

Eurostat

Labour market policy statistics

Qualitative report

Estonia, 2017

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A - Introduction

Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology ¹ for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website ². The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

Classification of interventions by type of action

LMP services

1. Labour market services

LMP measures

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

LMP supports

- 8. Out-of-work income maintenance and support
- 9. Early retirement

¹

http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002

² http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy

B - Inventory of interventions

Category, intervention number and name (English/National language)

1	Labour market services	
1	[Component] Placement by public employment services - Client services	[Component] Töövahendus - Eesti Töötukassa maakondlikud bürood (toimub klienditeenindus)
2	Career counselling	Karjäärinõustamine
16	Coaching for working life	Tööharjutus
18	Communication support at interviews	Tööintervjuul abistamine
21	Psychological counselling	Psühholoogiline nõustamine
23	Job search training	Tööotsingu töötuba
24	Job club	Tööklubi
25	Debt counselling	Võlanõustamine
27	Individual work placement	Individuaalne töölerakendamine
28	Addiction counselling	Sõltuvusnõustamine
39	Peer support	Kogemusnõustamine
1	[Component] Placement by public employment services - Administration of PES	[Component] Töövahendus - Eesti Töötukassa keskkontor (puudub klienditeenindus)
2	Training	
3	Labour market training	Tööturukoolitus
37	Reimbursement of training expenses to employer	Tööandja koolituskulude hüvitamine
48	Labour market training with a training card for employed	Tööturukoolitus koolituskaardiga töötajale
49	A degree study allowance	Tasemeõppes osalemise toetus töötajale ja registreeritud töötule
50	Support for obtaining qualifications	Kvalifikatsiooni saamise toetamine töötajale
51	Training grant for employers	Koolitustoetus tööandjale
15	Work practice	Tööpraktika

4	Employment incentives	
5	Wage subsidy	Palgatoetus
17	Working with support person	Tugiisikuga töötamine
19	Employment with special aids and equipment	Töötajad kes vajavad eraldi abi või abivahendit
20	Adaption of premises and equipments	Töökoha kohandamine
29	Care allowance	Hooldusteenus
31	Work trial	Tööproov
35	Individual solutions	Individuaalsed lahendused (muu teenus)
36	My first job	Minu esimene töökoht
40	Mobility benefits	Mobiilsustoetus
42	Commuting benefits	Töölösõidu toetus
43	Travel cost compensation for an accompanying person	Saatja sõidukulu hüvitamine
46	Job creation subsidy	Töökoha loomise toetus
47	My first job in Estonia	Minu esimene töökoht Eestis
52	Minors' employment subsidy	Alaealise töötamise toetus
5	Supported employment and rehabilitation	
41	Protected employment	Kaitstud töö
45	Social tax compensation for a person with decreased working ability	Sotsiaalmaksu hüvitamine vähenenud tööõimega inimese eest
38	Work rehabilitation	Tööalane rehabilitatsioon
6	Direct job creation	
6	Public work	Avalik töö
26	Volunteering	Vabatahtlik töö, talgutöö
7	Start-up incentives	
4	Business start-up subsidy	Ettevõtluse alustamise toetus
32	Compensation of training expenses for start-ups	Täiendkoolituse kulu hüvitamine ettevõtluse alustamise toetuse saajatele
33	Compensation of counselling expenses for start-ups	Järelnõustamise kulu hüvitamine ettevõtluse alustamise toetuse saajatele
34	Mentoring for start-ups	Mentorlus
8	Out-of-work income maintenance and support	
7	[Component] Unemployment benefits - State unemployment benefit	[Component] Töötuskindlustushüvitis, töötutoetus - Töötutoetus
7	[Component] Unemployment benefits - Unemployment insurance benefit	[Component] Töötuskindlustushüvitis, töötutoetus - Töötuskindlustushüvitis
30	Insurance benefit upon redundancies	Kindlustushüvitis koondamise korral
10	Benefits upon insolvency of employer	Hüvitised tööandja maksejõuetuse korral

9 Early retirement

Mixed \$\$353

Number of measures: **73**

C - Qualitative information by intervention

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 39 Peer support
Type of action: 1.1 - Client services

Description

Aim:

The objectives of peer support are to support the client in coping with their disability or illness, to boost their motivation and self-confidence and to prepare them for job seeking and working life or the continuation of work.

Beneficiaries:

Registered disabled unemployed, registered disabled jobseekers, employed persons with disabilities

Action/Instrument:

Peer support is the exchange of knowledge, experience and advice between individuals with a similar disability or illness. The adviser must have a similar disability or illness to the person or people they advise, and must have received peer support training.

Peer support includes:

emotional, social and practical support based on experience. The peer supporter shares the knowledge and experience which helped them cope in a similar situation;
empowerment i.e. finding opportunities and solutions and building up the ability to organise their life as independently as possible;
the provision of advice on how to cope with health problems;
sharing work experience, encouraging and motivating the client to find a job or continue working;
if necessary, providing advice on and recommending appropriate assistive equipment and sharing know-how.

Advice may be provided individually and in groups.

The client may receive peer support for a maximum of 10 academic hours. If there is a justified need, the provision of the service may be extended.

Unemployed clients receive commuting and accommodation benefits in order to participate in peer support.

Financing/Support:

The labour market service is financed by the European Social Fund of the European Union (85%) and 15% comes from Central government budget.

Eligibility:

The target group of the service is unemployed individuals with decreased working ability, jobseekers who are studying or who have received a lay-off notice and those who are already employed. Peer support may be needed, above all, by individuals whose health has (unexpectedly) deteriorated or who are facing difficulties due to a disability or illness.

Legal basis:

Labour Market Services and Benefits Act, Regulation No. 57 of the Minister of Social Protection and the Minister of Health and Labour of 27 March 2015 on the basis of 'Provision of labour market services to the target group of work reforms.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Employed (Disabled)

Treatment of unemployment spells: Continuous/Continuous

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Receipt of benefits: None
Planned duration: Variable
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2016 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services

Intervention n°/name 1 Placement by public employment services

Type of action: 1.1 - Client services
1.2 - Other activities of the PES

Description

Aim:

To register vacancies and find unemployed persons qualified to fill these.

Beneficiaries:

Registered unemployed, registered jobseekers

Action/Instrument:

One of the main roles of Unemployment Insurance Fund is to organise the provision of employment services for job-seekers and employers.

According to the law, the obligations of Unemployment Insurance Fund are:

1. organising unemployment insurance with an aim to ensure:
partial compensation for lost income while job-seeking in case of unemployment;
the payment of benefits for employees in case of redundancy;
protection of employee's claims in case of insolvency.
2. implementing labour market policies with an aim to ensure:
a high level of employment among working-age population;
the prevention of long-term unemployment and exclusion from labour market.

In order to fulfil these obligations the Unemployment Insurance Fund:

provides the necessary financial backing that helps to cover living expenses and allows to concentrate on seeking new employment;

takes partially over the responsibilities of employers in case of insolvency and redundancy;

assists in job-seeking while offering appropriate labour services that support and enhance the possibility of obtaining work and raises qualification and competitiveness;

mediates suitable work-force for employment and supports the recruitment of staff.

Financing/Support:

Central government budget, social security fund (unemployment insurance tax paid by employers and employees). Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Registered unemployed, registered jobseekers

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits:	None		
Planned duration:	Continuously available		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 1991	<i>Year Ended:</i>	Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 2 Career counselling
Type of action: 1.1.2 - Individual case-management

Description

Aim:

Provide aid to unemployed persons to settle issues concerning suitable employment, career decisions and problems connected with finding or losing job

Beneficiaries:

Registered unemployed, registered jobseekers

Action/Instrument:

Career counselling is provided by career counsellors in the Public Employment Service. The service provides information and professional orientation to individuals or groups. Unemployed person has right to ask for individual consultation with vocational counsellor to discuss career options, problems connected with job-search and complete personality and occupational inventories.

Career counselling is mostly an one-off occasion but may also be prolonged to several meetings. Career counselling for disabled persons may be contracted to service providers.

In 2009 and 2010 several similar services to facilitate job search were introduced like job clubs, job-search workshops, etc.

Financing/Support:

Central government budget, social security fund

Eligibility:

Registered unemployed, registered jobseekers

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 16 Coaching for working life
Type of action: 1.1.2 - Individual case-management

Description

Aim:

The aim of coaching for working life is to prepare an unemployed person for working (to recover the working habits for long-term unemployed and to develop working habits for the unemployed without prior working experience).

Beneficiaries:

Registered unemployed, especially:

- long-term unemployed
- the unemployed without prior working experience

Action/Instrument:

An unemployed person is pointed to coaching for working life when he/she needs to restore or gain working habit.

Coaching for working life is organized by legal person in private law, a sole proprietor or local government agency.

Coaching can last up to 4 months. It can be repeated.

Unemployed person will attend work practice for no longer than 8 hours per day.

During coaching the service provider receives payment.

During coaching for working life the attendant will receive a grant and reimbursement for travel expenses. The grant payable for coaching for working life is calculated for every hour during which, based on the data submitted by the service provider, the unemployed person participated in the exercise. Payments to beneficiaries are made monthly.

Redundant employees who are registered as jobseekers are also eligible from 2011.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered unemployed

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reimbursements), Transfers to service providers
Target groups: Registered unemployed (All, LTU, Public priorities and Other)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: Cash benefits (Source: Current intervention), Non-cash benefits
Planned duration: Maximum: 4 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 18 Communication support at interviews
Type of action: 1.1.2 - Individual case-management

Description

Aim:

Communication support at interviews is a labour market service provided to disabled unemployed persons who, due to their disability, need help in communicating with the employer during job interviews.

Beneficiaries:

Registered disabled unemployed

Action/Instrument:

If the disabled unemployed person needs additional help during job interviews (for example sign-language), help is organized by PES. If the employees of the Estonian Unemployment Insurance Fund lack the skills necessary for assisting disabled unemployed persons during job interviews, the Estonian Unemployment Insurance Fund enters into a contract under public law for provision of such service with a person who has the skills necessary for provision of the service. The contract may constitute a fee for the service, but in practice the service is provided by volunteers.

Financing/Support:

Service providers are volunteers, central government budget. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

For registered unemployed persons, who need additional help at job interviews

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (Disabled)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: None
Planned duration: Continuously available
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 21 Psychological counselling
Type of action: 1.1.2 - Individual case-management

Description

Aim:

Provide aid to unemployed persons and registered jobseekers to settle issues concerning psychological problems connected with losing job and support to manage different psychological barriers to find job.

Beneficiaries:

Registered unemployed, registered jobseekers

Action/Instrument:

Unemployed person has right to ask for individual consultation with psychological counsellor to discuss issues concerning psychological problems connected with losing job and to manage different psychological barriers to find job. Psychological counselling is provided by skilled psychologist. Counselling may include several consultation sessions.

In case distance between person's residence and counselling venue is at least 500 meters he/she has right to receive travel cost compensation.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered unemployed persons, who need psychological counselling: especially disabled persons, long-term unemployed, elderly unemployed and redundants
- redundant employees who are registered as jobseekers at PES

Legal basis:

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers
Target groups: Registered unemployed (LTU, Older, Disabled, Public priorities and Other)
Other registered jobseekers (All)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: None
Planned duration: Continuously available
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2008 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 23 Job search training
Type of action: 1.1.2 - Individual case-management

Description

Aim:
to improve the job-search skills of the registered unemployed and the registered jobseekers

Beneficiaries:
registered unemployed
registered jobseekers

Action/Instrument:
Job-search training is a workshop that is carried out by career counselling specialists of the Unemployment Insurance Fund. Workshops are open to registered unemployed and registered jobseekers. The themes covered at the workshop include the possibilities of finding a job, information on job application process, guidance on compilation of documents necessary for job application. There is also possibility to discuss and share experiences on these topics at the workshop.

Financing/Support:
Central government budget, social security fund (unemployment insurance tax paid by employers and employees).

Eligibility:

Legal basis:
Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2009 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 24 Job club
Type of action: 1.1.2 - Individual case-management

Description

Aim:

To improve job search skills and provide group support during job search process

Beneficiaries:

Registered unemployed, registered jobseekers

Action/Instrument:

Regular group meetings with the aim to improve the job search skills of the participants and provide them with group support during job search process. Group meetings are supervised. During the meetings different job-search related topics are covered like job search techniques, job application process, etc. There is also possibility to discuss and share experiences on these topics at the meetings.

The intervention is similar to job-search training, but the topics are covered more profoundly, a person participates in the meetings regularly and the measure is more oriented to group support.

There are special job clubs for young unemployed and ethnic minorities.

In case distance between person's residence and job club venue is at least 500 meters he/she has right to receive travel cost compensation.

Redundant employees who are registered as jobseekers are also eligible from 2011.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered unemployed
- redundant employees who are registered as jobseekers at PES

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (All, Youth, Immigrants/ethnic minorities)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2008 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 25 Debt counselling
Type of action: 1.1.2 - Individual case-management

Description

Aim:

to help the unemployed cope with debt obligations in the conditions of diminished income

Beneficiaries:

Registered unemployed, registered jobseekers

Action/Instrument:

Debt counselling helps the unemployed to deal with their debt obligations (or to avoid falling into debts) in the conditions of diminished income. Debt consultation includes financial-judicial, psychosocial, practical and preventive advice.

Debt counselling is organized in cooperation with local governments and non-profit organizations. Counselling may also be purchased from service providers.

In the debt counselling session the unemployed persons are taught better to manage their monetary situation as the financial support to the

unemployed is quite low and short in Estonia. There are two main needs for debt counselling:

A) Many people in Estonia have settlement loans that are very difficult to repay during unemployment.

B) Some people need counselling to avoid financing the everyday needs with short period loans that they cannot repay.

The need for this kind of counselling is identified during the regular visits to job mediation consultant. Counselling is offered either by PES

counsellors or in cooperation with local governments or NGOs.

Redundant employees who are registered as jobseekers are also eligible from 2011.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered unemployed

- redundant employees who are registered as jobseekers at PES

Legal basis:

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (All, LTU)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 27 Individual work placement
Type of action: 1.1.2 - Individual case-management

Description

Aim:

Individual support and guidance to the unemployed belong to risk groups in the job-search process and in integration into labour market

Beneficiaries:

registered unemployed, who need special assistance in integration to labour market (especially long-term and disabled unemployed)

Action/Instrument:

The service is provided to the risk-group unemployed that are most disadvantaged in the integration to labour market. The unemployed person is assisted and mentored by a support person. The support process includes motivating, guidance in finding a suitable job, assistance in the application process, support at the beginning of (re)starting the working life, mentoring the unemployed person, the employer and the colleagues at the acquired post. The mentoring process may vary in duration.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Legal basis:

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (LTU, Disabled, Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 1 - Labour market services
Intervention n°/name 28 Addiction counselling
Type of action: 1.1.2 - Individual case-management

Description

Aim:

to support the addicted unemployed in solving the addiction problems

Beneficiaries:

registered unemployed who need support with their addiction problems

Action/Instrument:

Addiction counselling is usually purchased from service providers. Addiction counselling supports the addict in solving the addiction problems to be able to take part in active labour market measures and to integrate into labour market. The addicts are also advised about possibilities to receive medical rehabilitation.

The need for this kind of counselling is also identified during the regular visits to job mediation consultant. The addiction counselling is

in general not offered by PES but is bought in from specialized service providers. This measure covers only counselling and not medical

treatment to the addicts (some medical treatment can also be financed by the PES but this is out of the scope of LMP).

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered unemployed
- expresses a wish to deal with addiction problems to the job mediation consultant

Legal basis:

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 2 - Training
Intervention n°/name 3 Labour market training
Type of action: 2.1 - Institutional training

Description

Aim:

To give new professional skills or improve existing professional skills by vocational training or help unemployed persons to adapt to labour market needs

Beneficiaries:

Registered unemployed, redundant employees

Action/Instrument:

Measure includes primary vocational training, skill conversion training and adaptation training, entrepreneurship training, computer skills training and professional language skills training.

Maximum length of training is one year. Training is purchased by tenders from different organizations and trainers have to have schooling licence given by Ministry of Education and Science.

It is also possible to use training vouchers in the maximum value of 2,500 EUR to participate in a training course organized by licensed training providers that are approved by PES. Training vouchers are not awarded for management training, general social skills or qualities training or entry-level professional training.

Registered unemployed person participating on labour market training have right to receive stipend if the training lasts at least 40 hours. In case distance between person's residence and trainingplace is at least 500 meters he/she has right to receive travel cost compensation.

The upper value limit of training vouchers is 2,500 EUR from 2011 and these can also be used for skills conversion training.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- Unemployed person who has applied for training
- redundant employee who is registered as a jobseeker at PES
- training needs are discussed with and approved by job mediation consultant

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Regulation No 119 of the Minister of Social Affairs of 13 December 2005: The procedures to reimburse travel and accommodation costs

The European Social Fund programme 'Increasing the Supply of a Qualified Labour Force 2007-2013'

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reimbursements), Transfers to service providers
Target groups: Registered unemployed (All)
Other registered jobseekers (Public priorities and Other)
Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention, Other)
Planned duration: Maximum: 12 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 1991 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 2 - Training

Intervention n°/name 37 Reimbursement of training expenses to employer

Type of action: 2.1 - Institutional training

Description

Aim:

The aim is to prevent job loss if a person cannot continue working in the same position anymore because of a disability or health situation and the employer is offering him or her a different job in case of skill conversion or retraining.

To support the employment of a long-term unemployed by retraining their knowledge and working skills during one year since starting the work.

To support the employment of a young unemployed without specialized education nor previous working skills.

Beneficiaries:

Employees with reduced work ability, young employees

Action/Instrument:

50% of the value of work related training and getting qualification (but no more than 1250 euros including VAT) to a new employee is compensated to the employer during one year since starting the work.

In case of employing young unemployed 100% of the value of work related training (but no more than 2500 euros including VAT) is compensated for the employer during 2 years since starting the work.

Financing/Support:

Central government budget.

The labour market service is co-financed by the European Social Fund of the European Union.

Eligibility:

Eligible for employees with reduced work ability and young employees.

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2015

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Lump-sum payments)

Target groups: Employed (Youth, Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2015 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 2 - Training
Intervention n°/name 48 Labour market training with a training card for employed
Type of action: 2.1 - Institutional training

Description

Aim:

To support obtaining necessary skills and knowledge for those who are currently employed but at risk of losing their jobs

Beneficiaries:

Employed who are at risk of losing their jobs

Action/Instrument:

Training costs up to 2500 euros over three years can be compensated

Financing/Support:

Social security fund

Eligibility:

*are of working age (aged 16 to retirement age) AND

*are working on the basis of an employment contract or in civil service AND

*have worked for at least 12 months during the three years prior to submitting the application

*cannot continue working in current job due to health status OR

*are over 50 years of age or lack professional or vocational education or have poor Estonian language skills and whose annual income in previous year was below certain level

Legal basis:

Employment programme 2017-2020

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Employed (Public priorities and Other)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2017 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 2 - Training
Intervention n°/name 49 A degree study allowance
Type of action: 2.1 - Institutional training

Description

Aim:

To support studying in vocational education, professional higher or higher education in a state-commissioned study place

Beneficiaries:

Employed who are at risk of losing their jobs; registered unemployed

Registered unemployed who lost their job due to redundancies in Ida-Viru county between 01.08.2015–01.05.2016 (up to 31.12.2018)

Action/Instrument:

Monthly allowance of 130 euros (if the person has other income) or 260 euros (if the person doesn't have any other income) during the studies

Financing/Support:

Social security fund;

European Globalisation Adjustment Fund (EGF) (up to 31.12.2018)

Eligibility:

*are of working age (aged 16 to retirement age) AND

*are working on the basis of an employment contract or in civil service (n.a. for registered unemployed) AND

*have worked for at least 12 months during the three years prior to submitting the application (n.a. for registered unemployed)

*cannot continue working in current job due to health status OR

*no professional or vocational education and basic or general secondary (upper secondary) education obtained at least 5 years ago OR

*professional or vocational education (including higher education) obtained at least 15 years ago

Legal basis:

Employment programme 2017-2020;

Regulation No. 84 of the Minister of Health and Labour of 15 June 2016 "Globaliseerumisega Kohanemise Euroopa Fondi toetuse kasutamise tingimused" (up to 31.12.2018)

Recent changes:

In 2017 the measure was extended to all registered unemployed with outdated or missing professional or vocational education and to employed who were at risk of losing their job due to outdated or missing professional or vocational education. The EGF financing will only apply to the registered unemployed who lost their job due to redundancies in Ida-Viru county between 01.08.2015–01.05.2016. The EGF financing will be valid up to 31.12.2018.

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (Public priorities and Other)
Employed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 36 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2016 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Identification

Country Estonia 2017 Category 2 - Training
Intervention n°/name 50 Support for obtaining qualifications
Type of action: 2.1 - Institutional training

Description

Aim:

To support obtaining qualifications

Beneficiaries:

Employed who have completed respective labour market training arranged by PES during past 3 years

Action/Instrument:

Costs related to obtaining a qualification up to 500 euros are compensated if the applicant has passed the examination

Financing/Support:

Social security fund

Eligibility:

The employee must:

*be of working age (aged 16 to retirement age);

*working on the basis of an employment contract or in civil service;

*have worked for at least 12 months during the three years prior to submitting the application;

*have completed respective labour market training arranged by PES during past 3 years

Legal basis:

Employment programme 2017-2020

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments)

Target groups: Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: Year started: 2017 Year Ended: Ongoing

Identification

Country Estonia 2017 Category 2 - Training

Intervention n°/name 51 Training grant for employers

Type of action: 2.1 - Institutional training

Description

Aim:

To support the employment of people with insufficient skills for the main professions that will be of growing importance in the coming years.

To support the employment of people whose skills have become insufficient due to restructuring of the company, implementation of new technology or an update to qualification requirements.

To support the employment of people who have previously been long-term unemployed.

To support the employment of people with insufficient Estonian language skills.

Beneficiaries:

Employees who are at risk of losing their job due to insufficient skills

Unemployed (registered LTU or not registered) who will be recruited and who need training due to insufficient skills

Action/Instrument:

Training costs, transport costs related to participation and wage costs in the rate of minimum hourly wage for the time the employee participates in the training can be compensated. In general up to 50% of the costs but no more than 1250 euros per employee are compensated.

Financing/Support:

Social security fund

Eligibility:

Can be applied to in different situations:

*to recruit new employees,

*to train employees upon changing circumstances,

*to train a worker who has been previously registered as unemployed for 12 consecutive months within one year of the start of employment,

*to develop employees' Estonian language proficiency.

Legal basis:

Employment programme 2017-2020

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Reimbursements)

Target groups: Registered unemployed (LTU, Public priorities and Other)
Not registered (Public priorities and Other)
Employed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2017 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 2 - Training
Intervention n°/name 15 Work practice
Type of action: 2.2 - Workplace training

Description

Aim:

to improve the knowledge and skills and to gain practical experience needed for the employment of the unemployed persons

Beneficiaries:

Registered unemployed, registered jobseekers

Action/Instrument:

An unemployed person is pointed to participate in work practice when he/she needs improvement of skills. Work practice takes place in a company (real work place). Work practice can last up to 4 months. Unemployed person will attend work practice for 8 hours per day, when the unemployed person is in age 16-17 he/she will attend work practice for 7 hours per day. No employment contract shall be concluded for the period of work practice.

Employer shall ensure supervision of the unemployed. One supervisor may have as many as four supervisees.

An unemployed person shall keep a training record book concerning his or her participation in work practice. A training record book shall contain descriptions of performed duties and the employer's assessment of performance of the duties. An unemployed person is required to submit the training record book to the Estonian Unemployment Insurance Fund once a month.

During work practice the employer receives remuneration for supervision. For each practice hour attended by an unemployed person, the employer shall receive remuneration for supervision in the amount of 100 per cent of the minimum hourly wage established by the Government of the Republic during the first month, 75 per cent of the minimum hourly wage established by the Government of the Republic during the second month and 50 per cent of the minimum hourly wage established by the Government of the Republic during the third and fourth month the unemployed person participates in work practice. The remuneration for supervision shall be paid to the bank account of an employer once a month.

During work practice the attendant will receive grant, which is paid once a month. In case distance between person's residence and the location of work practice is at least 500 meters he/she has right to receive travel cost compensation.

During work practice the attendant may receive transport and accommodation benefit.

Redundant employees who are registered as jobseekers are also eligible from 2011

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered unemployed
- redundant employees who are registered as jobseekers at PES

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reimbursements), Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits:	Cash benefits (Source: Current intervention), Non-cash benefits		
Planned duration:	Typical: 2 Months, Maximum: 4 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 2006	<i>Year Ended:</i>	Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 5 Wage subsidy
Type of action: 4.1 - Recruitment incentives

Description

Aim:

Support recruitment and employment of people belonging to risk-groups

Beneficiaries:

Registered unemployed persons belonging to risk-groups

Action/Instrument:

Wage subsidy is benefit payable to employees for employing unemployed persons. Wage subsidy may be paid for the employment of unemployed persons who, within the twelve months preceding registration as unemployed, have been released from prison and unemployed persons who have been registered as unemployed for more than twelve consecutive months and have not found work during such time. Wage subsidy may be paid for the employment of unemployed person of 16–24 years of age who have been registered as unemployed for more than six consecutive months and have not found work during such time.

A natural person, legal person in private law or local government agency may apply for wage subsidy upon employment of a person belonging to risk groups mentioned in above on the basis of an employment contract for an unspecified term or employment in service. Fixed-term contracts of minimum 6 months are also eligible starting from 2010.

The size of wage subsidy shall be 50 per cent of the wage or salary of the employee or public servant but not more than the official minimum monthly wage. Subsidy is paid for 6 months but not for longer than for one year after the date of entry into the contract (in case of fixed-term contract wage subsidy is paid for up to half the length of the contract period).

An employer shall return a wage subsidy in full if the relevant employment or service relationship is terminated on the initiative of the employer earlier than one year after entry into the contract of employment or appointment to the position, except for reasonable causes.

From 2010 also fixed-term contracts of minimum 6 months are eligible for wage subsidy.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Eligible persons belong to one of the following risk groups:

- young unemployed (at age 16-24, have been registered at least 6 months)
- long-term unemployed (have been registered at least 12 months)
- ex-prisoners

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Registered unemployed (LTU, Youth, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None
Planned duration: Typical: 6 Months, Maximum: 12 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 1995 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 19 Employment with special aids and equipment
Type of action: 4.1 - Recruitment incentives

Description

Aim:
to facilitate the recruitment and employment of disabled unemployed persons

Beneficiaries:
Registered disabled unemployed, registered disabled jobseekers, disabled employed

Action/Instrument:
The Estonian Unemployment Insurance Fund shall enter into a contract under public law with a disabled person or the employer of the disabled person on special aids and equipment of the disabled person. According to the contract the PES remunerates the costs on special aids and equipment.

A technical device necessary for work is a technical aid without which, due to a person's disability, the person is unable to perform his or her duties. The devices which a person needs for the performance of his or her duties regardless of whether or not the person has a disability, and the devices necessary for a disabled person for coping with everyday life are not deemed to be technical devices necessary for work.

The contract shall be concluded for a period of three years. If a disabled person is employed or appointed to service for a specified term, then the contract shall be concluded for a term equal to the term of the contract for employment or the term of appointment to service, but not for longer than three years. If the disabled person is employed or in service at the time the contract expires, it may be extended for up to three years.

Redundant employees who are registered as jobseekers are also eligible from 2011.

Financing/Support:
Central government budget, social security fund- Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:
- For disabled registered unemployed persons or registered jobseekers
- to provide for special equipment that is needed in order to do the job properly
Not eligible for equipment that is needed for all employees (whether they have a disability or not) and equipment that the person would need to cope with everyday life and that is not needed specifically for the job at hand

Legal basis:
Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Employed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 3 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2006 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 29 Care allowance
Type of action: 4.1 - Recruitment incentives

Description

Aim:

to enable the unemployed who have an obligation to take care of a disable person or a child to enter or return to the labour market

Beneficiaries:

the unemployed who have an obligation to take care of a disable person or a child

Action/Instrument:

Care allowance is paid to the beneficiaries to reimburse the costs of care services of the child or the disabled person. Care services must be purchased from qualified service providers. Care services are reimbursed for the days that the beneficiary participates in labour market measures. When entering into employment, care services are reimbursed for the days worked during the first three months. Care allowance is paid once a month.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- Registered unemployed
- obliged to take care of a disabled person or
- obliged to take care of a child under 7 years old (unless he/she receives parental benefit or the child is enrolled to pre-school child care institution)

Legal basis:

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements)
Target groups: Registered unemployed (Re-entrants/lone parents, Public priorities and Other)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Maximum: 3 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2009 *Year Ended:* 2018

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 31 Work trial
Type of action: 4.1 - Recruitment incentives

Description

Aim:

To provide the unemployed person with a possibility to try out the suitability of the job, to provide the employer with a possibility to try out the suitability of the applicant for the post before hiring him/her.

Beneficiaries:

Registered unemployed and other registered jobseekers.

Action/Instrument:

Together with job mediation the unemployed person is offered a possibility to work by the employer for one day before signing an employment contract. The unemployed person remains registered unemployed during the work trial. He/she also retains the right to the unemployment insurance benefit or unemployment allowance.

In case distance between person's residence and the location of work trial is at least 500 meters and the vacancy is mediated by Töötukassa, he/she has right to receive travel cost compensation.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Registered unemployed, who:

- apply for the vacancy mediated by Töötukassa
- have not made a work trial by this employer and for this vacancy before
- have not worked by this employer at this post before
- have not been in work practice by this employer at this post before.

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements)

Target groups: Registered unemployed (All)
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Typical: 1 Days, Maximum: 1 Days

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2011 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 35 Individual solutions
Type of action: 4.1 - Recruitment incentives

Description

Aim:

To support registered unemployed who have problems entering employment because of long term unemployment, social problems, disability or health problems or some other kind of problems.

Beneficiaries:

Registered unemployed, disabled employed

Action/Instrument:

With that measure additional expenses because of the special needs of a person are compensated in order to help them enter employment or some other active measure. Usually payments to service providers are made because unemployed do not have finances to cover the expenses themselves.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Registered unemployed who have problems entering employment because of long term unemployment, social problems, disability or health problems or some other kind of problems and other measures do not suit for their needs.

Legal basis:

Employment Programme 2012-2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Registered unemployed (LTU, Disabled, Public priorities and Other)
Employed (Disabled)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: None
Planned duration: One-off
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 36 My first job
Type of action: 4.1 - Recruitment incentives

Description

Aim:

Support recruitment and employment of people belonging to risk-group.

Beneficiaries:

Eligible for young unemployed at age 17-29, who have been registered at least 4 months.

Action/Instrument:

The employer must enter into an employment contract with a young person for an unspecified term or for a specified term of at least two years.

A wage subsidy is granted to an employer for 12 months as of the commencement of employment by an employee. The amount of the subsidy per calendar month is 50 per cent of the wage or salary of the employee, but no more than twice the minimum wage.

Financing/Support:

Central government budget.

The labour market service is co-financed by the European Social Fund of the European Union.

Eligibility:

The target group of the service is young people aged 17-29 who

have no professional education (but have obtained primary, basic or general secondary education), and have no or only short-term work experience (having worked for less than one year in the last three years or less than two years in total), and have sought work with the assistance of the Unemployment Insurance Fund for at least four consecutive months and failed to find a job.

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2015.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Youth)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Maximum: 12 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2015 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 40 Mobility benefits
Type of action: 4.1 - Recruitment incentives

Description

Aim:

The purpose of mobility benefits is to promote the mobility of people and their willingness to accept a job away from their home.

Beneficiaries:

Registered unemployed

Action/Instrument:

Mobility benefits can be paid if a person starts work or public service under a contract entered into for an unspecified term or for a specified term of at least six months.

Mobility benefits are paid during the first four working months as of commencement of work or public service. In the case of an employment or service relationship entered into for an unspecified term, we pay the benefits for half of the duration of the employment or service relationship, but for no more than four months as of the commencement of work or service.

The benefits are paid in the amount of 10 cents per kilometre, up to a maximum of 200 euros per month (including income tax withheld from benefits). The mobility benefits are paid on the basis of the employer's certificate. The benefits are calculated for each working day attended on the basis of two times the shortest distance between the workplace and your actual place of residence. The distance is calculated on the basis of a Regio map.

No mobility benefits are granted to residents of Greater Tallinn (i.e. Tallinn, Harku municipality, Saue and Saue municipality, Saku municipality, Kiili municipality, Rae municipality, Jõelähtme municipality, Maardu and Viimsi municipality) for commuting within the same area.

Financing/Support:

Central government budget. The labour market service is co-financed by the European Social Fund of the European Union by regulation No. 222 of the Minister of Health and Labour of 4 December 2014 on the basis of 'Provision of labour market services to facilitate employment opportunities.

Eligibility:

If a person has been registered as unemployed for six months or more (continuously) and finds work more than 30 kilometres from home.

Legal basis:

Regulation No. 222 of the Minister of Health and Labour of 4 December 2014 on the basis of 'Provision of labour market services to facilitate employment opportunities.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements)
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Maximum: 4 Months
Responsible institution(s): Public employment services
Area of application: National

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Implementation:

Year started: 2016

Year Ended: Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 42 Commuting benefits
Type of action: 4.1 - Recruitment incentives

Description

Aim:

The purpose of this measure is to partly compensate extra costs which are connected to driving to work, because disabled people cannot use public transport (except taxi). Extra costs are compensated if it is necessary for the disabled person to start working or continue working.

Beneficiaries:

Employed persons with disabilities

Action/Instrument:

If a person is unable to commute to work by public transport due to a disability or illness and have to use a private car, taxi or special transport, the Unemployment Insurance Fund will partially compensate additional commuting costs. The costs will be compensated if this is necessary in order for you to start or continue working.

Commuting benefits are paid as of the day a person start work or, if she or he is already employed, the day a person submitted the application. The benefits are granted if the person is working under an employment contract or in the public service.

Benefits are paid for up to 12 months in a three-year period. This means that the person is not required to use them consecutively. A person may, for instance, need the benefits only during winter.

The amount of the benefits is 93 cents per kilometre, but no more than 26 euros per day or 300 euros per month. Income tax is deducted from the benefits.

Commuting benefits are paid retroactively once a month for every day of attendance in the preceding month.

The Unemployment Insurance Fund does not compensate transport costs that are compensated by the local authority (in order to e.g. visit a doctor, participate in a service or go to the grocery store).

If a person has applied for a working allowance from the Social Insurance Board and use it to cover transport costs for commuting to work, this amount is deducted from the amount paid by the Unemployment Insurance Fund.

The employment means:

1) work performed in Estonia or as an employee sent from Estonia on assignment abroad on the basis of an employment contract or in public service,

11) holding the position of a member of the Riigikogu, a Member of the European Parliament, the President of the Republic, a member of the Government of the Republic, a judge, the Chancellor of Justice, the Auditor General, a Public Conciliator, the chairman or deputy chairman of a council of a local government working in remunerative positions, a member of a rural municipality or city government working in a remunerative position, including a rural municipality or city mayor, a rural municipality or city district elder;

12) engagement in a profession in public law as independent person;

2) work performed in Estonia based on a contract of employment, contract for services, authorisation agreement or contract under the law of obligations for the provision of other services;

3) activity in Estonia as a sole proprietor or participating as a spouse in the activity of the sole proprietor's enterprise if the spouse was entered in the register of taxable persons as the spouse participating in the activity of the sole proprietor's enterprise.

Financing/Support:

The labour market service is financed by the European Social Fund of the European Union (85%) and 15% comes from Central government budget.

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Eligibility:

If a person is unable to commute to work by public transport due to a disability or illness and have to use a private car, taxi or special transport, the Unemployment Insurance Fund will partially compensate additional commuting costs. The costs will be compensated if this is necessary in order for a person to start or continue working.

Legal basis:

Labour Market Services and Benefits Act, Regulation No. 57 of the Minister of Social Protection and the Minister of Health and Labour of 27 March 2015 on the basis of 'Provision of labour market services to the target group of work reforms.

Recent changes:

Supplementary information

Breakdown of expenditure:	Transfers to individuals (Reimbursements)		
Target groups:	Employed (Disabled)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	None		
Planned duration:	Maximum: 12 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	2016	<i>Year Ended:</i> Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 43 Travel cost compensation for an accompanying person
Type of action: 4.1 - Recruitment incentives

Description

Aim:

The purpose of this measure is to compensate costs of using public transportation for a person who accompanies a disabled person (except when using a taxi) from his or her home to work and back, because a disabled person needs help to use public transport.

Beneficiaries:

Disabled employed persons

Action/Instrument:

If, upon commuting by public transport, a disabled person needs the assistance of an accompanying person, we will compensate the travel costs of the person who accompanies the disabled person to and from work.

If, upon commuting by public transport, a disabled person needs the assistance of an accompanying person, we will compensate the travel costs of the person who accompanies the disabled person to and from work.

Travel costs will be compensated to the person accompanying a disabled person if she or he is working on the basis of an employment contract or in the public service. Travel costs will be compensated for each day the service is required on the basis of original cost receipts, but no more than 26 euros per day. The travel costs of an accompanying person are compensated over the course of six months in a three-year period.

The employment means:

1) work performed in Estonia or as an employee sent from Estonia on assignment abroad on the basis of an employment contract or in public service,

11) holding the position of a member of the Riigikogu, a Member of the European Parliament, the President of the Republic, a member of the Government of the Republic, a judge, the Chancellor of Justice, the Auditor General, a Public Conciliator, the chairman or deputy chairman of a council of a local government working in remunerative positions, a member of a rural municipality or city government working in a remunerative position, including a rural municipality or city mayor, a rural municipality or city district elder;

12) engagement in a profession in public law as independent person;

2) work performed in Estonia based on a contract of employment, contract for services, authorisation agreement or contract under the law of obligations for the provision of other services;

3) activity in Estonia as a sole proprietor or participating as a spouse in the activity of the sole proprietor's enterprise if the spouse was entered in the register of taxable persons as the spouse participating in the activity of the sole proprietor's enterprise.

Financing/Support:

The labour market service is financed by the European Social Fund of the European Union (85%) and 15% comes from Central government budget.

Eligibility:

Travel costs will be compensated to the person accompanying you if you are working on the basis of an employment contract or in the public service.

Legal basis:

Labour Market Services and Benefits Act, Regulation No. 57 of the Minister of Social Protection and the Minister of Health and Labour of 27 March 2015 on the basis of 'Provision of labour market services to the target group of work reforms.

Recent changes:

Supplementary information

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Breakdown of expenditure: Transfers to individuals (Reimbursements)

Target groups: Employed (Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Maximum: 6 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2016 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 46 Job creation subsidy
Type of action: 4.1 - Recruitment incentives

Description

Aim:

Its purpose is to encourage the creation of new jobs in Ida-Viru County.

Beneficiaries:

Registered unemployed in Ida-Viru County

Action/Instrument:

The subsidy is paid for employers whose jobs are located in Ida-Viru County and who hire at least 20 unemployed people in two consecutive calendar months (the subsidy is paid for each additionally hired person). The subsidy is paid for half of the period of employment contract but for no longer than 12 months. The amount of the subsidy is 50% of the gross salary, up to a maximum of twice the minimum wage

Finanacina/Support:

Social security fund

Eligibility:

With the job creation subsidy you can hire unemployed people registered in Ida-Viru County who in the past six months:

*have not been involved in the activities referred to in Labour Market Services and Benefits Act § 6 section 5 clauses 3 to 5 or

*have been involved for less than 30 days in total in the activities listed in LMSBA § 6 section 5, clauses 3 to 5, for example work (LMSBA § 6 section 5 clause 3)

Legal basis:

Labour Market Services and Benefits Act; Employment programme 2016-2017

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Registered unemployed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: Regional

Implementation: Year started: 2016 Year Ended: 2018

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 47 My first job in Estonia
Type of action: 4.1 - Recruitment incentives

Description

Aim:

The aim of the My First Job in Estonia service is to boost the rate of employment among recipients of international protection and to contribute to their integration into Estonian society

Beneficiaries:

Recipients of international protection who are registered as unemployed

Action/Instrument:

The wage subsidy is paid for employers who hire recipients of international protection who are registered as unemployed. The wage subsidy is paid for half of the period of employment contract but for no longer than 12 months. The amount of the subsidy is 50% of the employee's salary (gross) but no more than 50% of the employee's one-month estimated salary provided in the wage subsidy contract that has entered into force and no more than the minimum wage established on the grounds of § 29 section 5 of the Employment Contracts Act.

Financing/Support:

Central government budget; European Social Fund

Eligibility:

Wage subsidy is paid for employers who hire recipients of international protection who:

*are registered as unemployed; and

*obtained an Estonian residence permit on the basis of their status as a recipient of international protection or a certificate of an applicant for international protection allowing them to work in Estonia for the first time in the 12 months preceding their registering as unemployed.

Legal basis:

Regulation No. 222 of the Minister of Health and Labour of 4 December 2014 on the basis of "Provision of labour market services to facilitate employment opportunities".

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)
Target groups: Registered unemployed (Immigrants/ethnic minorities)
Treatment of unemployment spells: Broken
Receipt of benefits: None
Planned duration: Maximum: 12 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: Year started: 2017 Year Ended: Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 52 Minors' employment subsidy
Type of action: 4.1 - Recruitment incentives

Description

Aim:

The purpose of this subsidy is to increase work opportunities for minors and to encourage the development of work habits and experiences among young people.

Beneficiaries:

Not registered minors

Action/Instrument:

The subsidy is paid to the employer if they have paid a total of at least 1,000 euros as gross earnings to employees aged 13–16 years in the previous calendar year. The subsidy amount is calculated as 30% of the gross earning of each 13–16-year-old during the previous calendar year.

Financing/Support:

Central government budget; European Social Fund

Eligibility:

The employer can apply for subsidy for young people (13-16) who during previous year have worked on the basis of an employment contract or any other contract under the law of obligations (e.g. an authorisation agreement or a contract for services).

Legal basis:

Regulation No. 222 of the Minister of Health and Labour of 4 December 2014 on the basis of "Provision of labour market services to facilitate employment opportunities".

Recent changes:

The intervention was implemented as of 1.01.2018. Since the subsidy is paid for the previous calendar year retrospectively to reimburse the expenses that employer made the previous year, then the expenses of the intervention are also accounted for the previous year. Therefore all the approved applications of year 2018 are represented as 2017 entrants and all the expenses for 2018 applicants are represented as 2017 expenses.

The subsidy is paid only during the first quarter of a year, so the expenses and participants reported for year 2017 are final. Next entrants will come during the first quarter of 2019 and these expenses and participants will be reported as 2018 expenses and participants.

Supplementary information

Breakdown of expenditure: Transfers to employers (Lump-sum payments)
Target groups: Not registered (Youth)
Treatment of unemployment spells: Not relevant
Receipt of benefits: None
Planned duration: One-off
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2017 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 17 Working with support person
Type of action: 4.1.1 - Permanent

Description

Aim:

to assist the disabled persons to integrate in the workplace, to provide them help and direction while working, to facilitate the recruitment of disabled people

Beneficiaries:

Registered disabled unemployed persons, disabled jobseekers and disabled employed persons.

Action/Instrument

Working with a support person is provided to disabled unemployed persons who, due to their disability, need help and direction while working.

In order to provide the service of working with a support person to disabled unemployed persons, the Estonian Unemployment Insurance Fund shall enter into a contract under public law with: the support person, or the employer who ensures the provision of the service of working with a support person to a disabled unemployed person.

The service of working with a support person may be provided to a disabled unemployed person for a period of up to one year after the entry into an employment or service relationship between the employer and the disabled unemployed person:

- 1) for up to eight hours per day during the first month;
- 2) for up to four hours per day during the second month, and
- 3) for up to two hours per day during the third to the twelfth month, but not for more than 700 hours per one unemployed person during each year.

The employer or the support person is paid a fee. The fee shall be paid into the bank account of the support person or employer not less frequently than on one occasion during every thirty days.

The hourly rate for the service of working with support person is established by the state budget for every financial year.

From 2010 persons with long-term health problems are also eligible

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

- registered disabled unemployed or disabled jobseekers or disabled employed persons
- registered unemployed, jobseekers or employed persons with long-term health problems
- employer has to offer an open-ended contract or service relationship

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Employment programme 2014-2015

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Employed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits:	None		
Planned duration:	Maximum: 12 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 2006	<i>Year Ended:</i>	Ongoing

Identification

Country Estonia 2017 Category 4 - Employment incentives
Intervention n°/name 20 Adaption of premises and equipments
Type of action: 4.1.1 - Permanent

Description

Aim:
to adapt the working premises to be accessible and fit for use by a disabled person

Beneficiaries:
Registered disabled unemployed, disabled jobseekers and employed disabled

Action/Instrument:
Adaptation of premises and equipments means the rendering of an employer's construction works, facilities, workstations or equipment accessible to and fit for use by a disabled person.

The Estonian Unemployment Insurance Fund shall enter into a contract under public law with the employer whose premises and equipment are to be adjusted. After a disabled person commences employment or service with an employer, the Estonian Unemployment Insurance Fund shall compensate the employer for up to 100 per cent of the cost of the adjustment. If a disabled person is already employed, the Estonian Unemployment Insurance Fund shall compensate the employer for up to 50 per cent of the cost of the adjustment. An employer shall return, in full, the amount of support received in compensation for the adaptation of premises or equipment from the Estonian Unemployment Insurance Fund if the relevant employment or service relationship is terminated on the initiative of the employer earlier than three years after entry into the contract of employment or appointment to the position or after benefitting from the measure, except for reasonable causes.

An unemployed person can not benefit from this measure more frequently than on one occasion within the period of three years.

Financing/Support:
Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:
- For disabled registered unemployed persons or disabled jobseekers or employed disabled
- employer has to offer a contract of employment or service relationship for at least 3 years
- if the person already works by the employer, the contract of employment or service relationship can not be terminated before 3 years

Legal basis:
Labour Market Services and Benefits Act entered into force 1 January 2006
Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Reimbursements)

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Employed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: Year started: 2006 Year Ended: Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

Identification

Country Estonia 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 41 Protected employment

Type of action: 5.1 - Supported employment

Description

Aim:

Protected employment prepares persons to secure employment on the open labour market and provides support to start a job and at the beginning of the work period. As a result of protected employment, person will be able to work on the open labour market either independently or with the help of a support person.

Beneficiaries:

Registered disabled unemployed

Action/Instrument:

The protected employment service is divided into three stages which can last in total for up to two years. Stage 1 includes the working ability assessment of the client, training and practice of working skills, development of working habits and finding suitable jobs which the individual can perform under protected conditions. During Stage 2 a person with decreased working ability works under protected conditions, but they are also provided with advice and support to find a job on the open labour market. During Stage 3 an individual with decreased working ability moves from protected employment to the open labour market and the support of the service provider gradually decreases.

The activities that take place in Stages 1 and 2 correspond to an individual action plan which is prepared for each client and submitted to the Unemployment Insurance Fund by the service provider. The action plan must include specific activities for each day the service is provided.

Stage 1 activities take place on the premises of the service provider or employer. Stage 1 includes:

- the assessment of which jobs a person would like and are able to do;
- the development of working habits, training and practice of working skills and practices;
- the establishment of which jobs a person could perform under protected conditions, finding appropriate jobs or customising workplaces and adjusting work management;
- the provision of advice and support in resolving social and other problems to facilitate employment.

During Stage 1 a person is registered as unemployed and a person is paid grants and commuting and accommodation benefits.

During Stage 2 a person work for a service provider or an employer in a workplace which provides protected employment conditions. Stage 2 includes:

- entering into an employment relationship;
- support and guidance in performing work under protected employment conditions. Where possible, you work every day, but at least 10 days per month;
- the provision of advice and guidance for job seeking, incl. assistance in communicating with employers;
- upon finding a job, the assessment thereof and, if necessary, the provision of advice to the employer and co-workers in communicating with the person and/or customising duties to suit a person needs;
- the provision of advice to the persons friends and family to support the persons employment.

During Stage 2 a persons registration as unemployed is terminated. If necessary, a person can apply for commuting benefits.

During Stage 3 a person has a normal job on the open labour market, receiving gradually decreasing support from the service provider. Stage 3 includes:

- guidance and support in the new workplace as needed, but at least during the first week;
- if necessary, the provision of advice to your employer and co-workers;
- if necessary, the provision of advice to your employer to customise the workplace and/or duties to suit your needs;

Source: Eurostat LMP database. Date of extraction: 23 January 2019

if necessary, the provision of advice to your employer to customise the workplace and/or duties to suit your needs.

Financing/Support:

The labour market service is financed by the European Social Fund of the European Union (85%) and 15% comes from Central government budget.

Eligibility:

The protected employment service is provided to individuals registered as unemployed who:

have been declared permanently incapacitated for work under the State Pension Insurance Act or established as having partial work ability under the Work Ability Allowance Act or a disability under the Social Benefits for Disabled Persons Act; are unable to immediately work on the open labour market due to decreased productivity and the need to receive extensive work and social guidance as a result of their state of health or a disability;

are able to perform work with a specific purpose for around at least 20 hours per week (4-5 hours per day). The person is not required to be able to work 20 hours per week at the beginning of the service. The goal is to be able to do this after a minimum of one year.

regular contact between a person, his or her service provider and employer to prevent any setbacks;

if problems arise, finding solutions together;

the provision of advice to a person's family and friends on how to support your employment when the protected employment service is no longer provided;

if necessary, preparing to work with the support of a support person when the protected employment service is no longer provided.

Legal basis:

Labour Market Services and Benefits Act, Regulation No. 57 of the Minister of Social Protection and the Minister of Health and Labour of 27 March 2015 on the basis of 'Provision of labour market services to the target group of work reforms.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reimbursements), Transfers to service providers

Target groups: Registered unemployed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 24 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2016 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 45 Social tax compensation for a person with decreased working ability

Type of action: 5.1 - Supported employment

Description

Aim:

The purpose of social tax compensation for a person with reduced work ability is to promote hiring people with disabilities.

Beneficiaries:

Employees with reduced work ability.

Action/Instrument:

In order to obtain the social tax incentive, the following conditions must be met:

the employer is a company, non-profit association, foundation or sole proprietor;

the employee is established as having partial or no working ability or at least 40% permanent incapacity for work;

the employee is working for the employer under an employment contract. (The state does not pay social tax for those with decreased working ability who receive remuneration under a contract for services, authorisation agreement or any other contract under the law of obligations.)

Financing/Support:

Central government budget

Eligibility:

Eligible for employees with reduced work ability (who is established as having partial or no working ability or at least 40% permanent incapacity for work)

Legal basis:

Social Tax Act

Regulation No. 113 of the Minister of Finance of 31 December 2003 on the basis of „Procedure for payment of social tax on special cases.

Administrative Procedure Act

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)

Target groups: Employed (Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Unlimited

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2016 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 5 - Supported employment and rehabilitation

Intervention n°/name 38 Work rehabilitation

Type of action: 5.2 - Rehabilitation

Description

Aim:

The aim of this measure is to prepare a disabled person for working life or support a person in starting work or maintaining employment

Beneficiaries:

Registered disabled unemployed, registered disabled jobseekers, employed persons with disabilities, disabled students

Action/Instrument:

Work rehabilitation may be needed to improve mobility skills or speech, to learn to use assistive equipment and to resolve psychological problems. Advice may also be needed to gain motivation and boost self-confidence and to learn to cope with a disability or illness on a daily basis. If necessary, the rehabilitation team can help a person integrate into working life by providing advice to the employer on how to organise work more suitably or adjust the working environment.

Work rehabilitation may include the following activities:

physiotherapy

occupational therapy and counselling

creative art therapy

speech therapy

help of a special needs educator

peer support

provision of psychological advice

provision of nursing advice

provision of social advice

provision of advice from a doctor (incl. a psychiatrist).

Work rehabilitation activities take place individually or in a group depending on the persons needs.

Generally, the service may last for up to one year, with the Unemployment Insurance Fund covering up to 1,800 euros for the person's work rehabilitation.

The rehabilitation service is provided by registered service providers who are licensed by the Social Insurance Board.

Financing/Support:

The labour market service is financed by the European Social Fund of the European Union (85%) and 15% comes from Central government budget.

Eligibility:

The target group of work rehabilitation is individuals of working age (i.e. persons between the age of 16 and retirement age) with decreased working ability who:
have a disability or permanent incapacity for work or partial working ability and
occupy a position (employee, student, entrepreneur or conscript) or
are seeking work (registered as unemployed).

Legal basis:

Labour Market Services and Benefits Act entered into force 1 July 2016 (first mentioned in Labour Market Services and Benefits Act entered into force 1 January 2016) , Social Welfare Act entered into force 1 July 2016

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Reimbursements), Transfers to service providers

Target groups: Registered unemployed (Disabled)
Other registered jobseekers (Disabled)
Not registered (Disabled)
Employed (Disabled)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2016 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 6 - Direct job creation
Intervention n°/name 6 Public work
Type of action: 6 - Direct job creation

Description

Aim:

Helps to retain working customs for unemployed persons

Beneficiaries:

Registered unemployed

Action/Instrument:

Public work is paid work which does not require professional, special or occupational preparation. An unemployed person is sent for public work with his or her consent for the period of up to ten working days but not for more than fifty hours a month. The Estonian Unemployment Insurance Fund shall enter into a contract under public law with a local government unit, non-profit association or foundation in order to arrange for public work. In the contract it is specified what kind of work unemployed persons has to do, where they have to work, how many unemployed persons can participate on this specific job, working time and also size of the wage paid to the participating unemployed persons. The minimum hourly wage payable for public work is the minimum hourly wage established by government regulation. An unemployed person engaged in public work is remunerated by the organiser of public work.

While participating in community placement programme registration as unemployed is continuing.

Financing/Support:

Measure is financed by local government or public institution administrated by government office which organise the public work together with Unemployment Insurance Fund.

Eligibility:

Registered unemployed

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Continuous/Continuous
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Typical: 2 Months
Responsible institution(s): Local government, Public employment services
Area of application: National
Implementation: *Year started:* 1996 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 6 - Direct job creation
Intervention n°/name 26 Volunteering
Type of action: 6 - Direct job creation

Description

Aim:
to retain the working habits and working motivation during job search period, to offer possibilities for self-actualisation for the unemployed

Beneficiaries:
Registered unemployed

Action/Instrument:
The registered unemployed have a possibility to work as a volunteer. Voluntary work is organized in cooperation with or by non-profit organizations, local governments, enterprises, etc. The unemployed are also encouraged to participate in the Day of Civil Actions (yearly 'Teeme ära' action). The unemployed may also be involved in training other unemployed.

In case distance between person's residence and workplace is at least 500 meters he/she has right to receive travel cost compensation.

Redundant employees who are registered as jobseekers are also eligible from 2011.

Financing/Support:
Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:
- registered unemployed

Legal basis:
Employment programme 2012-2013

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reimbursements)

Target groups: Registered unemployed (All, LTU)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 3 Months

Responsible institution(s): Local government, Public employment services

Area of application: National

Implementation: *Year started:* 2010 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 7 - Start-up incentives
Intervention n°/name 4 Business start-up subsidy
Type of action: 7 - Start-up incentives

Description

Aim:

Support business start-ups and creation of additional workplaces

Beneficiaries:

Registered unemployed

Action/Instrument:

Unemployed starting their own business are eligible for subsidy for investments in the newly created company. Subsidy is paid as lump-sum and use of subsidy is inspected twice during 12 months - first time 6 months and second time 12 months after subsidy is paid out. The recipient of business start-up subsidy must use it for the intended purpose in adherence to the submitted business plan.

The recipient of business start-up subsidy shall return the aid in full if (1) the economic activity prescribed by the business plan has not commenced within six months, unless the person has good reason for not starting the economic activity; 2) the economic activity prescribed by the business plan stops before one year, unless the economic activity stops for a good reason.

The upper limit for business start-up subsidy is established by the state budget for each budget year.

Mentoring, compensation of training and counselling expenses are an ad hoc services offered to beneficiaries of business start-up subsidy.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Eligible persons

- are registered unemployed
- have attained at least 18 years of age, and
- have completed business training, or have vocational or higher education in economics or experience in business.

Legal basis:

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments)
Target groups: Registered unemployed (All)
Treatment of unemployment spells: Broken
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Typical: 12 Months, Maximum: 12 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: Year started: 1995 Year Ended: Ongoing

Identification

Country Estonia 2017 Category 7 - Start-up incentives
Intervention n°/name 32 Compensation of training expenses for start-ups
Type of action: 7 - Start-up incentives

Description

Aim:

To support the implementation of the business plan and sustainability of the start-up by compensating training expenses.

Beneficiaries:

Business start-up subsidy recipients.

Action/Instrument:

Expenses for training which is related to the start-up's field of activity are (partly) compensated to the business start-up subsidy recipient. Compensation is available during two year period since the business start-up subsidy is paid out.

Finanacina/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Business start-up subsidy recipients who received their subsidy less than two years ago.

Legal basis:

Employment programme 2012-2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments)
Target groups: Employed (All)
Treatment of unemployment spells: Not relevant
Receipt of benefits: Cash benefits (Source: Current intervention)
Planned duration: Maximum: 2 Years
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2008 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 7 - Start-up incentives
Intervention n°/name 33 Compensation of counselling expenses for start-ups
Type of action: 7 - Start-up incentives

Description

Aim:
To support the implementation of the business plan and sustainability of the start-up by compensating counselling expenses.

Beneficiaries:
Business start-up subsidy recipients.

Action/Instrument:
Expenses for individual counselling that is related to the start-up's field of activity are (partly) compensated to the business start-up subsidy recipient. Compensation is available during two year period since the business start-up subsidy is paid out.

Finanacina/Support:
Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:
Business start-up subsidy recipients who received their subsidy less than two years ago.

Legal basis:
Employment programme 2012-2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments)

Target groups: Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 2 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2011 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 7 - Start-up incentives
Intervention n°/name 34 Mentoring for start-ups
Type of action: 7 - Start-up incentives

Description

Aim:

To give knowledge and experience of entrepreneurship to new entrepreneurs in order to support the sustainability and competitiveness of the start-up.

Beneficiaries:

Business start-up subsidy recipients.

Action/Instrument:

Mentoring consists of 6 sessions, each 4-5 hours. During sessions exercises and problems related to entrepreneurship are solved and discussed with the help of a trainer and mentors.

Financing/Support:

Central government budget, social security fund. Starting from 2016 and in connection with work ability reforms this measure is co-financed by the European Social Fund of the European Union.

Eligibility:

Business start-up subsidy recipients who received their subsidy less than two years ago.

Legal basis:

Employment programme 2012-2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers
Target groups: Employed (All)
Treatment of unemployment spells: Not relevant
Receipt of benefits: None
Planned duration: Typical: 4 Months, Maximum: 6 Months
Responsible institution(s): Public employment services
Area of application: National
Implementation: *Year started:* 2009 *Year Ended:* Ongoing

Identification

Country	Estonia	2017	Category	8 - Out-of-work income maintenance and support
Intervention n°/name	7	Unemployment benefits		
Type of action:	8.1.1 - Unemployment insurance 8.1.2 - Unemployment assistance			

Description

Aim:

To provide income support to unemployed people who are actively seeking for work

Beneficiaries:

Registered unemployed who are willing and able to work

Action/Instrument:

Unemployment insurance in Estonia is based on obligatory systems of membership. An unemployment insurance premium is a type of compulsory insurance payment for the purpose of financing unemployment insurance which is paid by insured persons and employers.

Benefit is payable for a period 180 days in case insurance period is up to 5 years, 270 days in case insurance period is from 5 till 10 years and 360 days in case insurance period is over 10 years.

The amount of an insured person's unemployment insurance benefit per calendar day shall be calculated on the basis of the average remuneration of the insured person per calendar day during nine months based on the information in the unemployment insurance database. The average remuneration of the insured person per calendar day shall be calculated on the basis of the payments made to the insured person during the nine months of employment prior to the last three months of employment from which unemployment insurance premiums have been withheld. The amount of unemployment insurance benefit per calendar day shall be 50 per cent of the average remuneration of the insured person for the period of 1 to 100 calendar days and 40 per cent of the average remuneration of the insured person for the period of 101 to 360 calendar days.

The unemployment insurance fund shall pay unemployment insurance benefits to insured persons monthly by the tenth day of the given calendar month for the previous calendar month.

Persons who are unemployed but not covered by the national unemployment insurance scheme or who do not satisfy the conditions for unemployment insurance benefit, are entitled to state unemployment allowance. Size of the allowance is fixed by the Government of Republic and is uniform to all beneficiaries. The allowance is paid up to 270 days. After the end of 270 days, an unemployed person who will attain pensionable age in less than 180 days shall be paid unemployment allowance until the person attains pensionable age. Unemployment allowance shall be paid at least once every thirty days.

Unemployment allowance shall be granted not earlier than as of the eighth day of registration of the person as unemployed.

The unemployed persons who, before their registration as unemployed, were enrolled in daytime or full-time study at an educational institution shall be granted unemployment allowance as of the sixty-first day of the date of submission of the application for unemployment allowance. Unemployed persons who have received unemployment insurance benefit for a period shorter than 270 days shall receive unemployment allowance until the end of the period of 270 days.

Both unemployment insurance benefits system and unemployment allowance are governed by Estonian Unemployment Insurance Fund.

Financing/Support:

Central government budget;

social security fund (paid by employees to insure the risk of unemployment; the social tax on benefit is paid by employer).

Eligibility:

Unemployment insurance:

The beneficiary must be

- registered unemployed
- covered by the national unemployment insurance scheme
- must have insurance period at least 12 months during the 36 months prior to registration as unemployed. One month of insurance period is calculated in case person had paid insurance premium for one calendar month, regardless of the number of days worked during the calendar month. Every twelve months towards an insurance period shall be calculated as one

Source: Eurostat LMP database. Date of extraction: 23 January 2019

year towards the insurance period.

- appear to the appointment with job mediation consultant at an appointed time and comply with the terms and conditions, and perform the activities agreed upon in the Individual Action Plan and accept a suitable job mediated by PES

Benefit is not paid for people who leave employment

- on initiative of the employee (except in case employer violate conditions of the employment contract)

- by agreement of the parties

- due to a breach of the employment or service, loss of confidence, an indecent act or act of corruption.

Benefit is suspended if the beneficiary refuses to accept a suitable job opportunity proposed by the employment office or refuses to accept training provided by employment office

State unemployment allowance:

Registered unemployed who:

- have worked or have been engaged with activities equal with working at least 180 days during the 12 months preceding registration for employment

- whose income is less than the 31-fold daily unemployment allowance rate (the grants, transport and accommodation benefits and remuneration for public work received from PES, and social benefits are not counted as income)

- do not satisfy the conditions for entitlement to receive unemployment insurance benefit

- appear to the appointment with job mediation consultant at an appointed time and comply with the terms and conditions, and perform the activities agreed upon in the Individual Action Plan

Legal basis:

Unemployed Insurance Act (RT I 2001, 59, 359), entered into force 1 January 2002

Labour Market Services and Benefits Act entered into force 1 January 2006

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 270 Days, Maximum: 449 Days

Responsible institution(s): Social security funds, Public employment services

Area of application: National

Implementation: *Year started:* 1991 *Year Ended:* Ongoing

Identification

Country Estonia 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 30 Insurance benefit upon redundancies

Type of action: 8.4 - Redundancy compensation

Description

Aim:

To provide support to employees in case of redundancy

Beneficiaries:

Employees and civil servants who are made redundant

Action/Instrument:

A redundancy benefit is paid to employees or civil servants who are made redundant. The benefit is also paid when someone leaves on their own accord because the employer can not provide sufficient work or pay.

The benefit is paid only to those whose employment relationship with an employer or to an official whose employment in the service has lasted for at least five years.

The amount of the redundancy benefit depends on the number of years of employment or service, and on the previous wages for which contributions are paid (assessed by the data available in the unemployment insurance database). If the person concerned has worked with the employer for more than five, but less than ten years, the redundancy benefit amounts to one average monthly wage. If that period is longer than ten years, the benefit is two average monthly wages.

The amount of the benefit shall be calculated, based on the data in the unemployment insurance database, from the employee's or public servant's average salary or wages for one calendar day during a period of nine months. The employee's or public servant's average salary or wages for one calendar day shall be calculated by dividing the total amount of remuneration paid by the employer during the nine months preceding the final three months of work to such employee or public servant by the factor 270.

In order to apply for a benefit upon collective termination of employment contracts, an employer shall submit an application to the unemployment insurance fund. The unemployment insurance fund shall review the application of an employer and make a decision to grant the benefit within fourteen calendar days after the receipt of the application. The benefit shall be paid not later than on the fifth calendar day after the date of making the decision to the bank account of the employee or public servant.

Financing/Support:

Ear-marked taxes (paid by employers to insure the risks of employer).

Eligibility:

Employees and civil servants

- who are made redundant

- whose employment or service relationship has lasted for at least five years

Legal basis:

Unemployment Insurance Act (RT I 2001, 59, 359), entered into force 1 January 2002

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments, Reduced social contributions)

Target groups: Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	One-off		
Responsible institution(s):	Social security funds		
Area of application:	National		
Implementation:	<i>Year started:</i>	2009	<i>Year Ended:</i> Ongoing

Identification

Country Estonia 2017 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 10 Benefits upon insolvency of employer

Type of action: 8.5 - Bankruptcy compensation

Description

Aim:

To cover wages not received due to insolvency of employer to employee

Beneficiaries:

Employees of insolvent employer

Action/Instrument:

Upon insolvency of an employer, the following shall be compensated to an employee:

- 1) unreceived salary from the period before the declaration of the employer as insolvent (in the amount equal to up to the employee's gross wages for the last three months of work but not exceeding in total the amount equal to three average gross monthly wages in Estonia);
- 2) unreceived holiday pay from the period before the declaration of the employer as insolvent (in an amount to the extent of the employee's one gross monthly wage but not exceeding the amount equal to one average gross monthly wage in Estonia);
- 3) benefits from the period before or after the declaration of the employer as insolvent which were not received at the time of cancellation of the employment contract but which were prescribed by the Employment Contracts Act (in the amount equal to up to the employee's two gross monthly wages but in total not exceeding the amount equal to one average gross monthly wage in Estonia).

For application of benefit upon insolvency of an employer, the trustee in bankruptcy or an interim trustee shall submit a standard format application to the unemployment insurance fund together with the documents certifying the employer's insolvency. Upon grant of a benefit, the unemployment insurance fund shall pay the benefit to the bank account of the employee not later than on the fifth day after the grant of the benefit.

Finanacina/Support:

Social security funds (paid by employers to insure the risks of employer).

Eligibility:

Employees of employer about whom there is announced bankruptcy.

Legal basis:

Unemployment Insurance Act (RT I 2001, 59, 359), entered into force 1 January 2002

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Lump-sum payments, Reduced social contributions)

Target groups: Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 2003 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 23 January 2019

D - Reference data

R.1 Registered jobseekers (total)

14 Total registered jobseekers

Registered unemployed and other registered jobseekers.

12 Registered unemployed

Overview:

Registered unemployed person is fully or partly capable for work at age 16 till pension age, is without job, ready to enter employment immediately and seeks for job actively. Registered person is considered to seek for a job in case he/she contacts the job mediation consultant at least once during 30 days and is ready to enter employment immediately or is ready to participate in labour market training. Registered unemployed have right to all active labour market measures.

Minimum age to be registered unemployed: 16

- a person can not be registered unemployed if he/she is a student enrolled in daytime study or full-time study
- No specific restrictions for school-leavers/first-time jobseekers.

Maximum age to be registered unemployed: 60/63

- Maximum age to be RU is the standard retirement age (63; for women born between 1947 and 1952 the retirement age is between 60 and 62,5 years dependent of the year of birth).
- UBR aged over 50 have to follow the same obligations generally applying to seek work
- a person is not registered as unemployed if an early-retirement pension has been granted to him or her

Registered unemployed are allowed to work? NO

A person shall not be registered as unemployed if the person:

- is working based on a contract of employment, contract for services, authorisation agreement or contract under the law of obligations for provision of other services, or is in public service;
- is a member of the management or supervisory body of a legal entity and receives remuneration for such work, unless the person is a member of the management or supervisory body of a foundation, non-profit association or non-profit cooperative and receives remuneration for such work in the amount forming less than half of the official minimum wage;
- is registered as a sole proprietor.

RU have to be immediately available for work? YES

Restrictions on the type of work sought (full/part-time, permanent/temporary, etc.)? NO

RU and UBR - Are all UBR counted as RU? YES

- It is obligatory to register as unemployed in order to claim UB.

RU and UBR - Do all RU receive benefits? NO

Treatment of periods of activation during unemployment. Is the unemployment spell:

Continuous:

- Participants continue to be counted as RU.

13 Other registered jobseekers

Registered job-seeker is a person who seeks job and is registered by the Estonian Unemployment Insurance Fund but for whom some conditions necessary to register as unemployed is not fulfilled (e.g. age, person is working or is not ready to enter employment immediately etc.) or who does not want to be registered as unemployed person. A person shall not be registered as a job-seeker if he or she is less than thirteen years of age. Registered job-seekers have right to receive information and job mediation services and career counselling.

Persons registered as job-seekers have to visit the Estonian Unemployment Insurance Fund at least once during 30 days.

Registration as a job-seeker terminates if ninety days have passed from the last time that the job-seeker visited the Estonian Unemployment Insurance Fund.

Registered unemployed

Abbreviations

Abbreviation, Description