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European Monitoring Centre on Change

Estonia: Employees obligation to undertake training

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Estonia

Phase:

Anticipation

Type:

Employees obligation to undertake training

Last modified: 08 August, 2017

Native name: **Töölepingu seadus**

English name: **Employment Contracts Act**

Article

15

Description

One of the obligations of the employees is to participate in training for improvement of vocational knowledge and skills. However, no specific conditions are provided in the law.

Comments

According to the Estonian Work Life Survey 2015, 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. At the same time, around 93% of employers reported that the employees' skills and knowledge are (rather) adequate.

Cost covered by

Employer

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- In Estonian: Töölepingu seadus
- Source in English: Employment Contracts Act
- Statistics Estonia

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