

Financing adult learning database

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| Name of the instrument - Local language | Mokymosi atostogos |
| Name of the instrument - English translation | Training leave |
| Scheme ID | 137 |
| Country |  Lithuania |
| Reporting year | 2020 |
| Type of instrument | Training leave |
| Sub-type of instrument | Unpaid leave - only employer and employee are involved |
| Type of entry | Single instrument |

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| Short description | A studying employee can take training leave, which should be agreed upon with the employer. The training leave can be paid and unpaid (i.e. covering salary costs or not). It must be paid (at least the average monthly salary) for employees whose employment relationship with the employer has lasted for more than five years. In addition, it is paid in cases if the employee was sent for training or taking admission exam to higher education institution by employer initiative. Otherwise, the payment depends on the individual or collective agreement. Public authorities are involved only as observers. The eligible duration of the training leave is 0-30 working days. |
| Short description of the related instruments | Not applicable |

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| 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 |

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| Legal basis | Lithuanian Labour Code (of 14 September 2016), paragraph 135 |
| Objective(s) and target(s) | To provide an opportunity for a working person to improve their qualifications, successfully combine career and education. |
| Year of implementation | 2002 |
| Year of latest amendment | 2017 |
| Operation/management | The measure is implemented by mutual agreement between the employee and the employer. Study leave is financed from the employer's budget. Public authorities are involved only as observers. The Ministry of Social Affairs and Labour together with the national labour inspection is responsible for the supervision of the implementation of the norms and stipulations foreseen in the Lithuanian Labour Code. |
| Eligible group(s) | Training leave can be taken by an employed studying person (both in a formal and non-formal education institution). |
| Group(s) with preferential treatment | No preferential treatment |
| Education and training eligible | - Programmes leading to a formal qualification (formal education) of ISCED 3-8 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). |
| Source of financing and collection mechanism | Employee, employer |
| Financing formula and allocation mechanisms | The employer must pay at least an average salary if the employee is sent by the employer to train, or to take admission examination to higher education institutions. For employees whose employment relationship with the employer has lasted for more than five years, at least half of the employee's average salary is left for study leave of up to ten working days in one working year. Otherwise, the funding mechanism depends on the individual or collective agreement. |
| Eligible costs | Salary costs |
| Volumes of funding | Not applicable |
| Beneficiaries/take up | Total beneficiaries:2017: 3 848 2018: 3 9082019: 3 778 |
| Organisation responsible for monitoring/evaluation | Ministry of Social Security and Labor of the Republic of Lithuania, National Labour Inspection |
| Monitoring/evaluation reports available | Not available |

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| Most relevant webpage - in English | Not available |
| Most relevant webpage - local language | https://socmin.lrv.lt/lt/naujienos/mokymosi-atostogos-pagal-naujaji-dar... |
| Recent changes | <p>2017. The new labour code has included is the requirement to provide employees participating in non-formal adult education programmes with up to five working days per year of study leave to participate in non-formal adult education programs. Included the requirement to leave employees (working for more than 5 years with the same employer) at least half of the employee's average salary for study leave of up to ten working days per working year. It also applies to non-formal education programmes, if the training is related to the employee's professional development.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p> |
| Sources | <p>Ministry of Social Affairs and Labour of the Republic of Lithuania, http://www.socmin.lt</p> <p>https://www.e-tar.lt/portal/lt/legalAct/f6d686707e7011e6b969d7ae07280e89</p> |