

Financing adult learning database

Name of the instrument - Local language	Õppepuhkus
Name of the instrument - English translation	Study leave
Scheme ID	71
Country	 Estonia
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	Paid leave - only employer and employee are involved
Type of entry	Single instrument
Short description	Employees of the private sector and public servants may be granted study leave (max 30 days per year) in order to participate in education and training. For formal and work-related study leave, the employer is obliged to pay an average salary of up to 20 calendar days. Each employee is also entitled to 15 days of training leave for finalizing studies/graduation from formal education. No preferential treatment is applied. The scheme can be re-used by same applicant once in each calendar year. The Ministry of Education and Research is responsible for regulation.
Short description of the related instruments	Not applicable
Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument
Legal basis	Adult Education Act (§13-14); Employment Contracts Act (§67, referring to the Adult Education Act)

Objective(s) and target(s)	In order to participate in formal education or continuing education (Adult Education Act §13(1)).
Year of implementation	1993
Year of latest amendment	2003
Operation/management	Ministry of Education and Research is responsible for regulation. Employees are entitled to 30 calendar days of study leave per year (it is not possible to accumulate training leave over the years). For formal and work-related study leave, an employer is obliged to pay an average salary of up to 20 calendar days. The employer can postpone granting training leave if more than 10% of employees ask for study leave at the same time; each employee is also entitled to additional 15 days of training leave for finalizing studies/graduation from formal education. In this case, the employer is obliged to pay the compensation based on a minimum wage; training fees and payments are not a subject of training leave regulations. An employee is also eligible for unpaid leave to complete entrance exams of certified education and training.
Eligible group(s)	All employed individuals - learners who participate in formal education or continue their education in a formal education institution, including abroad.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Formal education, including education abroad.
Source of financing and collection mechanism	Employee, employer
Financing formula and allocation mechanisms	Employees are entitled to 30 calendar days of study leave per year (it is not possible to accumulate training leave over the years). For formal and work-related study leave, the employer is obliged to pay an average salary of up to 20 calendar days. Training fees are not a subject of training leave regulations (employers are not obliged to finance them). Each employee is also entitled to 15 days of training leave for finalising studies/graduation from formal education. If an employee asks for training leave to follow training courses of his/her interest, the employer is not responsible for financing.
Eligible costs	Formal work compensation/wage for the amount of days spent on leave.
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Ministry of Education and Research is responsible for evaluation of the training needs.

Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	https://www.riigiteataja.ee/en/eli/ee/Riigikogu/act/517122014002/consol...
Most relevant webpage - local language	https://www.riigiteataja.ee/akt/111072013019?leiaKehtiv
Recent changes	2003 Recent changes in response to COVID-19 No changes
Sources	https://www.riigiteataja.ee/en/eli/ee/Riigikogu/act/517122014002/consol... https://www.htm.ee/en/activities/adult-education?_ga=1.263917196.124769... Masso, M., Järve, J, Nurmela, K., Anspal, S., Räs , M. L., Uudeküll, K., Osila, L. (2013). Töölepingu seaduse uuring [The Employment Contracts Act Study]. Tallinn: Poliitikauuringute Keskus Praxis [Centre for Policy Studies Praxis]