



REPUBLIC OF ESTONIA  
MINISTRY OF ECONOMIC AFFAIRS  
AND COMMUNICATIONS

European Commission  
Employment Committee

Our Ref: 05.01.2026 No 11-1/15-1

**Implementation of the Council  
Recommendation on strengthening social  
dialogue in the EU**

Dear Sir/Madam,

According to the Council Recommendation of 12 June 2023 on strengthening social dialogue in the European Union, Member States must submit to the Commission a list of measures which are taken or have already been taken in each Member State to implement the Recommendation.

We apologize for the delay in submitting information regarding Estonia and we hereby provide aforementioned data.

According to the Recommendation, in case that information inquired is already submitted to the Commission under other reporting mechanisms, Member States can refer to those reports when compiling the list. Consequently, we would like to point out that Estonia has established a **collective bargaining action plan** to promote collective bargaining in accordance with Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the EU. We have notified the Commission of the action plan on 08.10.2025. The action plan includes Estonia's main priorities for the following years regarding collective bargaining and social dialogue (e.g. amendments in legal acts, promotion and information activities etc.). The notification also included recent information about collective bargaining statistics. In addition, we would like to draw your attention to the **correlation table regarding Directive 2022/2041** sent to the Commission in November 2024 which further contained explanation and measures regarding strengthening both collective bargaining and social dialogue.

We find it essential to **involve social partners** as well as other relevant stakeholders in the development of different policy measures in order to develop legislation and policies that truly respond to the needs of both employers and workers. In Estonia it is mandatory by law. Social partners and other stakeholders must always be given the opportunity to give feedback to new reforms and policies with the aim to ensure the best possible quality and legitimacy of the decisions. This remains key to strong social dialogue. In addition, we have **various specific practices** in place to ensure social dialogue, e.g. social partners are involved in different institutional bodies (e.g. supervisory board of Estonian Unemployment Insurance Fund; work of labour dispute committees as lay assessors) and social partners negotiate the national minimum wage.

There's also **sufficient legislation** in place to strengthen both social dialogue and collective bargaining, for example establishing procedures for collective bargaining at all levels, stipulating protective measures for workers and trade union members, promoting mechanisms to resolve

labour disputes etc. (all acts in force available in English):

- [Collective Agreements Act](#);
- [Trade Unions Act](#);
- [Employees' Trustee Act](#);
- [Collective Labour Dispute Resolution Act](#);
- [Employment Contracts Act](#);
- [Labour Dispute Resolution Act](#).

We hope this information gives further insight into how we are and have been implementing the Recommendation in Estonia. We remain at your disposal for any further questions and clarifications.

With best regards,

(signed digitally)

Ulla Saar  
Deputy Secretary General for  
Labour and Equality Policies

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