**The Employment Program 2017-2020**

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**( Extract : the articles enacted since 23.03.2020)**

**§ 19¹. Compensation of wages**

  (1) Compensation of remuneration shall be paid to an employee whose activities are significantly disturbed due to extraordinary circumstances.

  (2) A significant disturbance of the activities specified in subsection (1) of this section is the situation where at least two of the following conditions are simultaneously fulfilled:

  1) the turnover of the employer or, in the absence thereof, the income for the calendar month for which the benefit is claimed has decreased by at least 30% compared to the turnover or income of the same month of the previous year;

  2) the employer does not have the agreed amount of employment for at least 30% of the employees and the employer applies § 35 or § 37 of the Employment Contracts Act;

  3) pursuant to § 37 of the Employment Contracts Act, the employer has reduced the salary of at least 30% of the employees by at least 30% or to the minimum wage established by the Government of the Republic.

  (3) Compensation of remuneration shall be paid to an employee to whom the employer does not have the employment to the extent agreed and whose employer applies § 35 or § 37 of the Employment Contracts Act.

  (4) The Unemployment Insurance Fund shall pay an employee compensation of 70% of the average wage of an employee, but the gross amount shall not exceed 1000 euros per calendar month, taking into account the provisions of subsection (7) of this section. The average salary of an employee is calculated on the basis of subsection 142 (2) of the Unemployment Insurance Act.

  (5) Compensation is treated as wages paid by the employer to the employee on behalf of the employer and on behalf of the unemployment fund.

  (6) The employer is required to pay the employee who receives remuneration compensation a gross salary of at least 150 euros.

  (7) The compensation paid by the unemployment fund shall guarantee the employee, together with the remuneration specified in subsection (6) of this section, at least the minimum wage established by the Government of the Republic corresponding to the working time agreed in the employee's employment contract.

  (8) An employee has the right to receive compensation for wages for up to two calendar months when the employer complies with the conditions specified in subsection (2) of this section.

  (9) The employer shall reimburse the benefit in full if the employment relationship is terminated in the calendar month for which the remuneration is applied for or in the following calendar month due to redundancy pursuant to § 89 or § 90 of the Employment Contracts Act.

  (10) In order to claim the benefit, the employer shall submit an application to the unemployment fund for each calendar month after the payment of the remuneration to the employees, generally within five calendar days.

  (11) In an application, the employer shall set out:

  1) the name, personal identification code or, in the absence thereof, date of birth, address or e-mail address and bank account number of the employee to whom the work was not performed or whose remuneration has been reduced;

  2) the name, personal identification code or registry code and the address or e-mail address of the employer;

  3) justifications and evidence of changes in turnover or earnings, non-performance of agreed work or reduction in remuneration;

  4) confirmation of payment of the holding specified in subsection (6) of this section.

  (12) At the request of the unemployment fund, the employer shall submit the additional information and supporting documents necessary for determining the benefit.

  (13) The Unemployment Insurance Fund pays compensation from the funds of the Labor Market Services and Benefits Foundation if the funds of the Labor Market Services and Benefits Foundation have the funds to pay the compensation.

**§ 30. Transitional provisions**

 (7) The compensation specified in § 19¹ of this Regulation shall be paid for the period from 1 March 2020 to 31 May 2020, but for not more than two calendar months.

[RT I, 20.03.2020, 2 - Enacted 3/23/2020]

**Full text in Estonian :** [**https://www.riigiteataja.ee/akt/120032020003**](https://www.riigiteataja.ee/akt/120032020003)