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Estonia: Employers obligation to provide skill development plans or training

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Estonia

Phase:

Anticipation

Type: Employers obligation to provide skill development plans or training

Last modified: 04 June, 2019

Native name: Töölepingu seadus

English name: Employment Contracts Act

Article

28

Description

For the purpose of development of the professional knowledge and skills of employees, the employer is obliged to provide the employees with training based on the interests of the employer's enterprise and bear the training expenses and pay average wages during the training. There are no specific conditions.

Comments

According to the Estonian Work Life Survey 2015 (Statistics Estonia), around 77% of employees find it rather or very important to have opportunities for self-development at work; 68% of employees have used the opportunities offered by their employer during the last 12 months; 32% have not used those opportunities. According to the Employment Contract Survey, 7.8% of employees participated in work-related training in 2011, which is slightly higher than before the Employment Contract Act reform that came into force on 1 June 2009 - 6.5% in 2008 and around 3.5% in previous years (Masso et al, 2013).

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 [Employment Contract Act Survey]. Tallinn: Poliitikauuringute Keskus Praxis.
- Eurofound, 2011. The effect of the Information and Consultation Directive on Industrial Relations in the EU Member States five years after its transposition - IRELAND, EIROnline Articles.
- DG Employment, Social Affairs and Equal Opportunities/Héra, 2011. Selected companies' legal obligations regarding restructuring.

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