

Financing adult learning database

Name of the instrument - Local language	na
Name of the instrument - English translation	Payback clause
Scheme ID	201
Country	 Slovenia
Reporting year	2015
Type of instrument	Payback clause
Type of entry	Single instrument

Short description	Employers and employees can agree on a payback clause. In compensation for employer-provided/financed training, employees commit themselves to stay in the company for an agreed period or (partially) pay back the costs of training. Direct costs of training (e.g. cost of enrolment and fees) and wages paid during training (borne by employer) can be subject to a payback clause.
Short description of the related instruments	nap

Level of operation	National
Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	nap
Relevance	Key scheme
Legal basis	Employment Relationship Act
Objective(s) and target(s)	To protect the employer's interests
Year of implementation	2002

Year of latest amendment	2013
Operation/management	<p>Employment Relationship Act defines only general rights and duties of employees and employers as contractual parties. The details are defined in individual contracts signed between employee and employer. The Act provides that employee and employer may agree to special education contract. The contract may include a payback clause where employee benefitng from employer-provided/financed traning is obliged to stay in the company for an agreed period of time. In case employee terminates employemt contract before the end of the defined period he/she must reimburse the proportionate part of training cost to the employer.</p> <p>Bode responsible for setting general legislative framework: Ministry of Labour, Family, Social Affairs and Equal Opportunities Detailed issues: HRM of the company</p>
Eligible group(s)	All employers employees
Group(s) with preferential treatment	None
Education and training eligible	Training directly related to the sector/activity of the company
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	Direct costs of training (e.g. cost of enrolment and fees) and wages paid during training (borne by employer) can be subject to a payback clause.
Volumes of funding	na
Beneficiaries/take up	na
Monitoring/evaluation reports available	na
Most relevant webpage - in English	http://www.mddsz.gov.si/si/delovna_podrocja/delovna_razme
Most relevant webpage - local language	na
Sources	http://www.mddsz.gov.si/si/delovna_podrocja/delovna_razme