


Financing adult learning database

Name of the instrument - Local language	DDV klavzule
Name of the instrument - English translation	Payback clause
Scheme ID	201
Country	 Slovenia
Reporting year	2020
Type of instrument	Payback clause
Sub-type of instrument	Payback clauses are possible within set limits
Type of entry	Single instrument
Short description	Employers and employees can agree on a payback clause. In compensation for employer-provided/financed training, employees commit themselves to stay in the company for an agreed period or (partially) pay back the costs of training. Direct costs of training (e.g. cost of enrolment and fees) and wages paid during training (borne by employer) can be subject to a payback clause. Specific conditions (i.e. the period of refund, refund rates, restrictions of payback clause depending on the employment type, types of training eligible) depend on the agreement between employer and employee.
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	Art.170 of the Employment Relationship Act states only the general duties and rights of contractual parties. All issues are regulated with individual contracts on education/training/retraining/qualification etc. signed

	between employer and employee.
Objective(s) and target(s)	Article 1: (2) The aim of this Act is to integrate workers into the working process, to ensure the harmonized flow of the working process and to prevent unemployment, taking into account the right of workers to freedom of work and dignity at work, and to protect the interests of workers in employment relationships.
Year of implementation	2002
Year of latest amendment	2013
Operation/management	Employment Relationship Act defines only general rights and duties of employees and employers as contractual parties. The details are defined in individual contracts signed between employee and employer. The Act provides that employee and employer may agree to a special education contract. The contract may include a payback clause where an employee benefiting from employer-provided/financed training is obliged to stay in the company for an agreed period of time. In case the employee terminates the employment contract before the end of the defined period he/she must reimburse the proportionate part of the training cost to the employer. The body responsible for setting general legislative framework: Ministry of Labour, Family, Social Affairs and Equal Opportunities. Detailed issues: HRM of the company
Eligible group(s)	All employees
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Training directly related to the sector/activity of the company, including: - Programmes leading to a formal qualification (formal education); - 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	Employer funds training, employee provides (partial) repayment eligible training costs in case of premature departure from the company
Financing formula and allocation mechanisms	Not available
Eligible costs	Training costs
Volumes of funding	Not available
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Not applicable

Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	http://www.pisrs.si/Pis.web/npbDocPdf?idPredpisa=ODLU1762&idPredpisaChn...
Most relevant webpage - local language	Not available
Recent changes	<p>2013: New Employment Relationships Act came into force. More detailed regulation of employment relationships.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
Sources	https://www.gov.si/teme/delovna-razmerja/