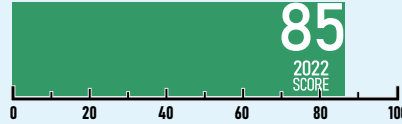


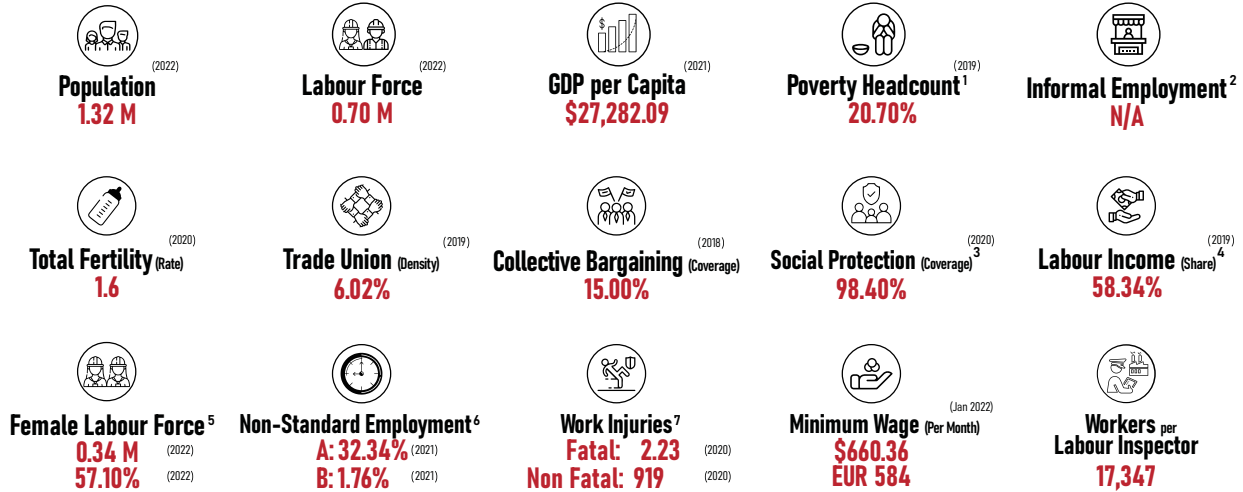


Estonia



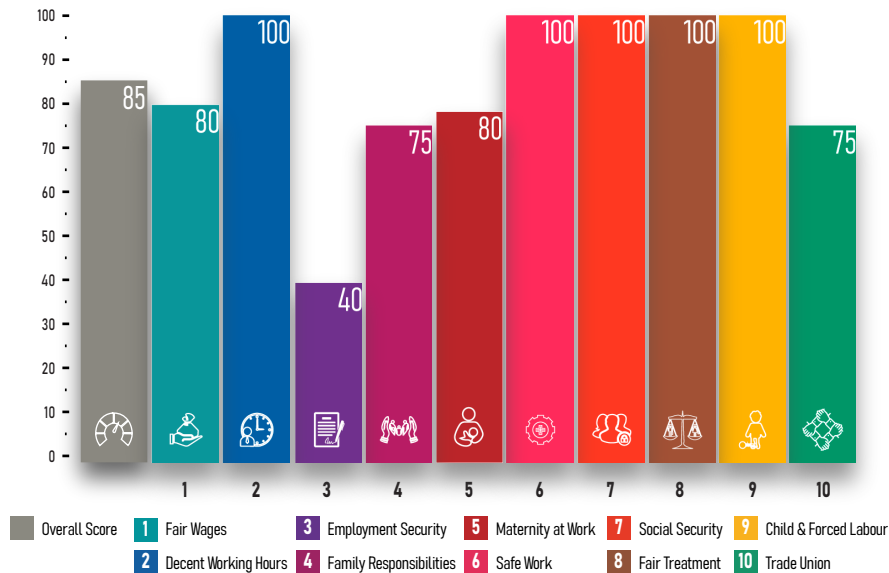
85 2020 SCORE
 Eastern Europe
 High Income
 Approaching Decent Work

Contextual Indicators



Sources: World Bank
 International Labour Organization
 WageIndicator Minimum Wages and Living Wages Database
 M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Estonia's overall score is 85 out of 100. The overall score for Estonia is lower than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§29(5-6) of Employment Contracts Act, 2008; Regulation 166 on Introduction of Minimum Wage	●
	Does the law require regular payment of wages?	Yes	§28(2), 29 & 33 of Employment Contracts Act, 2008	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§44 of the Employment Contracts Act, 2008	●
	Does the law require additional compensation for working on a weekly rest day?	No	§45 of Employment Contracts Act, 2008	●
	Does the law require additional compensation for night work?	Yes	§45 & 50 of Employment Contracts Act, 2008	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§43-48 of Employment Contracts Act, 2008	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§46 of the Employment Contracts Act, 2008	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§47, 51, and 52 of Employment Contracts Act, 2008	●
	Does the law require paid public holidays?	Yes	§1-3 of Public Holidays and Days of National Importance Act; §45 of Employment Contracts Act, 2008	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§55-58 & 68-71 of Employment Contracts Act, 2008	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§5 & 6 of Employment Contracts Act, 2008	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§9 & 10 of Employment Contracts Act, 2008	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§6 & 86 of Employment Contracts Act, 2008	●
	Does the law require a 30-day notice before contract termination?	Yes	§79-100 of Employment Contracts Act, 2008	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§100 & 139 of Employment Contracts Act, 2008; §14 of Unemployment Insurance Act, 2001	●
	Does the law require parental leave for parents?	Yes	§62 of Employment Contracts Act, 2008; §1-4 of Parental Benefits Act, 2008	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§60 of Employment Contracts Act 2008	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§10 of the Occupational Safety and Health Act 1999	●
	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§59 of Employment Contracts Act 2008	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§59 & 61 of Employment Contracts Act 2008; §50, 54 & 58 of Health Insurance Act, 2002	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§59 & 61 of Employment Contracts Act 2008; §50, 54 & 58 of Health Insurance Act, 2002	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§92 & 93 of Employment Contracts Act 2008	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§3, 13 & 14 of the Occupational Safety and Health Act, 1999	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§4, 13 & 14 of the Occupational Safety and Health Act, 1999	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§18 of Employment Contracts Act 2008; §10 of the Occupational Safety and Health Act, 1999	●
	Does the law provide for employment injury benefit?	Yes	§50-57 of the Health Insurance Act 2002; §14-19 of State Pension Insurance Act, 2001	●
	Does the law provide for an old age pension?	Yes	§7-13 of State Pension Insurance Act, 2001	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§20 & 21 of State Pension Insurance Act, 2001	●
	Does the law provide for unemployment benefit?	Yes	§6-14 of Unemployment Insurance Act, 2001; §26-33 of Labour Market Services and Benefits Act, 2005	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§50-57 of the Health Insurance Act, 2002	●
	Does the law provide for invalidity benefit?	Yes	§14-19 of State Pension Insurance Act, 2001	●
	Does the law require equal remuneration for work of equal value?	Yes	§6.2 of the Gender Equality Act, 2004; §2.2 of the Equal Treatment Act, 2008	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§3.1.5 & 3.1.6 of the Gender Equality Act, 2004; §3.3 of the Equal Treatment Act, 2008; §153(1) of Penal Code, 2001	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§12 of the Constitution of Estonia 1992; §11 of the Gender Equality Act 2004; §1, 2.3 & 3 of the Equal Treatment Act 2008	●
	Does the law allow women to do the same jobs as men?	Yes	§29 of the Constitution of Estonia 1992; §6.2 of the Gender Equality Act 2004; §49 of the Penal Code 2001	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	State Pension Insurance Act, 2001; MISSOC Comp. Table for Estonia	●
	Does the law prohibit employment of children?	Yes	§7, 8, 43 & 119 of Employment Contracts Act 2008; §10 & 13(5) of the Occupational Safety and Health Act 1999	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§10 & 13(5), Occupational Health and Safety Act 1999; §2 & 9, Basic Schools and Upper Secondary Schools Act, 2010	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§44 & 49 of Employment Contracts Act 2008; §175 of the Penal Code 2001	●
	Does the law prohibit forced labour?	Yes	§29 of the Constitution of Estonia 1992; §133 & 175 of Penal Code 2001	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§29 & 48 of Constitution of Estonia 1992; Trade Union Act, 2000	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§29 & 48 Constitution of Estonia 1992; Collective Agreements Act, 1993	●
	Does the law provide for the right to strike?	No	Constitution of Estonia 1992; §21 of the Collective Labour Dispute Resolution Act 1993	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	Collective Labour Dispute Resolution Act 1993; USDOS CRHRP 2021	●

Covid 19 and Labour Market in Estonia*

Total Covid Cases	0.58 Million
Total Covid Deaths	2,612
Partial Vaccinated	65.0%
Fully Vaccinated	64.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✗
Improved Health Access	✗
Training (activation measures)	✓

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Estonia on SDG 8.8.2 is 0.15 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change