

Financing adult learning database

Name of the instrument - Local language	Pacto de permanencia
Name of the instrument - English translation	Permanence pact
Scheme ID	263
Country	 Spain
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 - but no longer than 2 years- or (partially) pay back the costs of training.
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	Marginal scheme
Year of implementation	1980
Operation/management	Employer and employee can agree on the payback clause with binding period up to a maximum of two years. No further limitations are set.
Eligible group(s)	Employers, employees
Group(s) with	None

preferential treatment	
Education and training eligible	Not specified
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	Depends on each individual agreement between employer and employee.
Volumes of funding	na
Beneficiaries/take up	na
Organisation responsible for monitoring/evaluation	Ministry of Employment and Social Security (responsible for legislation).
Monitoring/evaluation reports available	na
Most relevant webpage - in English	na
Most relevant webpage - local language	na
Sources	Law on Worker's Statute (Art. 21), http://www.boe.es/buscar/act.php?id=BOE-A-1995-7730