

The Gender Equality Index 2017 examines the progress and challenges in achieving gender equality across the European Union from 2005 to 2015. Using a scale from 1 (full inequality) to 100 (full equality), it measures the differences between women and men in key domains of the EU policy framework (work, money, knowledge, time, power and health). The Index also measures violence against women and intersecting inequalities. These are satellite domains and are part of the framework of the Gender Equality Index, but do not have an impact on the overall score. Intersecting inequalities show how gender intersects with age, education, family composition, country of birth and disability. The Gender Equality Index provides results for each domain and sub-domain for the EU and its 28 Member States <sup>(1)</sup>.

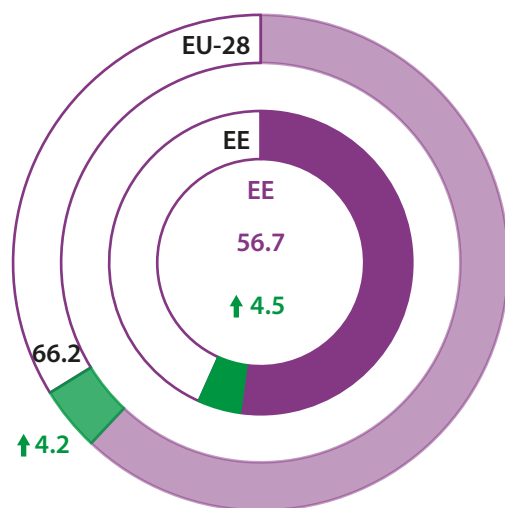
## Progress in gender equality in Estonia, 2005-2015

In the Gender Equality Index 2017, Estonia achieved a score of **56.7 out of 100**, which is an increase of 4.5 points since 2005. This score is about 10 points below the EU-28 average but progress is happening at a slightly faster pace than in the EU. Estonia has moved up one spot in the Index rank since 2005, to reach 20th place. All domain scores have progressed.

The gender equality scores in the domains of **time** and **health** are the highest in Estonia. While Estonia's score in the domain of time is among the top five in the EU-28, its score in the domain of health is at the bottom. Both domains stalled from 2005 to 2015. The allocation of time to care activities has become slightly more equal between women and men. Challenges remain in the division of time for social activities.

The biggest improvement has taken place in the domain of **money** thanks to greater gender equality in earnings and income. At the same time, poverty has increased slightly, especially for women. The situation in the domain of **work** has slightly improved, driven by increased participation of women and men in the labour market.

The lowest scores are in the domains of **power** and **knowledge**. Although the score is low, the domain of power shows improvement, largely thanks to progress in women's representation in decision-making positions in the political and social spheres. Gender equality in knowledge has also improved, but at a slower pace.



↑↓ Change in score from 2005 to 2015

<sup>(1)</sup> The Gender Equality Index 2017 is based on the data of Eurostat (Education statistics, EU Labour Force Survey, European Health Interview Survey, EU Statistics on Income and Living Conditions, Structure of Earnings Survey), of Eurofound (European Quality of Life Survey, European Working Conditions Survey), of EIGE's Gender Statistics Database (Women and Men in Decision-Making) and of the Fundamental Rights Agency's Violence Against Women survey. The year of reference is 2015 (2014 for data on intersecting inequalities). The age of the reference population for the indicators is either 15+, 16+ or 18+, depending on the source.

## Work

In the domain of work, the increased participation of women and men in employment contributed to an increase in the score.

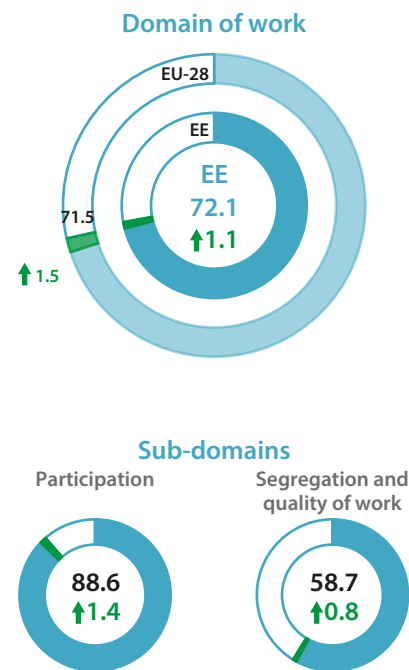
The employment rate (20-64) is 73% for women versus 81% for men. The total employment rate is 77%, and Estonia has reached its national target of the Europe 2020 strategy (EU2020) (76%).

The gender gap in the employment rate doubles when the number of hours worked is taken into account. The full-time equivalent (FTE) employment rate of women is around 50%, compared to 64% for men.

Among couples with children, the FTE employment rate for women is 61% compared to 87% for men. The gender gap is much wider compared to that of couples without children, where almost no gender differences are present. The FTE employment rate is also wider for men than women aged 25-49 (82% versus 71%, respectively). The FTE employment rate increases and the gender gap shrinks as education levels rise.

15% of women work part-time, compared to 7% of men. On average, women work 37 hours per week, compared to 40 hours for men. 8% of working-age women versus 0.3% of working-age men are either inactive or work part-time due to care responsibilities.

Gender segregation in the labour market is a reality for both women and men. Nearly 26% of women compared to 6% of men work in education, human health and social work activities (EHW). About four times more men (39%) than women (10%) work in science, technology, engineering and mathematics (STEM) occupations. There are twice as many highly educated women working in education, health and welfare (EHW) as women with a low level of education.



## Money

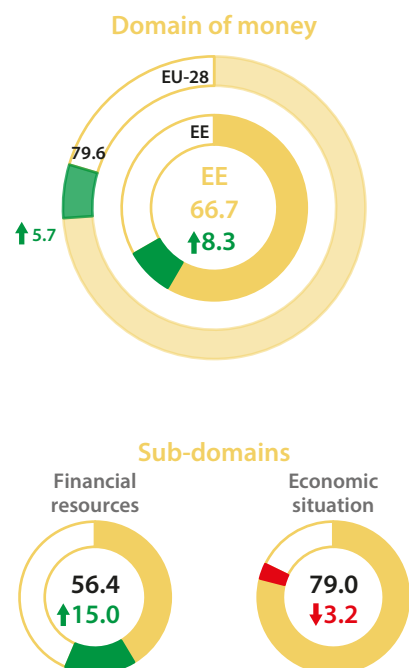
The score in the domain of money has increased. Gender equality has improved in earnings and income, but has regressed in poverty and in the distribution of wealth.

Mean monthly earnings of women and men have increased, but so has the gender gap. Women earn around 29% less than men per month.

The gender gap in earnings is greater among lone parents, people aged 25-49, highly educated people and foreign-born people. In each group, women always earn less than men. The net incomes of women and of men have doubled.

The population of women and men at risk of poverty has increased. The risk affects women more heavily than men (24% of women and 19% of men). Nearly 40% of women aged 65+ are at risk of poverty, compared to 18% of men the same age.

Inequalities in income distribution have increased. The gender pay gap is 27% to the detriment of women. In 2012, women had lower pensions than men and the gender gap was 5%. The EU-28 averages are 16% and 38%, respectively.



## Knowledge

The score in the domain of knowledge has improved.

From 2005 to 2015, the number of tertiary graduates increased significantly, mostly among women. 41% of women compared to 25% of men have a tertiary degree. This gap, to the disadvantage of men, is widening.

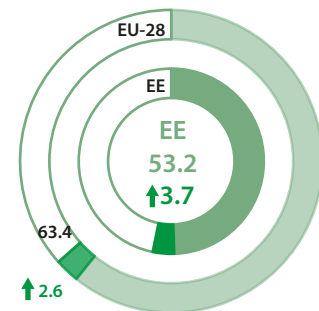
Only 31% of women with disabilities have attained tertiary education, compared to 45% of women without disabilities. This is a bigger gender gap in tertiary education attainment than among men with disabilities (20%), compared to men without disabilities (28%).

Estonia has already met its national EU2020 target to have 40% of people aged 30-34 obtain tertiary education. The current rate is 45%.

Women's participation in lifelong learning has increased, but for men it has stalled.

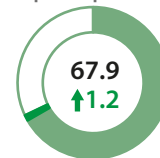
Gender segregation in knowledge remains a major challenge. 41% of women students are concentrated in the fields of education, health and welfare, humanities and art, compared to only 14% of men.

### Domain of knowledge

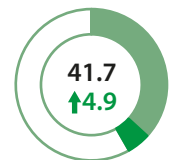


### Sub-domains

#### Attainment and participation



#### Segregation



## Time

In the domain of time, the score barely changed. It remains among the highest in the EU-28. This is due to a more equal sharing of care activities among women and men. However, gender inequalities persist. Challenges remain in the division of time allocated to social activities between women and men.

Women take on more responsibilities for caring for their family. 35% of women care for and educate their family members for at least 1 hour, compared to 31% of men. Involvement in care responsibilities increases with a person's level of education, especially for men. Among couples with children, more women (92%) than men (66%) are involved in daily care activities.

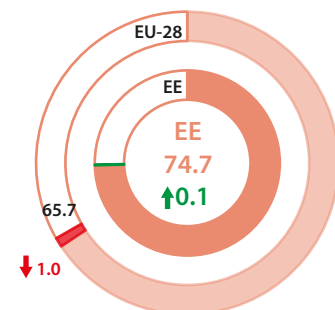
76% of women compared to 47% of men do cooking and housework every day for at least 1 hour. The gender gap has slightly increased and is greater among people in couples with children, with 90% of women and 51% of men doing cooking and housework on a daily basis.

Inequality in time-sharing at home also extends to social activities. Men are slightly more likely than women to participate in sporting, cultural and leisure activities outside the home (38% versus 34%, respectively).

Participation in voluntary or charitable activities is slightly higher for women than it is for men. This level of engagement has decreased for both, but has declined for men at a faster rate.

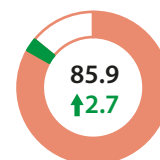
21% of children under the age of three and 93% of children between the age of three and school age are enrolled in childcare. Estonia has met only the second of the two 'Barcelona targets', which are to have at least 33% of children below three and 90% of children between three and school age in childcare.

### Domain of time

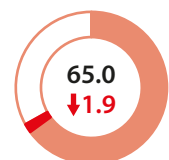


### Sub-domains

#### Care activities



#### Social activities



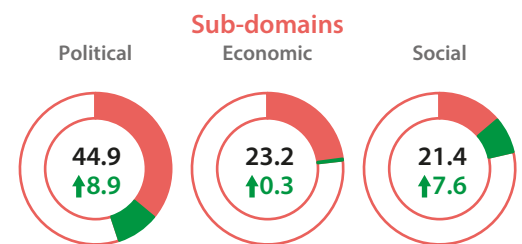
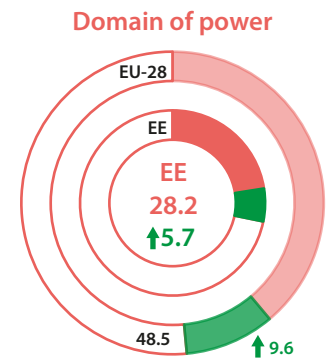
## Power

The score in the domain of power has increased, even if at a slower pace compared to most EU-28 countries. It remains the domain with the lowest score in Estonia, mostly due to the lack of women in the areas of economic and social power.

The increase in the sub-domain of political power is because of an improved gender balance in parliament. The percentage of women members rose from 19% to 23% from 2005 to 2015. More women also became government ministers (22%).

Publicly listed companies had a large decrease in the percentage of women on their corporate boards: from 14% in 2005 to 8% in 2015. On the other hand, women have gained more decision-making positions in the central bank, to represent 18% of board members (up from 13%).

There are no women on the boards of research-funding organisations. On the other hand, women make up a quarter of the board members of publicly owned broadcasting organisations. In sport, women comprise just 11% of members of the highest decision-making bodies of national Olympic sport organisations.



## Health

The scores in the domain hardly changed. Health status has improved, while access to services has gone down.

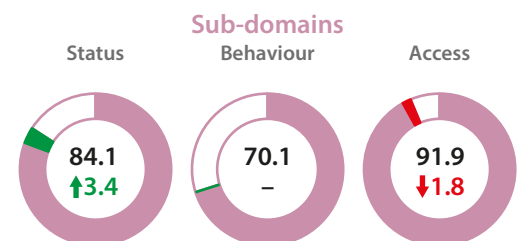
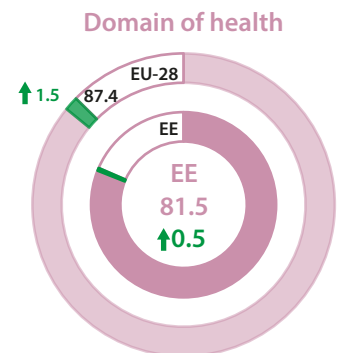
The sub-domain of status measures perceived health, life expectancy and healthy life years. The gaps between women and men have narrowed in all three areas.

Life expectancy has increased for both women and men. On average women live nearly 9 years longer than men. Women also have more healthy life years, but the difference is much smaller (2 years).

50% of women and 54% of men assess their health as 'good' or 'very good'. Women and men in couples with children are twice as satisfied with their health as women and men in couples without children.

The drop in the sub-domain of access is due to a rise in unmet medical needs: 16% for women and 13% for men. This has been partially offset by a decrease in unmet dental needs, which is 13% for women and 11% for men.

More than half of men smoke or drink excessively, compared to around a quarter of women. Women and men engage equally in healthy behaviour (doing physical activities and/or consuming fruit and vegetables).

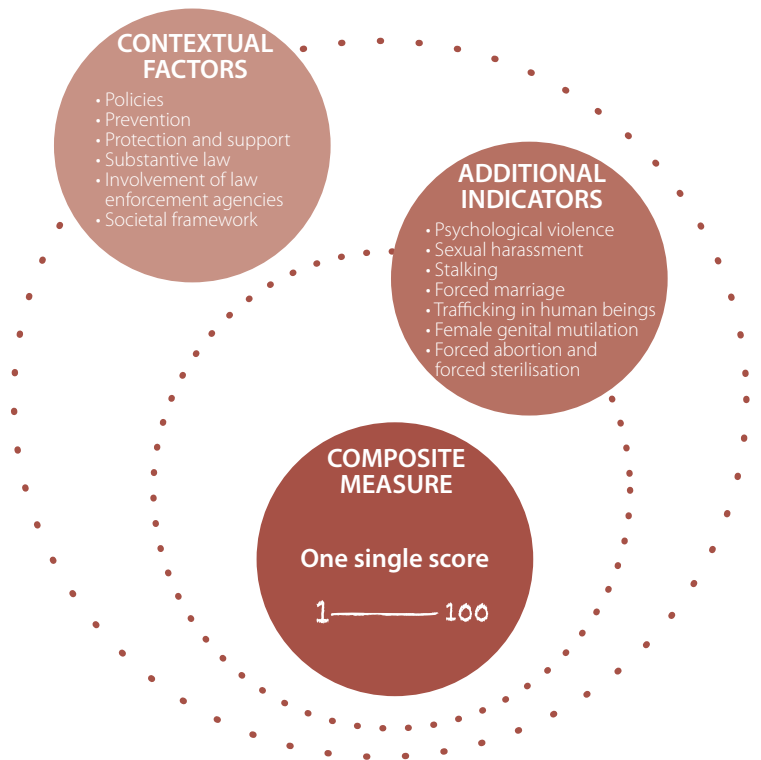


# Violence

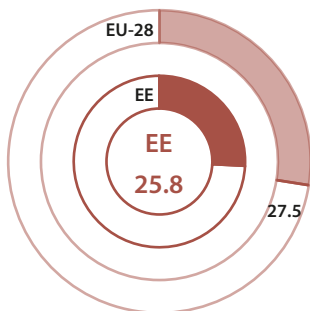
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women and men as core domains do. Rather, it measures and analyses women's experiences of violence. Unlike other domains, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence completely.

A high score in the Gender Equality Index means a country is close to achieving a gender-equal society. However, in the domain of violence, the higher the score, the more serious the phenomenon of violence against women in the country is. On a scale of 1 to 100, 1 represents a situation where violence is non-existent and 100 represents a situation where violence against women is extremely common, highly severe and not disclosed. The best-performing country is therefore the one with the lowest score.

## Measurement framework of the domain of violence



## Domain of violence



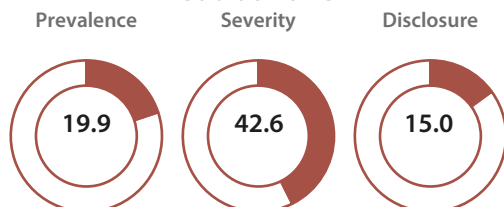
Estonia's score for the domain of violence is 25.8, which is slightly lower than the EU average.

In Estonia, 34% of women have experienced physical and/or sexual violence since the age of 15.

5% of women who have experienced physical and/or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is lower than the EU average of 13%.

At societal level, violence against women costs Estonia an estimated EUR 590 million a year through lost economic output, service utilisation and personal costs <sup>(2)</sup>.

## Sub-domains

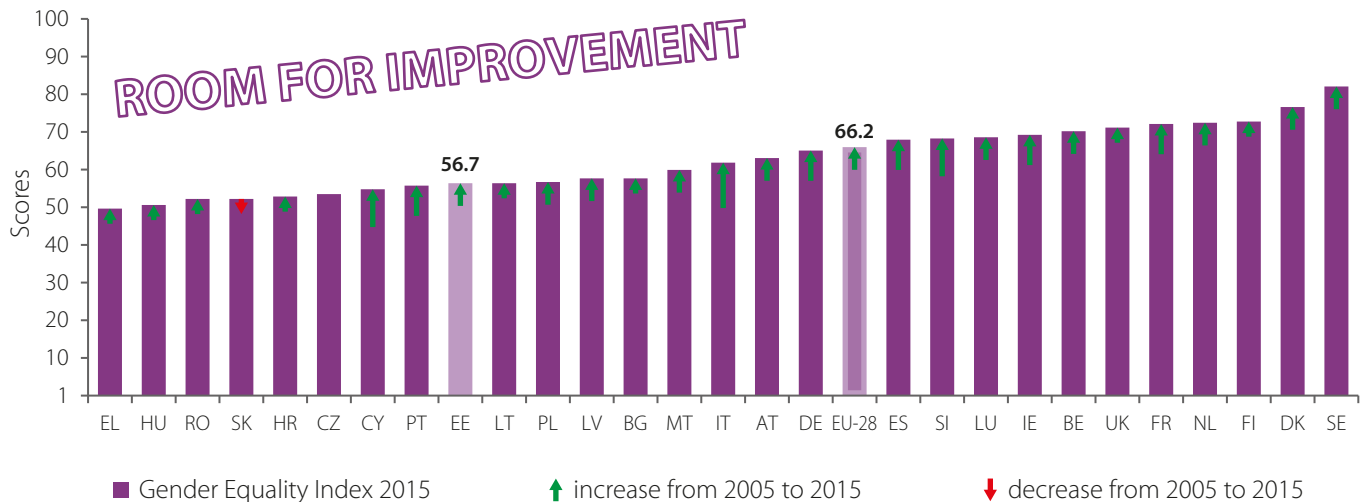


The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.

<sup>(2)</sup> This is an exercise done at EU level to estimate the costs of the three major dimensions: services, lost economic output and pain and suffering of the victims. The estimates were extrapolated to the EU from a United Kingdom case study, based on population size. EIGE, *Estimating the costs of gender-based violence in the European Union*, Publications Office of the European Union, Luxembourg, 2014, p. 142 (<http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

## Unique features and benefits of the Gender Equality Index 2017

Results show that Estonia's Gender Equality Index score is below the EU-28 average, leaving considerable room for improvement, especially in the domains of power and knowledge. In order to reach full gender equality, a more targeted and holistic approach to gender equality is needed.



The Gender Equality Index:

- monitors progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far Member States are from reaching gender equality;
- shows the different outcomes of EU and national policies for women and men;
- allows for meaningful gender analysis and comparison between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised and comparable data that are sex disaggregated and available for all Member States.

### Read more about the Gender Equality Index 2017

- Main report (2017)
- Main findings (2017)
- A snail's pace towards gender equality: fact sheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for Estonia at <http://eige.europa.eu/gender-equality-index>

#### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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