ESTONIA - Collective Bargaining in Commerce

**Total employment - 2016**
- 612,300

**Employment in commerce - 2016**
- 80,400

**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

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

**Most relevant employers organizations in commerce:**
- EKL
- EETK
- EEL
- AMTEL
- EVKL

**Content of agreements**
- Social security and pensions
- Training / apprenticeship
- Individual employment contracts / job security
- Sickness and disability
- Health and medical assistance
- Work-life balance arrangements
- Equality and/or violence in the workplace
- Wages
- Working hours, schedules, holidays and days of leave

**Trade union density**
- In commerce (Source: WIBAR3 and Eurofound)

**Bargaining coverage**
- In commerce (Source: KTWSS Database Version 5.1 - September 2016)

**Monthly wages**
- Total
- Wholesale
- Other commerce

**Sub-sectors**
- Number of agreements

**Bargaining level**
- Number of agreements

**Average length of validity of analyzed agreements:**
- 23 months

**BARCOM project - Analysis of commerce collective agreements**
- 4 collective agreements analysed

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

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.

Publications and more information about the project are available at: [https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom](https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom)