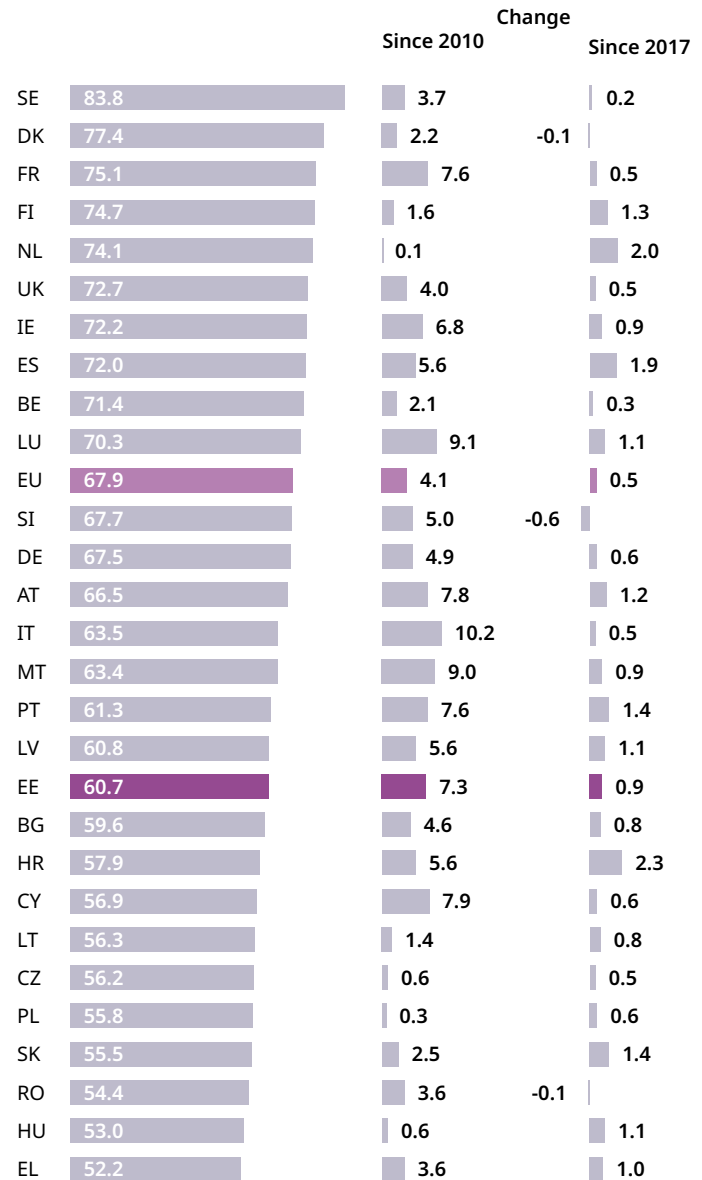


Progress on gender equality in Estonia since 2010

With 60.7 out of 100 points, Estonia ranks 18th in the EU on the Gender Equality Index. Estonia's score is 7.2 points below the EU's score.

Since 2010, its score has increased by 7.3 points. Only a slight increase (0.9 points) was achieved on the 2017 score. Estonia is progressing towards gender equality faster than other EU Member States. Its ranking has improved by three places since 2010.



Best performance

Estonia's scores are highest in the domains of health (81.6 points) and time (74.7 points). Its score for the latter is one of the highest among all countries (ranking 5th).

Most room for improvement

Gender inequalities are most pronounced in the domain of power (36.1 points), although this score has improved since 2010 (+ 14.2 points).




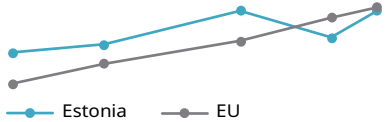

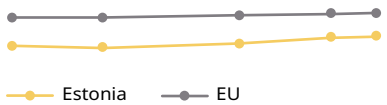
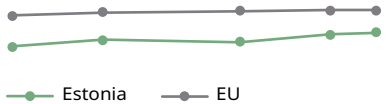

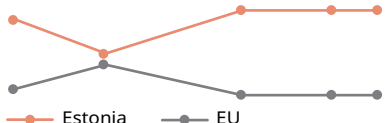

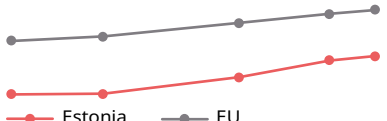


Biggest improvement

Since 2010, Estonia's scores have improved the most in the domains of power (+ 14.2 points), knowledge (+ 4.7 points) and money (+ 4.5 points).

A step backwards

Since 2010, Estonia's score has decreased in the domain of health (- 1.1 points). Progress has stalled in the domains of work (+ 0.9 points) and time (+ 1.0 points).

Explore Estonia's Index results

Scores	2010	2012	2015	2017	2018	Trends in scores 2010-2018 Country and EU trends
 1-100	53.4	53.5	56.7	59.8	60.7	
Work	71.2	71.4	72.1	71.5	72.1	
 Participation	87.3	87.7	88.6	89.8	90.6	
Segregation and quality of work	58.1	58.1	58.7	57.0	57.5	
Money	65.5	64.9	66.7	69.4	70.0	
 Financial resources	49.5	50.2	56.4	58.3	59.3	
Economic situation	86.7	84.0	79.0	82.5	82.7	
Knowledge	51.6	53.8	53.2	55.5	56.3	
 Attainment and participation	67.4	70.5	67.9	70.1	72.1	
Segregation	39.5	41.1	41.7	44.0	44.0	
Time	73.7	70.1	74.7	74.7	74.7	
 Care activities	80.7	73.0	85.9	85.9	85.9	
Social activities	67.2	67.2	65.0	65.0	65.0	
Power	21.9	22.0	28.2	34.6	36.1	
 Political	34.9	33.7	44.9	48.5	49.3	
Economic	21.6	22.7	23.2	23.4	24.2	
Social	13.9	13.9	21.4	36.5	39.4	
Health	82.7	82.1	81.5	81.9	81.6	
 Status	83.4	83.2	84.1	83.9	83.8	
Behaviour	70.1	70.1	70.1	70.1	70.1	
Access	96.8	94.7	91.9	93.5	92.6	

About the Index

Each year, we score the EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses **a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.**

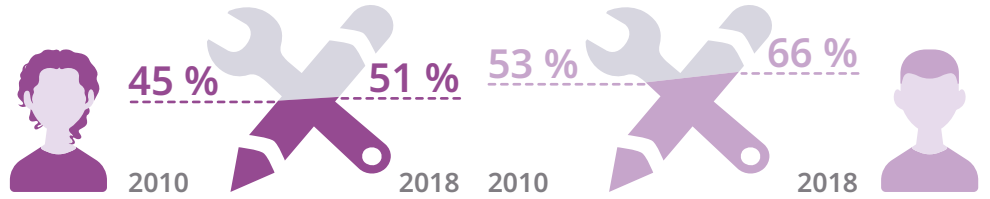
The scores are based on the gaps between women and men and levels of achievement in six core domains – work, money, knowledge, time, power and health – and **their subdomains. Two additional domains** are included in the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, (dis)ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence. The Index is composed of **31 indicators.** The Gender Equality Index 2020 also includes **a thematic focus on digitalisation and the future of work.**

Key highlights

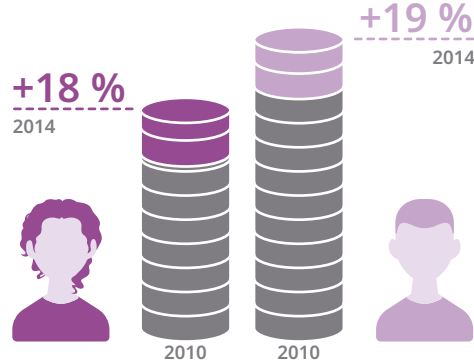


Increase in labour market participation

The full-time equivalent (FTE) employment rate rose among both women and men.



+18 %
2014



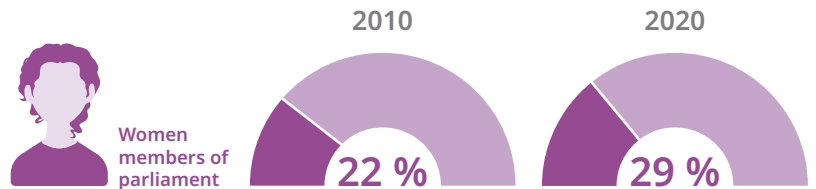
Improvement in earnings

Between 2010 and 2014, mean monthly earnings increased for both women and men.



Moving towards gender balance in parliament

The share of women members of parliament has increased by 7 p.p. since 2010.



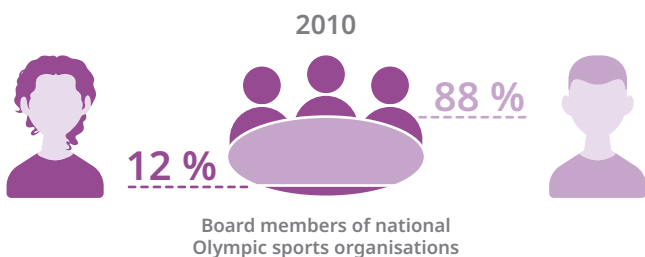
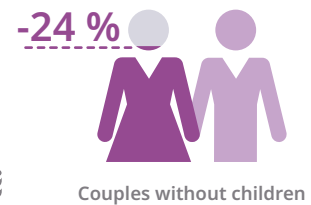
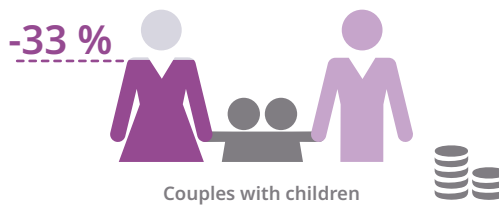
Gender gap in employment is widening

The gender gap in FTE employment rate has grown from 8 % to 15 % since 2010. The gap is much bigger between women and men in couples with children than in couples without children.



Big gender gap in earnings

Women earned 29 % less than men in 2014. This is the widest gender gap in monthly earnings in the EU. Women in couples with children earn even less than women in couples without children.









Women still a minority in social decision-making

Women made up 33 % of board members of publicly owned broadcasting organisations, 14 % of board members of research funding organisations and only 12 % of board members of the highest decision-making bodies of national Olympic sport organisations.



Explore Estonia's performance by indicator

Indicators			Estonia		EU	
			Women	Men	Women	Men
Work						
	Participation	Full-time equivalent (FTE) employment rate* (15 +, %, 2018)	51	66	42	57
		Duration of working life (15 +, years, 2018)	38	40	34	39
	Segregation and quality of work	Segregation in employment (15 +, %, 2018)	27	5	31	8
		Flexibility (15 +, %, 2015)	15	16	23	27
		Career Prospects Index (15 +, points, 0-100, 2015)	66	65	63	64
Money						
	Financial resources	Mean monthly earnings (16 +, euro in purchasing power standard, 2014)	1 199	1 692	2 249	2 809
		Mean yearly household net income** (16 +, euros in purchasing power standard, 2018)	14 521	15 254	17 860	18 668
	Economic conditions	At risk of poverty (16 +, %, 2018)	26	20	17	16
		Income distribution (16 +, %, 2018)	20	19	20	19
Knowledge						
	Attainment and participation	Graduates from tertiary education (15 +, %, 2018)	44	27	26	25
		Participation in lifelong learning (15 +, %, 2018)	23	20	17	16
	Segregation	Segregation in education (15 +, %, 2017)	42	16	43	21
Time						
	Care activities	Caring for children, grandchildren, older people or people with disabilities (18 +, %, 2016)	35	31	38	25
		Cooking and/or housework every day (18 +, %, 2016)	76	47	79	34
	Social activities	Sporting, cultural or leisure activities (15 +, %, 2015)	34	38	28	32
		Voluntary or charitable activities (15 +, %, 2015)	13	11	12	11
Power						
	Political	Ministers (%, second quarter of 2020)	13	87	32	68
		Members of parliament (both houses) (%, second quarter of 2020)	29	71	32	68
		Members of regional assemblies/local municipalities (%, 2019)	29	71	29	71
	Economic	Board members of largest companies (%, first semester of 2020)	9	91	29	71
		Board members of central bank (%, 2019)	20	80	25	75
	Social	Board members of research funding organisations (%, 2019)	14	86	38	62
		Board members of public broadcasting organisations (%, 2019)	33	67	37	63
		Board members of national Olympic sport organisations (%, 2019)	12	88	17	83
	Health					
	Status	People in good health (16 +, %, 2018)	50	54	67	72
		Life expectancy (years, 2018)	83	74	84	78
		Healthy life years (years, 2018)	55	53	64	63
	Behaviour	Smoking and drinking** (16 +, %, 2014)	26	57	28	48
		Physical activity and/or consuming fruit and vegetables** (16 +, %, 2014)	35	36	36	40
Access	Unmet need for medical examination (16 +, %, 2018)	20	17	4	3	
	Unmet need for dental examination (16 +, %, 2018)	7	7	4	4	

Sources: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), Eurofound (European Working Conditions Survey, European Quality of Life Survey), EIGE (Women and Men in Decision-Making). * FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week; ** EU: Non-weighted average
Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>



Violence

Why is there no score for the violence domain?

There is no new data to update the score for violence, which is why no figure is given. Eurostat is currently coordinating an EU-wide survey on gender-based violence, with results expected in 2023. EIGE will launch a second round of administrative data collection on intimate partner violence, rape and femicide in 2022. Both data sources will be used to update the domain of violence in the Gender Equality Index 2024.

Unlike the other domains of the Index, the domain of violence does not measure differences between women's and men's situations; rather, it examines women's experiences in violence (prevalence, severity and disclosure). The overall objective is not to reduce the gaps in violence between women and men, but to eradicate violence completely.



Data gaps mask the true scale of violence.

The EU needs comprehensive, up-to-date and comparable data to develop effective policies that combat violence against women.

Violence at a glance

Femicide



No data available

Female Genital Mutilation (FGM)



No data available

Cyberviolence



3 % of women experienced online harassment

Source: Eurofound, European Quality of Life Survey



During the COVID-19 lockdowns, women in violent relationships were stuck at home and exposed to their abuser for long periods of time, putting them at greater risk of domestic violence. Even without a pandemic, women face the greatest danger from people they know.

Istanbul Convention: state of play

The Istanbul Convention is the most comprehensive international human rights treaty on violence against women and domestic violence. Estonia signed the Istanbul Convention in December 2012 and ratified it in October 2017. The treaty entered into force in February 2018.

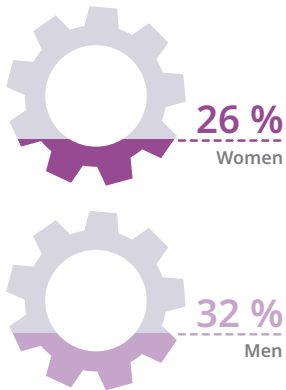


Thematic focus on digitalisation and the future of work

The Gender Equality Index 2020 focuses on digitalisation and the future of work. The thematic focus looks at three areas:

- use and development of digital skills and technologies;
- digital transformation of the world of work (segregation, working conditions, work-life balance);
- broader consequences of digitalisation for human rights, violence against women, and caring activities.

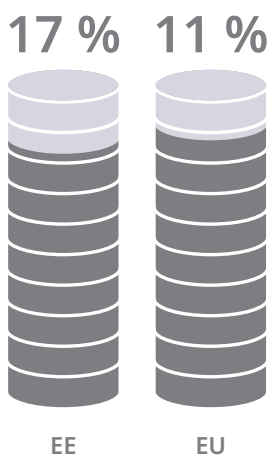
Training to improve digital skills among young people aged 16–24 years



ICT specialists



Gender pay gap in ICT



Main indicators	Estonia		EU	
	Women	Men	Women	Men
Digital skills				
Internet daily users (16–74, %, 2019)	83	83	78	80
Above basic digital skills (16–74, %, 2019)	36	38	31	36
Information skills	81	79	71	71
Communications skills	75	69	67	66
Problem-solving skills	64	70	56	63
Software skills	40	44	39	44
Training to improve digital skills (16–74, %, 2018)	22	23	18	22
Segregation in education and labour market				
ICT graduates (% , 2018)	30	70	20	80
ICT specialists (15 +, %, 2019)	23	77	18 (s)	82 (s)
Scientists and engineers in high-technology sectors (25–64, %, 2019)	23	78	20	80
Working in ICT				
ICT at work and activities performed (16–74, %, 2018)				
Used computer, laptop, smartphone, etc.	44	50	37	42
Used other computerised equipment	14	25	8	13
Exchanged emails	41	45	32	36
Created or edited electronic documents	36	36	24	28
Used social media	17	13	9	11
Used applications to receive tasks or instructions	23	28	10	14
Used occupation-specific software	25	27	19	24
Developed or maintained IT systems or software	3	7	3	7
Part-time in ICT (20–64, %, 2018)	7	6	17	5
Working time arrangements among ICT specialists (20–64, %, 2015, national-level data not available)				
			In the EU, 21 % of women and 22 % of men entirely determined their working hours themselves, compared with 13 % of women and 18 % of men in other occupations	
Gender pay gap in ICT (% , 2014)			17	11

Source: Eurostat (education statistics, digital economy and society statistics, European Union Labour Force Survey, Structure of Earnings Survey), Eurofound (European Working Conditions Survey)
s: Eurostat estimate
Some areas of concern (e.g. platform work and artificial intelligence) are not covered by the indicators owing to a lack of EU-wide comparable data.

Read more about the Gender Equality Index 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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