

COVID19 - Country Updates - Estonia

Updated 3rd April 2020

The Estonian government has approved relief measures for employees who may be subject to salary reductions due to a decrease of work.

The relief measures will be available to companies that meet two out of the following three criteria:

- The sales or income of the company has decreased by at least 30% in comparison to the same period last year;
- The company cannot provide work to at least 30% of its employees due to the coronavirus.
- The company has reduced the wages of all employees by at least 30%.

The Estonian Unemployment Insurance Fund will compensate 70% of the average gross wage of employees (calculated on the basis of the last 12 months), but not more than EUR 1,000 per month. Employers shall have the obligation, while receiving the aid, to pay at least EUR 150 per month to their every employee. The taxes shall be paid by the Estonian Unemployment Insurance Fund and by the employers themselves.

Employers can avail themselves of the measure for any two months in the period between March 1st, 2020 and May 31st, 2020. Application for the relief measures will likely be accepted from April. According to the information available, the Estonian Unemployment Insurance Fund has allocated 250 million euros from its reserves to fund the measures.

Please find the link to the Estonian Unemployment Insurance Fund web-page below:

<https://www.tootukassa.ee/eng>

Let our Network Become Your Network

Through our local staff and global network, we can support your business on-the-ground when challenges and borders prevent you from being there yourself.



Supportive Services to Suit Your Business

Mauve Group's solutions help you to adapt to a changing global environment and position your business securely. Our service packages can be engaged in the short- or long-term for your global employees or overseas entities.

1 Employee Mobility – If you have employees who want to return to a home country for health or safety reasons, we can help by facilitating their employment in that location and advise of any in-country liabilities that might arise for your organisation. When movement is limited globally, we can review immigration requirements and provide much needed travel advice through our Global Visa and Immigration services.

2 Payroll, Tax and Risk Assessments – Our teams in Payroll and Compliance can assess fiscal impacts, liabilities or risks that may arise from adapting your in-country business to new conditions, such as risk of permanent establishment. For relocating staff, we can carry out payroll calculations as well as salary and benefit benchmarking. We can provide advice on new governmental economic measures available to your business or workers, and any benefits or incentives due to home-based employees.

3 In-country Operational Cost Review – Our local experts can review the operational costs of your international business, make suggestions to reduce in-country expenditure and implement them as needed.

4 Remote Working Solutions – We can help to facilitate employees to work remotely on a long or short-term basis. If they are unable to travel or need to work from a different location to the office, our Global Payroll or Employer of Record solutions can make this possible. Our teams can consult on HR compliancy in-country, ensuring your contracts and HR procedures adhere to labour law through our HR Risk Assessments and Employment Factsheets.

5 Remote Entity Management – Need help with the logistics of managing your overseas entity from afar? We can offer in-country representation on your behalf, granting you access to our on-the-ground staff and expert partners. Should you need to open or close an entity due to changing business needs or accessibility issues, we have the network to facilitate this.

6 Employee Wellbeing – To preserve peace-of-mind for international and remote workforces, we can offer local insurance covers, access to in-country points-of-contact, local education and training, and worker protection and evacuation services through our partnership with an international security firm.

Why Use Mauve?



Experience helping organisations expand into new territories



Established network in over 150 countries worldwide



Clients stay with us - average contract length of 5 years