

Financing adult learning database

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| Name of the instrument - Local language | Bildungsurlaub |
| Name of the instrument - English translation | Educational leave |
| Scheme ID | 271 |
| Country |  Germany |
| Reporting year | 2020 |
| Type of instrument | Training leave |
| Sub-type of instrument | Not applicable |
| Type of entry | Groups of instruments |

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| Short description | <p>In 2020, in 14 out of 16 German Federal States (Länder), employees have a right vis-à-vis their employers to a short paid educational leave (no regulation on leaves are established in Bavaria and Saxony). Typically, employees have the right to 5 days of paid educational leave per year, which could be blocked to 10 days in 2 years. Some States allow leaves for up to 20 days. Berlin gives a right for 10 days for workers up to 25 years of age. Saarland is the only Federal State, which requires employers only to provide for 3 days of paid and further 3 days for unpaid leave. During their leaves, employees can attend either civic education or continuing vocational training. Employees continue to receive wage payment during the leave and retain all rights vis-à-vis the employer and the social security system. Employers bear the wage costs. Exceptions are only Rhineland-Palatinate (providing a lump sum per day of leave to companies with up to 50 employees) and Mecklenburg-Vorpommern (refunding a lump sum of EUR 110 for each day of leave for civic education and EUR 55 for each day of leave for CVT). There is no statistical overview on beneficiaries across the German Federal States. According to one estimate, roughly 1 per cent of the employees uses leave each year, however, with considerable differences across the Federal States.</p> |
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| Level of operation | Regional |
| Name of a part of the country | Not applicable |

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| Name of the region (for regional instruments) | German Länder |
| Name of the sector (for sectoral instruments) | Not applicable |
| Relevance | Further instrument |
| Legal basis | Laws on regional level |
| Year of implementation | 1974 |
| Operation/management | various |
| Eligible group(s) | Employees |
| Group(s) with preferential treatment | No |
| Education and training eligible | Depends on Länder regulation, typically not related to ISCED |
| Source of financing and collection mechanism | Depends on Länder regulation, mainly an obligation of the employer |
| Financing formula and allocation mechanisms | Depends on Länder regulation |
| Eligible costs | The employer is obliged to continue to pay the wages for the duration of the study leave. |
| Volumes of funding | not available |
| Beneficiaries/take up | Not available |
| Organisation responsible for monitoring/evaluation | Depends on Länder |
| Most relevant webpage - in English | not available |
| Most relevant webpage - local language | http://www.bildungsurlaub.de/home.html |
| Recent changes | various |
| Sources | Heidemann, L. (2021). Weiterbildungspartizipation und Bildungsurlaub: Theorie, Forschungsstand und empirische Analyse. Bielefeld: wbv Media GmbH. https://library.oapen.org/handle/20.500.12657/47502 |