

ATTORNEY, PARTNER
KATRIN SARAP



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PROFILE

Katrin Sarap is a member of the Estonian Bar Association. She has more than 20 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 as well as a member of the European Employment Lawyers Association (EELA).

RATINGS

Katrin Sarap is ranked in **Chambers & Partners Europe 2024** in the employment field for 10 years. She is ranked as an individual in Band 1. Department head Katrin Sarap assists with advisory matters, including compliance and contracts, and also represents clients in contentious matters. One interviewee describes her as *"always calm, even in discussing difficult labour law questions and solving problems."* Another source notes: *"She is always very responsive and gives broad answers, explaining different alternatives."*

Legal 500 EMEA 2025 names Katrin Sarap a „leading partner“ 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 3.

PUBLICATIONS

- ["Four recommendations - whether a non-competition obligation clause exists and whether it is necessary"](#). njordlaw.com, 09.02.2021
- "Can an office worker become an athlete?". Published in Estonian. Äripäev.ee, 08.10.2020. Read in English [HERE](#)
- ["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

- Changes in labor law in 2024 and 2025. Estonian Training and Conference Centre, 26.02.2025
- Presentation XIII Labor Law and Data Protection Conference on the topic "Ensuring a safe working environment – employee obligations and rights", 30.01.2025.
- Correct termination of an employment contract, redundancy and amounts payable. Estonian Training and Conference Centre, 29.01.2025.
- Major changes in labor law and new court decisions in 2024. Estonian Training and Conference Center, 22.10.2024.
- Changes in labor law and new positions on the calculation of summed working time. Rahvakool OÜ, 15.08.2024.
- How to prepare for a Labor Inspectorate inspection? Rahvakool OÜ, 12.06.2024.
- Useful tips for navigating changes in labor laws. Rahvakool OÜ, 30.05.2024.
- Changes in labor law in 2024. Rahvakool OÜ, 30.04.2024.
- Correct termination of an employment contract, redundancy and amounts payable. Estonian Training and Conference Center, 25.04.2024.
- Co-lecturer Heili Raidve Labor Law Assistant Spring Training Labor Law 2023-2024, 24.04.2024.
- Innovations in labor law from January 1, 2024. Estonian Training and Conference Center, 30.01.2024.
- Changes in labor law and new positions on the calculation of summed working hours. Rahvakool OÜ, 24.01.2024.
- Co-speaker at Heli Raidve Employment Law Spring Seminar 'Employment Law 2022-2023', 28.04.2023
- "An employee with independent decision-making competence - for whom, why and how?". organized by the Estonian Training and Conference Center, 04.2023.
- Co-speaker at Heili Raidve Employment Law Autumn Seminar 'Employment Law 2022', 20.10.2022.

MEMBERSHIP

- Estonian Bar Association since 2011
- Member of the European Employment Lawyers Association (EELA)
- Member of the Employment Law Committee of the Estonian Bar Association

EXPERIENCE

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

EDUCATION

2004 University of Tartu, Faculty of Law, MA

LANGUAGES

Estonian, English, Finnish, Russian