

Working time calculation in 2023

Month, quarter	National and public holidays	Day	If workday is Mon-Fri		EXCEPTIONS IF workday...
			WORKDAYS per month	WORKING HOURS per month	
January	1. january – New Year's Day*	Sun	22	176	
February	24. february – anniversary of the Republic of Estonia*	Fri	19	149 <i>(see exception)</i>	... is NOT 23. february, then WORKING HOURS per month 149+3=152
March	-		23	184	
I quarter	TOTAL		64	509	509+3=512
April	7. april – Good Friday 9. april – Easter Sunday	Fri Sun	19	152	
May	1. may – May Day 28. may – Pentecost	Mon Sun	22	176	
June	23. june – Victory day* 24. june – Midsummer Day	Fri Sat	21	165 <i>(see exception)</i>	... is NOT 22. june, then WORKING HOURS per month 165+3=168
II quarter	TOTAL		62	493	493+3=496
July	-		21	168	
August	20. august – Day of Restoration of Independence	Sun	23	184	
September	-		21	168	
III quarter	TOTAL		65	520	
October	-		22	176	
November	-		22	176	
December	24. december – Christmas Eve* 25. december – Christmas Day 26. december – Boxing Day	Sun Mon Tue	19	152 <i>(see exception)</i>	... is 23. or 31. december, then WORKING HOURS per month 152-3=149 ... is 23. and 31. december, then WORKING HOURS per month 152-6=146
IV quarter	TOTAL		63	504	504-3=501/ 504-6=498
TOTAL per year	12 calendar days 6 workdays		254	2026	

* On the basis of [§ 53 of the Employment Contracts Act](#) and [the Public Holidays and Days of National Importance Act](#), employers shall shorten the workday prior to New Year's Day, the anniversary of the Republic of Estonia, Victory Day and Christmas Eve by three hours.

Number of working weeks per year: 50,80

Average:

Number of workdays per month: 21,17

Number of working hours per week: 39,88

Number of working hours per month: 168,83

For persons **working from Monday to Friday, the following workdays shall be shortened by 3 hours in 2023:**

IN FEBRUARY:

– 23 February 2023 (Thursday) – workday prior to the anniversary of the Republic of Estonia

IN JUNE:

– 22 June 2023 (Thursday) – workday prior to Victory Day

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