



Meeting with Kersti Kracht and Kristel Menning Advisers to the Minister of Finance 30th October 14:00-15:00 in Ministry of Finance

FICE Chairman Heikki Mäki and secretary Kaidi Tepaskind were meeting with Kersti Kracht and Kristel Menning, Advisers to the Minister of Finance Martin Helme to introduce the results of the FICE Executive Survey on 30th October 2019.

The meeting started with a brief introduction of FICE, its members and the primary role of the organisation. Following this, the latest survey was discussed in detail.

Advisers to the Minister were very interested in everything that is linked to labour rent services, the collaboration between companies and vocational schools,

Overall the survey results were rather positive as the economy was growing. Nonetheless, it was brought out that the most significant inhibitors for new investments or growth are access to skilled labour, raising salaries, instability around the tax system.

Advisers to the Minister were overall interested and thankful for FICE's visit, stressing that they would be glad to receive input from FICE's side if there is something to do on legislation side to solve the hot spots and help the entrepreneurs. They assured that on a political level, the peace in the tax system is extended and presently, they are looking into reducing some of the input prices affecting the manufacturing sector. It was agreed to meet again spring 2020 when the new results of the FICE Executive Survey are out.

Here you see the questions and top results to it.

2. Which of the following industry classifications best describe your principal business in Estonia?	23.71% Manufacturing 14.43% Consulting / Advisory 12.37% Retail and Trade
3. How many full-time employees does your company currently employ in Estonia?	29.90% 0-5 20.62% 6-20 13.40% 21-50
4. What are the main reasons your company has chosen to set up operations in Estonia? (Maximum 3 selections)	43.16% Access to Estonian market / strategic group decision 27.37% Cost of labour 27.37% Skills/competence of labour
5. Between 2017-2018, which factors have you considered the most challenging for doing business in Estonia?	60.82% Access to skilled labour 18.56% Legal and regulatory system 17.53% Tax regulations
6. Over same period (2017-2018), how would you describe progress made in Estonia within your field:	40.21% Slight improvement 26.80% No change 14.43% Slight deterioration



7. How satisfied are you with the overall business climate in Estonia?	60.82%	Satisfied
	29.90%	Neutral
	7.22%	Unsatisfied
8. What is your revenue forecast for 2019?	42.27%	Increase 1-9 %
	23.71%	Increase 10-19 %
	12.37%	Same level
9. What is likely to happen to your company's investment activity in Estonia over the next 12 months?	50.52%	Slight increase
	27.84%	No change
	8.25%	Substantial increase
10. What are the biggest inhibitors to future growth for your company's activities in Estonia?	58.76%	Access to skilled labour
	40.21%	Rising salaries
	23.71%	Tax regulations
11. To what extent is raising salaries affecting your company's operations in Estonia:	51.55%	Moderate impact
	27.84%	High impact
	9.28%	Very high impact
12. What is your overall forecast on salary development for your company during 2019?	41.24%	Increase 5-9 %
	29.90%	Increase 1-4 %
	16.49%	No change
13. What is your outlook on business climate in Estonia during coming three years?	45.36%	Slight improvement
	25.77%	Slight deterioration
	19.59%	No change
14. Does your company include CSR in your corporate strategy?	79.79%	No
	20.21%	If yes, please specify area of engagement