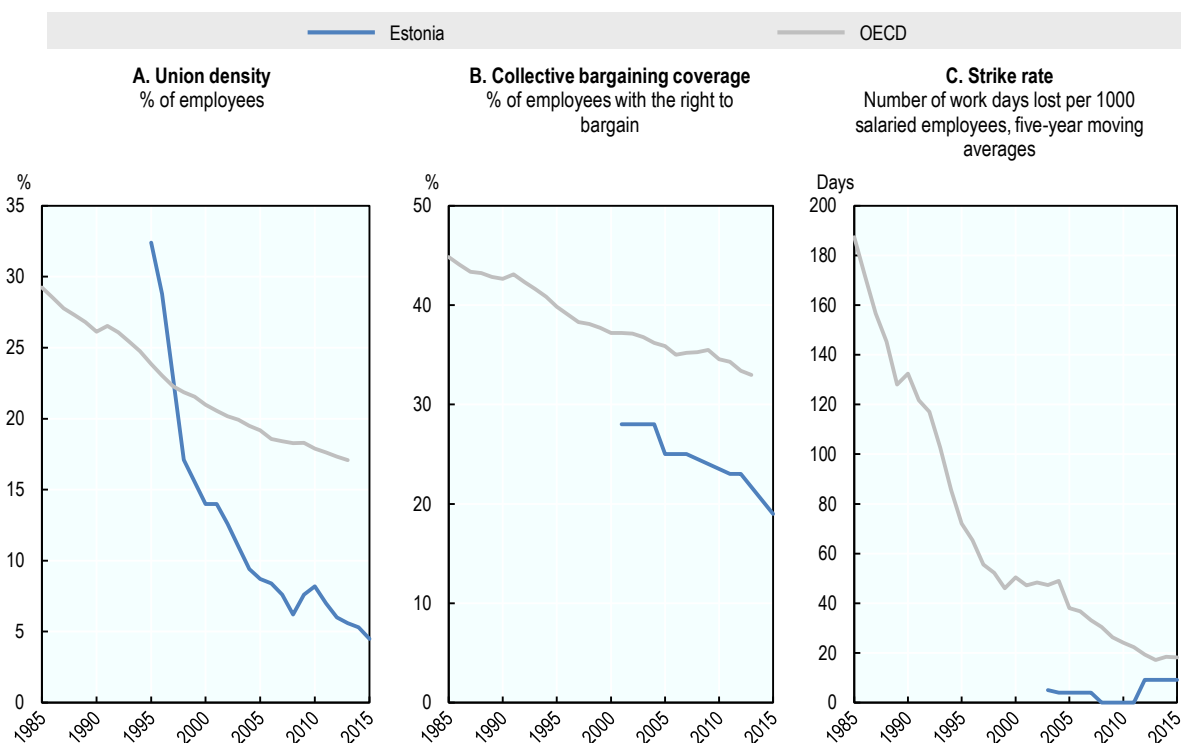


## Estonia

### KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	Less than 5%
Employer's organisation density	20-30%
Collective bargaining coverage rate	10-20%
Quality of labour relations	High

### TRENDS IN INDUSTRIAL RELATIONS IN ESTONIA, 1985-2015



## BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

### Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions      Only to members of signing organisations but in practice to all workers of signing firms.

Legal application of a firm-level agreement      All workers

### Use and coverage of extensions

Use of extensions of sectoral collective agreements      Yes, but rare.

Procedure      An extension of the terms on base wages, other wage components and working time can be included in the agreement itself with a clause. The agreement needs to be registered in the Estonian Collective Agreement register administered by the Labour Ministry.

Representativeness criteria      The agreement can be extended only if it is signed by an association or a federation of employers.

Public interest criteria      No

Exemptions or possibility of appeal      No

### Duration of collective agreements

Average duration      12 months

Maximum duration of collective agreements      Yes, set by law but can be changed by social partners.

Can contracting parties terminate an agreement before its expiry date?      Yes and the agreement immediately comes to an end (only if there is a good reason).

### Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law?      No rule.

### Retroactivity of agreements

Do firms have to pay arrears in case of late renewal?      No

Does retroactivity apply only to members of signatory parties or does it cover all parties?      Not relevant

**Use of the favourability principle**

Favourability principle always applies.

**Use and scope of derogations and opt-out**

Derogations from the law	Possible to favour agreements between social partners on working time upon bilateral request.
Derogations from collective agreements	No
Scope	
Topics	Not relevant
Rationale	Not relevant
Criteria	Not relevant
Other	Not relevant

**Forms of co-ordination**

Mode of co-ordination	Not relevant
Degree of co-ordination	Not relevant

**Enforcement of collective agreements**

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Yes	Yes, common.
Do agreements typically include a mediation/arbitration procedure?	No	Information not available
Is it compulsory?	Not relevant	Not relevant

**Worker representation at the workplace**

Work council and union or union representatives but union predominant.

**Board-level employee representation**

Public sector	Not relevant
Private sector	Not relevant
Scope	Not relevant
Proportion/number of workers' representatives	Not relevant
Nomination of candidates	Not relevant
Appointment mechanism	Not relevant

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