

Estonia

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Tallinn). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Estonia scores 97.5 out of 100**. The overall score for Estonia is higher than the regional average observed across High income (OECD) countries (94.7).

Estonia - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Estonia gets a perfect score.

Areas for Improvement

However, when it comes to constraints related to marriage, Estonia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Estonia is on the indicator related to constraints related to marriage (the WBL2020 Marriage Indicator). To improve on the Marriage Indicator, Estonia may wish to consider enacting legislation protecting women from domestic violence.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Law Act of 2009, Art. 15
	Can a woman travel outside her home in the same way as a man?	Yes	Family Law Act of 2009, Art.15
	Can a woman apply for a passport in the same way as a man?	Yes	Identity Documents Act, Arts. 9, 11(4),12(1) and 21; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law Act of 2009, Art. 15
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Law Act of 2009, Art. 15
	Does the law prohibit discrimination in employment based on gender?	Yes	Gender Equality Act, Arts. 5 and 6
	Is there legislation on sexual harassment in employment?	Yes	Gender Equality Act, Secs. 1(2), 3(5), 6(2)(5) and 11
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Gender Equality Act, Sec. 13
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Gender Equality Act, Art. 6
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Law Act of 2009, Art. 15
	Can a woman be head of household in the same way as a man?	Yes	Family Law Act of 2009, Arts. 15 and 16
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law Act of 2009, Arts. 64-65
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Law Act of 2009, Arts. 1-6
	Is paid leave of at least 14 weeks available to mothers?	Yes	Employment Contracts Act, Art. 59
	Does the government pay 100% of maternity leave benefits?	Yes	Health Insurance Act, Arts. 3, 4 and 54
	Is there paid paternity leave?	Yes	Employment Contracts Act, Art. 60
	Is there paid parental leave?	Yes	Family Benefits Act, Art. 34 (2); Employment Contracts Act, Art. 62
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Employment Contracts Act, Arts. 92 and 93
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Gender Equality Law, Arts. 1, 5 (4) and 7 (1)
	Can a woman sign a contract in the same way as a man?	Yes	Family Law Act of 2009, Art. 15
	Can a woman register a business in the same way as a man?	Yes	Commercial Code, Art. 22
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Law Act of 2009, Art.15
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law Act of 2009, Art. 28
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law of Succession Act of 2008, Art. 13(5)
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Law of Succession Act of 2008, Arts. 16-17
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law Act of 2009, Arts. 26 and 28
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act of 2009, Arts. 24 -27
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: State Pension Insurance Act of 5 December 2001, Sec. 7 Men: State Pension Insurance Act of 5 December 2001, Sec. 7
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: State Pension Insurance Act of 5 December 2001, Secs. 7 and 9 Men: State Pension Insurance Act of 5 December 2001, Secs. 7 and 9
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	State Pension Insurance Act of 5 December 2001, Sec. 28(2)(7)(12)