



grafton |
Gi Group Holding

Estonian ecosystem as an
employer and HR landscape

Our Global Presence

Thanks to direct presence, today **Gi Group Holding** is active across Europe, APAC, and the Americas.

37

COUNTRIES WITH DIRECT PRESENCE

+700

BRANCHES AND OFFICES

+8K

EMPLOYEES

+27K

CLIENTS

GI GROUP HOLDING DIRECT PRESENCE

- Argentina
- Belgium
- Brazil
- Bulgaria
- Chile
- Colombia
- Croatia
- Denmark
- Estonia
- Czech Republic
- France
- Germany
- Greater China
- Hungary
- India
- Ireland
- Italy
- Latvia
- Liechtenstein
- Lithuania
- Luxemburg
- Malaysia
- Mexico
- Montenegro
- Norway
- Poland
- Portugal
- Romania
- Serbia
- Slovakia
- Spain
- Switzerland
- The Netherlands
- Türkiye
- Ukraine
- United Kingdom
- USA

Our Growth

4.7 BLN €



Ranked as one of the world's largest staffing firms:

15th

WORLDWIDE

6th

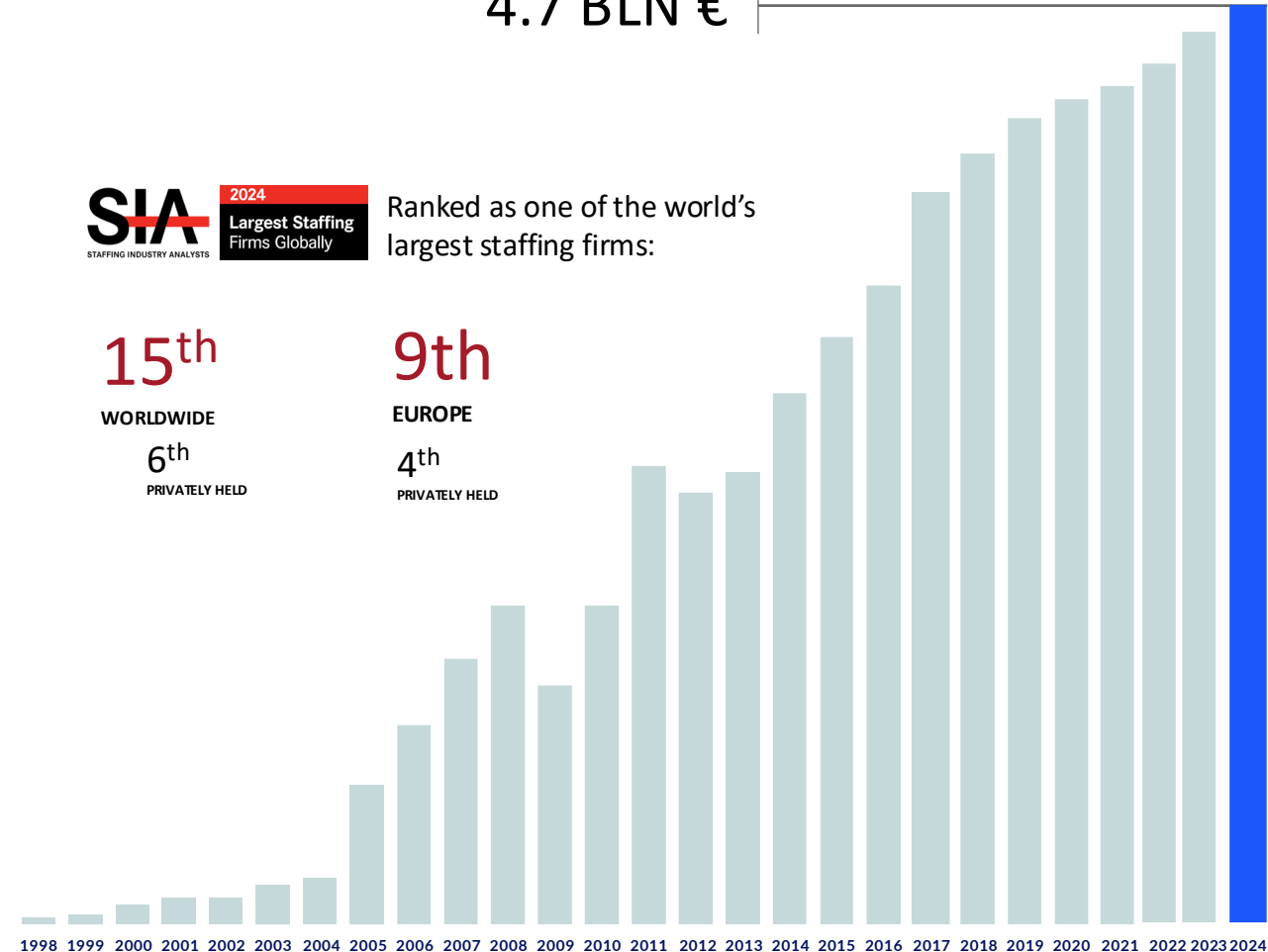
PRIVATELY HELD

9th

EUROPE

4th

PRIVATELY HELD



Working towards a sustainable Labour Market for over a quarter century.



We have been developing **Baltics** job market for over 20 years as CVO/Simplika!



388

Perm&Interim placements done in 2025

TOP 3

among Baltics's recruitment agencies

40+

Employees within our structures

214895

Number of candidates in our internal Baltic databases

Lithuania

Latvia

Estonia

3 Gi Group Holding Brands in Baltics



Professional Recruitment



Temporary & Permanent Staffing



BPO & Outsourcing



Estonia



Population **1 300 000**

Working (active) population Ca **700 000**



Unemployment rate (15.06.2026) was **5,6%**



Minimum gross salary in 2026 is **946 EUR**



Average gross salary (Q1/2026) is **2135 EUR**

Salary increase in 2025 was **6,2%**



Inflation rate (Q1-2/2026) was **3,7%**

Why Estonia? Fast, Low-Risk European Hiring

- EU framework + practical local execution
- Predictable costs, manageable employer risk
- Digital administration keeps time-to-hire short



Clear and Flexible Employment Framework

- Rules are generally straightforward, not over-regulated
- Many terms can be agreed between employer and employee
- Flexibility within minimum legal standards

Probation Period as a Risk-Management Tool

- Typical probation UP TO 4 months
- Practical way to validate fit in new roles/teams
- Shorter notice makes exit simpler if needed

Working Time & Overtime: Clear Rules, Not Overly Rigid

- Standard working time framework is easy to apply
- Overtime is agreement-based
- Compensation principles support compliance for international employers

Simple, Standardised Vacation System

- Clear minimum annual leave entitlement
- Straightforward administration and tracking
- Less complexity from sector-specific differences

Total labor cost example

- **Employee pays:**

- income tax of 22% (tax-free allowance depends on the salary)
- unemployment insurance tax of 1.6%
- pension insurance of 0-6% (voluntary)

- **Employer pays:**

- social security tax of 33%
- unemployment insurance tax 0.8%

Example calculation

Monthly gross salary

Monthly net salary

Monthly total labor cost (for employer per employee)

2 100 €

1 733.03 €

2 809.80 €



Predictable Employer Costs (vs Many Western EU Markets)

- Key obligations are planable: vacations, notice periods, final settlements

- Fewer “hidden” obligations and mandatory additions

- Less layering from sector-wide collective agreements

Legal Environment: EU Standards + Local Practicality

- EU principles give comfort to leadership and investors
- Local practice is often less fragmented than in heavily unionised/sector-driven markets
- Supports scalable, multi-country HR governance

Client case study in Estonia

Grafton Estonia Client Success Story

Successfully completed mass projects in recent years



Client: Global automotive sector company
Need: 54 FTE (specialists across engineering, IT, and leadership roles)
Purpose: meeting rapid growth needs while ensuring top-quality hires through direct search campaigns, employer branding, and candidate assessment, including psychometric testing.
Solution: exclusive staffing and Employer of Record services + recruitment

- Results:**
- A total of 54 professionals have been onboarded in 18 months
 - We have successfully built a high-performing team in Estonia, ensuring full compliance with local labor law while enabling our Client to strengthen its competence center and deliver on its mission of software-defined mobility.



24/7 Support Engineers



Operations Engineers



Mid to high-level administrative specialists (Finance, marketing, Sales)



IT Service Integrator, Backend Developer, IT Manager, QA Engineer, IT&Security Manager



Higher-level management: IT Manager, HR Manager, Head of Operations Center

Grafton's service portfolio



Professional Talent Solutions

Permanent Recruitment

- Professionals Recruitment
- Volume Hiring
- Executive Search
- International Mobility

Flexible Hiring Services

- Temporary hire
- Try & Hire
- EOR (Employer of Record)
- Contracting
- Payroll

Recruitment Process Outsourcing

- Source & Screen
- Project RPO
- Full-cycle RPO

Talent Acquisition Consulting

- Market mapping
- Market reports
- Talent Acquisitions consultancy
- FDI consultancy (Workforce & site)

[Discover more](#) about our Solutions

grafton

Gi Group Holding

We get you, **you get it.**



Let's stay in touch

Gerth Treufeldt
HR Recruitment Partner

✉ gerth.treufeldt@grafton.com

☎ + 372 5199 2600

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Let's stay in touch

Allan Eigi
Baltics Key Account Manager

✉ allan.eigi@grafton.com

☎ +372 5912 8878

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