Estonia

Policies as of **1 July 2023**. Updated via a country survey and desk review.

Currency: euro (€; EUR)

Profile structure

The profiles are organized in **six branches**:

- Old age, disability and survivors
- Health and long-term care benefits
- Sickness and maternity
- Accidents at work and occupational diseases
- Unemployment
- Family and household benefits

Each branch includes the **following categories**:

- Branch overview
- Regulatory framework
- Coverage
- Source of funds
- Benefit details
- Administrative organization

Old age, disability and survivors

Branch overview

Type of programme	Programme name	Additional information
Universal system		
Social assistance	National pension, Work ability allowance	
Social insurance	State pension	
Individual account	Funded pension	Mandatory for persons born after 1 January 1983; however, since 2021 participants may choose to suspend their accounts (contributions cease but accumulated savings remain invested) or withdraw from the programme entirely (the entire account balance is withdrawn and the participant pays a 20% income tax on the funds).

Regulatory framework

Year	Law name and number	Amendments
1992	Superannuated Pensions Act	1993-1998, 2000-2002, 2006, 2010, 2013, 2016, and 2018.
1992	Old-Age Pensions under Unfavourable Conditions Act	1993-1998, 2000-2002, 2005, 2010, 2012, and 2016.
1999	Social Benefits for Disabled Persons Act	With annual amendments.
2001 implemented in 2002	State Pension Insurance Act	With periodic amendments.
2004	Funded Pensions Act	2021.
2014 implemented in 2016	Work Ability Allowance Act	With annual amendments.
2016 implemented in 2017	Investment Funds Act	With annual amendments.

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
Universal	Permanent residents of Estonia; noncitizens residing temporarily in Estonia; and legal refugees.			All legal residents are covered.
Social assistance	Permanent residents of Estonia; noncitizens residing temporarily in Estonia; and legal refugees.			All legal residents are covered.
State pension (social insurance)	Permanent residents of Estonia; noncitizens residing temporarily in Estonia; and legal refugees.	No possibility of voluntary coverage.	No exclusions.	All legal residents are covered.
Funded pension (individual account)	Persons born after 31 December 1982, who are covered by social insurance, including self-employed persons.	Persons born after 31 December 1941 and before 1 January 1983.	Persons who choose to suspend their accounts or withdraw from the programme entirely are excluded from rejoining the programme for 10 years.	All legal residents are covered.

Source of funds

Programme name and persons covered [1]	Contributions	Income base	Government contributions
Universal			
All covered persons	None.		Local governments pay the total cost of the funeral grant.
Social assistance			
All covered persons	None.		The government pays the total cost.
State pension (social insurance)			
Employees (+)	**Covered person:** None. **Employer:** 16%.	Monthly gross covered payroll. **Minimum:** €654 a month. **Maximum:** No maximum.	Pays contributions for certain categories of insured persons; contributes as an employer.
Self-employed	16%.	Monthly covered declared earnings. **Minimum:** €654 a month. **Maximum:** No maximum.	Pays contributions for some categories of insured persons.

Source of funds

Programme name and persons covered [1]	Contributions	Income base	Government contributions
Funded pension (individual account)			
Employees (+)	**Covered person:** 2% + an administrative fee. Additional voluntary contributions (to a total of 4% or 6%) are possible. **Employer:** 4%.	Monthly gross covered earnings / payroll. **Minimum:** €654 a month. **Maximum:** No maximum.	Contributes as an employer. Contributes 4% of average monthly income to a parent raising a child up to age three who was born in 2013 or later.
Self-employed	4% + an administrative fee.	Monthly covered declared earnings. **Minimum:** €654 a month.	None.

[1] Employees (+) refers to all persons who are covered who are **not self-employed** (employees, pensioners, and other protected groups where applicable, such as students, unemployed persons, etc.)

Old-age benefits

Old-age pension - State pension (social insurance)

Qualifying conditions		
Age requirements	64 and six months.	Legislated increases: Gradually rising by three months a year until reaching age 65 in 2026. From 2027, the standard retirement age will be adjusted according to increases in life expectancy.
Minimum qualifying period	At least 15 years of service.	Legislated increases:
Employment conditions	Employment may continue.	
Credited or purchasable periods	Contributions may be credited to one of the parents for periods raising a child born before 1991.	
Reduced requirements for childrearing periods	Old-age pension under favourable conditions (soodustingimustel vanaduspension): The standard retirement age is reduced by up to five years for mothers who have raised three or more children for at least eight years or who have raised a child younger than age 18 with a disability for at least eight years.	
Reduced requirements for persons in hazardous work, persons with disabilities, specific occupations, etc.	Old-age pension under favourable conditions (soodustingimustel vanaduspension): The standard retirement age is reduced by up to 10 years before the standard retirement age with at least 20 years of service (including at least 10 years of work in especially hazardous occupations), and up to five years before the standard retirement age with at least 25 years of service (including at least 12 years and six months in especially hazardous occupations) or if the insured was involved in the Chernobyl disaster clean-up.	
Payment of benefit abroad	Benefits are payable abroad, including in countries without a reciprocal agreement.	
Benefit details		

Amount	The monthly pension consists of a basic flat-rate component, a length-of-service component, an insurance component, and a joint component. Basic flat-rate component: €317.9193. Length-of-service component: The insured's years of service up to 31 December 1998, multiplied by the value of a year of pensionable service. Insurance component: The insured's accumulated annual pension coefficients earned since 1 January 1999, multiplied by the value of a year of pensionable service. An annual pension coefficient is calculated by dividing the insured's contributions for a calendar year by the national average contribution amount for that year. The value of a year of pensionable service is €8,684. Joint component: 50% of the insurance component and 50% of the solidarity component. The solidary component is 1.0 (0.8 if the insured participates in the individual account programme) with contributions for a calendar year equal to at least 12 times the legal monthly minimum wage (see Annex); the solidarity component is reduced proportionally with annual contributions less than the legal monthly minimum wage.
Minimum benefit	The monthly national pension rate (see Annex).
Reference earnings for benefit calculation	The insured's annual contribution for every year since 1 January 1999 (see amount).
Benefit adjustments	Legally mandated. Adjusted annually in April according to changes in the consumer price index and the annual increase in social tax contributions.

Early pension

Name	Qualifying conditions	Amount
(A) Early old-age pension (Ennetähtaegne vanaduspension). Note: The early old-age pension is gradually being phased out and will be fully replaced by the flexible pension starting in 2026. Until 2026, insured persons who qualify for both benefits can choose between them. (B) Flexible pension (Paindlik vanaduspension).	**Age:** (A) 61 and six months. (B) 59 and six months. **Legislated increases:** (A) Gradually rising by three months a year until reaching age 62 in 2026. (B) Gradually rising by three months a year until reaching age 60 in 2026. From 2027, the flexible retirement age will be adjusted according to increases in life expectancy. **Other qualifying conditions:** (A) At least 18 years of service (gradually rising to 20 years in 2025) and not employed. (B) At least 20 years of service if claiming the pension one year before reaching the standard retirement age; 25 years if claiming two years before reaching the standard retirement age; 30 years if claiming three years before reaching the standard retirement age; 35 years if claiming four years before reaching the standard retirement age; or 40 years if claiming five years before reaching the standard retirement age. **Employment conditions:** (A) The pension is suspended if the insured returns to work before reaching the standard retirement age. (B) Work may continue.	(A) The pension is reduced by 0.4% for each month it is claimed before the standard retirement age. (B) The pension is actuarially reduced based on the insured's age when the pension is awarded, life expectancy of the insured's cohort, and the interest rate of European Central Bank bonds.

Deferred retirement

Name	Qualifying conditions	Amount
Deferred old-age pension. Note: The deferred old-age pension is gradually being phased out and replaced by the flexible old-age pension.	The pension may be deferred if the insured reached the standard retirement age before 2021. There is no age limit.	The pension is increased by 0.9% for each month of deferral after the standard retirement age.
Flexible old-age pension	The pension may be deferred. There is no age limit.	The pension is actuarially increased based on the insured's age when the pension is awarded, life expectancy of the insured's cohort, and the interest rate of European Central Bank bonds.
Benefit supplements or sub-benefits		
Name	**Qualifying conditions**	**Amount**
Pension supplement for raising children	A supplement may be paid under certain conditions to a parent, a parent's spouse or registered partner, a guardian, or a family caregiver who has raised a child aged eight to 18 for at least eight years.	A supplement is paid based on the child's date of birth.

Old-age pension - Funded pension (individual account)

Qualifying conditions		
Age requirements	59 and six months.	Legislated increases: Gradually rising by three months a year until reaching age 60 in 2026.
Minimum qualifying period	No minimum qualifying period.	Legislated increases:
Employment conditions	Employment may continue.	
Credited or purchasable periods	Contributions are not credited.	
Payment of benefit abroad	Benefits are payable abroad, including in countries without a reciprocal agreement.	
Benefit details		
Benefit calculation rules	Defined-contribution (DC) benefit	
Amount	The value of the benefit varies according to the insured's total contributions plus accrued interest. At retirement, the insured may purchase a life annuity, make programmed withdrawals, receive a lump sum, or a combination of these payment options.	
Deferred retirement		
Name	**Qualifying conditions**	**Amount**
Deferred pension	The pension may be deferred.	A deferred pension is paid.

National old-age pension - Social assistance

Qualifying conditions		
Age requirements	64 and six months.	Legislated increases: Gradually rising by three months a year until reaching age 65 in 2026. From 2027, the standard retirement age will be adjusted according to increases in life expectancy.
Other qualifying conditions	Must have at least five years of residence immediately before applying for a pension.	

Means test	Benefit test (as a proxy for need)	Must not qualify for a social insurance old-age pension and not be receiving a pension from any other country.
Employment conditions	Employment may continue (no work or earnings limits).	
Payment of benefit abroad	Paid only under reciprocal agreement (and for EU and EEA residents).	
Benefit details		
Benefit calculation rules	Flat-rate amount	
Amount	The monthly national pension rate is paid (see Annex).	
Benefit adjustments	Legally mandated. Adjusted annually by the Estonian parliament.	

Disability benefits

Work ability allowance - Social assistance

Qualifying conditions		
Qualifying conditions	Must be aged 16 to the standard retirement age and be assessed with no work ability. The Unemployment Insurance Fund assesses the work ability.	
Means test	Income test	Monthly income in the previous month must not exceed €2,790. Additional benefit test: Must not be receiving a pension or certain other benefits.
Employment conditions	Employment must cease.	
Payment of benefit abroad	Paid only under reciprocal agreement (and for EU and EEA residents).	
Details on credited or purchasable periods	Contributions are not credited.	
Benefit details		
Benefit calculation rules	Progressive amount (income-related)	
Amount	€18.60 (the daily work ability allowance) multiplied by the number of calendar days in the month. The monthly allowance is reduced by €1 for every €2 of gross monthly earnings exceeding 90 times the daily work ability allowance.	
Benefit adjustments	Legally mandated. Adjusted annually in April according to changes in the consumer price index and the annual increase in social tax contributions.	
Benefit duration	Up to the standard retirement age.	
Waiting period	No waiting period applies.	

Reduced benefit for a partial disability

Name	Qualifying conditions	Amount
Partial work ability allowance	Must be aged 16 to the standard retirement age, be assessed with a partial work ability, not be receiving a pension or certain other benefits, and be working, seeking work, studying, raising a child younger than age 3, caring for a family member with a severe disability, receiving certain support for artistic work, receiving certain types of institutional care, or participating in compulsory military service.	The monthly partial work ability allowance is €10.602 (57% of the daily work ability allowance) multiplied by the number of calendar days in the month. The monthly allowance is reduced by €1 for every €2 of monthly earnings exceeding 90 times the daily work ability allowance. Income test: Monthly income in the previous month must not exceed €2,310.12.

Disability social benefit - Universal	
Qualifying conditions	
Qualifying conditions	Paid to persons assessed with a moderate, severe, or profound disability that results in additional expenses. Eligible persons include children with disabilities younger than age 16, parents with disabilities raising a child younger than age 16 (age 19 if a student), persons with disabilities of working age (age 16 to the standard retirement age), and persons with disabilities who have reached the standard retirement age.
Payment of benefit abroad	The benefit is not payable abroad.
Details on credited or purchasable periods	Contributions are not credited.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	The monthly benefit has several components. Disabled child allowance (puudega lapse toetus): 540% (for a moderate disability), 630% (for a severe disability) or 945% (for a profound disability) of the social benefit rate (see Annex) is paid. Disabled person of working age allowance (puudega tööealise inimese toetus): At least 65% (for a moderate disability) up to 210% (for a profound disability) of the social benefit rate (see Annex) is paid. Disabled parent's allowance (puudega vanema toetus): 75% of the social benefit rate (see Annex) is paid. Disabled pensioner's allowance: 50% (for a moderate disability), 105% (for a severe disability), or 160% (for a profound disability) of the social benefit rate (see Annex) is paid.
Benefit duration	As long as conditions are fulfilled. Age restrictions apply (see qualifying conditions).
Waiting period	No waiting period applies.

Survivor benefits

Survivor pension - State pension (social insurance)	
Qualifying conditions	
Qualifying conditions	The deceased had at least 15 years of service if he or she had reached the standard retirement age; had one to 14 years of service, according to the deceased's age, if aged 25 to the standard retirement age; or was incapable of gainful activity if younger than age 25. There is no minimum qualifying period if the death was the result of a work injury or occupational disease.
Eligible survivors	An eligible spouse must meet one of the following conditions: be at least 12 weeks pregnant at the time of death; be nonworking and raising the deceased's child younger than age 3; be permanently disabled and married to the deceased for at least a year; be divorced and permanently incapable of work before the divorce, or if the incapacity began in the year immediately after the divorce, married to the deceased for at least 25 years and reached the standard retirement age within three years after the divorce; or have reached the standard retirement age. Other eligible survivors include children, stepchildren, siblings, and grandchildren younger than age 18 (age 24 if a full-time student; no limit if disabled); parents or stepparents of pensionable age or with a disability; or a non-employed guardian raising the deceased's children.
Payment of benefit abroad	Paid only under reciprocal agreement (and for EU and EEA residents).
Remarriage conditions	The widower(er)'s pension ceases 12 months after remarriage. Remarriage settlement: No remarriage settlement is paid.
Benefit details	
Benefit calculation rules	See the calculation of pensions under the earlier branch(es).
Amount	50% of the reference pension (for one survivor), 80% (for two), and 100% (for

	three or more). The reference pension is the old-age pension the deceased received or was entitled to receive or an old-age pension based on 30 years of coverage, whichever is greater. The pension is split equally among all eligible survivors. Full orphans receive the survivor pension for both parents.
Benefit adjustments	Legally mandated. Adjusted annually in April according to changes in the consumer price index and the annual increase in social tax contributions.
Benefit duration	As long as conditions are fulfilled. Age restrictions apply (see qualifying conditions).

Survivor benefit - Funded pension (individual account)

Qualifying conditions	
Qualifying conditions	No minimum qualifying period.
Eligible survivors	Survivors named by the deceased; to the deceased's spouse and children if there are no named survivors.
Remarriage conditions	The widow(er)'s pension continues upon remarriage.
Benefit details	
Benefit calculation rules	Defined-contribution (DC) benefit
Amount	If the insured dies before retirement, designated survivors receive the accumulated value of the individual account. If the insured dies after retirement, designated survivors may receive a periodic benefit.
Benefit duration	5 years (for the periodic benefit).

National survivor pension - Social assistance

Qualifying conditions		
Qualifying conditions	Paid when the family breadwinner dies and he or she was not receiving or entitled to receive a social insurance pension. The deceased must have resided in Estonia for at least one year at the date of death.	
Eligible survivors	An eligible spouse must meet one of the following conditions: be at least 12 weeks pregnant at the time of death of the insured; be without work and raising the deceased's child younger than age 3; be permanently disabled and have been married to the deceased for at least a year; have been permanently incapable of work prior to divorce from the deceased or, if the incapacity began in the year immediately after the divorce, have been married to the deceased for at least 25 years and reach the standard retirement age within three years after divorce; or have reached the standard retirement age. Other eligible survivors include children, stepchildren, siblings, and grandchildren younger than age 18 (age 24 if a full-time student; no limit if disabled); parents or stepparents of pensionable age or with a disability; or a non-employed guardian raising the deceased's children.	
Means test	Benefit test (as a proxy for need)	The survivor must not receive any pension.
Benefit details		
Benefit calculation rules	Flat-rate amount	
Amount	50% of the monthly national pension rate for one survivor (see Annex); 80% for two; 100% for three or more; 100% to a widow(er) of a veteran of the Estonian War of Independence. The pension is split equally among all eligible survivors.	
Benefit adjustments	Legally mandated. Adjusted annually by the Estonian parliament.	
Benefit duration	As long as conditions are fulfilled. Age restrictions apply (see qualifying conditions).	

Funeral grant - Universal

Qualifying conditions	
Qualifying conditions	No minimum qualifying period.

Eligible survivors	Paid to the person who paid for the funeral.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	A lump sum established by each municipality.
Benefit adjustments	Ad hoc adjustments.

Administrative organization

Organization	Role in relation to programme	Related programmes	Additional information
Ministry of Social Affairs	General supervision and regulation.	Universal, Social assistance, State pension (social insurance)	
Social Insurance Board	Programme administration and delivery. Note: Is responsible for overall planning and coordination.	Universal, Social assistance, State pension (social insurance)	
Estonian Unemployment Insurance Fund	Programme administration and delivery. Note: Administers the work ability allowance.	Universal, Social assistance, State pension (social insurance)	Under the supervision of the Ministry of Social Affairs.
Tax and Customs Office	Collection of contributions.	Universal, Social assistance, State pension (social insurance)	
Local governments	Payment/delivery of benefits. Note: Pay the funeral grant.	Universal	
Ministry of Finance	General supervision and regulation. Note: Supervises the Financial Supervisory Authority and the Registrar of the Estonian Central Register of Securities.	Funded pension (individual account)	
Financial Supervisory Authority	General supervision and regulation. Note: Supervises financial services providers, including pension management companies and life insurance companies.	Funded pension (individual account)	
Estonian Central Register of Securities	Note: Sets up a mandatory individual pension account for each insured person.	Funded pension (individual account)	

Health and long-term care benefits

Branch overview

Type of programme	Programme name
Social insurance	Health insurance

Regulatory framework

Year	Law name and number	Amendments
2000 implemented in 2002	Estonian Health Insurance Fund Act of 14 June 2000	Last amended in 2019.
2001 implemented in 2002	Health Services Organization Act of 9 May	Last amended in 2019.
2002	Health Insurance Act of 16 June	Last amended in 2023.

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
Health insurance	Persons with an employment or service contract; self-employed persons; public-sector workers; military personnel; persons receiving certain benefits; caregivers; persons younger than age 19; and students.	Persons who were previously insured for at least 12 months in the last two years, for persons receiving a pension from another country, and for crew members.	No exclusions.	All legal residents are covered.

Source of funds

Programme name	Persons covered	Notes
Health insurance	Employees (+)	Financing is reported under "Sickness and maternity" (see "Social insurance"). Voluntarily insured persons contribute €219.10 a month.

Health benefits

Health care benefits - Health insurance	
Qualifying conditions	
Qualifying conditions	Must be a current member of the Health Insurance Fund. Must have at least 14 days of employment for workers with an employment or service contract exceeding one month, self-employed persons, civil servants, and for persons with other types of contracts for whom the minimum social tax rate has been paid. There is no minimum qualifying period for persons for whom the government pays the total contribution (see source of funds under Old age, disability and survivors) nor for accidents at work and occupational diseases.
Eligible dependents	All individuals are covered in their own right.
Benefit details	

Services covered	Pharmaceutical products must be approved by the Ministry of Social Affairs, based on the diagnosis and according to a schedule in law. The insured receives temporary prosthesis after amputation and certain other appliances. Pensioners receive cash benefits for dental prostheses every three years. The Health Insurance Fund may authorize planned medical treatment abroad in special cases.
Approved service providers and service conditions	National and local health care institutions provide medical benefits.
Cost sharing	The insured pays €2.50 for each prescription and 0%, 10%, 25% or 50% of the remaining cost for certain prescribed medicine according to a schedule in the law. If the price of a product exceeds the reference price (or price agreement), the insured pays the difference. If annual costs of approved medicines exceed €300, 90% of the cost above €300 is reimbursed; if annual prescription costs are from €100 to €300, 50% of the cost above €100 is reimbursed. No or lower (10%) co-payments for medicines children and pensioners. No co-payment is required for certain specialized outpatient care, such as for pregnancy or for a child younger than age 2.
Benefit duration	The duration of the benefits is unlimited as long as the insured is covered; after coverage ceases, the insured continues to qualify for new benefits for up to two months.
Services covered for dependents	Medical benefits for dependents are the same as those for the insured. Children younger than age 19 receive free dental care.

Administrative organization

Organization	Role in relation to programme	Related programme(s)
Ministry of Social Affairs	General supervision and regulation. Note: Is responsible for general management, supervision, and planning.	Health insurance
Health Insurance Fund	Programme administration. Note: Coordinates health insurance and administers benefits.	Health insurance
Doctors, polyclinics, and hospitals	Payment/delivery of benefits.	Health insurance
Tax and Customs Office	Collection of contributions.	Health insurance

Sickness and maternity

Branch overview

Type of programme
Social insurance

Note: In April 2022, a new universal programme for maternity, paternity, and parental benefits was implemented. Benefits are reported under Family and household benefits.

Regulatory framework

Year	Law name and number
2002	Health Insurance Act

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
Social insurance	Employees and self-employed persons, pensioners, and persons receiving the child care allowance (see Family and household benefits).	No possibility of voluntary coverage.	No exclusions.	All legal residents are covered.

Source of funds

Programme name and persons covered [1]	Contributions	Income base	Government contributions	Additional information
Social insurance				
Employees (+)	**Covered person:** None. **Employer:** 13%.	Monthly covered payroll. **Minimum:** €654 a month. **Maximum:** No maximum.	Pays contributions for some categories of insured persons; contributes as an employer.	Contributions also finance medical benefits.
Self-employed	13%.	Monthly covered declared earnings. **Minimum:** €647.46 quarterly. **Maximum:** No maximum.	Pays contributions for certain categories of insured persons.	Contributions also finance medical benefits.

[1] Employees (+) refers to all persons who are covered who are **not self-employed** (employees, pensioners, and other protected groups where applicable, such as students, unemployed persons, etc.)

Sickness benefits

Sickness benefit - Social insurance

Qualifying conditions	
Qualifying conditions	Must be a current member of the Health Insurance Fund, regardless of the length of service. A doctor must certify the incapacity for work.
Benefit details	
Benefit calculation rules	Wage replacement
Amount	70% of the daily reference earnings (from the ninth day of sickness for temporary sick leave from employment, hospitalization, outpatient treatment, or periods of quarantine); 80% (for caring for a sick family member at home or a child with a disability who is younger than age 16); and 100% (from the day after the disability began until recovery or certification of permanent disability for an occupational disease or a work injury).
Reference earnings for benefit calculation	The daily reference earnings are the insured's average gross daily wage in the previous calendar year.
Minimum reference earnings	The legal monthly minimum wage (see Annex), divided by 30.
Maximum reference earnings	No maximum.
Benefit duration	Up to 182 calendar days for each period of sickness; up to 240 calendar days for tuberculosis.
Waiting period	An eight-day waiting period. The employer pays 70% of the insured's average wages in the last six months from the fourth day to the eighth day of incapacity.
Additional information	Benefits also include wage compensation for a temporary transfer to another job as a result of the incapacity. The benefit is the difference between earnings before and after the job transfer.

Maternity benefits

Shared parental benefit - Universal

See Family and household benefits.

Childbirth or adoption grant - Universal

See Family and household benefits.

Multiple birth allowance - Universal

See Family and household benefits.

Administrative organization

Organization	Role in relation to programme	Related programmes
Ministry of Social Affairs	General supervision and regulation. Note: Is responsible for general management, supervision, and planning.	Social insurance
Health Insurance Fund	Programme administration and delivery. Note: Coordinates health insurance and administers benefits.	Social insurance
Tax and Customs Office	Collection of contributions.	Social insurance

Accidents at work and occupational diseases

Branch overview

Type of programme	Programme name
Employer-liability system	Civil code provisions

Note: There is no specific programme for work injuries and occupational diseases. Cash and medical benefits are provided through the Sickness and maternity and Old age, disability and survivors programmes. That said, some additional benefits are provided by employers under the civil code and are reported below.

Regulatory framework

Year	Law name and number	Amendments
1956	Civil code	
1999	Occupational Health and Safety Act of 16 June	With annual amendments.
2001 implemented in 2002	State Pension Insurance Act	With periodic amendments.
2001	Law of Obligations act	Last amended in 2023.
2002	Health Insurance Act of 16 June	Last amended in 2023.

Coverage

Programme	Mandatory coverage	Citizenship conditions
Civil code provisions (employer liability)	Private sector employees.	All legal residents are covered.

Source of funds

Programme name and persons covered [1]	Contributions	Government contributions
Civil code provisions (employer liability)		
Employees (+)	**Covered person:** None. **Employer:** The total cost.	None.

[1] Employees (+) refers to all persons who are covered who are **not self-employed** (employees, pensioners, and other protected groups where applicable, such as students, unemployed persons, etc.)

Temporary work-injury benefits

Sickness benefit - Social insurance

See Sickness and maternity.

Permanent work-injury benefits

Work ability allowance - Social assistance

See Old age, disability and survivors.

Compensation benefit - Civil code provisions (employer liability)

Qualifying conditions	
Qualifying conditions	Must be assessed with a work injury or occupational disease. The benefit is paid for an assessed loss of earning capacity of at least 10% but less than 40%. The Centre of Occupational Diseases and Health assesses the degree of disability.
Employment conditions	Employment may continue.
Benefit details	
Benefit calculation rules	Wage replacement
Amount	The benefit is the insured's average gross earnings in the 12 months before the work injury occurred or occupational disease began multiplied by the assessed loss of earning capacity minus the amount of any pension paid by the government.
Benefit duration	Until rehabilitation or death.
Waiting period	No waiting period applies.

Medical work-injury benefits

Health care benefits - Health insurance

See under Health and long-term care benefits.

Survivor's work-injury benefits

Survivor pension - State pension (social insurance)

See Old age, disability and survivors.

Administrative organization

Organization	Role in relation to programme	Related programmes
Ministry of Social Affairs	General supervision and regulation. Note: Is responsible for general management, supervision, and planning.	Civil code provisions (employer liability)
Health Insurance Fund	Programme administration. Note: Coordinates health insurance and administers benefits.	Civil code provisions (employer liability)
Doctors, polyclinics, and hospitals	Payment/delivery of benefits. Note: Provide medical benefits.	Civil code provisions (employer liability)
Social Insurance Board	Collection of contributions.	Civil code provisions (employer liability)
Tax and Customs Office	Collection of contributions.	Civil code provisions (employer liability)

Unemployment

Branch overview

Type of programme	Programme name
Social insurance	Unemployment insurance
Social assistance	Unemployment allowance

Regulatory framework

Year	Law name and number	Amendments
2001	Unemployment Insurance Act	Last amended in 2020.
2005	Labour Market Services and Benefits Act	Last amended in 2020.

Coverage

Programme	Mandatory coverage	Voluntary coverage	Exclusions	Citizenship conditions
Unemployment insurance	Permanent residents of Estonia, noncitizens residing in Estonia with a temporary residence permit, and legal refugees.	No possibility of voluntary coverage.	Self-employed persons, and persons who have achieved the standard retirement age.	All legal residents are covered.
Unemployment allowance (social assistance)	Permanent residents of Estonia, noncitizens residing in Estonia with a temporary residence permit, and legal refugees.			All legal residents are covered.

Source of funds

Programme name and persons covered [1]	Contributions	Income base	Government contributions
Unemployment insurance			
Employees (+)	**Covered person:** 1.6%. **Employer:** 0.8%.	Monthly gross earnings / payroll.	None; contributes as an employer.
Unemployment allowance (social assistance)			
All covered persons	None.		The government pays the total cost.

[1] Employees (+) refers to all persons who are covered who are **not self-employed** (employees, pensioners, and other protected groups where applicable, such as students, unemployed persons, etc.)

Unemployment benefits

Unemployment benefit - Unemployment insurance	
Qualifying conditions	
Qualifying conditions	Must be aged 16 to the standard retirement age (except for early pensioners), capable of gainful activity, registered as unemployed with an employment office of the Estonian Unemployment Insurance Fund, and involuntarily unemployed with at least 12 months of insured work in the 36 months before registering as unemployed.

Benefit details		
Benefit calculation rules	Wage replacement	
Amount	60% of reference earnings is paid for the first 100 calendar days; thereafter, 40% of reference earnings.	
Minimum benefit	€10.90 a day.	
Maximum benefit	60 or 40% of three times the average wage per calendar day.	
Reference earnings for benefit calculation	The insured's average earnings in the nine months prior to the three months immediately before unemployment began, divided by 30.	
Minimum reference earnings	The legal daily minimum wage.	
Maximum reference earnings	Three times the national average wage (see Annex).	
Benefit duration	180 calendar days with up to 60 months of coverage; 210 calendar days with 60 to 120 months of coverage; or 300 calendar days with at least 120 months of coverage. Under certain labour market conditions, may be extended if the insured had at least 60 months of coverage.	
Waiting period	A waiting period of seven calendar days.	

Unemployment allowance - Unemployment allowance (social assistance)		
Qualifying conditions		
Qualifying conditions	Must be aged 16 to the normal retirement age (except for early pensioners), capable of gainful activity, registered as unemployed with an employment office of the Estonian Unemployment Insurance Fund, have at least 180 calendar days of employment in the 12 months before registering as unemployed. Employment periods include full-time education, military service, raising a child younger than age 7, treatment in a hospital, caring for a sick person, or periods of disability or detention.	
Means test	Income test	Daily personal income must be less than the value of the daily unemployment allowance.
Benefit details		
Benefit calculation rules	Flat-rate amount	
Amount	€10.55 a day.	
Benefit adjustments	Ad hoc adjustments.	
Benefit duration	Up to 270 calendar days; 210 calendar days for unemployed persons who are dismissed by their employer for a breach of duties, loss of confidence, or indecent act.	
Extension	May be extended up to the normal retirement age (except for early pensioners) if there are less than 180 calendar days until the beneficiary reaches the normal retirement age (except for early pensioners).	
Waiting period	A waiting period of seven calendar days (60 calendar days from the date of registration as unemployed for recently graduated students).	

Administrative organization

Organization	Role in relation to programme	Related programmes	Additional information
Estonian Unemployment Insurance Fund	Payment/delivery of benefits. Note: Also registers the unemployed.	Unemployment insurance, Unemployment allowance (social assistance)	Under the supervision of the Ministry of Social Affairs.
Ministry of Social Affairs	General supervision and regulation. Note: Supervises the Estonian Unemployment Insurance Fund.	Unemployment insurance, Unemployment allowance (social assistance)	
Tax and Customs Office	Collection of contributions.	Unemployment insurance, Unemployment allowance (social assistance)	

Family and household benefits

Branch overview

Type of programme
Universal system
Social assistance

Note: In April 2022, new universal maternity, paternity, and parental benefits were introduced. The benefits replace social insurance maternity and paternity benefits that had previously been reported under Sickness and Maternity.

Regulatory framework

Year	Law name and number	Amendments
2016 implemented in 2017	Family Benefits Act	2017, 2018, 2019, 2020, 2021, 2022, 2023.

Coverage

Programme	Mandatory coverage	Citizenship conditions
Universal	Permanent residents of Estonia and noncitizens temporarily residing in Estonia.	All legal residents are covered.
Social assistance	Permanent residents of Estonia and noncitizens temporarily residing in Estonia.	All legal residents are covered.

Source of funds

Programme name	Persons covered	Notes
Universal	All covered persons	The government pays the total cost.
Social assistance	All covered persons	The government pays the total cost.

Family and household benefits

Child allowance - Universal	
Qualifying conditions	
Qualifying conditions	Paid for each child up to age 19 (or until the end of the academic year if the child reaches age 19 during the academic year).
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	€80 a month is paid for each of the first two eligible children; €100 a month for each subsequent child.
Benefit adjustments	Ad hoc adjustments.
Benefit duration	Age restrictions apply (see qualifying conditions).

Single parent's child allowance - Universal	
Qualifying conditions	
Qualifying conditions	Paid to a child up to age 19 whose father has not been registered on a birth certificate or for whom one parent is declared absent.

Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	€80 a month.
Benefit adjustments	Ad hoc adjustments.
Benefit duration	Age restrictions apply (see qualifying conditions).
Additional information	The benefit ceases if the child's father adopts the child, paternity is established during court proceedings, the child receives a survivor's pension for the other parent, and under certain other conditions.

Large family allowance - Universal	
Qualifying conditions	
Qualifying conditions	Paid to a family with at least three children up to age 19 receiving the child allowance.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	€650 a month is paid to a family with three to six eligible children; €850 a month to a family with seven or more children.
Benefit adjustments	Ad hoc adjustments.
Benefit duration	Age restrictions apply (see qualifying conditions).

Conscript's child allowance - Universal	
Qualifying conditions	
Qualifying conditions	Paid for one or more children of conscripted military personnel until the end of military service.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	€900 a month is paid for each eligible child.
Benefit adjustments	Ad hoc adjustments.
Benefit duration	As long as qualifying conditions are fulfilled.

Guardianship allowance - Universal	
Qualifying conditions	
Qualifying conditions	Paid for one or more children up to age 18 (19 if still a student) cared for by a court-appointed guardian.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	€240 a month is paid for each eligible child.
Benefit adjustments	Ad hoc adjustments.
Benefit duration	Age restrictions apply (see qualifying conditions).

Maternity benefit and maternity leave - Universal	
Qualifying conditions	
Qualifying conditions	Paid to an employed mother who is a current member of the Health Insurance Fund (see under Health and long-term care benefits) and working immediately before the expected date of childbirth, and to a non-employed mother without an employment relationship before the expected date of childbirth.
Benefit details	
Benefit calculation rules	Wage replacement

Amount	100% of the reference earnings a day is paid. The minimum daily benefit is paid if the mother did not have income subject to social tax contributions in the 12 calendar months before the pregnancy began; the legal daily minimum wage (€24.17) is paid if reference earnings do not exceed the legal daily minimum wage.
Minimum benefit	€21.80 a day.
Reference earnings for benefit calculation	The insured's average monthly income subject to social tax contributions in the 12 calendar months before the pregnancy began (nine months immediately before the expected date of childbirth (employed mothers) or the actual date of childbirth (non-employed mothers)), divided by 30.
Benefit duration	Up to 100 days (including 70 days before and 30 days after the expected date of childbirth) for an employed mother; up to 30 days after the actual date of childbirth for a non-employed mother.

Paternity benefit and paternity leave - Universal

Qualifying conditions	
Qualifying conditions	Paid to the father or same-sex partner of the child's mother.
Benefit details	
Benefit calculation rules	Wage replacement
Amount	100% of the reference earnings a day is paid. The minimum daily benefit is paid if the father did not have income subject to social tax contributions in the 12 calendar months before the pregnancy began; the legal daily minimum wage (€24.17) is paid if reference earnings do not exceed the legal daily minimum wage.
Minimum benefit	€21.80 a day.
Maximum benefit	€143.04 a day.
Reference earnings for benefit calculation	The insured's average monthly income in the 12 calendar months before the pregnancy began (nine months immediately before the actual date of childbirth), divided by 30.
Benefit duration	Up to 30 days. The benefit may be paid in consecutive or non-consecutive periods starting 30 days before the expected date of childbirth until the child reaches age 3.

Shared parental benefit - Universal

Qualifying conditions	
Qualifying conditions	Paid to either parent beginning 31 days after childbirth until the child reaches age 3.
Benefit details	
Benefit calculation rules	Wage replacement
Amount	100% of the reference earnings a day is paid. The minimum daily benefit is paid if the insured did not have income subject to social tax contributions in the 12 calendar months before the pregnancy began.
Minimum benefit	The legal daily minimum wage.
Maximum benefit	€143.04 a day.
Reference earnings for benefit calculation	The insured's average monthly income in the 12 calendar months before the pregnancy began (nine months immediately before the actual date of childbirth), divided by 30. Benefits are calculated separately for each parent.
Minimum reference earnings	€24.17 a day.
Benefit duration	Up to 435 days. (Up to 60 days may be used concurrently.)
Additional information	Beneficiaries may work while receiving the benefit if gross monthly income is less €2,145.65. Up to 60 days may be used concurrently.

Childbirth or adoption grant - Universal

Qualifying conditions	

Qualifying conditions	Paid for the birth or adoption of a child.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	A lump sum of €320 is paid for each eligible child (including an adopted child); €1,000 each for multiple births of three or more children.
Benefit adjustments	Ad hoc adjustments.

Multiple birth allowance - Universal	
Qualifying conditions	
Qualifying conditions	Paid to parents (or guardian) for each set of triplets or larger multiple births younger than age 18 months.
Benefit details	
Benefit calculation rules	Flat-rate amount
Amount	€1,000 a month is paid for each set of eligible triplets or larger multiple births.
Benefit adjustments	Ad hoc adjustments.
Benefit duration	Age restrictions apply (see qualifying conditions).

Subsistence benefit - Social assistance		
Qualifying conditions		
Qualifying conditions	Paid to persons suffering from material deprivation and assessed as living below the subsistence level.	
Means test	Asset and income test	Monthly household income must be lower than the monthly subsistence level threshold established annually by the government. The subsistence level is the income necessary for minimum daily subsistence in a period of one month and varies according to the number of people in a family. An asset test might be applied.
Benefit details		
Benefit calculation rules	Flat-rate amount	
Amount	€200 a month is paid for a person living alone or the first member of a household; €160 a month for the second and each subsequent adult member of the household; and €240 a month for each child. An additional €15 a month is paid to a single-parent family whose children are all minors.	
Benefit adjustments	Ad hoc adjustments.	
Benefit duration	As long as qualifying conditions are fulfilled.	

Administrative organization

Organization	Role in relation to programme	Related programmes
Ministry of Social Affairs	General supervision and regulation.	Universal, Social assistance
Social Insurance Board	General supervision; Programme administration. Note: Coordinates benefits.	Universal, Social assistance
Local governments	Payment/delivery of benefits. Note: Pay the subsistence benefit.	Social assistance

Annex: Reference values (e.g. minimum wages, etc.)

Full description	Periodicity	Amount (on 1 July 2023)	Additional information
Social benefit rate	Monthly	€25.57	
Daily work ability allowance	Daily	€18.60	
Legal monthly minimum wage	Monthly	€725.00	
Monthly national pension rate	Monthly	€336.39	
Child allowance rate	Monthly	€80	
National average wage	Monthly	€1,981.00	