












	Convention	Provision	Provision description	Value of provision	Unit of measurement	Legislation info	Legislation description	Source
	C138	Minimum age for admission to work	C138 establishes 15 as the minimum age for work in general. Developing countries have the option of setting a minimum age of 14 as a transitional measure as they strengthen their education systems and economies.	15	Years/No information/ N/A	Employment Act	In Estonia, the minimum age for admission to work is regulated by the Employment Act (Töölepingu seadus). According to Article 7(1) of the Employment Act, the minimum age for employment is 15 years.	Source
	C138	Minimum age for light work	C138 defines light work as work that does not interfere with children's schooling, or their ability to benefit from it, and that is not hazardous. C138 allows countries to permit light work for children younger than the general minimum age. For countries that set the minimum age at 15, this means children aged 13-14, and for those that set it at 14, children aged 12-13 may engage in light work.	13	Years/No information/ N/A	Employment Act	As per Article 7(4) of the Employment Contracts Act, an employer may conclude an employment contract with a 13-14-year-old minor or a 15-16-year-old school-compulsory minor and allow them to work where the work duties are simple and do not require great physical or mental effort (light work). A minor between the ages of 7 and 12 is allowed to do light work in cultural, artistic, sports, or advertising activities.	Source
	C138	Light work - Determination of types and conditions of activities	If the country chooses to allow light work, States must determine what activities are considered light work, and the hours and the circumstances under which they may be carried out.	Yes	Y/N/No information/ N/A	Light work permitted for minors	The Government of the Republic Regulation No. 94 of 11 June 2009 specifies the types and conditions of light work that children aged 13-14 can perform. This regulation ensures that light work does not harm the health, development, or schooling of children.	Source
	C138	Is the minimum age for admission to work not less than the age for completion of compulsory schooling?	C138 requires that the minimum age for admission to work shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.	No	Y/N/No information/ N/A	Basic Schools and Upper Secondary Schools Act	According to Section 9 of the Basic Schools and Upper Secondary Schools Act, a person who has attained the age of 7 years is required to attend school until they acquire basic education (which, as per Section 2(1), lasts for nine years) or they attain the age of 17 years. This is two years older than the minimum age for admission to work.	Source
	C138	The minimum age for admission to apprenticeship	C138 does not apply to work done in school for general, vocational or technical education or in training institutions or work done by children at least 14 years of age in undertakings, where such work is carried out in accordance with conditions prescribed by the competent authority. Such work must be an integral part of: (i) a course of education or training for which a school or training institution is primarily responsible; (ii) a programme of training mainly or entirely in an undertaking, which programme has been approved by the competent authority; or (iii) a programme of guidance or orientation designed to facilitate the choice of an occupation or of a line of training.	17	Years/No information/ N/A	Vocational Education Institution Act	According to Section 25(1) of the Vocational Education Institutions Act, which came into force on 1 September 2013, the requirement enabling the acquisition of vocational secondary education shall be basic education or, with regard to persons without basic education, shall be at least 22 years of age with competencies corresponding to the level of basic education.	Source
	C138 & C182	Minimum age for hazardous work	C138 and C182 set 18 as the minimum age for hazardous work, which is defined as work that, due to its nature or the circumstances in which it is carried out, is likely to jeopardize children's health, safety or morals. C138 and C182 allow countries to permit hazardous work exceptionally as from 16, provided that the health, safety and morals of the young persons concerned are fully protected and that they have received adequate specific instruction or training.	18	Years/No information/ N/A	Employment Act	Article 7(2) of the Employment Act sets the minimum age for hazardous work at 18 years.	Source
	C138 & C182	List of hazardous activities prohibited for children	C138 and C182 require the national determination of a list of hazardous work prohibited for children under 18 years of age. The competent authorities should consult with workers' and employers' organizations to determine what types of employment or work are considered to be hazardous. Such a list shall be periodically examined and revised as necessary.	Yes	Y/N/No information/ N/A	List of work environment risk factors and jobs for which minors are prohibited from working	Regulation No. 94 of 11 June 2009 provides a list of hazardous activities prohibited for children under 18.	Source
	C182	Is the sale and trafficking of children for sexual and labour exploitation prohibited?	C182 defines all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour as worst forms of child labour.	Yes	Y/N/No information/ N/A	Penal Code	The Penal Code in Article 133 prohibits enslavement, which is defined as putting a person in a situation where they are forced against their will to work for someone else or to fulfil other obligations, as well as keeping a person in such a situation. It also increases the penalties if the act is committed against a person younger than 18 years. According to the Penal Code Articles 175-178, the use, procuring, or offering of a child for prostitution or the production of pornography is prohibited.	Source
	C182	Is forced or compulsory recruitment of children under 18 into armed forces prohibited?	C182 defines forced or compulsory recruitment of children under 18 for use in armed conflict as a worst form of child labour. Nevertheless, C182 only prohibits the forced or compulsory recruitment of children under 18, and does not cover the voluntary recruitment of children under 18.	Yes	Y/N/No information/ N/A	Defense Service Act	According to Article 2 of the Defence Service Act, the minimum age for recruitment into the Estonian armed forces is 18 years.	Source
	C182	Is the use, procuring or offering of a child for the purpose of prostitution and/or for production of pornography prohibited?	C182 prohibits the use of a child under the age of 18 for prostitution, regardless of the child's consent. The use, procuring or offering of any person under the age of 18 for commercial sexual exploitation constitutes a worst form of child labour, even if prostitution is a legalised. In regard to the prohibition of child pornography, States need to make sure that national legislation addresses the involvement of a child in the production of pornographic materials, including non-recorded performances.	Yes	Y/N/No information/ N/A	Penal Code	The Penal Code in Article 133 prohibits enslavement, which is defined as putting a person in a situation where they are forced against their will to work for someone else or to fulfil other obligations, as well as keeping a person in such a situation. It also increases the penalties if the act is committed against a person younger than 18 years. According to the Penal Code Articles 175-178, the use, procuring, or offering of a child for prostitution or the production of pornography is prohibited.	Source
	C182	Is the use, procuring or offering of children for illicit activities, in particular for the production and trafficking of drugs, prohibited?	C182 prohibits the use, procuring or offering of children for illicit activities in particular for the production and trafficking of drugs.	No	Y/N/No information/ N/A	Penal Code	The Penal Code in Article 133 prohibits enslavement, which is defined as putting a person in a situation where they are forced against their will to work for someone else or to fulfil other obligations, as well as keeping a person in such a situation. It also increases the penalties if the act is committed against a person younger than 18 years. The Penal Code Article 184 prohibits the production and trafficking of drugs. No specific mention, however, of using, procuring, or offering a child for the production and trafficking of drugs, as well as other types of illicit activities, is prohibited.	Source

Estonia

Policies and Plans - Live

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	Policy name	Policy description	Effective period	Mandate	Source
	Development Plan for Children and Families	Estonia has a national action plan titled "Development Plan for Children and Families 2012-2020" and its subsequent updates, which addresses various aspects of child welfare. The Ministry of Social Affairs is responsible for its implementation. The plan focuses on protecting children's rights, establishing an efficient child protection system, ensuring families' economic stability, and promoting equal opportunities for balancing work, family, and personal life.	2012-2020	Ministry of Social Affairs	Source
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