

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Placené pracovní volno na zvýšení kvalifikace
<b>Name of the instrument - English translation</b>	Leave for qualification upgrading
<b>Scheme ID</b>	274
<b>Country</b>	 Czechia
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Training leave
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Employees have the right to request leave to undertake training for professional development. The law stipulates minimum requirements, modifications in favour of the employee are subject to negotiation between employee and employer, or to collective agreements.
<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 262/2006 Labour Law
<b>Objective(s) and target(s)</b>	Labour Law specifies the instrument thus: Qualification upgrading is understood as change in the level of qualification. Qualification upgrading includes gaining first qualification or broadening of a qualification. Means of qualification upgrading are formal education attendance, course attendance or other form of preparation for upgrading a person's level of qualification, provided this is

	according to employer's requirements. In periods of qualification upgrading the employee is entitled to a work leave with wage or salary in the amount of their average income.
<b>Year of implementation</b>	1966
<b>Year of latest amendment</b>	2006
<b>Operation/management</b>	The provisions stipulated by the Labour Law can be further specified in collective agreements at sectoral or company level (duration, how many employees may participate and in which positions, accompanying measures); responsible for regulation: Ministry of Labour and Social Affairs in tripartite negotiation.
<b>Eligible group(s)</b>	All employees, under the condition that qualification upgrading is necessary for their job and required by the employer.
<b>Education and training eligible</b>	Upgrading qualification (attaining higher-level education) conforming to the employer's needs; secondary general education and VET (ISCED 2-3), post-secondary non-tertiary VET (ISCED 4), higher education (ISCED 5), certified and non-certified continuing general education and CVET (not related to ISCED classification) firm-specific and transferable training; paid training leave is provided for attending lessons, reading for and sitting examination, writing and defending closing paper, bachelor paper, thesis or dissertation; when sitting for an entry examination, resit for a certain examination, attending a graduation or similar ceremony, the employee concerned is entitled to time off but not to compensatory wage.
<b>Source of financing and collection mechanism</b>	Employer and/or employee
<b>Financing formula and allocation mechanisms</b>	No national regulation on sharing the costs: subject to the agreement between employer and employee; minimum duration of training leave: 1 hour; no regulation on maximum duration of training leave, subject to the agreement between employer and employee.
<b>Eligible costs</b>	Specific arrangement
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	na
<b>Organisation responsible for monitoring/evaluation</b>	No monitoring conducted; responsible for implementing Labour Law in general: Ministry of Labour and Social Affairs.
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	na

<b>Most relevant webpage - local language</b>	<a href="http://www.mpsv.cz/ppropo.php?ID=IPB050">http://www.mpsv.cz/ppropo.php?ID=IPB050</a>
<b>Sources</b>	<a href="http://www.mpsv.cz/ppropo.php?ID=IPB050">http://www.mpsv.cz/ppropo.php?ID=IPB050</a>