



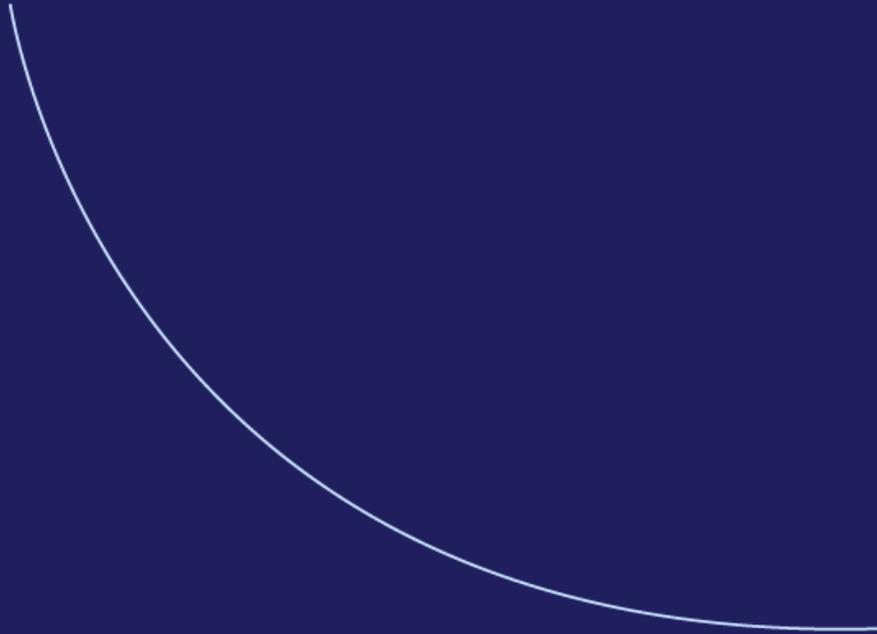
# EU Pay Transparency Directive in Estonia: what we know so far and what to expect

**SORAINEN**

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# Implementation in Estonia



- Current status
- What we have so far
- Implications from current regulation



## Current implementation status

- The draft law is in development but has not been published
- No plans to go beyond minimum requirements
- Institution responsible for transposition –

Ministry of Economic Affairs and Communications



## State aid

- Digital tools to ease administrative burden
- Pay gap reports can be prepared by Statistics Estonia if employer's software is interfaced with Statistics Estonia's data exchange service
- Trainings for employers are planned for May – December 2026
- Already available – guidelines on work assessment and Excel tool (only in Estonian)

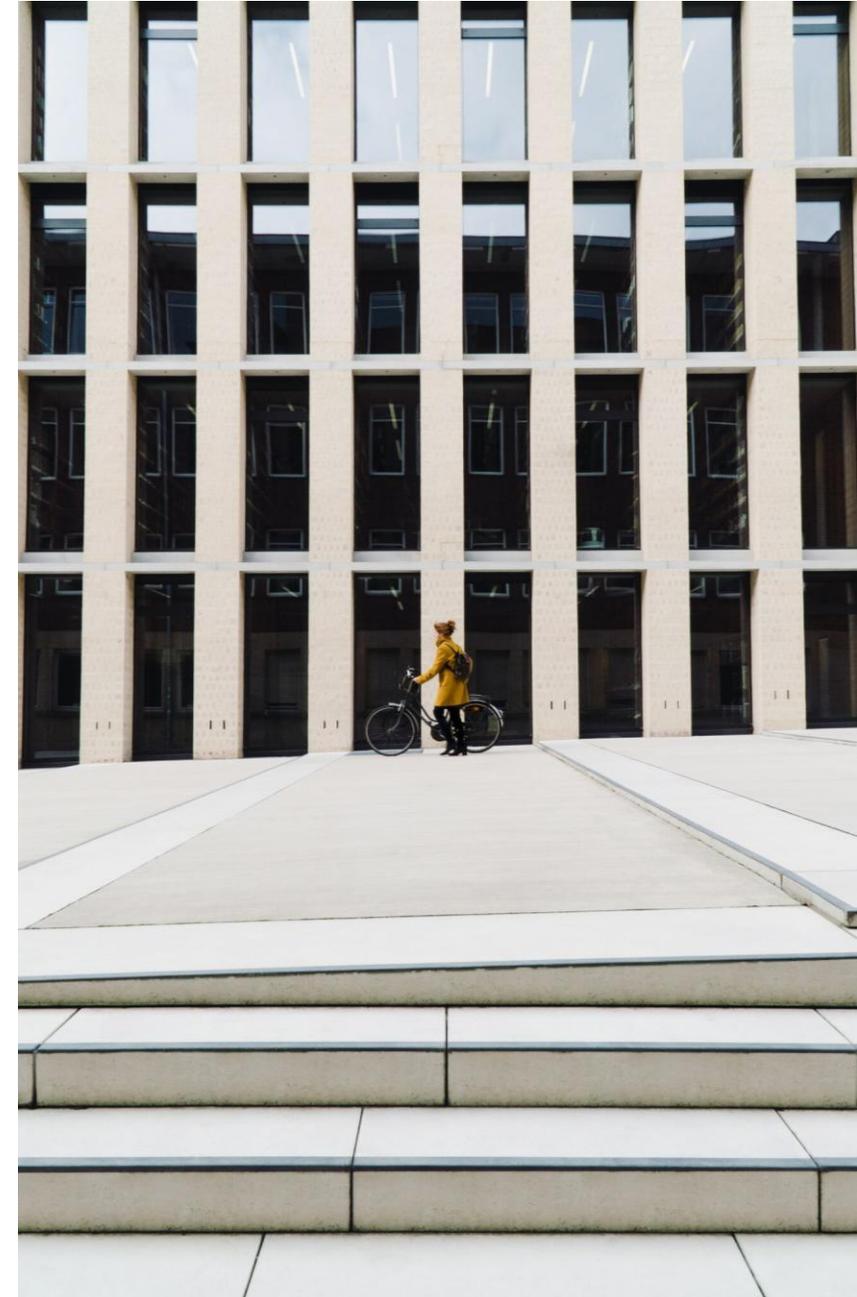
Faktorite grupp	Min %	Max %	Soovituslik kaal	Faktorite grupi kaal, võib muuta
<b>1. Oskused</b>	25%	40%	33%	<b>33%</b>
<b>2. Pingutus</b>	15%	30%	24%	<b>24%</b>
<b>3. Vastutus</b>	25%	40%	33%	<b>33%</b>
<b>4. Töötingimused</b>	5%	15%	10%	<b>10%</b>
				<b>100%</b>

Faktor	Min %	Max %	Soovituslik kaal	Kasutatav kaal, võib muuta	Punktid	Tasemed						
						1	2	3	4	5	6	
<b>1. Oskused (25-40%)</b>					<b>33%</b>	<b>330</b>						
1.1. Teadmised ja kogemus	7%	23%	15%	15%	150	25	50	75	100	125	150	
1.2. Füüsilised võimekused	1%	5%	3%	3%	30	5	10	15	20	25	30	
1.3. Koostöö ja suhtlemisoskused	2%	8%	5%	5%	50	8	17	25	33	42	50	
1.4. Probleemide lahendamine	5%	15%	10%	10%	100	17	33	50	67	83	100	
Faktorite kaalude kontroll:				<b>33%</b>								
<b>2. Pingutus (15-30%)</b>					<b>24%</b>	<b>240</b>						
2.1. Vaimne pingutus	6%	18%	12%	12%	120	20	40	60	80	100	120	
2.2. Füüsiline pingutus	3%	11%	7%	7%	70	12	23	35	47	58	70	
2.3. Emotsionaalne pingutus	2%	8%	5%	5%	50	8	17	25	33	42	50	
Faktorite kaalude kontroll:				<b>24%</b>								
<b>3. Vastutus (25-40%)</b>					<b>33%</b>	<b>330</b>						
3.1. Vastutus otsuste eest	7%	21%	14%	14%	140	23	47	70	93	117	140	
3.2. Vastutus inimeste eest	6%	16%	11%	11%	110	18	37	55	73	92	110	
3.3. Vastutus ressursside eest	4%	12%	8%	8%	80	13	27	40	53	67	80	
Faktorite kaalude kontroll:				<b>33%</b>								
<b>4. Töötingimused (5-15%)</b>					<b>10%</b>	<b>100</b>						
4.1. Füüsiline keskkond	2%	8%	5%	5%	50	8	17	25	33	42	50	
4.2. Psühholoogiline keskkond	2%	8%	5%	5%	50	8	17	25	33	42	50	
Faktorite kaalude kontroll:				<b>10%</b>								
Kõigi faktorite punktide kontroll:				<b>100%</b>	<b>1000</b>							

Sisendid		1. Oskused	2. Pingutus		4. Töötingimused		
Rea nr	Hinnatav töö	1.1. Teadmised ja kogemus	2.1. Vaimne pingutus	2.2. Füüsiline pingutus	4.1. Füüsiline keskkond	4.2. Psühholoogiline keskkond	Punktid kokku
1	Näide - Klienditeenindaja	2	2	1	2	2	288
2	Näide - Müügiesindaja	2	3	1	1	2	367
3	Näide - Projektijuht	3	3	1	1	2	447
4	Näide - Turvatöötaja	2	2	2	2	2	270
5	Näide - Raamatupidaja	2	3	1	1	2	347
6	Näide - Värbaja	2	2	1	1	2	313
7	Näide - Kokk	2	2	3	2	2	350
8	Näide - Operaator	1	2	3	3	1	308

# Implications from current regulation

- National law will determine interpretation of:
  - workers
  - workers' representatives
  - employer
- Equal treatment regardless of sex already legally required, including in working life





## Key takeaways

Implementation in Estonia is delayed, but employers should nevertheless proceed with work evaluation and categorisation

- an evaluation tool is already available

National specifics may show up:

- in any Estonia-specific requirements, intended or not
- where national definitions are used in the context of the directive
- in employment disputes in national courts

# Contact us



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