

Financing adult learning database

Name of the instrument - Local language	Pravo na obrazovni dopust
Name of the instrument - English translation	Education leave
Scheme ID	99
Country	 Croatia
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	Paid leave - only employer and employee are involved
Type of entry	Single instrument

Short description	Training leave is not directly regulated at the national level beside the provisions that employees have the right to educational leave for at least 7 days per year. The law (Article 18) also states that execution of educational leave rights shall be determined by an agreement between the employee and employer). Employer' permission to go on a training leave is required in order to keep the working place. The employee is obliged to provide the employer with the programme application form, as well as certificates of participation and completion of the programme.
Short description of the related instruments	Not applicable

Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument
Legal basis	The Adult Education Act, (Zakon o obrazovanju odraslih),

	National Gazette NN 17/07, 107/07, 24/10; Labour Law (Zakon o radu), Official Gazette 93/14, 127/17, 98/19
Objective(s) and target(s)	The first article of the Adult Education Act defines adult education in Croatia as a process of learning of adults aimed to exercise the right to free personality development, training in order to increase own employability (acquisition of qualifications for the initial profession, retraining, acquisition and deepening of professional knowledge, skills and abilities) and active citizenship education. In Croatia, adult education relates to all forms of education for persons older than 15 years. The Act stipulates that adult education is based on following principles: lifelong learning; rational use of educational opportunities, territorial proximity and universal access to education under equal conditions and in accordance with the abilities; freedom and autonomy in choosing the manner of content, form, means and methods; respect for diversity and inclusion; professional and ethical responsibilities of andragogic workers; guarantees of the quality of the educational offer and respect for the personality and dignity of each participant.
Year of implementation	2007
Operation/management	The training leave is not directly regulated at the national level. Agency for Vocational Education and Training and Adult Education is involved in monitoring and adult education system development. Employers are represented in the Adult Education Council.
Eligible group(s)	All employees are eligible. Specific criteria are not specified by the law, therefore it remains at the level of employer-employee agreement.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Training for employability: earning qualifications for a first-time career, professional retraining, acquiring and expanding vocational knowledge, skills and abilities (as defined in the legal Act). Eligible education includes: - Programmes leading to a formal qualification (formal education) allowing to obtain a qualification of ISCED 1-8 level; - General courses (e.g. language courses); - Occupational courses connected to the present economic activity of the participant; - Occupational courses of all kinds; - Any kind of non-formal education/courses (e.g. for private issues only).
Source of financing and collection mechanism	Employer or employee can cover the costs of training leave. The compensation framework is determined by the collective agreement, an agreement between the workers' council and the employer or work regulations. It is not regulated under national law.
Financing formula and allocation mechanisms	The terms of educational leave are agreed upon between the employer and employee. The duration of training leave and discontinuation reasons are not regulated under the law. An employer' permission to go on a training leave is required in order to keep the working place. The employee is obliged to provide the employer with the programme application form, as well as certificates of

	participation and completion of the programme. Periods of paid leave are considered time spent at work.
Eligible costs	The eligibility of costs is agreed between the employer and employee.
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Not applicable
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	https://www.asoo.hr/en/education/adult-education/
Most relevant webpage - local language	https://www.zakon.hr/z/384/Zakon-o-obrazovanju-odraslih
Recent changes	No recent amendment Recent changes in response to COVID-19 No changes
Sources	The Adult Education Act - http://www.zakon.hr/z/384/Zakon-o-obrazovanju-odraslih
	Labour Law (Zakon o radu), Official Gazette 93/14, 127/17, 98/19