


Financing adult learning database

Name of the instrument - Local language	Urlop szkoleniowy
Name of the instrument - English translation	Training leave
Scheme ID	176
Country	 Poland
Reporting year	2015
Type of instrument	Training leave
Type of entry	Single instrument
Short description	Employees have the right for a short-term paid leave for preparing and sitting exams (6 or 21 days depending on the type of exam/type of education and 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
Legal basis	Labour Code art. 102-1036
Objective(s) and target(s)	Art. 17 of the Labour Code states that employer is obliged to support employees in advancing her/his vocational qualifications. Official commentary to the changes in the Labour Code related to art. 103 (regarding training and training leave) states that legal regulation of training leave is necessary taking into consideration the need to comply with international legal regulations signed by Poland (ILO Convention no 140 1974). This Convention put an obligation on employers to grant paid training to the

	<p>employees who participate in training.</p> <p>The rationale of the training leave in Poland is to enable employee to prepare to the exams (types of exams which entitles to training leave, are listed in the Labour Code) at the end of training. So the factors are mainly economic (employer covers the salary during the training leave) and labour market oriented – better matching skills to the needs of employers.</p>
Year of implementation	1949
Year of latest amendment	2010
Operation/management	<p>Department of Labour Law in the Ministry of Labour and Social Policy is only responsible for introducing amendments in legal regulations.</p> <p>No government bodies and agencies are involved in operation of training leave in Poland.</p> <p>All details with regard to training and training leave are listed in the training contract signed by the employer and employee (learner).</p>
Eligible group(s)	Employees with all types of employment contracts
Group(s) with preferential treatment	Employees working in a specific economic sector or profession: teachers, lawyers, doctors, policemen, soldiers, intelligence officers, firemen, government security officers
Education and training eligible	Secondary (ISCED 2-3) and post-secondary non-tertiary (ISCED 4) general education and VET, higher education (ISCED 5); certified (not related to ISCED classification) continuing general education and CVET.
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	<p>In case of paid training leave, employee's salary is covered in 100% by the employer; other costs (e.g. tuition fees, travel and accommodation, learning materials) may be covered by the employer, but it is a matter of agreement between the learner and the employer.</p> <p>Training leave duration: 6 days - applicable to employee taking: exams to which an employee prepares by himself, outside the school; maturity exam; exam confirming vocational qualifications; 21 days - applicable to employees who are preparing their BA or MA thesis and are taking exams at the last year of studies (tertiary education).</p>
Eligible costs	Specific arrangement
Volumes of funding	na
Beneficiaries/take up	na
Monitoring/evaluation reports available	Kryńska E. (ed.) (2013), Instruments supporting continuing education of employees, Institute of Labour and

	Social Studies, Warsaw: http://ksiegarnia.ipiss.com.pl/index.php?nr_rok=0413 – report presenting results of field research about the use of training leave
Most relevant webpage - in English	http://www.eures.praca.gov.pl/en/index.php?option=com_content&view=arti...
Most relevant webpage - local language	http://www.mpips.gov.pl/prawo-pracy/zmiany-kodeksu-pracy/zmiany-obowiaz...
Sources	Labour Code; http://isap.sejm.gov.pl/Download?id=WDU19740240141&type=3
	Website of the Ministry of Labour and Social Policy; http://www.mpips.gov.pl/prawo-pracy/zmiany-kodeksu-pracy/zmiany-obowiaz...