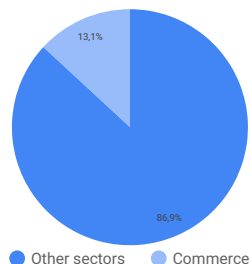


# ESTONIA - Collective Bargaining in Commerce

Total employment - 2016

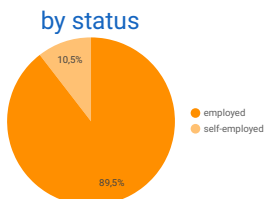
612.300



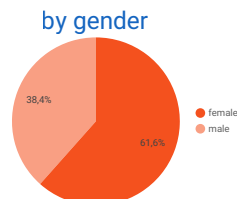
Other sectors Commerce

Employment in commerce - 2016

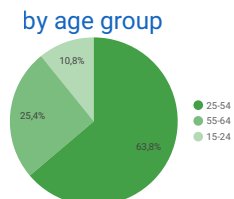
80.400



employed self-employed



female male



Source: WIBAR3 and BARCOM

## Largest companies in commerce:

1. Coop Eesti
2. Magnum (Multinational Enterprise: Magnum AS)
3. Maxima (MNE: Maxima Grupe (LT))
4. Rimi Eesti Food, Cash & Carry Supernetto (MNE: ICA Gruppen (SE))
5. Selver (MNE: Kaubamaja Group)

## Most relevant trade unions in commerce:

- ETKA
- ESTAL

## Most relevant employers organizations in commerce:

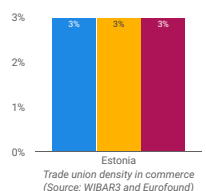
- EKL
- ETKK
- EEL
- AMTEL
- EVKL

Source: WIBAR3 and Eurofound

In the commerce sector:  
- Bargaining predominantly at company level.  
- No mandatory extension of collective agreements to non-organized employers.

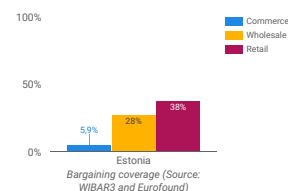
Source: Eurofound

## Trade union density in commerce



Trade union density in commerce (Source: WIBAR3 and Eurofound)

## Bargaining coverage in commerce



Bargaining coverage (Source: WIBAR3 and Eurofound)



Trade union density rate in commerce is the net union membership as a proportion of wage earners in employment in commerce.

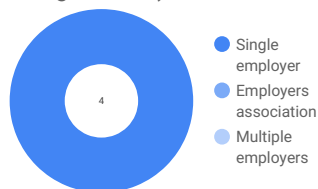
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

## BARCOM project - Analysis of commerce collective agreements

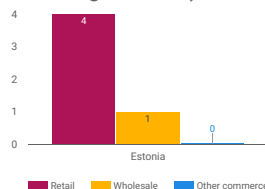
4 collective agreements analysed

## Bargaining level (number of agreements)



- Single employer
- Employers association
- Multiple employers

## Sub-sectors (number of agreements)



Retail Wholesale Other commerce

## Monthly wages (in agreements)



Pay scale	Estonia
Highest - MAX	652,50 €
Highest - MIN	632,99 €
Lowest - MAX	453,00 €
Lowest - MIN	448,50 €

- Stockman AS -
- 2012 KL allkirjastatud - 2012
- AS Prisma Peremarket - 2016
- KL koos lisadega allkirjastatud - 2016

The only analysed agreement in Estonia providing for **20 days of paternity leave**: KL koos lisadega allkirjastatud - 2016.

## Average length of validity of analyzed agreements :

23

months

## Content of agreements



Number of agreements with clauses on selected topics



BARCOM

With innovative tools for bargaining support in the commerce sector  
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr V5/2016/0106)  
15<sup>th</sup> March 2016 - 15<sup>th</sup> March 2018

BARCOM is a research project improving expertise in industrial relations in the commerce sector by the innovative approach of analyzing the content of 116 collective agreements from 22 European countries and relating the results to the sectoral bargaining systems.