

## **Estonian Employment Contracts Act: Cornerstone in Applying the Flexicurity in Estonia?**

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Over the past ten years, the EU has been seeking ways to increase the adaptability of employees and enterprises, as well as the flexibility of labour markets. Since 2006, the keyword has been flexicurity, and the implementation of this concept is intended to achieve the desired changes in labour relations. Accordingly, Estonia has attempted to reform labour relations in the light of the idea of flexicurity and adopted the Employment Contracts Act in 2008. This law comprises several amendments, the aim of which is to make labour relations more flexible. This article focuses on some critical aspects of the reforms that have had the greatest impact on the functioning of labour relations in Estonia. The author analyses whether the implementation of the idea of flexicurity in Estonia has been successful.

**Keywords:** principle of flexicurity in European Union; new Estonian Employment Contracts Act and flexicurity; confusing rules in Estonian Employment Contracts Act.