


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Pravo na obrazovni dopust
<b>Name of the instrument - English translation</b>	Education leave
<b>Scheme ID</b>	99
<b>Country</b>	 Croatia
<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
<b>Short description</b>	Training leave is not directly regulated at the national level beside the provisions that employees have the right to educational leave for at least 7 days per year. The law (Article 18) also states that execution of educational leave rights shall be determined by an agreement between the employee and employer). Employer' permission to go on a training leave is required in order to keep the working place. The employee is obliged to provide the employer with the programme application form, as well as certificates of participation and completion of the programme.
<b>Short description of the related instruments</b>	Not applicable
<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>Legal basis</b>	The Adult Education Act, (Zakon o obrazovanju odraslih),

	National Gazette NN 17/07, 107/07, 24/10; Labour Law (Zakon o radu), Official Gazette 93/14, 127/17, 98/19
<b>Objective(s) and target(s)</b>	The first article of the Adult Education Act defines adult education in Croatia as a process of learning of adults aimed to exercise the right to free personality development, training in order to increase own employability (acquisition of qualifications for the initial profession, retraining, acquisition and deepening of professional knowledge, skills and abilities) and active citizenship education. In Croatia, adult education relates to all forms of education for persons older than 15 years. The Act stipulates that adult education is based on following principles: lifelong learning; rational use of educational opportunities, territorial proximity and universal access to education under equal conditions and in accordance with the abilities; freedom and autonomy in choosing the manner of content, form, means and methods; respect for diversity and inclusion; professional and ethical responsibilities of andragogic workers; guarantees of the quality of the educational offer and respect for the personality and dignity of each participant.
<b>Year of implementation</b>	2007
<b>Operation/management</b>	The training leave is not directly regulated at the national level. Agency for Vocational Education and Training and Adult Education is involved in monitoring and adult education system development. Employers are represented in the Adult Education Council.
<b>Eligible group(s)</b>	All employees are eligible. Specific criteria are not specified by the law, therefore it remains at the level of employer-employee agreement.
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	Training for employability: earning qualifications for a first-time career, professional retraining, acquiring and expanding vocational knowledge, skills and abilities (as defined in the legal Act). Eligible education includes: - Programmes leading to a formal qualification (formal education) allowing to obtain a qualification of ISCED 1-8 level; - General courses (e.g. language courses); - Occupational courses connected to the present economic activity of the participant; - Occupational courses of all kinds; - Any kind of non-formal education/courses (e.g. for private issues only).
<b>Source of financing and collection mechanism</b>	Employer or employee can cover the costs of training leave. The compensation framework is determined by the collective agreement, an agreement between the workers' council and the employer or work regulations. It is not regulated under national law.
<b>Financing formula and allocation mechanisms</b>	The terms of educational leave are agreed upon between the employer and employee. The duration of training leave and discontinuation reasons are not regulated under the law. An employer' permission to go on a training leave is required in order to keep the working place. The employee is obliged to provide the employer with the programme application form, as well as certificates of

	participation and completion of the programme. Periods of paid leave are considered time spent at work.
<b>Eligible costs</b>	The eligibility of costs is agreed between the employer and employee.
<b>Volumes of funding</b>	Not applicable
<b>Beneficiaries/take up</b>	Not available
<b>Organisation responsible for monitoring/evaluation</b>	Not applicable
<b>Monitoring/evaluation reports available</b>	Not available
<b>Most relevant webpage - in English</b>	<a href="https://www.asoo.hr/en/education/adult-education/">https://www.asoo.hr/en/education/adult-education/</a>
<b>Most relevant webpage - local language</b>	<a href="https://www.zakon.hr/z/384/Zakon-o-obrazovanju-odraslih">https://www.zakon.hr/z/384/Zakon-o-obrazovanju-odraslih</a>
<b>Recent changes</b>	<p>No recent amendment</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
<b>Sources</b>	The Adult Education Act - <a href="http://www.zakon.hr/z/384/Zakon-o-obrazovanju-odraslih">http://www.zakon.hr/z/384/Zakon-o-obrazovanju-odraslih</a>
	Labour Law (Zakon o radu), Official Gazette 93/14, 127/17, 98/19