

Financing adult learning database

Name of the instrument - Local language	Le congé-éducation payé (FR)/Betaald educatief verlof (NL)
Name of the instrument - English translation	Paid education leave
Scheme ID	19
Country	 Belgium
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	State-supported scheme with subsidy for companies to cover (partially) wage costs
Type of entry	Single instrument

Short description	<p>Private sector workers and employees of public sector companies have the right to short paid educational leave, up to 125 working hours. The scheme provides for the continued payment of salary by the employer to the employee and the possibility for the employer to apply for compensation from the State. Employees on training leave have the right to receive their normal wage, if appropriate. The scheme is capped at EUR 2 928 (the school year 2018/2019) of a gross monthly salary and does not contain any arrangements for coverage of fees, travel or accommodation costs. The paid training leave is funded by a government grant and a specific employer contribution (0.05% of total payroll). Eligible employees are private-sector employees and employees of public sector companies on an open-ended and full-time contract (employees must have total employment - spread over several employers - of 80-100%). Since 2015, the management of this scheme from the Federal Government was transferred to the regional level authorities.</p>
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Level of operation	Regional
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Wallonia
Name of the sector (for	Not applicable

sectoral instruments)	
Relevance	Key instrument
Legal basis	Royal Decree of 9 September 2006 modifying certain provisions regarding the right to paid educational training leave. Royal Decree of 23 July 1985 for the implementation of section 6 chapter IV of the Recovery Act of 22 January, 1985 containing social security provisions
Objective(s) and target(s)	To provide an incentive to participate in LLL: "The training courses taken may have a professional purpose, without there being any need for a link to exist with the profession currently exercised, but they may also be of a general nature."
Year of implementation	1985
Year of latest amendment	2006
Operation/management	On 1 April 2015, management was transferred from the Federal Government to the following regional-level authorities: Le Forem, Service Public de Wallonie, Service public regional de Bruxelles, Vlaamse Overheid (Dependent on the region the competent authority is different, e.g. Forem for Wallonia, Vlaamse Overheid for Flanders, etc.; So there is only 1 competent authority in each region).The paid training leave is funded by a government grant and a specific employer contribution (0.05% of total payroll).
Eligible group(s)	Private sector employees and employees of public sector companies on open-ended and full-time contract (employees must have a total employment - spread over several employers - of 80-100%). That is, as a general rule, only employees working at least 4/5 (i.e. 80%-100%) of a full time employment are eligible.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	A commission with representatives of the social partners, determines the list of possible training programmes. The range is wide and goes from secondary and university education to sectoral training courses. Both general and vocational programmes are eligible. The training courses taken may have a professional purpose, without there being any need for a link to exist with the profession currently exercised, but they may also be of a general nature.
Source of financing and collection mechanism	The source of funding of this instrument is the State.The grant is administered by PES Wallonia (Le Forem) and PES Brussels (Actiris).The paid training leave is funded by a government grant and a specific employer contribution (0.05% of total payroll).
Financing formula and allocation mechanisms	The instrument provides for the continued payment of salary by the employer to the employee and the possibility for the employer to apply for compensation

	<p>from the State (reimbursement after the training). Employees on training leave have the right to receive their normal wage, if appropriate. The scheme is capped at EUR 2 928 (school year 2018/2019). The employer may (right and not obligation) limit the salary to this ceiling. The scheme does not contain any arrangements for coverage of fees, travel or accommodation costs. The minimum duration of leave is 32 hours of training; the maximum duration is 125 working hours (the number of hours depends on the type of course).</p>
Eligible costs	The scheme does not contain any arrangements for coverage of fees, travel or accommodation costs.
Volumes of funding	EUR 23 180 628 in 2018
Beneficiaries/take up	16 268 in 2018
Organisation responsible for monitoring/evaluation	FOREM (Walloon public employment agency)
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://www.leforem.be/entreprises/aides-financieres-conge-education-pa...
Recent changes	<p>2006</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
Sources	<p>Royal Decree of 9 September 2006 modifying certain provisions regarding the right to paid educational training leave.</p> <p>https://www.leforem.be/entreprises/aides-financieres-conge-education-pa...</p>