

ATTORNEY AT LAW, PARTNER  
**KATRIN SARAP**

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## PROFILE

Katrin Sarap is a member of the Estonian Bar Association. She has more than 15 years of experience in advising local and international clients on all aspects related to employment law matters. Katrin is one of the most published authors and one of the most frequent lecturers on employment law issues in Estonia. Katrin is also among nine lawyers who are members of the Employment Law Committee of the Estonian Bar Association. She works in Estonian, English, Russian and Finnish languages.

## RATINGS

Katrin Sarap is ranked in **Chambers & Partners Europe 2021** in the employment field. She is ranked as an individual in Band 2. Department head Katrin Sarap assists with advisory matters, including compliance and contracts, and also represents clients in contentious matters. One interviewee singles out her "clear communication," also praising her as efficient. Another source notes: "She was really trying to find the best solution."

"**Legal 500 EMEA 2020** names Katrin Sarap a „leading individual” in employment law in Estonia. Katrin is also referred to as “Labour law expert”. NJORD’s employment team, that is headed by Katrin Sarap, is ranked in Tier 2.

## EXPERIENCE

2015–	Partner, NJORD Law Firm
2013–2014	Partner, MAQS Law Firm
2011–2012	Associate, MAQS Law Firm
2006–2011	Tööõigusbüroo Labour Consulting
2001–2006	Sorainen Law Offices
1998–2001	Estonian Business School
1996–1998	Hansapank

## EDUCATION

2004	University of Tartu, Institute of Law
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## LANGUAGES

Estonian, English, Russian and Finnish

**NJORD**  
LAW FIRM

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## PUBLICATIONS

- [“Teleworking and flexible working - here to stay!”](#). Published in Estonian. RMP.ee, 14.05.2020
- [“How to reduce wages during the pandemic?”](#). Published in Estonian. Ärileht.ee, 02.03.2020
- [“I don’t want to go to work!”](#). Published in Estonian. RMP.ee, 20.02.2019
- [“What should an employer know about employee’s copyright?”](#). Published in Estonian. RUP.ee, 14.02.2019
- [“NJORD Estonia: Are your employees getting enough vitamin D?”](#) RMP.ee, 11.06.2018
- [“Your neighbour bought a drone!?”](#). Published in Estonian. RMP.ee, 12.03.2018, Co-author
- [“Regulations and manuals don’t protect personal data if they are not used!”](#). Published in Estonian. Ärileht.ee, 10.03.2018
- [“#GDPR – ready, set, GO!”](#). Published in Estonian. Ärileht.ee, 11.03.2018
- [“It’s possible to submit a claim for one million euros to the labour dispute committee!”](#). Published in Estonian. Ärileht.ee, 08.01.2018
- [“Three important things that make your employment contract more bulletproof”](#). Published in Estonian. Ärileht.ee, 11.09.2017

## SELECTED PUBLIC SPEAKING ENGAGEMENTS

- March 2020 – speaker at the seminar “Paying wages during the crisis - how to proceed?” organized by the Estonian Training and Conference Center.
- November 2017 – co-speaker at the seminar “Working abroad and from abroad” organized by NJORD Law Firm.
- January 2020 – co-speaker at the workshop “Entrepreneurship Workshop - Recruitment. Data protection rules.” organized by Harju Business and Development Center.

## MEMBERSHIPS

- Member of the Estonian Bar Association
- Member of the European Employment Lawyers Association (EELA)
- Member of the Employment Law Committee of the Estonian Bar Association