


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Právo na pracovné voľno pre vzdelávacie účely
<b>Name of the instrument - English translation</b>	The right to absence from work for educational purposes
<b>Scheme ID</b>	205
<b>Country</b>	 Slovakia
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Training leave
<b>Type of entry</b>	Single instrument
<b>Short description</b>	Employees may be granted time off work in order to participate in education/training leading to upgrading or deepening their qualifications. If education/training undertaken leads to increase of qualifications in line with employer's needs, employer may grant employee paid training leave. If education/training undertaken leads to deepening qualifications, employee should receive salary while on training.
<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 311/2001 Labour Code, Para 140; Para 153-155 with consecutive amendments
<b>Year of implementation</b>	2001
<b>Year of latest</b>	2004

<b>amendment</b>	
<b>Operation/management</b>	<p>Time off work for learning purposes may be granted in case of:</p> <ul style="list-style-type: none"> <li>- upgrading qualification; to acquire qualifications required by law or to comply with the requirements necessary for the proper execution of tasks/work performance agreed in the employment contract; participation in such training is considered as an obstacle on employees' side to work (Art 140 of Labour Code)</li> <li>- deepening of qualification; related to employer's obligation to improve/deepen/enhance qualifications of his/her employees; employer is entitled to require the employee to participate in continuing training to enhance qualification (Art 153-155 of the Labour Code)</li> </ul> <p>Qualification agreement may be concluded (see entry payback clause).</p>
<b>Eligible group(s)</b>	All employees
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	<p>Upgrading qualification: term not specified in the Labour Code but according to legal practice, education and training leading to acquiring higher level of qualification.</p> <p>Deepening of qualification: term not specified in Labour Code but according to legal practice, maintaining or improving the level of knowledge necessary for particular profession.</p>
<b>Source of financing and collection mechanism</b>	Employee, employer (if agreed)
<b>Financing formula and allocation mechanisms</b>	<p>Upgrading qualification: employer decides on granting employee (paid) training leave. The leave in this case will be granted at least for:</p> <ul style="list-style-type: none"> <li>- the time necessary to attend the lectures</li> <li>- 2 days for preparation for every exam</li> <li>- 5 days preparation for the final and/or equivalent exams in levels lower than tertiary</li> <li>- 40 days in total preparation for preparation for final State exams at tertiary level including doctoral exams</li> <li>- 10 days to present and defend final thesis, diploma thesis or dissertation.</li> </ul> <p>If the training undertaken leads to increase of qualifications in line with employer's needs, employer may grant employees paid training leave with wage or salary in the amount of their average income.</p> <p>Deepening qualifications: employee should receive salary while on training.</p>
<b>Eligible costs</b>	Specific arrangement
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	450 individuals took a training leave in 2014.

<b>Organisation responsible for monitoring/evaluation</b>	No monitoring / evaluation entity. In general responsible for supervising the adherence to the Labour Code: Ministry of Labour, Social Affairs and Family.
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	<a href="https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie">https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie</a>
<b>Sources</b>	<a href="https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie">https://www.istp.sk/clanok/3187/Zvysovanie-kvalifikacie</a>
	<a href="http://www.zakonypreludi.sk/zz/2001-311">http://www.zakonypreludi.sk/zz/2001-311</a>