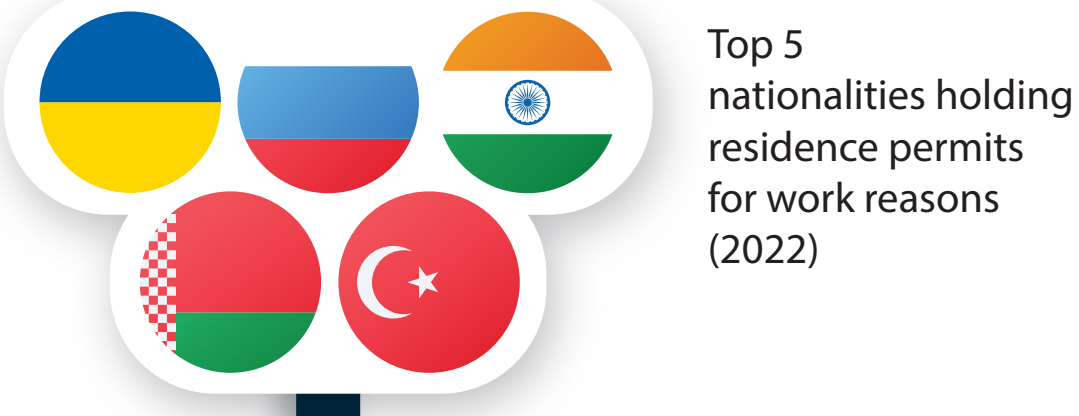


LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...

Temporary Residence Permit

- Granted for up until 5 years for the purposes of work, study, entrepreneurship
- TCN* who applies for a residence permit falls under the immigration quota, which must not exceed 0,1% of the resident population of Estonia in a year, with certain exceptions (e.g. for students, researchers, lecturers; foreign nationals hired by "growth companies"; start-up business etc.)



2.463 issued in 2022:
465 female
1998 male

- Permits were issued for the following:
- General (salary criterion/labour market test)
 - Experts/advisers/consultants
 - Research activities/lecturers
 - Members of managing bodies governed by private law
 - Athletes/coaches/referees
 - Ministers of religion/monk/nun
 - Persons engaged in creative activities
 - Teachers
 - 'Others'



Intra Corporate Transfer

- Managers, Specialists and Trainees can be transferred to Estonian branches of international companies – based on EU Intra Corporate Transferees Directive
- Length of prior employment: 12 months (Trainee 6 months)

0 issued between 2017–2022

Top Specialist

- 1,5x average gross monthly salary – does not count towards quota – no labour market test

645 issued in 2022

EU Blue Card

- The wage threshold for Blue Card holders has to be at least 1,5 of the annual average gross monthly wage

18 issued in 2022

Startup Visa

- Approval from the Startup Committee stating that applicant meets the definition of a startup and can pursue the Startup Visa
- Startup Status* is a special status which gives the eligibility for a company's founders and employees to apply for the D-visa or temporary residence permit – does not count towards quota



109 visas or residency permits in 2022 for startup founders

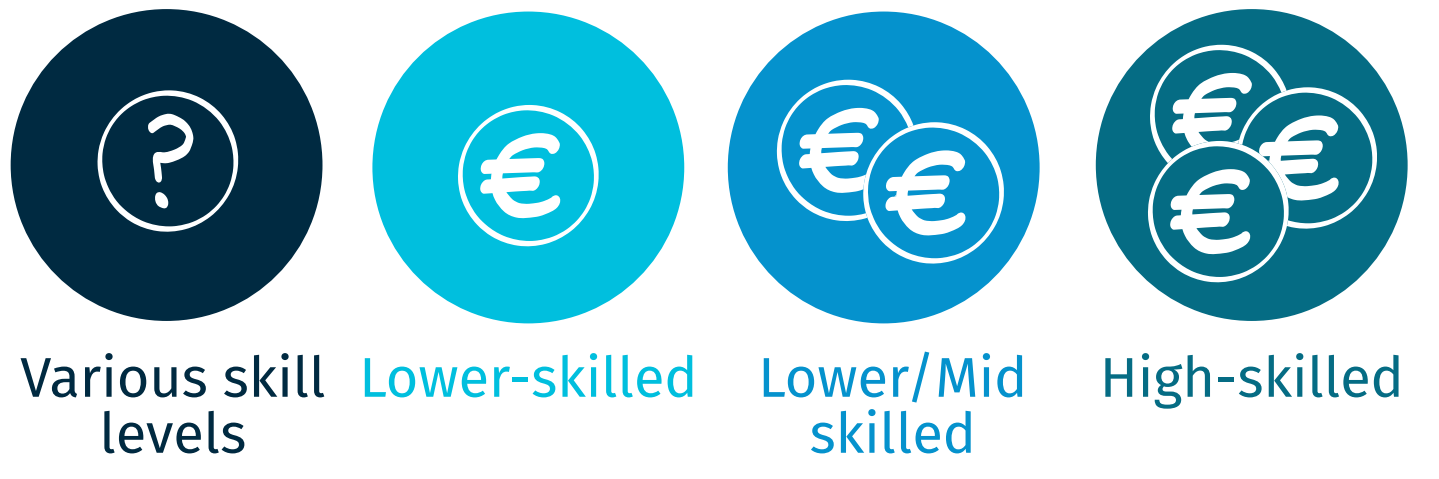
1.315 visas or residency permits in 2022 for startup employees

191 issued in 2022

- Granted since 2020. Right for remote workers to temporarily stay in Estonia for up to 1 year
- Applicants must prove that they earn at least €3.504 a month; they must also be employed or paid by overseas companies and not be tied to one location
- An Estonian nomad visa costs 80€ to 100€ depending on length of stay and forms should be submitted at the nearest embassy

Digital nomad visa

SKILL LEVEL



*TCN = third-country national

Top 3 fields in 2022 were construction, manufacturing, agriculture.

24.388 issued in 2022

- Seasonal work can last up to 270 days within 365 day period
- The employer registers worker with the Police and Border Guard Board as a short-term worker for seasonal work in, for example, agriculture, forestry, fishing, accommodation or catering, food production, etc
- For seasonal work, the employer must pay their worker at least €3,86 (gross) per hour or €654 (gross) per month
- Seasonal work does not entitle worker to benefits and allowances such as family allowances, subsistence benefit, etc

Seasonal workers



- 365 days within a 455 day period

Registrations of short term employment

This infographic summarises findings from MPF (2024), *Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures*. Case Study: Estonia, Brussels: ICMPD. This publication was funded by the European Union and commissioned through the Migration Partnership Facility. Its contents are the sole responsibility of the author and do not necessarily reflect the views of the European Union nor ICMPD. NB: Pathway data is provided for the years indicated where numbers are available. Lack of a number implies that data is not publicly available and the author of the report was not able to access data per pathway otherwise. The infographic represents the labour migration pathways as of February 2024, changes thereafter may not be reflected. © ICMPD 2024