

## Estonia

# Employees obligation to undertake training

<b>Phase</b>	Employment Contracts Act
<b>Native name</b>	Töölepingu seadus
<b>Type</b>	Employees obligation to undertake training
<b>Added to database</b>	14 July 2015
<b>Access online</b>	<a href="#">Click here to access online</a>

## 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

<b>Cost covered by</b>	Employer
<b>Involved actors other than national government</b>	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