



Working in Estonia



If you arrived in Estonia from Ukraine from 24 February 2022, you have the right to apply for **temporary protection** (read more: politsei.ee/en/instructions/information-on-the-war-in-ukraine/temporary-protection-for-ukrainian-citizens-and-their-family-members). To apply for temporary protection, you must go to the **service office of the Police and Border Guard Board**. **You have to book an appointment in advance at broneering.politsei.ee**. Once the decision to grant temporary protection has been taken and the decision on the residence permit has been issued, you can start working or register as unemployed.

Finding a job



To find a job, you can register as unemployed at the nearest office of the Unemployment Insurance Fund: tootukassa.ee/en/contacts/offices, **phone 15501** (669 6513). To register as unemployed, bring an identity document and a residence permit decision.

While you are looking for a job, you will be paid **unemployment allowance** if you have worked for at least 180 days in the 12 months before registering as unemployed (including working in Ukraine), raised a child under 8, studied full-time, or engaged in other similar activities. The unemployment allowance amounts to 292 euros per month and can be received for up to nine months. The allowance will not be paid if you have other income in excess of 292 euros per month.

Job offers for people arriving from Ukraine are available here: onlineexpo.com/en/work-for-ukrainians-in-estonia and the website of the Unemployment Insurance Fund tootukassa.ee/en.

Work if you have received temporary protection



If you have received temporary protection, the same conditions apply to you as for residents of Estonia.

Various **contracts** can be concluded for the work. The best protection is provided by an **employment contract**, which can be entered into for an unspecified or specified term. The contract must be signed, but only if you agree!

The contract states the working and rest time, the wage and the pay day, the working conditions, and the duties.

Estonia has a **minimum wage**. This means that your employer must pay you **at least 3.86** (gross) euros per hour or 654 (gross) euros per month in 2022. As a rule, the wage is paid into a bank account, which you can open free of charge in major Estonian banks. Read more about opening a bank account: kriis.ee/julgeolekuolukord-euroopas/info-ukraina-sojapogenikele/uldine-praktiline-info.

In Estonia, **full-time work is 40 hours a week** and generally the working day is 8 hours. You can also work part-time. Working longer than agreed means working overtime. Overtime work is remunerated with free time or 1.5 times the wage.

You are entitled to at least 28 days of **paid leave** each year. For each child aged 14 and under, each parent is entitled to a total of 10 days of paid parental leave until the child reaches the age of 14.

If you want to **leave your job**, you must notify your employer at least 30 days in advance, but the employment contract can be terminated at any time by agreement of the parties.



If the employer wishes to terminate the employment contract in an extraordinary manner, they must give reasons in writing. The employee can always challenge the termination of the contract.

Upon termination of the employment contract, your employer must pay you the earned wage and compensation for unused leave.

Consultations in the field of labour relations and environment are available free of charge on the **hot-line of the Labour Inspectorate 640 6000 on working days from 9 a.m. to 4.30 p.m.** or by e-mail at jurist@ti.ee. The lawyers also answer questions in Russian.

NB! If you have received the temporary protection decision and children, you are entitled to apply for and receive family allowance regardless of whether you work or not. Both Estonian and Ukrainian bank accounts are suitable for receiving family allowance. The amount of child allowance is 60 euros for the first and second child and 100 euros for the third and next child. From three children, an allowance for a family with many children of 300 euros per month and from seven children of 400 euros per month is paid.

To apply for family allowance, you **must contact the Estonian National Social Insurance Board**. The contacts are available here: sotsiaalkindlustusamet.ee/et/asutus-kontaktid/kontaktid/sotsiaalkindlustusameti-klienditeenindused.

Short-term working



As a Ukrainian war refugee, you can stay in Estonia without immediately applying for temporary protection. However, it is advisable to apply for temporary protection as it gives you the same rights as locals, including the right to claim allowances and benefits.

Without applying for temporary protection, you have the right to work in Estonia for a short time, i.e. up to one year. For short-term working, your employer must register you as a short-term worker with the Police and Border Guard Board. If your employer registers your short-term working, you will also receive an Estonian personal identification code.

Employers must pay 1548 euros per month (gross) to short-term workers.

Short-term working **does not entitle you to benefits and allowances** such as family allowances, subsistence benefit, etc.

Seasonal work



Seasonal work is a sub-type of short-term working. The employer registers you with the Police and Border Guard Board as a short-term worker for seasonal work in, for example, agriculture, forestry, fishing, accommodation or catering, food production, etc. Seasonal work can last up to 270 days. For seasonal work, your employer must pay you at least 3.86 (gross) euros per hour or 654 (gross) euros per month.

Seasonal work **does not entitle you to benefits and allowances** such as family allowances, subsistence benefit, etc.

NB! Regardless of the form of employment, you are covered by health insurance during your employment if your employment contract is longer than one month and your employment has been registered by your employer in the employment register of the Tax and Customs Board. Health insurance is valid for two months after the termination of the employment contract. You are also covered by health insurance if you are registered as unemployed and looking for work.