

Dear seasonal employee!

- You are allowed to work in Estonia as a seasonal employee for the period registered by the employer, but no longer than 270 days within 365 days.
- In order to work in Estonia as a seasonal employee, you are obliged to keep in mind, that it is not allowed to exceed the period of your short-term employment and legal stay in Estonia (such as visa, visa-free movement, etc. depending on the basis of your stay in the country).
- The employer is obliged to register the seasonal employee in the employee register of the Tax and Customs Board, in addition to the registration of short-term employment, from the moment of starting work.
- When a seasonal employee works in Estonia, a fixed-term employment contract must be concluded in the written form as from the date the work starts. The employment contract must contain at least the names of the employer and the contractor, the time and place of employment, description of the work duties, salary and payday, duration of the vacation and etc. If a seasonal employee is allowed to work, it is considered that the employment contract has been concluded. More information about employment contract conditions can be found from the website of Labour Inspectorate: [Entry into employment contract | Tööelu portaal \(tooelu.ee\)](#)
- If employer ensures accommodation to the seasonal employee, then it must be in accordance to the proper rules. An employer does not have a right to take the accommodation costs automatically from the salary of a seasonal employee. In addition, the accommodation costs shall not be too high.
- If the accommodation is not ensured by the employer, then foreigner has an obligation to inform the place and conditions of the change of accommodation.
- Foreigner, who is staying in Estonia, must have a health insurance, which covers the costs of sickness or injuries. Such insurance must be presented along with the visa application and it should cover the costs for whole stay in Estonia, while foreigner is not covered with Estonian National Health Insurance. National health Insurance applies to the seasonal employees, while working in Estonia, if the employer had concluded an employment contract lasting more than one month and has paid the required social tax on their behalf. National Health Insurance starts when 14 days are passed from the start of employment in Estonia. You can check the validity of Health Insurance from government portal eesti.ee (digital identification document is needed for an access – an ID-card, a mobile-ID and etc) or by sending the digitally signed enquiry to an e-mail [info@tervisekassa.ee](mailto:info@tervisekassa.ee) or by calling to the Estonian Health Insurance fund customer service number 669 6630. An additional information about health Insurance can be found from the Health Insurance Fund website: [Health insurance \(tervisekassa.ee\)](#).
- More information about seasonal work can be found on the website of Police and Border Guard Board.
- More information about work environment, concluding employment contract and employment relationship can be found on the website of Labour Inspectorate or on the portal of Work environment: [Tööelu portaal \(tooelu.ee\)](#).
- Questions about employment environment can be asked from Labour Inspectorate advisers by phone +372 640 6000 or by e-mail [jurist@ti.ee](mailto:jurist@ti.ee). The service is free of charge.

An additional information about counseling can be found on [Free counselling service of the Labour Inspectorate | Tööelu portaal \(tooelu.ee\)](#).

- Police and Border Guard Board website, <https://www.politsei.ee/en/instructions/working-in-estonia-for-a-foreigner>, the information about arrival, staying and working in Estonia can be found. In addition, you may ask for more information from the migration advisers by phone +372 612 3500 (Mon-Fri 9.00 – 15.00), by e-mail [migrationadvice@politsei.ee](mailto:migrationadvice@politsei.ee) or by Skype: EstonianPolice\_MigrationAdvice. Counselling sessions are free of charge.