

# Estonia

*Women, Business and the Law 2024* (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 100.0**. The overall score for Estonia is higher than the regional average observed across OECD high-income economies (95.4). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

## Estonia - Scores for Women, Business and the Law 2024

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2024 Index Score
100	100	100	80	100	100	100	100	97.5

## 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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Estonia gets a perfect score.

## Areas for Improvement

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

For example, the lowest score for Estonia is on the indicator measuring constraints related to marriage (the WBL2024 Marriage indicator). To improve on the Marriage indicator, Estonia may wish to consider enacting legislation protecting women from domestic violence.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Estonia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/estonia/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	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
	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
	Can a woman travel outside the country in the same way as a man?	Yes	Family Law Act, Art. 15
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
	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 a woman work at night 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
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	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 be head of household in the same way as a man?	Yes	Family Law Act, 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, Arts. 64-65
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Law Act, Arts. 63-66
	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	Family Benefits Act, Article 3
	Is paid leave available to fathers?	Yes	see parental leave
	Is there paid parental leave?	Yes	Employment Contracts Act, Arts. 60 and 62; Family Benefits Act, Art. 34(2)
Entrepreneurship	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 Act, Arts. 1(2) and 5(4-1)
	Can a woman sign a contract in the same way as a man?	Yes	Family Law Act, Art. 15
	Can a woman register a business in the same way as a man?	Yes	Commercial Code, Arts. 22 and 80
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Law Act, Art. 15
	Do men and women have equal ownership rights to immovable property?	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 female and male surviving spouses have equal rights to inherit assets?	Yes	Law of Succession Act, Arts. 16-17
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law Act, Arts. 27-1, 28 and 30
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law Act, Arts. 24-27 and 37
	Is the age at which men and women can retire with full pension benefits the same?	Yes	State Pension Insurance Act, Sec. 7
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	State Pension Insurance Act, Sec. 9-1
	Is the mandatory retirement age for men and women the same?	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)