

## Financing adult learning database

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| <b>Name of the instrument - Local language</b>      | отпуск за обучение   |
| <b>Name of the instrument - English translation</b> | Leave for studies  |
| <b>Scheme ID</b>                                    | 32   |
| <b>Country</b>                                      |  Bulgaria |
| <b>Reporting year</b>                               | 2020   |
| <b>Type of instrument</b>                           | Training leave   |
| <b>Sub-type of instrument</b>                       | Paid leave - only employer and employee are involved                                       |
| <b>Type of entry</b>                                | Single instrument  |

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| <b>Short description</b> | <p>Employees attending specific educational programmes, preparing for a final exam, or for a school requiring an entrance examination are entitled to a study leave (paid or unpaid). Secondary and high school programmes, extramural or part-time doctoral programmes; evening classes are considered eligible types of training. No preferential treatment is applied. The General Labour Inspectorate manages the employee's rights, including the right to study leave. According to the law, study leave (paid or unpaid) should be used at a time determined by the employee depending on the organisation of the instruction process after giving the employer written notification at least 7 days in advance. Study leave is granted with the consent of the employer.</p> |
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| <b>Level of operation</b>                            | National   |
| <b>Name of a part of the country</b>                 | Not applicable   |
| <b>Name of the region (for regional instruments)</b> | Not applicable   |
| <b>Name of the sector (for sectoral instruments)</b> | Not applicable   |
| <b>Relevance</b>                                     | Key instrument   |
| <b>Objective(s) and</b>                              | Raise the educational/qualification level of employees |

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| <b>target(s)</b>                                    |   |
| <b>Year of implementation</b>                       | 1986  |
| <b>Operation/management</b>                         | The General Labour Inspectorate manages the employee's rights, including the right to study leave. According to the law, study leave (paid or unpaid) should be used at a time determined by the employee depending on the organisation of the instruction process after giving the employer written notification at least 7 days in advance. Study leave is granted with the consent of the employer.  |
| <b>Eligible group(s)</b>                            | 1) employees attending specific educational programmes e.g. secondary and high school programmes; extramural or part-time doctoral programmes; evening classes (excl. employees with a reduced working time e.g. 7 hours or less); 2) employees preparing or sitting examination or a state final certification examination (preparation and defence of a thesis, graduation project or dissertation); 3) employees applying for admission to a school requiring an entrance examination.   |
| <b>Group(s) with preferential treatment</b>         | No preferential treatment   |
| <b>Education and training eligible</b>              | Secondary and high school programmes, extramural or part-time doctoral programmes; evening classes  |
| <b>Source of financing and collection mechanism</b> | Employer or employee, according to the individual agreement   |
| <b>Financing formula and allocation mechanisms</b>  | 1) Employees attending secondary or a higher school without interruption of employment are entitled to paid leave of 25 working days for each year of study; 2) Employees are entitled to a one-time additional paid leave of 30 working days for preparation and sitting examination or a State final certification examination, defence of a thesis, graduation project or dissertation; 3) Employees enrolled in an extramural or part-time doctoral degrees are entitled to a one-time paid leave of 12 months or up to 4 months unpaid leave to prepare a dissertation for the award of a PhD degree; 4) Employees attending evening classes are excused from work 1 hour earlier on each day of study; 5) Employees applying for admission at a secondary school are entitled to 6 working days paid leave and 12 working days when applying at a higher school or enrolling in a PhD programme. Unpaid study leave: 1) for preparation and sitting for an examination: up to 20 working days per academic year; 2) for preparation and sitting for an entrance, matriculation or state final certification examination in secondary education establishments - up to 30 working days and in HEIs - up to 4 months. |
| <b>Eligible costs</b>                               | Employers cover the wage costs in case of paid leave; they cover the costs related to the required arrangements for providing time off the job for the paid or unpaid leave (e.g. required reorganisaiton of teams).  |
| <b>Volumes of funding</b>                           | Not applicable  |

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| <b>Beneficiaries/take up</b>                  | Not available   |
| <b>Most relevant webpage - in English</b>     | <a href="http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayCountryDetail...">http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayCountryDetail...</a> |
| <b>Most relevant webpage - local language</b> | <a href="http://www.mlsp.government.bg/bg/law/law/KODEKS_na_truda.rtf">http://www.mlsp.government.bg/bg/law/law/KODEKS_na_truda.rtf</a>                               |
| <b>Recent changes</b>                         | Recent changes in response to COVID-19<br>No changes  |
| <b>Sources</b>                                | National Statistical Institute, Labour Costs Survey   |
|   | <a href="http://www.nsi.bg/en/content/6517/labour-cost-survey">http://www.nsi.bg/en/content/6517/labour-cost-survey</a>   |
|   | Cedefop Database on Financing Adult Learning  |
|   | <a href="http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayCountryDetail...">http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayCountryDetail...</a> |
|   | Labour Code   |