


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Právo na pracovné voľno pre vzdelávacie účely
<b>Name of the instrument - English translation</b>	The right to absence from work for educational purposes
<b>Scheme ID</b>	205
<b>Country</b>	 Slovakia
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Training leave
<b>Sub-type of instrument</b>	Unpaid leave - only employer and employee are involved
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Employees may be granted time off work in order to participate in education/training leading to upgrading or deepening their qualifications. The eligible duration of the training leave is 0-40 working days. If education/training undertaken leads to an increase of qualifications in line with the employer's needs, the employer may grant employees paid training leave. An employer may grant employees paid training leave with wage or salary in the amount of their average income. The government institutions are not actively involved in the training leave mechanism. Firm-level collective agreements usually define the framing setup of the training leaves.
<b>Short description of the related instruments</b>	Not applicable

<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>	Further instrument

<b>Legal basis</b>	Act 311/2001 Labour Code, Para 140; Para 153-155 with consecutive amendments
<b>Objective(s) and target(s)</b>	Employees may be granted time off work in order to participate in education/training leading to upgrading or deepening their qualifications. If education/training undertaken leads to increase of qualifications in line with employer's needs, employer may grant employee paid training leave. If education/training undertaken leads to deepening qualifications, employee should receive salary while on training.
<b>Year of implementation</b>	2001
<b>Operation/management</b>	The government institutions are not actively involved in the training leave mechanism. Firm-level collective agreements usually define the framing setup of the training leaves.
<b>Eligible group(s)</b>	All employees
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	Types of education are not specified in the Labour Code but according to legal practice, education, and training leading to acquiring a higher level of qualification, maintaining or improving the level of knowledge necessary for a particular profession is eligible.
<b>Source of financing and collection mechanism</b>	Employer, in the case (s)he is willing, grants paid leave.
<b>Financing formula and allocation mechanisms</b>	The employer decides on granting employee (paid) training leave if he considers the training undertaken leads to an increase of qualifications in line with the employer's needs. An employer may grant employees paid training leave with wage or salary in the amount of their average income.
<b>Eligible costs</b>	Granting unpaid, partially, or fully paid leave should be considered by the employer at least for: - The time necessary to attend the lectures - 2 days for preparation for every exam - 5 days of preparation for the final and/or equivalent exams in levels lower than tertiary - 40 days in total preparation for final State exams at a tertiary level, including doctoral exams - 10 days to present and defend the final thesis, diploma thesis, or dissertation.
<b>Volumes of funding</b>	Not applicable
<b>Beneficiaries/take up</b>	Not available
<b>Organisation responsible for monitoring/evaluation</b>	Not applicable
<b>Monitoring/evaluation reports available</b>	Not available

<b>Most relevant webpage - in English</b>	<a href="https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&amp;p_isn=61871&amp;p_cla...">https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&amp;p_isn=61871&amp;p_cla...</a>
<b>Most relevant webpage - local language</b>	<a href="https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie">https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie</a>
<b>Recent changes</b>	<p>No recent amendment</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
<b>Sources</b>	<a href="https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie">https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie</a> <a href="https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&amp;p_isn=61871&amp;p_cla...">https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&amp;p_isn=61871&amp;p_cla...</a> <a href="http://www.zakonypreludi.sk/zz/2001-311">http://www.zakonypreludi.sk/zz/2001-311</a>