ministries: Ministry of Foreign Affairs, Ministry of Culture, Ministry of Education, Ministry of Agriculture, Ministry of Justice, Ministry of Internal Affairs, Ministry of Social Affairs.

3. The Women's Training Centre, a non-profit organization, has since the beginning of the 1990s provided training tailored to the needs of women.

Two women studies centres have been established in Estonia: Gender Studies Centre (funded by UNDP in 1995-1997) and Women's Studies Centre at Tallinn

Two women studies centres have been established in Estonia: Gender Studies Centre at Tartu University in 1995 (supported by UNDP in 1995-1997) and Women's Studies Centre at Tallinn Pedagogical University. The Women's Studies Centre at Tallinn Pedagogical University will carry out

watchdog and supporter of gender-related legislation, having meetings once a month.

The Round Table of Estonian political parties was established in 1998. In 1998-1999, the Round Tables of political parties were established in three Estonian regions and Regional Round Tables of political parties were established during 1998-1999.

10. The growth of women's groups, nongovernmental organisations, and local initiatives demonstrates that women are forming spaces. There are more than 160 nongovernmental groups, associations and organizations with women's groups, associations and organizations with women's groups. A data base of women's organisations was created.

Gender aspects are included into the Program of Agenda 21 in Estonia. Mainstreaming of equality is planned to be achieved through various strategies, for example, by awareness-raising, training on gender equality, publication and supporting women's access to information and information.

Some progress has been made in institutionalising gender issues. Limited budgetary resources, lack of gender policy analysis skills and weak constituencies to ensure accountability can be cited as factors limiting response to gender concerns at the national level.

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Appendix I

The Estonian strategic goals in the National Report of Estonia "Estonian Women in a Changing Society: Beijing, 1995"

1. To implement the "Convention on the Elimination of All Forms of Discrimination

governmental structures and dissemination of information about human rights to women and men.

to ensure their position in the labour market and public life. To monitor the application of equal salary conditions by the

to seek governmental support for women's advanced training programmes.

To improve the social security system for families with dependants providing mothers of underage children with opportunities to use flexible work schedules.

to improve the situation of single parents.

to more precisely describe the different social groups. To support gender studies

tribution of duties in the family.

department to improve the direct and co-ordinate treatment of women's and family planning issues and the respective efforts.

issues, to emphasise the value of women's public, political and professional activity.

co-operation between non-governmental women's organizations and Estonian women's organizations as well as co-operation with international women's organizations. To pursue the tradition of women's congresses in the

Republic of Estonia.

<p>... successful policies and projects to ... critical areas of ... Beijing Platform ... targets and ... related ...</p>	<p>... national living conditions ... been carried out ... assistance, the ... addressing the ... and economic ... focusing on the ... of national justice ... research done by ... from Tsinghua University in ... of UNEP's project ... of a National Strategy ... Foundation ... provided by ... and analysed the ... economic situation ... capacity building ... knowledge and ... strategy by several ... by the ... Beijing Centre ... 1995 Government ... for regional policy ... springing ... grants for problems ... programs to promote ... focuses on ...</p>	<p>... in the ... vent in the ... tion ...</p>
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<p>... in the ... vent in the ... tion ...</p>	<p>... national living conditions ... been carried out ... assistance, the ... addressing the ... and economic ... focusing on the ... of national justice ... research done by ... from Tsinghua University in ... of UNEP's project ... of a National Strategy ... Foundation ... provided by ... and analysed the ... economic situation ... capacity building ... knowledge and ... strategy by several ... by the ... Beijing Centre ... 1995 Government ... for regional policy ... springing ... grants for problems ... programs to promote ... focuses on ...</p>	<p>... in the ... vent in the ... tion ...</p>
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and is spread over the period 1990-1995. The first project, "150 Women's Enterprises", was launched during 1990-1991 within the framework of the "150 Women's Enterprises" project. The project was implemented by the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education.

For starting business: women's development project for dealing with the development of business enterprises in the field of business development, accounting, capital and supporting. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education.

EU programme activities for men and women. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education. The project was implemented in cooperation with the Ministry of Labour and Social Security, the Ministry of Health and the Ministry of Education.

currently has about 200 members and 11 clubs all over Estonia.

Development of sexual and reproductive health education, creation of integrated services in order to raise awareness about family planning, HIV/AIDS have been a goal of different activities among non-governmental institutions. The number of these organizations is rising.

Sub-project within "Capacity Building on Gender Policy" with Tartu University had different outputs:

study tours for national experts to universities and women research centers in neighboring countries; developing and adopting curricula for gender issues led to the opening of elective courses in women studies:

- * Feminist perspective in literature;
 - * Feminist perspective in sociology;
 - * Sociology of gender;
 - * Sociology of family;
 - * Psychology of family.
- Studies on women in particular fields were carried out:
Men and Women as Subjects of Civil Society
Women as Objects of Social Policy
Gender Stereotypes

act research on violence

eg and analyzing
to ensure its
cess in eliminating
against women,

training programmes for
legal, medical, social,
and police personnel

studies from police,
actors and unifying
institutions,

sustainable projects
research projects,
and involvement of local

seminars on violence
them;

ining seminars and
aising programmes for
cal workers, decision-
makers, municipalities,

networks for crisis
centers on different levels

	<p>To develop work-place policies against gender discrimination in the labour market</p>	
	<p>To undertake concrete action to attain the following objectives: - to reduce gender gaps in employment and unemployment; - to facilitate reintegration into the labour market.</p>	

<p>To develop work-place policies against gender discrimination in the labour market</p>	<p>To undertake concrete action to attain the following objectives: - to reduce gender gaps in employment and unemployment; - to facilitate reintegration into the labour market.</p>	
<p>To promote harmonization of work and family responsibilities for women and men</p>		

<p>To promote harmonization of work and family responsibilities for women and men</p>		
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<p>Women in power and decision-making</p>	<p>The women's presence in political parties, electoral lists, parliaments, cabinets, influential positions must be monitored.</p>	<p>Development of communication strategies to promote public debate on the new roles of women and men in society and in family.</p>	<ul style="list-style-type: none"> Participating in Equal Opportunities for Men and Women
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	<p>establish a legal framework and develop strategies and methodologies for promotion of equality between women and men and mainstreaming gender in all policies and programmes</p>	<p>generate and disseminate sex-disaggregated data for monitoring and reporting</p> <p>enhancement and strengthening of national and non-governmental organizations to act in a gender-sensitive way.</p> <p>Empower and sensitise civil servants to address gender inequalities and mainstream gender</p> <p>Training of employees carrying out functions on national, local and non-governmental organisations' level in various aspects of social life.</p> <p>Enactment of Gender Equality Act. Establish gender equity</p>
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<p>... new act</p>	<p>No specific legal gender equality human rights standards for the equality of men and women. Labour laws, family laws, etc. are in principle gender neutral. Legislation is narrow into areas of opportunities and adequate financial contributions. There is a need to eliminate discrimination against women in various aspects of social life.</p>	<p>... women who are not participating more in the decision-making process. ...</p>
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8. Institutional mechanisms for the advancement of women

<p>... women who are not participating more in the decision-making process. ...</p>

Legal literacy programme for lawyers, NGOs, civil society and NGOs

To develop co-operation with other NGOs, Russian, Sweden, Germany for trafficking in women and for girls, boys and children in prostitution and follow up on a regular basis

To increase the access of women to the information in the media

Periodic monitoring of the situation of the human rights of women

to increase awareness of existing rights and persistent attitudes and practices

to increase gender sensitivity in the media, to reduce gender based stereotyping

The impact of the portrayal of women in daily newspapers was studied in 1998. The study of content-analytical studies on press was carried out in 1998. Women's organizations are led by the most powerful daily newspapers. From 1996 (incl.) approximately 100 articles were published about

rights of women

Review of the media to assess the conduct of the media in showing the

requirements, family, social policy and conditions has been carried out in 1994 to assess compliance with the obligations of the Convention

Women and

for women

and women's rights

<p>To facilitate & improve women's agricultural development: apply...</p>	<p>competence and women in the rural areas.</p>	
<p>Age and able</p>	<p>on about</p>	<p>long-term strategies for combating with children. the law against child</p>

broader knowledge... information... (The text is partially obscured by a large black redaction block on the right side of the page.)