

Financing adult learning database

Name of the instrument - Local language	Bildungsurlaub Hessen
Name of the instrument - English translation	Educational leave, Hessen
Scheme ID	235
Country	 Germany
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	Paid leave - only employer and employee are involved
Type of entry	Example for a group of instruments

Short description	<p>Employees who have been employed for at least 6 months with the current employer have a right to paid educational leave for 5 days each year. No preferential treatment is applied. Employees continue to receive their wages during the leave (the employer is obliged to continue to pay the wages for the duration of the study leave) and retain all rights vis-a-vis the employer and the social security system. Participating in a recognized measure of political education or vocational training is required. Training must target political education or further vocational training and must be held for at least five consecutive days. The training leave can be re-used once in each calendar year.</p>
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Level of operation	Regional
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Hessen
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Further instrument
Legal basis	Hessian Act on the right to educational leave - in short: Hessian Education Leave Act (HBUG) Hessisches

	Bildungsurlaubsgesetz
Objective(s) and target(s)	Vocational training should enable employees to maintain, improve or expand their professional qualifications, and at the same time provide them with a not inconsiderable knowledge of social contexts so that they can recognize their position in the company or society.
Year of implementation	1998
Operation/management	If an employee is employed by an employer in Hessen and participates in a recognized training event, he/she is released from work for the duration of the training. The employer is obliged to continue to pay the wages for the duration of the study leave if it takes place within the set limits (5 days each year).
Eligible group(s)	Employees in Hessen, trainees and persons treated as such; other persons who are to be regarded as workers because of their economic dependence on the employer, employees in sheltered workshops.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Participating in a recognized measure of political education or vocational training: trainings must target political education or further vocational training, they must be held at least five consecutive days.
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	Employees have a right to five days of training leave per year to attend a recognised training. Employees receive continuing wage payment during the leave and retain all rights vis-à-vis the employer and the social security system. Employers bear the wage costs.
Eligible costs	The employer is obliged to continue to pay the wages for the duration of the study leave.
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Not applicable
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://service.hessen.de/html/Bildungsurlaub-8184.htm
Recent changes	No recent amendment Recent changes in response to COVID-19 No changes

Sources

<https://service.hessen.de/html/Bildungsurlaub-8184.htm>

Busse, Gerd, & Heidemann, Winfried. (2012). Betriebliche Weiterbildung - Betriebs- und Dienstvereinbarungen : Analyse und Handlungsempfehlungen (3. Auswertung ed.). Frankfurt am Main: Bund.