



EU Posted Worker Directive

A new EU Posted Worker Directive came into effect on **30th July 2020**. All EU countries had until that date to transpose this directive in their national law. Here is a brief overview of the Posted Workers Notification in Estonia.

Important points to remember :

1. New Changes & Requirements
2. Long-term posting
3. Registration of the posted workers

1

Long-term posting

The draft would make changes to the requirements concerning work conditions that have to be ensured for a posted worker during their stay in Estonia. In accordance with the amendment, remuneration for work, not just the minimum pay rate of €584 a month, must be paid to a posted worker. **In addition, the worker must be compensated for the costs related to the posting.**

2

No minimum wage

Furthermore, rules for long-term posting will be introduced according to which the entire Estonian labor law has to be applied to a posted worker after they have worked in Estonia for 12 or 18 months.

Under currently valid regulations, only requirements concerning minimum work conditions, such as minimum wage, work time and rest time, apply to posted workers, without any limitation on the length of the period during which they are applied. The draft legislation will specify that a temporary agency worker re-posted by a user undertaking when providing a service is also a posted worker

3

Registration of the posted workers

The employer is obligated to register its workers posted to Estonia in the Labour Inspectorate of Estonia electronically by sending the e-mail to the address: posting@ti.ee with the required details before the posted employee commences work in Estonia.

The Labour Inspectorate has the authority to request such documents for up to 7 years after the conclusion of the worker's posting period. Upon the Labour Inspectorate's request, the employer of a posted worker is required to provide the Labour Inspectorate any documents necessary for state or administrative supervision. **If the employer fails to present the data or documents requested with regard to workers posted to Estonia, the Labour Inspectorate is authorised to issue a relevant precept and, in case of non-compliance with the precept, impose a penalty payment.** The maximum amount of the penalty payment is 9,600 euros.

Source: <https://www.ti.ee/et/registration-posted-workers>

For more information, please contact us

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