

Financing adult learning database

Name of the instrument - Local language	Congé linguistique
Name of the instrument - English translation	Paid training leave for Luxembourgish language learning
Scheme ID	145
Country	 Luxembourg
Reporting year	2015
Type of instrument	Training leave
Type of entry	Single instrument

Short description	Workers may take a language training leave with the maximum of 200 hours over their entire professional career. Any Luxembourgish language courses which are taught either in Luxembourg or abroad are eligible. The Ministry of Labour and Employment reimburses 50% of the training costs to the employer based on the daily wage of the worker (wage compensation). Salaried workers benefitting from the language leave are entitled, for each hour on leave, to a compensatory allowance which is equal to the average hourly wage.
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	Loi du 17 février 2009 portant introduction du congé linguistique
Year of implementation	2009

Year of latest amendment	2014
Operation/management	Ministry of Labour and Employment receives applications and reimburses the employer.
Eligible group(s)	Nearly all groups of adult learners and in particular, foreigners looking to acquire Luxembourgish nationality; private sector employees having a working contract of at least 6 months with their current employer, working in Grand Duchy of Luxembourg, independent of their nationality and residence.
Group(s) with preferential treatment	Foreigners looking to acquire Luxembourgish nationality
Education and training eligible	Any Luxembourgish language course which is taught either in Luxembourg or abroad by: - public or private teaching establishments recognised by the public authorities and issuing certificates also recognised by said public authorities; - professional chambers or the commune; - private associations specifically approved by the Minister responsible for vocational training.
Source of financing and collection mechanism	State (Ministry of Labour and Employment)
Financing formula and allocation mechanisms	Since 1 January 2015, salaried workers benefitting from the language leave are entitled, for each hour on leave, to a compensatory allowance which is equal to the average hourly wage as defined under Article L233-14 of the Labour Code, without exceeding 4 times the minimum hourly wage for unskilled workers (i.e. gross hourly amount of EUR 44.46 as from 1 January 2015). Self-employed persons are entitled to a compensatory allowance of 50 % of the reference amount based on the previous financial year's contribution base for pension insurance, although limited to 4 times the social minimum wage for unskilled workers (i.e. gross monthly amount of EUR 7 691 as from 1 January 2015). Direct costs are not reimbursed by the State to the learner or the employer. Leave duration: leave is limited to 200 hours and must be divided into 2 parts of 80-120 hours in the course of beneficiary's professional career (for part-time employees the hours are calculated proportionately). The leave can be divided, with a minimum of half-hour a day.
Volumes of funding	na
Beneficiaries/take up	na
Organisation responsible for monitoring/evaluation	Ministry of Labour and Employment.
Monitoring/evaluation	na

reports available	
Most relevant webpage - in English	na
Most relevant webpage - local language	na
Sources	Loi du 17 février 2009 portant introduction du congé linguistique