

Financing adult learning database

Name of the instrument - Local language	Mācību atvaijinājums
Name of the instrument - English translation	Study leave
Scheme ID	156
Country	 Latvia
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	An employee who learns in any type of educational institution, while continuing to work, can have a study leave. The right to request study leave is regulated in the labour law, but direct state funding for the instrument is not provided. The State Labour Inspectorate oversees the implementation of the norm. Employers are responsible for the operation of the norm defined in the employee contract. Programmes leading to a formal qualification (formal education) of ISCED 6-8 level are considered eligible types of training. The study leave can be granted to an employee for defending a thesis or taking state exams (up to 20 days of study leave). The national law does not define who should cover which costs. The financing arrangements may be specified in the employment contract or in the collective agreement.
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	Amendments to the Labour Law: (Latvian Parliament and Cabinet Reporter, 2001 15.nr.) Article 157
Objective(s) and target(s)	Provision of training leave is regulated in labour law without any specific objective formulated for this specific norm.
Year of implementation	2002
Operation/management	The right to request study leave is regulated in the labour law, but direct state funding for the instrument is not provided. The State Labour Inspectorate oversees the implementation of the norm. Employers are responsible for the operation of the norm defined in the employee contract.
Eligible group(s)	Private and public sector employees enrolled in the study programme (the study leave can be used to complete the degree).
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Programmes leading to a formal qualification (formal education) of ISCED 6-8 level. The study leave can be granted to an employee for defending a thesis or taking state exams.
Source of financing and collection mechanism	The training leave is financed by the employer if this was agreed between employee and employer. This depends on the employment contract.
Financing formula and allocation mechanisms	The national law does not define who should cover which costs. An employer may voluntarily (partially) cover the costs of the leave, including the salary. The financing arrangements may be specified in the employment contract or in the collective agreement. Duration of study leave: - For study in an educational institution: not regulated by law; - For defending a thesis or taking state exams: 20 working days. Discontinuation reasons are not regulated. A person can re-use the training leave if she/he is enrolled in HE programme again.
Eligible costs	Salary for the period of leave.
Volumes of funding	Not applicable
Beneficiaries/take up	The information about beneficiaries is not collected.
Organisation responsible for monitoring/evaluation	State Labour Inspectorate
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	Not available

Most relevant webpage - local language	Not available
Recent changes	No recent amendment Recent changes in response to COVID-19 No changes
Sources	Amendments to the Labour Law: (Latvian Parliament and Cabinet Reporter, 2001 15.nr.) Article 157