

Estonia

Employees obligation to undertake training

Phase	Employment Contracts Act
Native name	Töölepingu seadus
Type	Employees obligation to undertake training
Added to database	14 July 2015
Access online	Click here to access online

Article

Employment Contracts Act § 15.Obligations of employee (2) (4)

Description

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

Commentary

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.

Additional metadata

Cost covered by	Employer
Involved actors other than national government	National government

Involvement (others) None

Thresholds
Affected employees: No, applicable in all circumstances
Company size: No, applicable in all circumstances
Additional information: No, applicable in all circumstances

Sources

- [Employment Contracts Act](#) ~~~ [In Estonian: Töölepingu seadus](#) ~~~ [Source in English: Employment Contracts Act](#) ~~~ [Statistics Estonia](#) ~~~

Citation

Eurofound (2015), Estonia: Employees obligation to undertake training, Restructuring legislation database, Dublin