

Financing adult learning database

Name of the instrument - Local language	Bildungsurlaub Hessen
Name of the instrument - English translation	Educational leave, Hessen
Scheme ID	235
Country	 Germany
Reporting year	2015
Type of instrument	Training leave
Type of entry	Example for a group of instruments

Short description	<p>Employees who have been employed for at least 6 month with the current employer have a right to paid educational leave for 10 days within 2 years. Employees continue to receive their wage during the leave and retain all rights vis-à-vis the employer and the social security system.</p>
Short description of the related instruments	<p>In 2014, in 12 out of 16 German Federal States (Länder), employees have a right vis-à-vis their employers to a short paid educational leave (no regulation on leaves are established in Bavaria, Saxony, and Thuringia. Baden-Württemberg has granted educational leave from 1th of July 2015 onwards). Typically, employees have the right to 5 days of paid educational leave per year, which could be blocked to 10 days in 2 years. Some States allow to block leaves for up to 20 days. Berlin gives a right for 10 days for workers up to 25 years of age. Saarland is the only Federal State, which requires employers only to provide for 3 days of paid and further 3 days for unpaid leave. During their leaves, employees can attend either civic education or continuing vocational training. Employees continue to receive wage payment during the leave and retain all rights vis-à-vis the employer and the social security system. Employers bear the wage costs. Exceptions are only Rhineland-Palantinate (providing a lump sum per day of leave to companies with up to 50 employees) and Mecklenburg-Vorpommern (re-funding a lump sum of EUR 110 for each day of leave for civic education and EUR 55 for each day of leave for CVT). There is no statistical overview on beneficiaries across the German Federal States. According to one estimate, roughly 1 per cent of the employees uses leave each year, however, with considerable differences across the Federal States. Beyond the educational leave on a legal base, various collective agreements exist stating some rights for</p>

educational leave. According to one estimate, 25 per cent of the work force is covered by a collective agreement with a regulation on educational leave. There is a database on these agreements (http://www.initiative-weiter-bilden.de/vereinbarungen_zur_weiterbildung...). Furthermore, in many companies, there are agreements on educational leaves at company level. <Http://www.bildungsurlaub.de/files/bersicht%20ber%20die%20Regelungen%20in%20de...>

Level of operation	Regional
Name of a part of the country	nap
Name of the region (for regional instruments)	Hessen
Name of the sector (for sectoral instruments)	nap
Relevance	Marginal scheme
Legal basis	Hessian Act on the right to educational leave - in short: Hessian Education Leave Act (HBUG) Hessisches Bildungsurlaubsgesetz
Objective(s) and target(s)	To meet the needs of lifelong learning. Educational leave for vocational training aims at enabling the individuals to acquire new content for their own career field, expand existing skills or just vocational refreshment. In the context of political education it opens up the chance for political and social development to reflect social life in a wider context.
Year of implementation	1998
Operation/management	Hessen Ministry for Social Affairs and Integration
Eligible group(s)	Employees in Hessen, trainees and persons treated as such; other persons who are to be regarded as workers because of their economic dependence on the employer, employees in sheltered workshops.
Group(s) with preferential treatment	None
Education and training eligible	Training must concern political education or continuing vocational training; training must be held at least 5 consecutive days.
Source of financing and collection mechanism	Employer, employee
Financing formula and allocation mechanisms	Employees have a right to five days of training leave per year to attend a recognised training. Employees receive continuing wage payment during the leave and retain all rights vis-à-vis the employer and the social security system. Employers bear the wage costs.

Eligible costs	Specific arrangement
Volumes of funding	na
Beneficiaries/take up	Overall 10 515 individuals made use of a training leave in 2010.
Organisation responsible for monitoring/evaluation	Hessen Ministry for Social Affairs and Integration.
Monitoring/evaluation reports available	Evaluation: https://soziales.hessen.de/sites/default/files/HSM/erfahrung_sbericht_20...
Most relevant webpage - in English	na
Most relevant webpage - local language	http://www.hsm.hessen.de/irj/HSM_Internet?cid=1454413ed369823dc2dd717bd...
Sources	http://www.hsm.hessen.de/irj/HSM_Internet?cid=1454413ed369823dc2dd717bd... Busse, Gerd, & Heidemann, Winfried. (2012). Betriebliche Weiterbildung - Betriebs- und Dienstvereinbarungen : Analyse und Handlungsempfehlungen (3. Auswertung ed.). Frankfurt am Main: Bund.