

# Global Immigration alert

December 2025

## Estonia

### New requirements for short-term employment registrations and temporary residence permit applications

#### Executive summary

Effective 1 January 2026, companies sponsoring foreign nationals for short-term employment registrations and temporary residence permits for employment in Estonia will be required to register with the Estonian Business Register. Additionally, companies that sponsor temporary residence permit for employment applications will be required to provide proof of their economic activity for at least six consecutive months immediately preceding the filing of an application.

#### Key developments

Starting on 1 January 2026, employers will be required to register with the Estonian Business Register to facilitate the processing of short-term employment registrations and temporary residence permit applications. In cases of temporary agency work, registration in another European Economic Area (EEA) Member State will also be accepted. Agency work refers to a three-party employment arrangement between the foreign national (i.e., temporary agency worker), the employer (i.e., the staffing agency) and the beneficiary company (i.e., the company for which work is performed). An exception may apply in the following cases: (1) if the employer is a public law legal entity, or (2) if the foreign national is a posted worker within the meaning of the Posted Workers Act. Currently, an employer inviting a foreign national to work in Estonia can be a business entity from another country that is registered in Estonia as a non-resident employer, and they are not required to register with the Estonian Business Register.

Additionally, companies that sponsor temporary residence permits will be required to demonstrate that they engaged in economic activity in Estonia for at least six consecutive

months immediately preceding the filing of an application. Currently, there is no such requirement and companies may be asked to provide proof of their economic activity at the discretion of the Police Board. Additionally, in cases of temporary agency work, companies will be required to demonstrate that they engaged in economic activity either in Estonia or another EEA Member State for at least six consecutive months immediately preceding the filing of an application. Currently, in cases of temporary agency work, companies are required to provide a security deposit in an amount that is equivalent to one month's worth of the foreign employee's salary. An exception to the requirement to provide proof of six months of economic activity may apply in the following cases: (1) if the foreign national is a posted worker within the meaning of the Posted Workers Act, or (2) if the foreign national is employed as a teacher, academic staff member, or researcher at an educational institution or research and development institution that is recognized by the Estonian government.

#### Impact on employers

Employers may update their internal processes to ensure compliance and inform impacted employees about the new requirements to mitigate delays and business disruptions.

#### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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