

Employment Contracts Act Amendments — Estonia's Partial Pay Transparency Transposition

Gender Equality · Good practice · Estonia

Quality score: 15/100

Evidence strength: Cautionary / limited

Summary

Facing the EU's largest gender pay gap (18.8% in 2024), Estonia transposed only the recruitment-transparency half of the Pay Transparency Directive, leaving pay-gap reporting duties unaddressed with no further draft law yet planned.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	0/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-12

Ministry of Economic Affairs and Communications (Majandus- ja Kommunikatsiooniministeerium) / Riigikogu — accessed 2026-09-12

Arletti & Partners: Estonia — partial implementation of the EU Pay Transparency Directive — accessed 2026-09-12

DLA Piper GENIE: Estonia takes first step towards pay transparency implementation — accessed 2026-09-12

Estonian World: Estonia has the second-highest / largest gender pay gap in the EU (18.8%, 2024) — accessed 2026-09-12

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