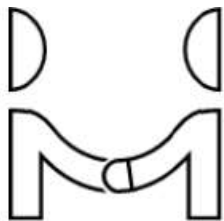


# Working in Estonia – information for people arriving from Ukraine



**If you have been granted temporary protection and a residence permit, you are subject to the same conditions as local workers.**

Working is possible under a number of types of contracts. The best protections are granted by an employment contract. **The contract must be signed, but only if you agree to its terms!**

**The contract will set out:** your working time and rest time; your wage and payday; your working conditions;

your job duties.

Your employer must instruct and train you on how to do the job safely.

Always follow safety rules (e.g., wear personal protective equipment)!



**In Estonia, full-time employment means 40 hours of work per week.**

The standard working day is 8 hours long. If your working time is calculated as summarised working time, it may be longer. It is also possible to work part time.

Whenever you work longer than agreed upon, you are working overtime.

! Overtime may only be worked by agreement between the parties.

! Overtime is compensated for with time off or 1.5 times the normal pay rate.



At least 11 hours of **rest** must be provided to workers between the end of one working day and the beginning of the next.

At least one rest period of 36 consecutive hours must be provided each week.

The law provides for breaks during the working day: 30 minutes for every 6 hours.

You are entitled to at least 28 days of paid leave (holiday) each year.

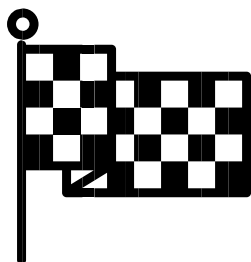


**Wages are paid on your payday.**

The amount of the wages is agreed upon in the contract.

A minimum wage has been established in Estonia, which in 2024 is 4.86 euros per hour or 820 euros per month.

**If you want to leave your job,** you must give your employer at least 30 days' notice; however, if both parties agree, then the employment contract can be terminated at any time.



If your employer wants to cancel your employment contract extraordinarily, they must state the reasons in writing. Employees may always contest the cancellation of their contract.

Upon expiry of an employment contract, the employer must pay the employee remuneration that they have earned, plus compensation for any unused holiday.