

*Brussels, 30 July 2025*

*Dear General Secretary,*

*I would like to thank you for your letter of 28 May 2025 outlining your concerns regarding social dialogue and trade unions in Estonia.*

*Social dialogue is a key driver for economic and social resilience, competitiveness, fairness and sustainable growth. Moreover, the Treaties recognise the unique role of social partners, as also underlined by Principle 8 of the European Pillar of Social Rights.*

*As you know, social dialogue arrangements and processes vary across Member States, reflecting different histories and economic and political situations. Collective bargaining is a national competence. The Commission's role is mainly limited to supporting Member States.*

*Having said that, the Commission has some tools at its disposal on which I will rely to further look into this matter.*

*Member States have to submit to the Commission by 7 December 2025 a list of measures, drawn up in consultation with social partners, which are taken or have already been taken in each Member State to implement the Council Recommendation on strengthening social dialogue in the European Union (C/2023/1389).*

*Directive (EU) 2022/2041 on adequate minimum wages in the EU requires Member States with a low collective bargaining coverage rate, such as Estonia, to establish by the end of 2025 an action plan to promote collective bargaining, with a timeline and concrete measures to gradually increase this rate. The Commission will analyse the data and information transmitted by the concerned Member States in the action plans.*

*Ms. Esther Lynch  
General Secretary  
ETUC*

*The Commission is also monitoring compliance with the other instruments of EU labour law. As regards, notably, the principle of non-discrimination of part-time workers laid down in the Framework Agreement on part-time work annexed to Directive 97/81/EC, the Commission has drawn Member States' attention to the recent judgments of the Court of Justice of the EU in case C-660/20 and joined cases C-184/22 and C-185/22 concerning less favourable treatment of part-time workers with respect to supplementary overtime pay. Member States, including Estonia, are invited to provide information on how those judgments are implemented in national law.*

*Finally, the Commission is closely following the developments on social dialogue in Estonia in the context of the European Semester process. As the Commission pointed out in this year's country report, social dialogue could be further strengthened to increase collective bargaining coverage. The involvement of social partners in reforms and policies in Estonia has improved in recent years but remains limited.*

*Thank you again for raising my attention to this important issue and you can count on my commitment to promote social dialogue, a common objective of the EU and its Member States.*

*Your sincerely,*

*[e-signed]*

*Roxana Mînzatu*