

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Tanulmányi szerződés
<b>Name of the instrument - English translation</b>	Learning contract
<b>Scheme ID</b>	107
<b>Country</b>	 Hungary
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Training leave
<b>Type of entry</b>	Single instrument

<b>Short description</b>	The new Hungarian Labour Code (2012) does not provide detailed regulations on training leave in terms of eligible education and training, costs coverage or duration of the leave. These elements can be regulated, however, in the so-called 'learning contracts' between employer and employee. Under such agreement, the employer provides financial support for the duration of the learning activity while the employee commits himself/herself to remain with the employer for a defined period of time after completion of learning activity. Employers receive financing from the State in support of this system.
<b>Short description of the related instruments</b>	nap

<b>Level of operation</b>	National
<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>	nap
<b>Relevance</b>	Key scheme
<b>Legal basis</b>	Act I. of 2012 on Labour Code 229§
<b>Objective(s) and</b>	To support company investment in training and to

<b>target(s)</b>	maintain and increase the competitiveness of companies.
<b>Year of implementation</b>	2012
<b>Year of latest amendment</b>	2012
<b>Operation/management</b>	The new Hungarian Labour Code (2012) does not provide detailed regulations on training leave in terms of eligible education and training, costs coverage or duration of the leave. These elements can be regulated, however, in the so-called 'learning contracts' between employer and employee. Under such agreement, the employer provides financial support for the duration of the learning activity while the employee commits himself/herself to remain with the employer for a defined period of time after completion of learning activity.
<b>Eligible group(s)</b>	Employees
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	Not regulated in the Labour Code; it depends on employers.
<b>Source of financing and collection mechanism</b>	Employer, employee
<b>Financing formula and allocation mechanisms</b>	<p>The Labour Code does not contain regulations on financing the costs of training during the leave. Financing arrangement is a matter of an agreement between individual and employer.</p> <p>With learning contracts, the employer provides financial support for the duration of learning activity while the employee undertakes measures to complete the working programme as agreed and to remain in the employer's employment for a predetermined period of time following completion of training. The training can take place during or outside working hours.</p>
<b>Eligible costs</b>	Fees and other costs related to education and training (such as costs of teaching materials, travel, accommodation).
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	na
<b>Organisation responsible for monitoring/evaluation</b>	In case of learning contracts, company-level trade unions carry out the eligibility checks; no institution responsible for regular monitoring activities.
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	<a href="http://www.cedefop.europa.eu/files/5528_en.pdf">http://www.cedefop.europa.eu/files/5528_en.pdf</a>

<b>Most relevant webpage - local language</b>	na
<b>Recent changes</b>	The crisis increased demand for training and the number of training leave users increased significantly.
<b>Sources</b>	<p>Act I of 2012 on the Labour Code  <a href="https://www.ilo.org/dyn/natlex/docs/MONOGRAPH/89886/103369/F-622727815/...">https://www.ilo.org/dyn/natlex/docs/MONOGRAPH/89886/103369/F-622727815/...</a></p> <p>The New Hungarian Labour Code - Background, Conflicts, Compromises  <a href="http://www.fesbp.hu/common/pdf/Nachrichten_aus_Ungarn_june_2012.pdf">http://www.fesbp.hu/common/pdf/Nachrichten_aus_Ungarn_june_2012.pdf</a></p> <p>Cedefop (2012): Training leave. Policies and practice in Europe. <a href="http://www.cedefop.europa.eu/files/5528_en.pdf">www.cedefop.europa.eu/files/5528_en.pdf</a></p> <p>Cedefop/Refernet (2012): Hungary VET in Europe – Country report <a href="http://www.observatory.org.hu/wp-content/uploads/2013/04/HU_2012_CR_EN_...">http://www.observatory.org.hu/wp-content/uploads/2013/04/HU_2012_CR_EN_...</a></p> <p>Cedefop: Financing Adult Learning. Hungary  <a href="http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayInstrumentNa...">http://www.cedefop.europa.eu/FinancingAdultLearning/DisplayInstrumentNa...</a></p>