

Financing adult learning database

Name of the instrument - Local language	Bildungsurlaub
Name of the instrument - English translation	Educational leave
Scheme ID	271
Country	 Germany
Reporting year	2015
Type of instrument	Training leave
Type of entry	Group of instruments

Short description	nap
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 (refunding 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 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-</p>

	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...
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Level of operation	Regional
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
Operation/management	By law, employees are entitled to request a training leave from their employers.
Eligible group(s)	Employees
Education and training eligible	Depends on Länder regulation
Source of financing and collection mechanism	Depends on Länder regulation
Financing formula and allocation mechanisms	Depends on Länder regulation
Eligible costs	Depends on Länder regulation
Volumes of funding	na
Beneficiaries/take up	na
Organisation responsible for monitoring/evaluation	Various ministries of the Federal States.
Monitoring/evaluation reports available	na
Most relevant webpage - in English	na
Most relevant webpage - local language	https://de.wikipedia.org/wiki/Bildungsurlaub
Sources	https://de.wikipedia.org/wiki/Bildungsurlaub Busse, Gerd, & Heidemann, Winfried. (2012). Betriebliche Weiterbildung - Betriebs- und Dienstvereinbarungen : Analyse und Handlungsempfehlungen (3. Auswertung

