


Financing adult learning database

Name of the instrument - Local language	Placené pracovní volno na zvýšení kvalifikace
Name of the instrument - English translation	Paid leave for qualification upgrading
Scheme ID	274
Country	 Czechia
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	Paid leave - only employer and employee are involved
Type of entry	Single instrument

Short description	Employees have the right to time off (official translation of the incentive in the Labour Code) to undertake training for professional development, being understood as the education necessary for the performance of job requirements stipulated by law or necessity. An employee has to receive an employer's permission to enter training leave. Professional development must be in the interest of the employer. The law stipulates minimum requirements, modifications in favour of the employee are subject to negotiation between employee and employer, or to collective agreements. The duration of the paid training leave depends on the objective of training leave (e.g. two days for participating and completing a test, thesis defenses entitle students to ten days' leave). The training leave can be paid or unpaid. Study time conflicting with work hours and examinations are paid, but entrance examinations, resits, and ceremonies are unpaid.
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	Not applicable

sectoral instruments)	
Relevance	Key instrument
Legal basis	Act 262/2006 Labour Law (Labour Code)
Objective(s) and target(s)	The official Ministry of Labour commentary on the Labour Code does not give any explicit objectives, it only explains the implications.
Year of implementation	2007
Operation/management	<p>The provisions stipulated by the Labour Code can be further specified in collective agreements at the sectoral or company level (duration, how many employees may participate and in which positions, accompanying measures). The Ministry of Labour and Social Affairs in tripartite negotiation is responsible for the regulation of the scheme. This scheme also involves local institutions (i.e. local courts in case of a conflict of interpretation), trade unions (i.e. they can include better-than-legally mandated minimal conditions in collective agreements), and employers, who are required, under certain conditions, to provide paid leave. There is no national regulation on sharing the costs. All necessary study and examination time (within the boundaries set by the Labour Code) conflicting with work entitles students/workers to paid leave. There are no additional requirements related to the duration of prior employment are applied to receive the payment for the training leave. The training has to be in the employer's interest for the employee to be eligible for training leave. In practice, the employer's interest will always be determined by the employer, so eligibility is determined by the employer. An employer is entitled to monitoring employee's attendance through the education/training provider. If a student is failing to fulfill study requirements (regular attendance) or has become unable to perform the job for which they are qualifying, the training leave can be discontinued.</p>
Eligible group(s)	All employees, under the condition that qualification upgrading is considered necessary for their job, are eligible for the training leave (employers are legally required to provide training leave). Employees whose qualification upgrading is not necessary for their job are eligible for training leave only if an employer agrees to provide it (employers are free to decide).
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Upgrading qualification (attaining higher-level education) conforming to the employer's needs; secondary general education and VET (ISCED 3), post-secondary non-tertiary VET (ISCED 4), higher education (ISCED 5-8), certified and non-certified continuing general education and CVET (not related to ISCED classification) firm-specific and transferable training; paid training leave (time off for training) is provided for attending lessons, reading for and sitting examinations, writing and defending a closing paper, bachelor paper, thesis or dissertation. When sitting

	for an entrance examination, a resit for an examination, or attending graduation or a similar ceremony, the employee concerned is entitled to time off but not to compensatory wages.
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	Training leave can be paid or unpaid. Study time and examinations within the boundaries set by the Labour Code are paid, but entrance examinations, resits, and ceremonies are unpaid.
Eligible costs	Compensatory wages
Volumes of funding	Not applicable
Beneficiaries/take up	Not applicable
Organisation responsible for monitoring/evaluation	Not applicable
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	https://www.legislationline.org/download/id/6742/file/Czech_Republic_La...
Most relevant webpage - local language	https://www.pracomat.cz/poradna/zakonik-prace/153-zakonik-prace-cast-10...
Recent changes	<p>There have been no amendments since 2016.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
Sources	https://ppropo.mpsv.cz/IX14Skolenijineformypriravnebo https://ppropo.mpsv.cz/zakon_262_2006