


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Congé linguistique
<b>Name of the instrument - English translation</b>	Paid training leave for Luxembourgish language learning
<b>Scheme ID</b>	145
<b>Country</b>	 Luxembourg
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Training leave
<b>Sub-type of instrument</b>	State-supported scheme with subsidy for companies to cover (partially) wage costs
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Workers may take a language training leave with a maximum of 200 hours over their entire professional career. Any Luxembourgish language courses which are taught either in Luxembourg or abroad are eligible. The Ministry of Labour and Employment reimburses 50% of the training costs to the employer based on the daily wage of the worker (wage compensation). Salaried workers benefiting from the language leave are entitled, for each hour on leave, to a compensatory allowance that is equal to the average hourly wage. The eligible duration of the training leave is 10-25 working days.
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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 17 février 2009 portant introduction du congé linguistique
<b>Objective(s) and</b>	To learn Luxembourgish or perfect his/her use of the

<b>target(s)</b>	language and facilitate his/her integration into society.
<b>Year of implementation</b>	2009
<b>Operation/management</b>	Ministry of Labour and Employment receives applications and reimburses the employer.
<b>Eligible group(s)</b>	Nearly all groups of adult learners and in particular, foreigners looking to acquire Luxembourgish nationality; private sector employees having a working contract of at least 6 months with their current employer, working in Grand Duchy of Luxembourg, independent of their nationality and residence.
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	Any Luxembourgish language course which is taught either in Luxembourg or abroad by: -public or private teaching establishments recognised by the public authorities and issuing certificates also recognised by said public authorities; -professional chambers or the commune; -private associations specifically approved by the Minister responsible for vocational training.
<b>Source of financing and collection mechanism</b>	State (Ministry of Labour and Employment)
<b>Financing formula and allocation mechanisms</b>	Since 1 January 2015, salaried workers benefitting from the language leave are entitled, for each hour on leave, to a compensatory allowance which is equal to the average hourly wage as defined under Article L233-14 of the Labour Code, without exceeding 4 times the minimum hourly wage for unskilled workers (i.e. gross hourly amount of EUR 50,91 / index 834.76 at 1 January 2021). Self-employed persons are entitled to a compensatory allowance of 50 % of the reference amount based on the previous financial year's contribution base for pension insurance, although limited to 4 times the social minimum wage for unskilled workers (i.e. gross monthly amount of EUR 7 691 as from 1 January 2015). Direct costs are not reimbursed by the State to the learner or the employer. Leave duration: leave is limited to 200 hours and must be divided into 2 parts of 80-120 hours in the course of beneficiary's professional career (for part-time employees the hours are calculated proportionately). The leave can be divided, with a minimum of half-hour a day.
<b>Volumes of funding</b>	Not available
<b>Beneficiaries/take up</b>	Not available
<b>Organisation responsible for monitoring/evaluation</b>	Monitoring is currently not implemented by any organisation.
<b>Most relevant webpage - in English</b>	<a href="https://www.lifelong-learning.lu/Detail/Article/aides/conge-linguistiqu...">https://www.lifelong-learning.lu/Detail/Article/aides/conge-linguistiqu...</a>
<b>Most relevant webpage - local language</b>	<a href="https://www.lifelong-learning.lu/Detail/Article/aides/conge-linguistiqu...">https://www.lifelong-learning.lu/Detail/Article/aides/conge-linguistiqu...</a>

<b>Recent changes</b>	<p>To limit the compensation and increase the participation of employers.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
<b>Sources</b>	<p>Loi du 17 février 2009 portant introduction du congé linguistique</p> <p><a href="https://www.lifelong-learning.lu/Detail/Article/Aides/Conge-linguistiqu...">https://www.lifelong-learning.lu/Detail/Article/Aides/Conge-linguistiqu...</a></p>