

The data for 2023 Index is mostly from 2021.

Progress in gender equality

With 60.2 points out of 100, Estonia ranks 22nd in the EU on the Gender Equality Index. Its score is 10.0 points below the score for the EU as a whole.¹

Since 2010, Estonia's score has increased overall by 6.8 points, mainly due to improvements in the domain of power (+ 11.1 points). Since 2020, Estonia's score has decreased by 0.8 points. This is mainly due to a backsliding in the domain of time (– 10.3 points). Estonia has also registered a 1.0-point decrease in the domain of power, mainly due to a decrease in the sub-domain of economic decision-making.

Due to slower progress compared with other EU countries, Estonia's overall ranking has fallen five places since 2020.

[1] The Gender Equality Index 2023 has been affected by certain changes in EU-wide surveys and through the use of the most up-to-date sources. For the first time, it benefits from EIGE's survey data on gender gaps in care, individual and social activities carried out across the EU in 2022, and from new data from the 2021 EWCTS survey (Eurofound). Regulation (EU) 2019/1700, which came into force from 1 January 2021, also introduced some changes into the EU-LFS. These methodological changes will affect nine indicators included in the domains of work, knowledge and time, together with their respective scores, as well as the overall Index and the analysis of intersecting inequalities using the respective indicators.

An analysis has been carried out of the possible impact that these changes may have had on the Index and on the interpretation of the corresponding time series. Despite the break in time series that the changes entail, the time series analysis can be considered adequate (see Index 2023 report).

			Change since	
			2010	2020
SE	82.2		2.1	-1.7
NL	77.9		3.9	0.6
DK	77.8		2.6	0.0
ES	76.4		10.0	1.8
BE	76.0		6.7	1.8
FR	75.7		8.2	0.6
LU	74.7		13.5	1.2
FI	74.4		1.3	-1.0
IE	73.0		7.6	-1.3
AT	71.2		12.5	2.4
DE	70.8		8.2	2.1
EU	70.2		7.1	1.6
SI	69.4		6.7	1.9
IT	68.2		14.9	3.2
MT	67.8		13.4	2.2
PT	67.4		13.7	4.6
BG	65.1		10.1	4.4
LT	64.1		9.2	3.5
PL	61.9		6.4	4.2
LV	61.5		6.3	0.1
HR	60.7		8.4	0.0
CY	60.7		11.7	3.4
EE	60.2		6.8	-0.8
SK	59.2		6.2	3.2
EL	58.0		9.4	4.6
CZ	57.9		2.3	0.7
HU	57.3		4.9	3.1
RO	56.1		5.3	2.4

Best performance

Estonia scores highest (85.1 points) in the domain of health, where the country ranks 18th in the EU, moving up two places since 2020. Within this domain, the country ranks highest in the sub-domain of health behaviour (76.1 points), where it ranks 13th in the EU. Since 2020, Estonia has made improvements in the sub-domain of health access (+ 94.7 points), moving up four places to the 23rd place.

Most room for improvement

Estonia ranks among the lowest in the EU (in 22nd place) in the domain of knowledge, with a score of 57.8 points. The country's progress in this domain has almost stalled (+ 0.4 points since 2020), resulting in a drop in the ranking by four places due to other Member States making faster progress. The sub-domain that shows the greatest room for improvement is that of segregation in education, in which Estonia scores 46.3 points, ranking 24th in the EU.

Biggest improvement

Since 2020, the biggest improvement in Estonia's score has been in the domain of work (+ 4.8 points), with the country moving up this ranking from 17th place to 7th. This is the fourth largest increase among all Member States in the domain of work. Progress in this domain has largely been driven by improvements in the sub-domain of segregation and quality of work (+ 6.5 points since 2020), in which Estonia rose three places to currently stand at 17th.

A step backwards

Since 2020, Estonia's score in the domain of time has decreased (– 10.3 points), leading to a drop in this ranking from the 5th place to the 16th. This setback is due to large falls in the sub-domain of social activities (– 20.0 points), one of the biggest decreases in the EU. As a result, Estonia has dropped 18 places to rank 25th out of all Member States in this ranking.

Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that countries with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU. Analysis of convergence patterns in the Gender Equality Index shows that disparities between Member States decreased over the period 2010–2021, and that **EU countries continue their trend of upward convergence**.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average.

Estonia is improving at a **slower pace** than other Member States. Its Gender Equality Index score has improved, but is consistently and considerably lower than the EU average. Progress towards gender equality has been slow, and the gap between Estonia and the EU average has widened over time.

Explore Estonia's Index results

									Change since	
	2010	2012	2015	2017	2018	2019	2020	2021	2010	2020
Index	53.4	53.5	56.7	59.8	60.7	61.6	61.0	60.2	6.8	-0.8
Work	71.2	71.4	72.1	71.5	72.1	72.5	72.7	77.5	6.3	4.8
Participation	87.3	87.7	88.6	89.8	90.6	90.8	90.4	92.3	5.0	1.9
Segregation and quality of work	58.1	58.1	58.7	57.0	57.5	57.9	58.5	65.0	6.9	6.5
Money	65.5	64.9	66.7	69.4	70.0	73.2	73.6	73.3	7.8	-0.3
Financial resources	49.5	50.2	56.4	58.3	59.3	63.6	64.0	64.3	14.8	0.3
Economic situation	86.7	84.0	79.0	82.5	82.7	84.1	84.7	83.6	-3.1	-1.1
Knowledge	51.6	53.8	53.2	55.5	56.3	57.3	57.4	57.8	6.2	0.4
Attainment and participation	67.4	70.5	67.9	70.1	72.1	73.7	71.9	72.1	4.7	0.2
Segregation	39.5	41.1	41.7	44.0	44.0	44.5	45.8	46.3	6.8	0.5
Time	73.7	70.1	74.7	74.7	74.7	74.7	74.7	64.4	-9.3	-10.3
Care activities	80.7	73.0	85.9	85.9	85.9	85.9	85.9	92.2	11.5	6.3
Social activities	67.2	67.2	65.0	65.0	65.0	65.0	65.0	45.0	-22.2	-20.0
Power	21.9	22.0	28.2	34.6	36.1	36.6	34.0	33.0	11.1	-1.0
Political	34.9	33.7	44.9	48.5	49.3	47.3	50.7	55.4	20.5	4.7
Economic	21.6	22.7	23.2	23.4	24.2	27.5	25.2	21.8	0.2	-3.4
Social	13.9	13.9	21.4	36.5	39.4	37.8	30.8	29.8	15.9	-1.0
Health	82.7	82.1	81.5	81.9	81.6	82.2	85.0	85.1	2.4	0.1
Status	83.4	83.2	84.1	83.9	83.8	85.2	86.0	85.7	2.3	-0.3
Behaviour	70.1	70.1	70.1	70.1	70.1	70.1	76.1	76.1	6.0	0.0
Access	96.8	94.7	91.9	93.5	92.6	92.9	93.8	94.7	-2.1	0.9

Explore Estonia's performance by indicator

		Estonia		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2021)*	53	65	42	57
	Duration of working life (years, 15+ population, 2021)	39	39	34	38
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2021)	27	5	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	35	43	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	66	65	62	63
Money					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	1461	1896	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2021)	16037	17101	20261	21221
Economic situation	At-risk-of-poverty (% , 16+ population, 2021)	24	19	17	15
	Income distribution S20/80 (16+ population, 2021)	21	19	20	20
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2021)	42	27	28	26
	People participating in formal or non-formal education and training (15-74 population, 2021)	26	20	19	18
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2021)	46	17	43	21
Time					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	17	18	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	51	39	63	36
Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	25	34	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	5	12	11	15
Power					
Political	Share of ministers (% , 2nd quarter 2023)	47	53	34	66
	Share of members of parliament (% , 2nd quarter 2023)	30	70	33	67
	Share of members of regional assemblies/local municipalities (% , 2022)**	29	71	30	70
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2023)	10	90	33	67
	Share of board members of central bank (% , 2022)	8	92	28	72
Social	Share of board members of research funding organisations (% , 2022)	29	71	41	59
	Share of board members of publically owned broadcasting organisations (% , 2022)	11	89	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2022)	14	86	20	80
Health					
Status	Self-perceived health, good or very good (% , 16+ population, 2021)	56	61	67	72
	Life expectancy at birth (years, 2021)	81	73	83	77
	Healthy life years at birth (years, 2021)	58	55	64	63
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	79	55	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	35	35	38	43
Access	Population with unmet needs for medical examination (% , 16+ population, 2021)	15	10	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2021)	4	3	5	5



























































* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

** EE: Local municipalities

*** EU: EIGE estimation

Source: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

Explore intersecting inequalities

				Gender gap		Gap change
		Women	Men	2014	2021	
Full-time equivalent employment rate (% , 15-89 population, 2021)*						
Family type	Couple without children	53 	57 	-1	-4	●
	Couple with children	70 	94 	-26	-24	●
Level of education	Low educated	18 	37 	-14	-19	●
	Medium educated	51 	69 	-15	-18	●
	High educated	68 	79 	-10	-11	●
Country of birth	Native born	57 	67 	-11	-10	●
	Foreign born	31 	53 	-18	-22	●
At-risk-of-poverty (% , 16+ population, 2021)						
Age groups	15/16-24	20 	22 	-4	-2	●
	25-49	11 	14 	-1	-3	●
	50-64	17 	20 	-3	-3	●
	65+	48 	27 	22	21	●
Disability	With disabilities	39 	28 	7	11	●
	Without disabilities	17 	15 	1	2	●
Graduates of tertiary education (% , 15-89 population, 2021)						
Age groups	15/16-24	6 	5 	8	1	●
	25-49	55 	32 	20	23	●
	50-64	48 	27 	15	21	●
	65+	32 	28 	13	4	●
Country of birth	Native born	41 	25 	17	16	●
	Foreign born	43 	36 	11	7	●
People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)						
Family type	Couple without children	11 	4 	0	7	●
	Couple with children	31 	35 	26	-4	●
Disability	With disabilities	22 	23 	-7	-1	●
	Without disabilities	15 	14 	10	1	●
Self-perceived health, good or very good (% , 16+ population, 2021)						
Age groups	15/16-24	86 	87 	-1	-1	●
	25-49	81 	75 	3	6	●
	50-64	49 	47 	5	2	●
	65+	22 	25 	-5	-3	●
Disability	With disabilities	18 	19 	-1	-1	●
	Without disabilities	78 	79 	-2	-1	●

● gender gap decreased (< -1 p.p.)

● no change (gender gap increases/decreases between -1 and 1 p.p.)

● gender gap increased (> 1 p.p.)

* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

Violence

A lack of evidence to assess violence against women

No score is given to Estonia in the domain of violence, due to a lack of comparable EU-wide data.

Femicide

In 2021, 720 women were murdered by an intimate partner, family member or relative in 17 EU Member States, according to official reports. Estonia does not provide comparable data on

Source: Eurostat, 2021

Violence at a glance

Intimate partner violence

In Estonia, 41 % of women who have ever been in a relationship have experienced violence by an intimate partner during their adult life. In total, 22 % have experienced physical violence (including threats) or sexual violence, while 39 % have experienced psychological violence. Around 6 % have experienced intimate partner violence during the last 12 months, while 15 % have experienced it in the last five years.

Source: Eurostat, 2021

Sexual harassment at work

In Estonia, around 1 in 3 women who have ever worked have experienced sexual harassment at work. Up to 4 % of women have experienced sexual harassment at work during the last 12 months, while 12 % have experienced it in the last 5 years.

Source: Eurostat, 2021

Istanbul Convention: state of play

The Istanbul Convention is the most comprehensive international human rights treaty on preventing and combatting violence against women and domestic violence. Estonia signed the Istanbul Convention in December 2014 and ratified it in October 2017. The Convention entered into force in Estonia in February 2018.

The European Council approved the EU's accession to the Istanbul Convention on 1 June 2023.

EIGE/FRA survey on violence against women

The Fundamental Rights Agency (FRA) and the European Institute for Gender Equality (EIGE) will carry out a survey on violence against women (VAW II) in eight EU Member States (CZ, DE, IE, CY, LU, HU, RO, SE), which will complement the Eurostat-led data collection on gender-based violence and other forms of interpersonal violence (EU-GBV) in the remaining countries. The use of a unified methodology will ensure the availability of comparable data across all EU Member States. Data collection will be completed this year, and the results will be used to update the domain of violence in the Gender Equality Index 2024, with its thematic focus on violence against women.

Thematic focus

The Gender Equality Index 2023 focuses on the socially fair transition of the European Green Deal. Its thematic focus analyses the following aspects:

- **Public attitudes and behaviours on climate change and mitigation**
- **Energy**
- **Transport**
- **Decision-making**

The data was collected through various surveys, such as the EIGE 2022 survey on gender gaps in unpaid care, individual and social activities, as well as other EU-wide surveys.¹ The EIGE survey focused on gender differences in unpaid care, including links to transport, the environment and personal consumption and behaviour.

Focus 2023: The European Green Deal

Women and men in Estonia feel less responsibility for trying to reduce climate change than in other Member States

In Estonia, noticeably fewer women (37 %) and men (32 %) felt responsible for reducing climate change than women and men on average in the EU (62 % and 61 %, respectively) in 2018. This attitude was also reflected in their behaviours. Only 16 % of women and 14 % of men in Estonia regularly avoided animal products in 2022, which is much lower than the EU average (31 % and 23 %, respectively). When it comes to choosing environmentally friendly options when doing housework, only 35 % of both Estonian women and men used them regularly, in contrast with 59 % of women and 53 % of men in the EU.

Fewer people in Estonia struggled to heat their homes compared with the EU average

Even prior to the full impact of the ongoing energy crisis, many people in the EU were struggling to pay for energy and heating. In Estonia, older women and men (both 3 %), women and men with low educational status (both 3 %) and women and men with disabilities (both 3 %) struggled the most to keep their homes adequately warm in 2021. The share of people who had problems in this respect is considerably lower in Estonia than the EU average.

Women are highly underrepresented in the energy and transport sectors and decision-making in Estonia

In 2022, the share of women working in the transport and energy sectors in Estonia was 21 % and 18 %², respectively. Women were also considerably underrepresented in decision-making roles, with only 18 % of decision-makers in parliamentary committees focusing on the environment and climate change being women. When it comes to senior administrators in national ministries dealing with environment and climate change in Estonia, women represented 41 % of decision-makers in 2022.

[1] The following sources were used: the EIGE survey on gender gaps in unpaid care, individual and social activities; the European Social Survey; Eurostat-LFS; EU-SILC; education statistics; and the EIGE's WiDM.

[2] Low reliability.

Green Deal in Estonia

	Estonia		EU	
	Women	Men	Women	Men
Public attitudes and behaviours on climate change and mitigation				
Personal responsibility to try to reduce climate change (% , 15+, 2018)	37	32	62	61
Avoiding animal products (% , 16-74, 2022)				
Regularly	16	14	31	23
Sometimes	38	27	43	41
Never	46	59	26	36
Avoiding plastic single-use products (% , 16-74, 2022)				
Regularly	39	34	49	42
Sometimes	46	46	44	46
Never	15	20	7	11
Choosing environmentally friendly options in childcare activities (% , 16-74, 2022)				
Regularly	43	53	51	49
Sometimes	45	38	41	41
Never	12	9	8	10
Choosing friendly options in housework activities daily (% , 16-74, 2022)				
Regularly	35	35	59	53
Sometimes	51	47	35	39
Never	14	18	6	8
Tertiary graduates in natural sciences and technologies (% , 15+, 2021)				
Natural sciences and technologies	40	60	36	64
Natural sciences	66	34	56	44
Technologies	32	68	28	72
Energy				
People unable to keep the home adequately warm (% , +16, 2021)				
65+	3	3	8	6
Low educational attainment	3	3	12	12
Single	2	4	10	9
Lone parents	2	0	12	11
Non-EU migrants	3	2	12	13
People with disabilities	3	3	12	11
People with arrears on utility bills (% , +16, 2021)				
16-24	5	6	8	9
Low educational attainment	5	7	9	10
Single	2	4	10	9
Lone parents	2	0	12	11
Non-EU migrants	4	5	11	12
People with disabilities	5	5	8	9
Employed in the energy sector (% , +15, 2022)*	18	83	24	76
Transport				
People opting for low carbon-emission modes of transport (% , 16-74, 2022)				
Regularly	42	35	42	41
Sometimes	40	42	39	41
Never	18	22	19	18
People using the car as main means of transport during a typical week (% , 16-74, 2022)	57	66	66	70
People using public transportation as main means of transport during a typical week (% , 16-74, 2022)	46	32	32	29
People using walking as main means of transport during a typical week (% , 16-74, 2022)	46	37	46	43
Employed in the transport sector (% , 15+, 2022)	21	79	22	78
Decision-making				
Senior administrators in national ministries dealing with environment and climate change (% , 2022)	59	41	56	44
Members of parliamentary committees dealing with environment and climate change (% , 2022)	82	18	70	30

* Low reliability

Source: EIGE Survey on gender gaps in unpaid care, individual and social activities, European Social Survey, Eurostat LFS, EU-SILC, Education statistics, EIGE Women and Men in Decision-Making.

About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The Gender Equality Index 2023 also includes a thematic focus on the socially fair transition of the European Green Deal.

This year's edition of the Index includes a long-awaited update to the domain of time using the EIGE survey on gender gaps in unpaid care, individual and social activities.

EIGE's survey on gender gaps in unpaid care, individual and social activities

This EIGE survey focuses on gender differences in unpaid care in order to better understand how they impact the job opportunities, work-life balance, leisure and social activities of women and men. The survey aims to fill current data gaps and improve the capacity of the Gender Equality Index to capture changes in the domain of time in a more conceptually sound, coherent and regular way. The findings from this EIGE survey will contribute to monitoring the European Care Strategy and the EU Gender Equality Strategy 2020-2025, as reducing the gender gap in care is a key objective of these strategies. The survey was carried out during the summer of 2022, and involved over 60,000 respondents aged 16-74 across the 27 EU Member States.

European Institute for Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

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European Institute for Gender Equality
Gedimino pr. 16
LT01103
Vilnius
LITHUANIA
Tel. +370 52157444
Email: eige.sec@eige.europa.eu

Contact details

- ✈ eige.europa.eu
- f facebook.com/eige.europa.eu
- 🐦 twitter.com/eige_eu
- 📺 youtube.com/user/eurogender
- @ eige.sec@eige.europa.eu
- ☎ +370 52157444