Financing adult learning database

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

Short description	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.
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	Further instrument
Legal basis	Act 311/2001 Labour Code, Para 140; Para 153-155 with consecutive amendments

Objective(s) and target(s)	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.
Year of implementation	2001
Operation/management	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.
Eligible group(s)	All employees
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	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.
Source of financing and collection mechanism	Employer, in the case (s)he is willing, grants paid leave.
Financing formula and allocation mechanisms	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.
Eligible costs	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.
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Not applicable
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&p_isn=61871&p_cla…
Most relevant webpage - local language	https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie
Recent changes	No recent amendment

	Recent changes in response to COVID-19 No changes
Sources	https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie
	https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&p_isn=61871&p_cla…
	http://www.zakonypreludi.sk/zz/2001-311