











Estonia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	48.3	92.5

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Estonia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tallinn). The scores for Estonia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	75.0	100.0	100.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	25.0	66.7	100.0	0.0	66.7	33.3	75.0	33.3	33.3	50.0
Expert opinions score	75.0	100.0	100.0	75.0	100.0	100.0	75.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Estonia (85.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, laws affecting childcare, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Estonia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Estonia is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Estonia may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Estonia (48.3 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women’s decisions to work, Estonia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Estonia is on the indicator measuring supportive frameworks affecting women’s pay. To improve on the Pay indicator, Estonia may

wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Estonia (92.5 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on women's decisions to work, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Estonia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Estonia is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Gender Equality Act, Secs. 1(2), 3(5), 6(2)(5), 10, 11 and 13
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Identity Documents Act, Arts. 9, 11-4, 12-1 and 21; Family Law Act, Art. 15
Can a woman choose where to live in the same way as a man?	Yes	Family Law Act, Art. 15
Can a woman travel outside her home in the same way as a man?	Yes	Family Law Act, Art. 15
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Act, Arts. 5 and 6
Workplace		
Can a woman get a job in the same way as a man?	Yes	Family Law Act, Art. 15
Does the law prohibit discrimination in employment based on gender?	Yes	Gender Equality Act, Arts. 5 and 6
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Gender Equality Act, Sec. 11(3)
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Gender Equality Act, Art. 6
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Law Act, Arts. 15 and 16
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Law Act, Art. 15
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law Act, Arts. 64-65
Does a woman have the same rights to remarry as a man?	Yes	Family Law Act, Arts. 63-66
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Employment Contracts Act, Arts. 59 and 62; Family Benefits Act, Art. 34(2)
Are leave benefits for mothers paid solely by the government?	Yes	Family Benefits Act, Article 3

Is there paid leave available to fathers?	Yes	Employment Contracts Act, Art. 60
Is dismissal of pregnant workers prohibited?	Yes	Employment Contracts Act, Arts. 92 and 93
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Preschool Institutions Act, Arts. 4, 5, 6 and 10; Private Schools Act, Arts. 1 and 2(1)
Does the law establish any form of support to families for childcare services?	Yes	Preschool Child Care Institutions Act, Art. 27; Regulation No. 27 of the Tallinn City Council of 22 December 2015, Sec. 4; Official Website of Tallin Municipality
Does the law establish any form of support to non-state childcare providers?	Yes	Preschool Child Care Institutions Act, Art. 4; Private Schools Act, Arts. 22.1 and 22.3; Regulation of Tallin City Council No. 20 of 12 June 2014, Secs. 3-4
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Preschool Child Care Institutions Act, Arts. 5, 7(1), 9.1, 11(2), 20(6) and 22.1(2)(4) and 24.2
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Law Act, Art. 15; Commercial Code, Arts. 22 and 80
Does the law prohibit discrimination in access to credit based on gender?	Yes	Gender Equality Act, Arts. 1(2) and 5(4-1)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Law Act, Arts. 27-1, 28 and 30
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Law of Succession Act, Arts. 12-13
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Law of Succession Act, Arts. 16-17
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act, Arts. 24-27 and 37
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	State Pension Insurance Act, Sec. 7
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	State Pension Insurance Act, Sec. 9-1
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	State Pension Insurance Act, Sec. 28(2)(7)

WBL 2.0 supportive frameworks data

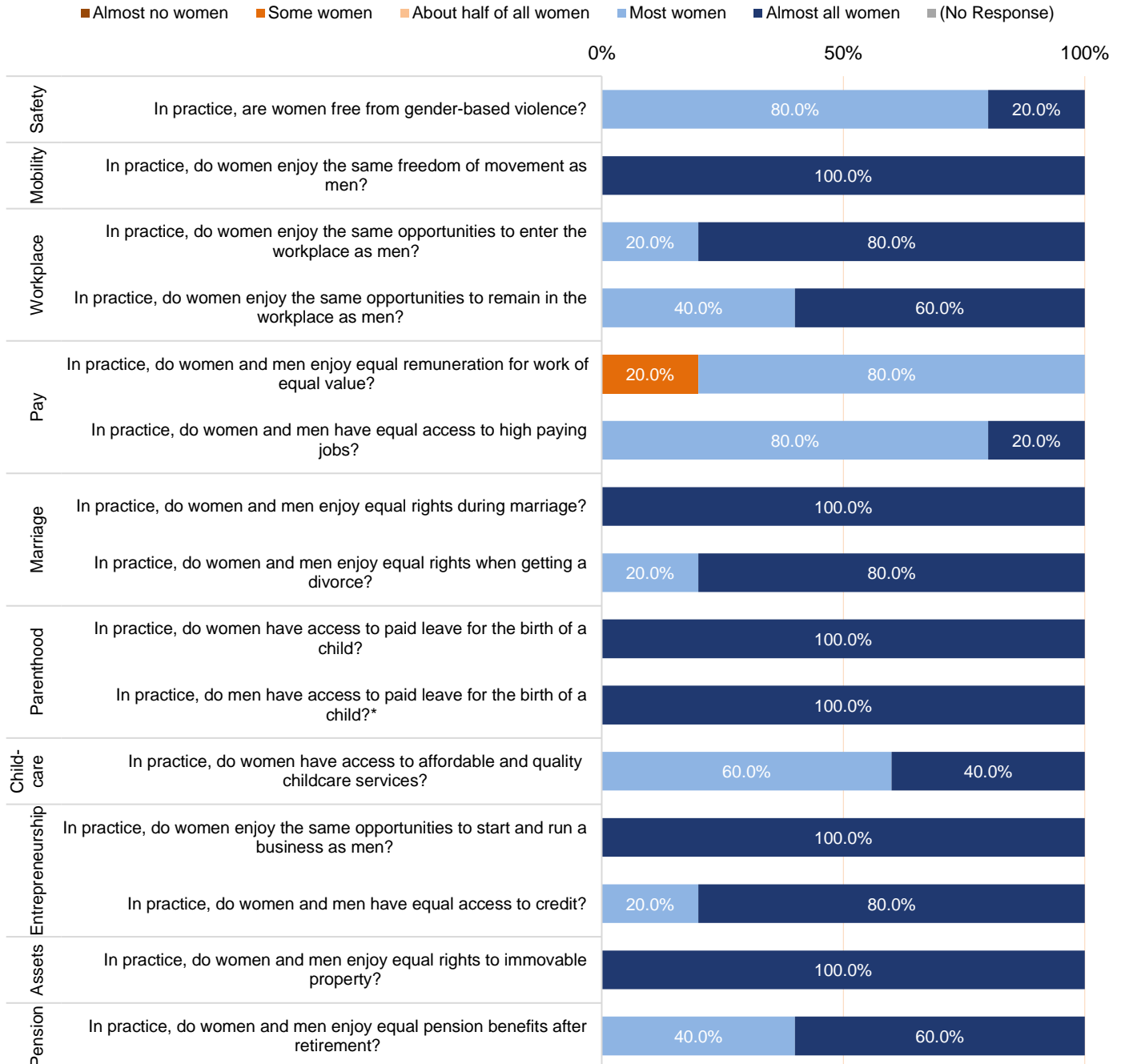
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Harassment at the Workplace Guidelines; Women's Support Centers; Sexual Violence Crisis Centers
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		

Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Equality Commissioner and the Equal Treatment and Gender Equality Commission
Has the government published guidelines on flexible work arrangements?	Yes	The Labour Inspectorate of Estonia: Guidelines for the health and safety of employees performing their duties by way of teleworking
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Equal Opportunities Commissioner
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Code of Civil Procedure, Arts. 491-497 and 550
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Ministry of Justice Legal Aid Program
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Social Insurance Board's self-service platform is the home for your benefits
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Estonia Education Information System (EEIS); Official Website of Tallinn City
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of Tallin Municipality, Information on Exemption from Childcare Institution Fee
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of Tallin Municipality, Application for Support for the Activities of a Private Children's Institution; Regulation of Tallin City Council No. 20 of 12 June 2014, Chapter 3-5
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Statistics Estonia
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Family Law Act, Art. 28(4)
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		



Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	State Pension Insurance Act, Sec. 40

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.