

Factsheet for employers recruiting Ukrainian war refugees

TEMPORARY PROTECTION

is an annual residence permit that gives Ukrainian citizens and their family members similar rights as those of Estonian residents.

- Application: the foreign national applies to the Police and Border Guard Board.
- Employment: may be employed under the same conditions as a permanent resident. The start of employment must be registered by the employer in the employment register at the latest by the time the person starts work.
- Wages: at least the minimum wage, unless the minimum wage is set by collective agreement.
The minimum wage in 2023 is €725 per month (gross).

SHORT-TERM EMPLOYMENT

is working in Estonia for a maximum of 365 days within a 455-day period.

- Application: the employer applies to the Police and Border Guard Board.
- Employment: the start of employment must be registered by the employer in the employment register at the latest by the time the person starts work. The foreign national must have a legal basis (e.g. a visa) for staying in Estonia.
- Wages: at least the average annual salary in Estonia. The average monthly wage in Estonia in 2022 is €1,685 (gross).

SEASONAL EMPLOYMENT

is a sub-type of short-term employment. Seasonal work is work in a seasonal area of activity such as crop and livestock farming, hunting and its related service sectors, fishing and aquaculture, forestry and logging, accommodation, food and beverage service activities, food production, and non-alcoholic beverage production.

- Application: the employer applies to the Police and Border Guard Board.
- Employment: the start of employment must be registered by the employer in the employment register at the latest by the time the person starts work. The foreign national must have a legal basis (e.g. a visa) for staying in Estonia.
- Wages: at least the minimum wage, unless the minimum wage is set by collective agreement.
The minimum wage in 2024 is €820 per month (gross).

RESIDENCE PERMIT FOR EMPLOYMENT
is a temporary residence permit for employment in Estonia issued by the Police and Border Guard Board.

- Application: the foreign national applies to the Police and Border Guard Board.
- Employment: the start of employment must be registered by the employer in the employment register at the latest by the time the person starts work. Generally, before submitting an application to the Police and Border Guard Board, the employer who employs the person must have permission from the Unemployment Insurance Fund to employ a foreign national.
- Wages: at least the average annual salary in Estonia. The average monthly wage in Estonia in 2022 is €1685 (gross).

STATUTORY RIGHT

A Ukrainian citizen or a person who has been granted international protection in Ukraine, or a member of their family, who resided in Ukraine until 24/02/2022 and left Ukraine on or after 24/02/2022, who does not hold a valid Estonian visa and who has not yet obtained a temporary protection residence permit, or a citizen of Ukraine who legally resided in Estonia before 24/02/2022, has the legal right to stay and work in Estonia, if other grounds for this have expired.

- Application: may be employed without registering for short-term work. Employment:
- the employer has to make sure that the foreign national fulfils the conditions to be granted this right. May be employed if, for reasons beyond his/her control, no decision on his/her application for international protection has entered into force within six months of the date of his/her application for international protection.
- The start of employment must be registered by the employer in the employment register at the latest by the time the person starts work.
- Wages: at least 0.8 times the average Estonian wage in that sector.
Average annual wages by industry are published on the [Statistics Estonia website](#).

APPLICANT FOR INTERNATIONAL PROTECTION

is a foreign national who has submitted an application for asylum in Estonia to be granted international protection.

- Application: the foreign national applies to the Police and Border Guard Board. Employment: applicants may start work after six months if, for reasons beyond their control, no decision has entered into force on their application. If the applicant for international protection is in possession of a short-term work permit or is entitled to work on another basis under the Aliens Act, he or she may work during the procedure.
- The start of employment must be registered by the employer in the employment register at the latest by the time the person starts work.
- Wages: at least the minimum wage, unless the minimum wage is set by collective agreement.
The minimum wage in 2023 is €725 per month (gross).

A BENEFICIARY OF INTERNATIONAL PROTECTION

is a foreign national who has been recognised as a refugee, a beneficiary of subsidiary protection or temporary protection and who has been granted a residence permit in Estonia.

- Employment: may be employed under the same conditions as a permanent resident. The start of employment must be registered by the employer in the employment register at the latest by the time the person starts work.
- Wages: at least the minimum wage, unless the minimum wage is set by collective agreement.
The minimum wage in 2023 is €725 per month (gross).



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Labour Inspectorate: **640 6000**
Estonian Tax and Customs Board: **880 0811**
Police and Border Guard Board: **612 3500**
Unemployment Insurance Fund **669 6513**

