

Financing adult learning database

Name of the instrument - Local language	Mokymosi atostogos
Name of the instrument - English translation	Training leave
Scheme ID	137
Country	 Lithuania
Reporting year	2020
Type of instrument	Training leave
Sub-type of instrument	Unpaid leave - only employer and employee are involved
Type of entry	Single instrument

Short description	A studying employee can take training leave, which should be agreed upon with the employer. The training leave can be paid and unpaid (i.e. covering salary costs or not). It must be paid (at least the average monthly salary) for employees whose employment relationship with the employer has lasted for more than five years. In addition, it is paid in cases if the employee was sent for training or taking admission exam to higher education institution by employer initiative. Otherwise, the payment depends on the individual or collective agreement. Public authorities are involved only as observers. The eligible duration of the training leave is 0-30 working days.
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	Lithuanian Labour Code (of 14 September 2016), paragraph 135
Objective(s) and target(s)	To provide an opportunity for a working person to improve their qualifications, successfully combine career and education.
Year of implementation	2002
Year of latest amendment	2017
Operation/management	The measure is implemented by mutual agreement between the employee and the employer. Study leave is financed from the employer's budget. Public authorities are involved only as observers. The Ministry of Social Affairs and Labour together with the national labour inspection is responsible for the supervision of the implementation of the norms and stipulations foreseen in the Lithuanian Labour Code.
Eligible group(s)	Training leave can be taken by an employed studying person (both in a formal and non-formal education institution).
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	- Programmes leading to a formal qualification (formal education) of ISCED 3-8 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	Employee, employer
Financing formula and allocation mechanisms	The employer must pay at least an average salary if the employee is sent by the employer to train, or to take admission examination to higher education institutions. For employees whose employment relationship with the employer has lasted for more than five years, at least half of the employee's average salary is left for study leave of up to ten working days in one working year. Otherwise, the funding mechanism depends on the individual or collective agreement.
Eligible costs	Salary costs
Volumes of funding	Not applicable
Beneficiaries/take up	Total beneficiaries:2017: 3 848 2018: 3 9082019: 3 778
Organisation responsible for monitoring/evaluation	Ministry of Social Security and Labor of the Republic of Lithuania, National Labour Inspection
Monitoring/evaluation reports available	Not available

Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://socmin.lrv.lt/lt/naujienos/mokymosi-atostogos-pagal-naujaji-dar...
Recent changes	2017. The new labour code has included is the requirement to provide employees participating in non-formal adult education programmes with up to five working days per year of study leave to participate in non-formal adult education programs. Included the requirement to leave employees (working for more than 5 years with the same employer) at least half of the employee's average salary for study leave of up to ten working days per working year. It also applies to non-formal education programmes, if the training is related to the employee's professional development. Recent changes in response to COVID-19 No changes
Sources	Ministry of Social Affairs and Labour of the Republic of Lithuania, http://www.socmin.lt https://www.e-tar.lt/portal/lt/legalAct/f6d686707e7011e6b969d7ae07280e89