

Financing adult learning database

Name of the instrument - Local language	Tjänstledighet för studier
Name of the instrument - English translation	Training leave
Scheme ID	191
Country	 Sweden
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	State-supported (longer) scheme with wage replacement paid to individuals
Type of entry	Single instrument

Short description	<p>All employees (that have been employed for the previous 6 months or a total of 12 months during the past 3 years) have a right to unpaid educational leave for both short and long educational programmes. They can require full-time or part-time leave. While the leave as such is unpaid, they can receive a grant (wage-replacement) through the Studiemedel scheme (Student aid - grant and loan scheme). Employees file an application for leave to their employer two weeks before the start for activities up to one week or trade union courses or six months before the start of a longer learning activity. The employer cannot refuse the training leave, but only postpone it for good reasons. The learning activity does not need to be connected to an individual job or occupation, but a hobby or leisure activities are excluded. There is no limitation to re-use the training leave.</p>
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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	Further instrument

Legal basis	Lag (1974:981) om arbetstagares rätt till ledighet för utbildning (Law on the employee's right to educational leave)
Objective(s) and target(s)	Not available
Year of implementation	1974
Operation/management	No government bodies or agencies are involved in the implementation process. Employees file an application for leave to their employer two weeks before the start for activities up to one week or trade union courses or six months before the start of a longer learning activity. The employer cannot refuse the training leave, but only postpone it for good reasons.
Eligible group(s)	All employees that have been employed for the previous 6 months or a total of 12 months during the past 3 years.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Any type of training and education that follows a course plan and is led by a teacher (not self-study only). The learning activity does not need to be connected to an individual's job or occupation, but hobby or leisure activities are excluded.
Source of financing and collection mechanism	While the leave is unpaid, individuals can receive a grant from the Studiemedel (Student aid - grant and loan scheme) scheme; other costs need to be covered by the individual.
Financing formula and allocation mechanisms	There is no national law requiring employers to provide employees with training and/or to finance it. Instead, commitments on training plans and programmes are often negotiated between the social partners either at the sectoral or at the company level. So basically, the financing arrangement depends on the relevant collective agreement and/or individual agreements between the employer and the employee. If the study during a training leave qualify for Studiemedel scheme (type of study, length of study etc.), the learner is entitled to receive study support.
Eligible costs	Not applicable
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Ministry of Labour
Most relevant webpage - in English	Not available
Most relevant webpage -	http://www.riksdagen.se/sv/Dokument-

local language	Lagar/Lagar/Svenskforfattningssamli...
Recent changes	No recent amendment Recent changes in response to COVID-19 No
Sources	http://www.riksdagen.se/sv/Dokument-Lagar/Lagar/Svenskforfattningssamli... http://www.industriarbetsgivarna.se/arbetsgivarfragor/ledighet/ledighet...