

Directive (EU) 2022/2041 on adequate minimum wages in the EU

Reporting data on minimum wage protection in accordance with Article 10(2) - Estonia

PART I: Reporting obligations for all Member States

Data on collective bargaining coverage is currently available only from the Estonian Work Life Survey. The survey is conducted by the Statistics Estonia every six years (most recently in 2021) and collects data from companies with at least five employees, as well as from their employees.

I.1. Rate and development of collective bargaining coverage¹ [Article 10(2)(a)]

Year	Rate of collective bargaining coverage (%)	Data source
2021	19,1	Statistics Estonia, Estonian Work Life Survey, table TKU64 : Employees by group of employees and existence of collective agreement.
2022	No data available	
2023	No data available	

¹ The rate of collective bargaining coverage corresponds to the following percentage:

$$\frac{\text{number of workers covered by collective agreements}}{\text{number of workers whose working conditions may be regulated by collective agreements}} \times 100\%$$

Please disaggregate, as far as available:

Year 2021	Rate of collective bargaining coverage (%)	Data source
by gender	Male: 16,1 Female: 21,6	Statistics Estonia, Estonian Work Life Survey, table TKU64 : Employees by group of employees and existence of collective agreement.
by age	15-24: 18,7 25-49: 15,5 50-64: 24,5 65+: 26,4	Statistics Estonia, Estonian Work Life Survey, table TKU64 : Employees by group of employees and existence of collective agreement.
by disability	No data available	
by company size	No data available	
by sector	Primary sector: 9,4 Secondary sector: 18,4 Tertiary sector: 19,8	Statistics Estonia, Estonian Work Life Survey, table TKU64 : Employees by group of employees and existence of collective agreement.

PART III: Reporting obligations for minimum wage protection provided for only in collective agreements

The national minimum wage is determined by the peak-level social partners through an extended collective agreement, which establishes national minimum wage covering all employees in Estonia.

The share of workers covered by the minimum wage rate indicates the average monthly share of full-time (or unspecified workload) employees whose wages, according to payroll declaration data, equalled exactly the monthly minimum wage, expressed as a

percentage of all employees receiving payments in the same month. Excluded are civil agreements, i.e. agreements based on Law of Obligations Act. Disaggregated data by gender, age, disability, company size or sector is not available.

III.1. Lowest pay rates provided for in collective agreements covering low-wage earners or an estimate thereof, if accurate data is not available to the responsible national authorities, and the share of workers covered by them or an estimate thereof, if accurate data is not available to the responsible national authorities [Article 10(2)(c)(i)]

Year	Lowest pay rates provided for in collective agreements covering low-wage earners (or an estimate thereof, if accurate data is not available)		Share (%) of total number of workers covered by collective agreements (or an estimate thereof, if accurate data is not available)	
	Lowest pay rate (specify currency)	Data source	Share (%)	Data source
2021	€584 per month €3,48 per hour	Government regulation establishing the minimum wage based on the extended collective agreement: Vabariigi Valitsuse 19.12.2019 määrus nr 115 "Töötasu alammäära kehtestamine", RT I, 21.12.2019, 27	3,53	Estonian Tax and Customs Board calculations based on data from payroll declaration and Employment Register data
2022	€654 per month €3,86 per hour	Government regulation establishing the minimum wage based on the extended collective agreement: Vabariigi Valitsuse 09.12.2021 määrus nr 116 "Töötasu	3,26	Estonian Tax and Customs Board calculations based on data from payroll declaration and Employment Register data

		alamäärä kehtestamine”, RT I, 11.12.2021, 17		
2023	€725 per month €4,30 per hour	Government regulation establishing the minimum wage based on the extended collective agreement: Vabariigi Valitsuse 09.12.2022 määrus nr 124 “Töötasu alamäärä kehtestamine”, RT I, 13.12.2022, 33	3,44	Estonian Tax and Customs Board calculations based on data from payroll declaration and Employment Register data

III.2. Level of wages paid to workers not covered by collective agreements and its relation to the level of wages paid to workers covered by collective agreements [Article 10(2)(c)(ii)]

The extended collective agreement establishes a universally applicable minimum wage level covering all employees, therefore the table below is not applicable to Estonia.

Year	Level of wages paid to workers NOT COVERED by collective agreements (specify currency)	Relation between level of wages paid to NOT COVERED workers and level of wages paid to COVERED workers (ratio %)	Data source
2021	Not applicable		
2022	Not applicable		
2023	Not applicable		