

Financing adult learning database

Name of the instrument - Local language	Õppepuhkus
Name of the instrument - English translation	Study leave
Scheme ID	71
Country	 Estonia
Reporting year	2015
Type of instrument	Training leave
Type of entry	Single instrument

Short description	Employees of private sector and public servants may be granted study leave (max 30 days per year) in order to participate in education and training. For formal and work-related study leave, the employer is obliged to pay average salary up to 20 calendar days. Each employee is also entitled to 15 days of training leave for finalising studies/graduation from formal education.
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	Adult Education Act (§8); Employment Contracts Act (§67, referring to the Adult Education Act)
Objective(s) and target(s)	To enhance participation in education and training (of those under an employment contract and those in public service); study leave is not tied to any specific learning or examination session and therefore enables flexible use of the leave according to learners needs.

Year of implementation	1993
Year of latest amendment	2003
Operation/management	Ministry of Education and Research (responsible for regulation)
Eligible group(s)	Those under an employment contract and those in public service
Group(s) with preferential treatment	None
Education and training eligible	Formal and non-formal education and training
Source of financing and collection mechanism	Employee, employer
Financing formula and allocation mechanisms	<p>Employees are entitled to 30 calendar days of study leave per year (it is not possible to accumulate training leave over the years). For formal and work-related study leave, the employer is obliged to pay average salary up to 20 calendar days.</p> <p>Training fees are not a subject of training leave regulations (employers are not obliged to finance them).</p> <p>Each employee is also entitled to 15 days of training leave for finalising studies/graduation from formal education.</p> <p>If employee asks for training leave to follow training courses of his/her interest, employer is not responsible for financing.</p> <p>Employer can postpone granting training leave if more than 10% of employees ask for study leave at same time.</p>
Volumes of funding	na
Beneficiaries/take up	There are only estimations available for 2012 which state that 7-10% of employees have applied for study leave and respective percentages were higher among younger, more educated and working at higher occupational positions.
Organisation responsible for monitoring/evaluation	Ministry of Education and Research is responsible for the regulation (Adult Education Act).
Monitoring/evaluation reports available	na
Most relevant webpage - in English	https://www.riigiteataja.ee/en/eli/ee/Riigikogu/act/517122014002/consol...
Most relevant webpage - local language	https://www.riigiteataja.ee/akt/111072013019?leiaKehtiv
Sources	https://www.riigiteataja.ee/en/eli/ee/Riigikogu/act/5171220

14002/consol...

[https://www.htm.ee/en/activities/adult-education?
_ga=1.263917196.124769...](https://www.htm.ee/en/activities/adult-education?_ga=1.263917196.124769...)

Masso, M., Järve, J, Nurmela, K., Anspal, S., Räis , M. L., Uudeküll, K., Osila, L. (2013). Töölepingu seaduse uuring [The Employment Contracts Act Study]. Tallinn: Poliitikauuringute Keskus Praxis [Centre for Policy Studies Praxis]