

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Scholingsbeding
<b>Name of the instrument - English translation</b>	Payback clause
<b>Scheme ID</b>	168
<b>Country</b>	 Netherlands
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Payback clause
<b>Type of entry</b>	Group of instruments

<b>Short description</b>	nap
<b>Short description of the related instruments</b>	<p>Employer and employee can agree on a payback clause. Arrangements for training (including payback clauses) are made in the context of collective agreements in each industry sector and are valid for a specified time. Examples for regulations on payback clauses in collective agreements show that it is expected that the share of costs to be reimbursed should decline over time (e.g. 100% within the first year, 50% within the second year) and that the binding period needs to be limited (e.g. 2 years). Survey evidence showed that a considerable proportion of employees report the use of payback clauses by their employers.</p>

<b>Level of operation</b>	Sectoral
<b>Name of a part of the country</b>	nap
<b>Name of the region (for regional instruments)</b>	nap
<b>Name of the sector (for sectoral instruments)</b>	Various
<b>Relevance</b>	Key scheme
<b>Legal basis</b>	Collective agreements
<b>Operation/management</b>	The payback clause must be contained in an agreement

	<p>between the employer and the employee and must fulfil three conditions:</p> <p>) It must specify the time-period in which training is useful for the employer and during which study costs will have to be paid back by the employee if the work relationship is terminated. 2) The employee must pay back his or her salary if the work relationship is terminated during or immediately after the training. 3) The amount to be paid back must decrease linearly during the time-period specified in 1.</p>
<b>Eligible group(s)</b>	Depends on the collective agreement
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	<p>Depends on the collective agreement</p> <p>Distinction between training for current work tasks, for future work tasks, and for maintaining and enhancing employability.</p>
<b>Source of financing and collection mechanism</b>	Employer, employee
<b>Financing formula and allocation mechanisms</b>	Depends on the collective agreement
<b>Eligible costs</b>	Depends on the collective agreement
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	na
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	na
<b>Sources</b>	na