



What to take into account when granting a holiday to minor?

- A minor is entitled to 35 calendar days of annual leave. Of this, seven calendar days are compensated to the employer from state budget. The employer submits a request for compensation for a part of holiday to the Social Insurance Board within three months after payment of holiday pay.
- A minor subject to the obligation to attend school has the right to take a holiday at the time suitable for him or her during school holidays.
- A minor may not work during school holidays for more than a half of each term of the school holiday.

Acts on youth work www.riigiteataja.ee:

- Employment Contracts Act;
- Government of the Republic Regulation of 11.06.2009 No. 92 „Procedure of compensating holiday pay and average wages from state budget”;
- Government of the Republic Regulation of 11.06.2009 No. 93 „Light works permitted for minors”;
- Government of the Republic Regulation of 11.06.2009 No. 94 “List of occupational hazards that prohibit employment of minors”.



Additional information:

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YOUTH AT WORK





YOUTH AT WORK

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The work of minors must be harmless to their health and allow for acquisition of education. Work must be simple and within the reach for young people. With a view to protecting minors, their work has been separately regulated and includes limits both on the age as well as on the work performed.

What restrictions have been set for minors' work?

Restrictions due to age and obligation to attend school

Allowing minors to work is related to their age and obligation to attend school.

- A person under 15 years of age or a minor subject to the obligation to attend school is not allowed to work, except in special cases. A minor is subject to the obligation to attend school until acquisition of basic education or until reaching 17 years of age.
- The employer may enter into an employment contract with a minor of 13–14 years of age and with a minor subject to the obligation to attend school of 15–16 years of age and allow them doing light works.
- A minor who is 15–17 years of age and is not subject to the obligation to attend school besides light works may also perform other works that are not prohibited.
- A minor who is of 7–12 years of age may perform light works only in the field of culture, art, sports or advertising.

Light work

Work is considered to be light if the duties are simple and do not require great physical or mental effort. For example, a minor is permitted to do agricultural work (picking berries and fruits), support work in commercial or service companies

(unpacking and shelving of goods), support work in catering or accommodation establishments (laying tables), handicraft (making souvenirs), office work (working as a clerical assistant), cleaning work and work related to culture, arts, sport or advertising activities.

Prohibited work

The employer must not enter into an employment contract with a minor or allow a minor to work if the work:

- Is beyond the minor's physical or psychological capacity;
- Is likely to harm the morality of the minor;
- Involves risks which the minor cannot recognise or avoid owing to lack of experience or training;
- Is likely to hinder the minor's social development or the acquisition of his or her education;
- Is likely to harm the minor's health due to the nature of the work or the working environment. For example, a minor may not perform demolition works where there is a risk of stall; likewise it is prohibited to work on a tractor and mechanical cutters.

Upon entry into the employment contract, the employer must be convinced that the young person is capable of performing the work, and the work does not endanger his or her health.

Consent to entry into employment contract

- In order to enter into an employment contract, consent of a minor and his or her parent is required.
- A parent may not consent to the employment during the school holiday of a minor subject to the obligation to attend school for more than a half of each term of the school holiday.
- In order to enter into an employment contract with a minor of 7–14 years of age, the employer shall apply for consent from the labour inspector. In the application the employer shall indicate information about the working conditions of the minor, including the minor's place of work and duties, age and whether the minor is subject to the obligation to attend school.

- If the labour inspector has reasonable doubt that a minor of 7–12 years of age is not expressing his or her true will to work, the inspector may involve a child protection official to solve the case.

Can a minor be sent on a business trip?

A minor may be sent on a business trip subject to his or her parent's consent.

What you must know about the working and rest time of a minor?

A minor has shortened working time:

- Minors 7–12 years of age – 3 hours per day and 15 hours per week;
- Minors 13–14 years of age or minors subject to the obligation to attend school – 4 hours per day and 20 hours per week;
- Employees of 15 years of age not subject to the obligation to attend school – 6 hours per day and 30 hours per week;
- Employees of 16 years of age not subject to the obligation to attend school – 7 hours per day and 35 hours per week;

A minor is not allowed to:

- Work beyond the working time prescribed for him or her;
- Work immediately before the start of a school day;
- Work between 8:00 p.m. to 06:00 am.

In some cases, however, it is allowed to work in late evening hours. A minor may, under the supervision of an adult, do creative work related to culture, arts, sport or advertising activities from 20.00–24.00.

