

## Financing adult learning database

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| <b>Name of the instrument - Local language</b>      | Congé individuel de formation  |
| <b>Name of the instrument - English translation</b> | Paid individual training leave   |
| <b>Scheme ID</b>                                    | 144  |
| <b>Country</b>                                      |  Luxembourg |
| <b>Reporting year</b>                               | 2020   |
| <b>Type of instrument</b>                           | Training leave   |
| <b>Sub-type of instrument</b>                       | State-supported (longer) scheme with wage replacement paid to individuals                    |
| <b>Type of entry</b>                                | Single instrument  |

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| <b>Short description</b> | Workers may take a training leave of a maximum of 20 days within 2 years (80 days over the entire employment career). The training programme does not necessarily have to be directly related to the individual's occupation. The leave made available corresponds to 1/3 of the number of the course hours taken (e.g. one day for a 24 hours course). The State provides individuals with a wage compensation for each day of which is equal to the beneficiary's average daily wage. This also applies to self-employed workers. The wage replacement is capped by the equivalent of four times the daily minimum wage. |
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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>Legal basis</b>                                   | Loi du 24 octobre 2007 portant création d'un congé individuel de formation (legal act mémorial A no 241 du 28 décembre 2007 + Règlement grand-ducal du 1er septembre 2008 précisant les modalités d'application du |

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|   | congé individuel de formation)  |
| <b>Objective(s) and target(s)</b>                         | Allow employees to attend training  |
| <b>Year of implementation</b>                             | 2007  |
| <b>Operation/management</b>                               | Responsible body: Ministry of Education and Vocational Training   |
| <b>Eligible group(s)</b>                                  | Employee who: - holds a work position that is located in Luxembourg (regardless of his place of residence) - has an employment contract with a business or association legally established and active in Luxembourg - has worked for at least 6 months for the employer at the time of the request for leave. Self-employed worker (or liberal profession worker) registered for at least 2 years with the Luxembourg social security system.   |
| <b>Group(s) with preferential treatment</b>               | No preferential treatment   |
| <b>Education and training eligible</b>                    | The training programme does not necessarily have to be directly related to the individual's profession. The courses can take place during working hours, evenings or at the weekend. Training courses can be offered in Luxembourg and abroad by: -state or private schools where the activity and certificates are recognised by the public authorities; - the professional chambers; -the communes; -private foundations, natural persons and associations that are accredited by the Minister of Education, Children and Youth; ministries, administrations and public establishments. |
| <b>Source of financing and collection mechanism</b>       | State (Ministry of Education and Vocational Training)   |
| <b>Financing formula and allocation mechanisms</b>        | The compensatory allowance cannot exceed four times the minimum wage for unqualified workers (EUR 8 807,72/grade, 834,76 on 1 January 2021).  |
| <b>Eligible costs</b>                                     | A wage replacement for 20 days in two years (80 days of the whole career) is provided.  |
| <b>Volumes of funding</b>                                 | Not available   |
| <b>Beneficiaries/take up</b>                              | Not available   |
| <b>Organisation responsible for monitoring/evaluation</b> | Ministère de l'Éducation nationale, de l'Enfance et de la Jeunesse  |
| <b>Most relevant webpage - in English</b>                 | <a href="http://www.guichet.public.lu/citoyens/fr/travail-emploi/conges-jours-fe...">http://www.guichet.public.lu/citoyens/fr/travail-emploi/conges-jours-fe...</a>   |
| <b>Most relevant webpage - local language</b>             | <a href="http://www.guichet.public.lu/entreprises/en/ressources-humaines/conges/...">http://www.guichet.public.lu/entreprises/en/ressources-humaines/conges/...</a>   |
| <b>Recent changes</b>                                     | No recent amendment<br><br>Recent changes in response to COVID-19   |

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|                | No changes  |
| <b>Sources</b> | <a href="http://www.men.public.lu/fr/professionnel/continue/conge-individuel-for...">http://www.men.public.lu/fr/professionnel/continue/conge-individuel-for...</a> |
|                | <a href="http://www.guichet.public.lu/entreprises/en/ressources-humaines/conges/...">http://www.guichet.public.lu/entreprises/en/ressources-humaines/conges/...</a> |
|                | <a href="http://www.clc.lu/sante-social-dossier/34-frais-formation-d%C3%A9mission">http://www.clc.lu/sante-social-dossier/34-frais-formation-d%C3%A9mission</a>     |
|                | <a href="http://www.men.public.lu/fr/professionnel/continue/conge-individuel-for...">http://www.men.public.lu/fr/professionnel/continue/conge-individuel-for...</a> |
|                | <a href="http://www.men.public.lu/catalogue-publications/systeme-educatif/rappor...">http://www.men.public.lu/catalogue-publications/systeme-educatif/rappor...</a> |