



Industrial relations and social dialogue

**Estonia: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

There is a national register/database of collective agreements, but it cannot be accessed publicly. Collaboration with the Head of Employment Relations in Ministry of Social Affairs, that has access to the national register and retrieved the available data on collective agreements that cover the highest number of workers in each (NACE-1) sector, was established. The register only captures data on NACE-1 level, and features names of the parties in the collective agreement and number of workers covered by the agreement. The database does not go into more detail and does not provide the full text of the collective agreements. Moreover, the database does not seem to be regularly maintained or updated, and the data may be incomplete. To validate the data from the national register, signatory parties' websites were visited to obtain more reliable information on collective agreements. On occasion, however, the information proved to be contradictory or incomplete. As information on collective bargaining is incomplete and fragmented, the sampling process was complicated, involving searching for and going through all possible sources (national register, websites of social partners, websites of companies and employers, news sources, websites of ministries and government bodies, other registers, etc). It is likely that the information is not entirely reliable. The only exception is represented by sector-level collective agreements, which are readily available on the websites of social partners and parties involved. Because of the low number of collective agreements in Estonia, agreements that were valid before 2020 were sometimes included in the sample.

1 - Agriculture

Background information

There are a many regional, subsectoral, professional and NGO associations, and their members include all kinds of farms/companies. Many small farms and family farms are members of cooperatives and in turn several cooperatives are members of sectoral business associations.

According to the “Estonian Agriculture and Fisheries Strategy 2030”, there were 82 active agricultural cooperatives in 2017, and according to the 2022 “Agriculture cooperatives study” there were 123 active cooperatives in the sector (the large difference may be due to methodological differences).

There are two larger organizations with member associations that represent cooperatives and companies in specific regions:

- the Estonian Chamber of Agriculture and Commerce (Eesti Põllumajandus-Kaubanduskoda), with 68 direct members in the agriculture sector and many more indirectly (no information is available on the exact number).
- the Estonian Farmers Federation (Eesti Talupidajate Keskliit) with 20 direct members and 1,000 indirect members.

There is evidence of some collective bargaining in NACE-1 sector, but there is no granular information available on the NACE-2 sectors of interest.

Sampling information

We obtained information from the Head of Employment Relations in the Ministry of Social Affairs, who has access to the national register for collective agreements. Obtaining information from the registry is a difficult task since there is no search function, and the database of the register does not arrange agreements by NACE-1 or NACE-2 sectors.

Keeping in mind these premises, we have managed to identify eight collective agreements in the NACE-1 sector in the register, covering a total of 1,399 employees. However, the largest collective agreement, which covers 1,126 workers, is in the forestry sector (not a sector of interest for the purposes of this database), between the Union of Estonian Forest Industry Workers and the State Forest Management Centre.

The other seven agreements only cover 273 workers in total. Not having information regarding the NACE-2 levels, it is not appropriate to list any of those agreements, given the lack of information regarding their coverage in the NACE-2 sectors of interest.

Given that companies cannot enter agreements into the register by themselves (they have to contact the Ministry separately), it is technically possible that there are more agreements in the sector than the number reflected in the register.

Additionally, the database of the register is not regularly or systematically updated.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	8,751	8,751	Estonian Statistics. 2021. Table RL21149: by field of activity, employment status, gender and place of residence (County), 31 December 2021.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			Information not available

2 - Manufacture of food, leather, textiles, and clothes

Background information

As of January 2023, there are a total of 123,000 employed in the Manufacturing sector (according to Estonian Statistics table TT0205). There are 17 collective agreements that cover 2,580 workers. However, these collective agreements mainly cover NACE-2 sectors other than the ones of interest (such as Manufacture of chemical products, electrical products, basic metals, etc).

According to Estonian Statistics (2021), there are approximately 13,000 workers in the Manufacture of Food Products sector. Within the sector, the Estonian Food Industry Association (Eesti Toiduainetööstuse Liit) has 64 members. They are a significant presence in their field and actively participate in policy-making discussions but are not involved in collective bargaining. Currently, there is no readily available information about sector-specific trade unions.

Estonian Statistics (2021) reports around 4,165 workers in Manufacture of Wearing Apparel, 3,846 in Manufacture of Textiles, and roughly 596 workers in Manufacture of Leather and Related Products. A business association called Estonian Clothing and Textile Association exists in this sector, but it is not active in collective bargaining. To our knowledge, there are no trade unions in the sector.

Within the NACE-2 sectors of interest, there is one collective agreement in the Manufacture of Food Products sector.

The national register indicates an agreement between the Estonian Railway Workers' Union and Paljassaare Kalatööstus AS (Paljassaare Fish Processing), which covers 180 workers. Although Paljassaare Fish Processing is not associated with railway work, they chose Estonian Railway Workers Union to represent them. The workers joined this trade union in 2015 as a response to a delay in the payment of salaries. For context, this is likely because the Railway Workers Union is one of few large trade unions with a good reputation and a recognized position, and there are likely no trade unions in this Manufacturing NACE-2 sectors of interest.

Sampling information

We obtained information from the Head of Employment Relations in the Ministry of Social Affairs, who has access to the national register for collective agreements. Obtaining information from the registry is a difficult task since there is no search function, and the database does not arrange agreements neither by NACE-1 nor by NACE-2 sectors.

We obtained some information (names of parties involved, number of workers covered) on the largest collective agreements in the NACE-1 sector. Company-level agreements are confidential, so we do not have access to more detailed information. Out of the seven largest agreements, just one covers workers in the NACE-2 sectors of interest. As previously mentioned, this is concluded between Railway Workers' Union and Paljassaare Kalatööstus AS (Paljassaare Fish Processing). However, this agreement is not listed on the Railway Workers' Union's website (which seems to be updated in 2021 and is therefore likely more updated than the national database of collective agreements), and it covers less than 1% of workers in the sector. Therefore, we do not propose this agreement for coding.

Given that companies cannot enter agreements into the database by themselves (they must contact the Ministry separately), it is technically possible that there are more agreements in the sector than the number reflected in the database of the register. However, we also searched for other sources and found no evidence of trade unions or collective agreements in the sector.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	21,868	24,500	First figure Estonian Statistics (2021). Second figure OSKA Labour market monitoring and future skills forecasting system. Sector research, 2018. (https://oska.kutsekoda.ee/en/oska-sectors-2/)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable information available

3 - Construction excl. civil engineering

Background information

There is a business association/employers' organisation, that covers different sub-sectors in the NACE-1 sector: the Estonian Association of Construction Entrepreneurs (Eesti Ehitusettevõtjate Liit or EEEL). Taking into account direct and indirect members, the association counts 100 of them (the economic activity of these 100 companies makes up around 50% of turnover in the entire Construction sector). The association is active in social dialogue.

There are two trade unions that cover workers in the construction sector: one covers road construction workers (Estonian Transport and Road workers union, or ETTA), and the other one covers workers in utility projects for fluids, electricity, and telecom (Estonian Energetics Workers Trade Union, or EEAÜL).

According to the national database, there are two collective agreements in the NACE-1 sector, that cover 642 workers in total. One of them is between Estonian Roads (AS Eesti teed, bought by Verston in 2021) and ETTA, and covers 232 workers; the other one is between Trev-2 Group and ETTA, and covers 410 workers. Both are road construction companies, and therefore the agreements do not cover workers in the NACE-2 sectors of interest. To the best of our knowledge, there are no collective agreements in the NACE-2 sectors of interest.

Sampling information

We obtained information from the Head of Employment Relations in the Ministry of Social Affairs, who has access to the national register of collective agreements. Obtaining information from the registry is a difficult task since there is no search function, and the database does not arrange agreements by NACE-1 or NACE-2 sectors.

It is also worth noting that companies cannot enter agreements into the database by themselves (they must contact the Ministry separately).

We also checked the website of EEEL, that features information on social dialogue in the sector, as well as websites of business associations in the sectors of interest (such as Woodhouse Estonia), and we found no evidence of discussions or debates on collective bargaining or collective agreements. Given that there is no information in the Ministry's or governmental bodies websites and media, it is likely that collective bargaining in the sector is non-existent.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	37,486	37,486	Estonian Statistics. 2021. Table RL21149: employees by field of activity, employment status, gender and place of residence (County), 31 December 2021

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	0	0	To the best of our knowledge, there are no collective agreements in the 2-d sectors of interest.
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4 - Retail

Background information

One important actor in the sector is the Estonian Service and Retail Workers Trade Union (Eesti Teenindus- ja Kaubandustöötajate Ametiühing or ETKA). The union's members are individual workers and company-level trade unions. It is a member of Estonian Trade Union Confederation. The union is involved in bipartite negotiations and social dialogue.

There is a business association/employers' association that represents companies in the sector: the Estonian Chamber of Commerce (Eesti Tööstus- ja Kaubanduskoda). They have 3,500 members in total. They are active in social dialogue, but they do not conclude collective agreements.

Collective bargaining exists at company level. According to the national database, in the entire sector, there are 11 collective agreements, which cover 1,875 workers altogether. There is one company-level collective agreement between Prisma peremarket and Estonian Service and Retail Workers' Trade Union that covers 840 workers and another one between Tallinna Kaubamaja and Tallinna Kaubamaja Trade Union that covers 850 workers. It can be assumed (but it is not certain) that these agreements were valid in 2020.

Sampling information

We obtained information from the Head of Employment Relations in Ministry of Social Affairs, who has access to the national register for collective agreements. Company-level agreements are confidential, so we do not have access to detailed information. It should also be noted that the national database is not regularly updated, so it is possible that these agreements are no longer in force or that the metadata is different.

Moreover, it is also possible that there are collective agreements that are not reflected in the database, because companies cannot enter agreements into the database by themselves (they must contact the Ministry separately).

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	90,690	90,690	Estonian Statistics (2021). Table RL21149: by field of activity, employment status, gender and place of residence (County), 31 December 2021.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	1,700	1,700	Contact from Ministry of Social Affairs who has access to national register.

5 - Postal, courier, land transport and warehouses

Background information

There are several trade unions in the transport sector. One of them is the Estonian Transport and Road Worker's Union (Eesti Transpordi- ja Teetöötajate Ametiühing, or ETTA), active in social dialogue, and which has also organized demonstrations. ETTA has estimated that about 80% of the national workforce in the urban public transport are its members.

ETTA is affiliated to the Estonian Trade Union Confederation and has concluded collective agreements at company as well as sectoral level.

There is an employers' organisation, the Union of Estonian Automobile Enterprises (Autoettevõtete liit or AL).

ETTA and AL have concluded a sector-level collective agreement that covers around 14,000 workers in passenger transport field (bus, trolley, and tram drivers). It covers an estimated 66% of the national workforce in the urban public transport sector. They have also concluded a collective agreement in freight transport first in 2012 and updated it in 2019.

Also the Estonian Railway Workers' Union is active in both social dialogue and collective bargaining. There are currently ongoing debates between the union and the railway company Elron. The communication between the employer and the trade union regarding the salary conditions of locomotive drivers and traffic controllers has not reached the point of signing a new collective agreement, and the railway workers' union have decided to turn to the national conciliator to find a solution and have announced they are ready to organise strikes.

Among other actors, the business association called Association of Estonian International Road Carriers can be mentioned, although to our knowledge they are not involved in collective bargaining.

In the postal and courier activities sector there is one trade union that, among other workers, also represents postal workers - Pro Trade union (Pro Ametiühing). There is one collective agreement signed by Pro Ametiühing, ETTA and Estonian Post (Eesti post, universal service provider), which covers 1,770 workers.

Sampling information

The files of sector-level agreements are readily available on the websites of the trade union and parties involved. There is no data or reports available about the coverage of the collective agreements before or after extensions publicly available.

We obtained information from the Head of Employment Relations of the Ministry of Social Affairs, who has access to the national register for collective agreements. According to the national register, the collective agreement in passenger transport covers 14,000 workers. It should be noted that the register database is not regularly updated so these numbers may not be reliable. We have also drawn some information about trade unions and employers' organisations directly from social partners while collecting information for Eurofound representativeness studies.

There is no potential overlap in terms of coverage of the listed agreements.

No major collective agreements are missing from the sample.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	35,199	36,921	Estonian Statistics (2021). Table RL21149. Table EM001.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 5 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Passenger transport

Eurofound identifier	CA-EE-2360
Title (native language)	Sõitjateveo üldtöökokkulepe
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	14,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	14,000
Quality of the figure	Numbers are best estimates

Freight transport collective agreement

Eurofound identifier	CA-EE-2444
Title (native language)	Veoseveo üldtöökokkulepe
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	300
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Railway Workers collective agreement

Eurofound identifier	CA-EE-2555
Title (native language)	Elroni kollektiivleping
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	300
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Eesti Raudtee

Eurofound identifier	CA-EE-2556
Title (native language)	Eesti Raudtee ja Raudteelaste Ametiühingu kollektiivleping
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	807
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	807
Quality of the figure	Numbers are (relatively) precise and reliable

Edelaraudtee collective agreement

Eurofound identifier	CA-EE-2608
Title (native language)	Edelaraudtee kollektiivleping

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	100
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A good fraction (20% to 49%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

To our knowledge, there is one sector-specific trade union currently active in the sector, the Estonian Service and Retail Workers Trade Union (Eesti Teenindus- ja Kaubandustöötajate Ametiühing or ETKA). The trade union is active in both social dialogue and collective bargaining.

There is one employers' union in the sector, The Estonian Hotel and Restaurant Association (Eesti Hotellide ja Restoranide Liit or EHRL) that is somewhat involved in policy-making discussion, but not in collective bargaining.

According to the national database of collective agreements, there are five collective agreements in the sector that cover altogether 732 workers. A collective agreement concluded between Sokotel and Estonian Service- and Retail Workers Trade Union covers 202 workers.

One related trade union is Estonian Seamen's Independent Union (Eesti Meremeeste Sõltumatu Ametiühing or EMSA), that has concluded a collective agreement with TLG Hotell (active in the accommodation sector), in which the union represents workers in the hotel. The collective agreement covers 501 workers according to the database.

There is no sector-level collective bargaining.

Sampling information

We obtained information from the Head of Employment Relations of the Ministry of Social Affairs, who has access to the national register of collective agreements. The register reflects five collective agreements in the sectors of interest included, covering altogether 732 workers, where the two largest agreements cover 703 workers. Obtaining information from the registry is complicated because there is no search function, and the register database does not arrange agreements by NACE sectors. It is technically possible that the number of agreements is higher, since the register database is not regularly updated and since companies cannot enter agreements into it by themselves (they have to contact the Ministry separately).

The identified agreements, however, are company-level agreements and they are confidential, so information about them is limited and not publicly available.

There are no sector-level collective agreements.

No major collective agreements are missing from the sample.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	22,419	22,419	Estonian Statistics (2021). Table RL21149: by field of activity, employment status, gender and place of residence (County), 31 December 2021

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	200	732	National register of collective agreements. Our contact from Ministry of Social Affairs.
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7 - Business support services

Background information

To our knowledge there are no sector-specific trade unions in the sectors of interest. It is likely that workers in the sectors join trade unions related to their field, for example workers in office administration positions in manufacturing chemical products may join Estonian Chemists' Trade Union.

In the NACE-2 sector N-78 (employment activities) there is an employers' association that represents companies in temporary agency work: the Estonian Staffing Association (Eesti Personaliettevõtete Liit, or EPREL). It has six members and also functions as a business association. They are affiliated to the Estonian Employers' Confederation and have initiated social dialogue but are not active in collective bargaining.

There is one employers' association in NACE-2 sector N-80 (security and investigation activities): the Estonian Security Association (Eesti Turvaettevõtete Liit), with members in security and safety service providers. They are a member of an Employers' Confederation, so they are somewhat involved in policy-making discussions but there is no readily available information about their involvement in collective bargaining.

In the NACE-2 sector N-81 (services to building and landscape activities), there is the business association Association of Real Estate Maintenance (Eesti Kinnisvara Korrashoiu Liit, or EKKL). There is no evidence that they are actively involved in social dialogue or collective bargaining.

According to the national register there are three collective agreements in the whole NACE-1 sector, that cover 647 workers in total. The largest one is between KTT Oil and Estonian Chemists' Trade Union (Keemikute Ametiühing), which covers 580 workers.

Sampling information

We obtained information from the Head of Employment Relations in Ministry of Social Affairs, who has access to the national register of collective agreements. The register reflects 3 collective agreements in the sector of interest. One of these agreements covers technical theatre workers and is concluded between Estonian Technical Theatre Workers Union and Estonian Association of Performing Arts Institutions. While these parties generally represent workers in the Arts, entertainment and recreation sector, this specific agreement is listed under Administrative and support service activities, because it covers support service workers.

We do not have access to the other two agreements since company-level agreements are confidential. It should be noted that the register is not regularly updated and that companies cannot enter agreements into the register database by themselves (they must contact the Ministry separately): therefore, the number of agreements might be higher than that reflected by the register, or that figures have changed over time.

We also checked the websites of social partners related to the field. There is no information on the number of members they have or on the number of collective agreements they have signed. There is no evidence of debates or discussions around collective bargaining in the media or on the social partner's websites.

There are no sectoral agreements.

No major collective agreements are missing from the sample.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	27,689	27,689	Estonian Statistics (2021). Table RL21149: by field of activity, employment status, gender and place of residence (County), 31 December 2021
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	0	647	National register of collective agreements. Our contact from Ministry of Social Affairs.

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 7 - Business support services 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Technical theatre workers

Eurofound identifier	CA-EE-2554
Title (native language)	Teatri tehniliste töötajate kollektiivleping
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	192
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- agreements related to 7 - Business support services (as defined in the project)
- of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

The most important actors in the NACE-1 sector are the Association of Estonian Doctors and the Estonian Nurses Association. Both are active in policy discussions as well as social dialogue and collective bargaining. There are several smaller trade unions in the sectors of interest related to specific fields or regions.

Operating within the NACE-2 sectors of interest, we can mention the Union of Estonian Healthcare Professionals, which is involved in social dialogue and collective bargaining. Some workers are also represented by the Union of State and Local Government Employees' trade unions, which are also involved in collective bargaining and somewhat active in policy discussions.

There is a sector-level collective agreement between the Association of Estonian Doctors, the Estonian Nurses Association, the Union of Estonian Healthcare Professionals, the Estonian Clinical Psychologists Professional Association, the Estonian Hospital Association, and the Estonian Ambulance Association that covers altogether 20,000 workers in human health and social work activities. The collective agreement covers carers, nurses, and assistants in the sectors of interest. The agreement is updated every year, and the current agreement is valid for the years 2023-2024.

In addition, according to the national database, there are 11 company-level agreements that cover altogether 3,004 workers.

Sampling information

Information on the sector-level collective agreement mentioned in the Background section is publicly available on the webpages of social partners and involved parties. We also obtained information from the Head of Employment Relations of the Ministry of Social Affairs, who has access to the national register of collective agreements. It should be noted that the register seems to have not been updated for some time and it is possible there are more agreements in the sector (since companies cannot enter agreements into the database by themselves – they have to contact the Ministry separately) or that some agreements are no longer valid, or that figures have changed over time.

According to the national database, the mentioned sectoral agreement covers 20,000 workers (reference year: 2021). We have coded it into the database because it covers the largest number of workers.

Company level agreements are confidential and not publicly available.

No major agreements are missing from the sample.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of	11,027	11,027	Estonian Statistics (2021). Table RL21149: by field of activity,

interest, which are not excluded from collective bargaining			employment status, gender and place of residence (County), 31 December 2021
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	3,004	11,027	National register of collective agreements, contact from Ministry of Social Affairs.

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Human health and social work

Eurofound identifier	CA-EE-2344
Title (native language)	Tervishoiutöötajate kollektiivleping
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	20,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 8 - Residential and social care (as defined in the project)
- A good fraction (20% to 49%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

There is no sector-level collective bargaining in these sectors of interest.

Workers in the sectors of interest employed by public institutions and local governments are represented by the Estonian Employees' Unions' Confederation (Eesti Teenistujate Ametiiliitude Keskorganisatsioon or TALO), which is active in policy making and collective bargaining.

In the creative, arts and entertainment activities NACE-2 sector of interest (R-90), the performing arts sector has an employers' organization and a trade union: the Estonian Association of Performing Arts Institutions (Eesti Etendusasutuste Liit or EETEAL), which represents 19 Estonian performing arts institutions, is a member of the Estonian Employers' Confederation, and is active in collective bargaining. And a blanket trade union, the Theatre Association, that organizes trade unions and professional associations in the sector: the Estonian Actors' Union, the Estonian Directors and Dramaturgs' Union, the Estonian Theater Artists' Union, the Estonian Ballet Union, the Estonian Theater Technical Workers' Association, the Estonian Theater Researchers and Critics Association, and the Estonian Association of Theater Seniors.

There are many professional associations representing artists in specific sub-fields. Many artists and associations belong to a sector-level professional association: the Estonian Association of Artists (Eesti Kunstnike Liit or EAA). EAA does not conclude collective agreements, but it is active in social dialogue and involved in policy making (for instance, it is running a campaign for better health insurance coverage for creative workers).

As for sports activities (NACE-2 sector of interest R-93), there are many professional associations but no trade unions or employers' organisations.

In the NACE-2 sector of interest R-92 (gambling and betting activities) there is one business association/employers' organisation, the Estonian Gaming Operator Association (Eesti Hasartmängude Korraldajate Liit, EHKL), that counts 12 members. It is a member of an Employer's Confederation and is somewhat active in social dialogue. There is no evidence, however, to suggest that it is active in collective bargaining.

According to the national register of collective agreements there are 14 collective agreements in the sector, which cover altogether 1,618 workers. According to the database, two of the largest agreements have been concluded between a national theatre and an employee's trustee. One agreement is between Teater Vanemuine and trustees and covers 353 workers. The other one is between Estonian National Opera and trustees and covers 530 workers. From searching the websites of social partners, we know there are three collective agreements concluded between the Theatre Association and EETEAL that were valid in 2020. One agreement was concluded in 2016 between the Estonian Directors and Dramaturgs Union and EETEAL and signed by 98 people. Another agreement was concluded between the Estonian Actors Union and EETEAL in 2014, and at the time was signed by 494 actors. The agreement was valid in 2020 but there is no data of more recent coverage numbers.

It is not possible to assess with certainty whether data from the database and the websites consulted might overlap.

Sampling information

We obtained information from the Head of Employment Relations in Ministry of Social Affairs, who has access to the national register of collective agreements, and we were able to retrieve some information about coverage figures. It should be noted that the register seems to have not been updated for some time and it is possible there are more agreements in the sector (since companies cannot enter agreements into the database by themselves - they must contact the Ministry separately) or that some agreements are no longer valid. We also checked the websites and media for any other evidence of collective agreements or related debates and discussions.

There is some information about collective agreements available on the websites of social partners (for instance, in particular, the Theatre Association). We liaised with the head of the union to confirm whether the agreements are still valid in 2020. The list of individuals who have signed the agreements is available on the website, but there is no data about whether the number of signatories has changed between 2015-2020.

We are not sure about whether the data from the national database and the websites might overlap, but we can assume that it does (at least to some extent).

We do not have access to any other sector-related coverage figures, reports, or studies.

We have listed two sector-level agreement and no company-level agreements.

No major collective agreements are missing from the sample.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	12,352	12,352	Estonian Statistics (2021). Table RL21149: by field of activity, employment status, gender and place of residence (County), 31 December 2021
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	0	1,618	rough estimation based on information from national register of collective agreements

10 - Personal services

Background information

There are some trade unions in specific sub-sectors, such as the Estonian Masseurs' Union.

There are trade unions that organize workers employed in "other service activities" in companies whose main activities are registered in other sectors, such as the Estonian Union of Technical Theatre Workers (substructure of the Estonian Theatre Union).

The national database of collective agreements seems to suggest the existence of a trade union of security workers (Eesti Turvatöötajate Ametiühing), but online research indicates that such union is no longer active. It could be assumed that the union has been absorbed by the Estonian Service and Retail Workers (ETKA). It is likely that workers in S-96 join either ETKA or another trade unions related to their specific field to represent them.

The database suggests that the trade union of security workers has concluded a collective agreement with G4S which covers 2,946 workers. Evidence from the website of G4S indicates that the collective agreement was first concluded in 2009, and then updated in 2014 and 2017. It is not clear whether it was still valid in 2020.

To our knowledge, there are no employers' organisations specific to the NACE-2 sector of interest S-96 (other personal service activities).

According to the database, there is also a collective agreement concluded between AS Lux Express Estonia and the Estonian Transport and Road Workers' Trade Union, which covers 212 workers, and an agreement between the Estonian Association of Performing Arts Institutions (Eesti Etendusasutuste Liit) and the Estonian Theatre Union (more precisely the substructure Estonian Union of Technical Theatre Workers) that covers 1,500 workers.

There is no sector-level collective bargaining.

Sampling information

We obtained information from the Head of Employment Relations in Ministry of Social Affairs, who has access to the national register of collective agreements. It should be noted that the register seems to have not been updated for some time and it is possible that there are more agreements in the sector (since companies cannot enter agreements into the database by themselves - they must contact the Ministry separately), or that some agreements are no longer valid. It is also possible that the coverage numbers of the collective agreements are outdated.

We also checked the websites of the organizations reflected in the database. Evidence suggests that the collective agreement that covers technical theatre workers was valid in 2020 and is publicly available on the website of Estonian Theatre Association. Evidence of the website of G4S indicates that the collective agreement was updated in 2017, but it is not clear whether it was valid in 2020. The agreement, moreover, is not publicly available.

There are no sector-level collective agreements.

No major collective agreements are missing from the sample.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	12,256	12,256	Estonian Statistics (2021). Table RL21149: by field of activity, employment status, gender and place of residence (County), 31 December 2021
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	0	2,946	National register of collective agreements.

11 - Domestic personnel

Background information

According to the Estonian Business Directory, there is only one organization (a housing association) registered in the NACE-1 sector.

To the best of our knowledge there are also no trade unions and no employers' organisations (strictly speaking) related to this sector in Estonia.

Sampling information

This sector is relatively non-existent in Estonia. Therefore, there are no related trade unions, business associations or other organisations, apart from the one mentioned in the Background section.

There is therefore no evidence of existing collective agreements.

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