

Enhancing the Effectiveness of Social Dialogue Articulation in Europe



Estonia

General indicators for labour markets and industrial relations*



National social dialogue

- **Liberal model of industrial relations** with low levels of worker participation, voluntarist labour relations and dependence on a state regulatory framework
- **EAKL**: main trade union confederation
- **ETTK**: main employer association
- **National Conciliator (Riiklik lepitaja)**: independent statutory body in industrial relations

1. Estonia's industrial relations are characterised by low union density, limited employer coordination, decentralised collective bargaining and low collective bargaining coverage.
2. Most widespread are company-level collective bargaining and agreements
3. The Estonian government and social partners restored the tripartite talks during 2018, with the government seeking to involve workers' and employers' representatives in discussions on a more regular basis.
4. The quality and volume of SD is perceptibly improving, but it also depends on coalition government and ruling parties and whether they value social dialogue or not.
5. The desired SD outcome depends on the stakeholder group: national trade unions refer more often to the legally binding outcomes, and employer respondents emphasise other types of outcome

Industrial relations and main cross-sectoral actors

Priorities and issues

Sectoral social dialogue: priorities and main issues

- work flexibility (including, for example, teleworking and related framework agreements on teleworking)
- working hours and flexibility in working time, working and rest time (working during weekends or national holidays or even during nights)
- health and safety at work
- the unattractive image of the industry and jobs
- culturally and physically (e.g. disabled) diverse labour force

- vocational training and lifelong learning
- the organisation of work and working time
- wages and the tax regulation for the enterprises
- rapidly changing legislation

- developments in the philosophy of teaching and changed approach to learning
- healthy and safe working environment
- unattractive wages
- the aging teacher population
- unattractive image about teacher profession still (though improved in time)

- ageing population and workforce
- labour mobility and labour shortages
- health and safety at the workplace
- patient safety
- healthcare fiscal sustainability

COMMERCE

CONSTRUCTION

EDUCATION

HEALTHCARE

Interaction with EU level social dialogue structures

- Interaction with EU level social dialogue is in general moderate, there is more interaction in the education sector

Main priorities

1. to find common interests, issues and collaborate with other countries (Estonia is too small to initiate topics)



- Social partners are not very much involved in European Semester process, except for example ministry representatives

2. to be informed and prepared about the forthcoming changes
3. mostly the social partners are focused on the national level social dialogue

Further information

References etc.

*Sources: Employment rate for population aged 15-64 is taken from Eurostat. Trade union density and collective bargaining coverage are taken from the OECD.