



[Login](#)

# EMCC

European Monitoring Centre on Change

## Estonia: Time off for job search

[Go to list page](#)

Estonia

Phase:

Management

Type:

Time off for job search

Last modified: 14 June, 2019

Native name: Töölepingu seadus

English name: Employment Contracts Act

### Article

99

### Description

After the announcement of redundancy, the employer must give the employee time off to find new employment. However, the amount of time is not specified, but the time off must be feasible for the employer and not entail unreasonably high expense.

### Comments

Before the Employment Contract Act reform went into force on 1 June 2009, the employer did not have this obligation.

According to the Employment Contract Act survey (Masso et al, 2013), 68-81% of employees made redundant did not ask for free time to find new employment. Of those employees that asked time off, 58-85% estimate that they got enough time off.

### Cost covered by

Employer

### Involved actors other than national government

National government only

### Thresholds

No, applicable in all circumstances

### Sources

- In Estonian: Töölepingu seadus
- In English: Employment Contracts Act
- Masso M., Järve J., Nurmela K., Anspal S., Räis, M. L., Uudeküll K., Osila L., 2013. Töölepingu seaduse uuring. (title in English: Employment Contract Act Survey) Tallinn: Poliitikauuringute Keskus Praxis.
- Nurmela, K., Võrk, A., 2010. National seminar - Estonia. Anticipating and managing restructuring. Tallinn: Praxis Center for Policy Studies.naging restructuring in enterprises: 27 national seminars, ARENAS Report, Brussels, European Commission
- DG Employment, Social Affairs and Equal Opportunities/Héra, Selected companies' legal obligations regarding restructuring, 2011

Useful? Interesting? Tell us what you think. 

Eurofound welcomes feedback and updates on this regulation

Your name \*

E-mail \*

More information?  
.....

Homepage

Subject

Comment \*

Save

Preview

European Monitoring Centre on Change - EMCC

[About EMCC](#)

**European Restructuring Monitor**

- › [About the European Restructuring Monitor](#)
- › [Restructuring events database](#)
- › [Restructuring support instruments](#)
- › [Restructuring related legislation](#)
- › [Restructuring case studies](#)
- › [ERM publications](#)

**European Jobs Monitor**

[Labour market research](#)

[Case studies](#)

**Future of Manufacturing in Europe (FOME)**

European Observatory on Quality of Life - EurLIFE

European Observatory of Working Life - EurWORK

## Quick links

- [Legal information](#)
- [Data protection](#)
- [Environmental policy](#)
- [Cookies](#)
- [Subscriptions](#)
- [Multilingualism](#)
- [Templates for Eurofound reports](#)
- [Eurofound style guide](#)
- [Management Board extranet](#)
- [Map - how to get to Eurofound](#)
- [FAQ](#)
- [Sitemap](#)



## Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

Press: [media@eurofound.europa.eu](mailto:media@eurofound.europa.eu)



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

