

Financing adult learning database

Name of the instrument - Local language	Urlop szkoleniowy
Name of the instrument - English translation	Training leave
Scheme ID	176
Country	 Poland
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	Employees have the right to a short-term paid leave for preparing and sitting exams (6 or 21 days depending on the type of exam/type of education and training). These exams must be related to training taken at the initiative of the employer or with her/his consent. An employee has to prove the attendance in educational activities required by providing the diploma/certificates of graduation. No government bodies and agencies are involved in the operation of training leave in Poland. Employer covers 100% of employees' wages during the training leave (6 or 21 days, depending on the type of training). If agreed (in the contract signed by employer and employee) the employer may cover also the cost of tuition fees, travel, accommodation costs, and learning materials.
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	Further instrument
Legal basis	Labour Code art. 102-1036
Objective(s) and target(s)	Art. 17 of the Labour Code states that an employer is obliged to support employees in advancing her/his vocational qualifications. The official commentary to the changes in the Labour Code related to art. 103 (regarding training and training leave) states that legal regulation of training leave is necessary taking into consideration the need to comply with international legal regulations signed by Poland (ILO Convention no 140 1974). This Convention put an obligation on employers to grant paid training to the employees who participate in training.
Year of implementation	1949
Operation/management	No government bodies and agencies are involved in the operation of training leave in Poland. All details with regard to training and training leave are listed in the training contract signed by the employer and employee (learner). The only involvement of government and social partners was connected with introducing the changes in the Labour Code in 2010, that redefined the rules for training leave.
Eligible group(s)	All employees with all types of employment contracts, who undertake training at the initiative of the employer or with the employer's consent
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	All types of formal training (ISCED 3-8) which involves examination and/or thesis preparation
Source of financing and collection mechanism	Employer cover 100% of employees' wage during the training leave (6 or 21 days, depending on the type of training). If agreed (in the contract signed by employer and employee) the employer may cover also the cost of tuition fees, travel, accommodation costs, and learning materials.
Financing formula and allocation mechanisms	Employer permission to go on a training leave is required. An employee has to prove the attendance in educational activities required by providing the diploma/certificates of graduation. The duration of training leave is from 6 to 21 days. Discontinuation reasons are not regulated. As training leave is relatively short, the employee maintains her/his usual rights. In the case of paid training leave, the employee's salary is covered 100% by the employer; other costs (e.g. tuition fees, travel and accommodation, learning materials) may be covered by the employer, but it is a matter of agreement between the learner and the employer.
Eligible costs	Employee's salary is covered in 100% by the employer. Other costs (e.g. tuition fees, travel and accommodation, learning materials) may be covered by the employer, but it is a matter of agreement between the learner and the employer

Volumes of funding	Not applicable
Beneficiaries/take up	Not available. As there is no institution in Poland that collects (aggregates) data with regard to training leave (such data is stored in individual companies, but not reported elsewhere), it is basically impossible to make a reliable assessment of the impact of this instrument on the participation of adults in learning activities.
Organisation responsible for monitoring/evaluation	Not applicable
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	https://ec.europa.eu/eures/main.jsp?catId=8448&acro=living&lang=en&pare...
Most relevant webpage - local language	https://zielonalinia.gov.pl/bezrobotniiposzukujacypracy/podnoszeniekwal...
Recent changes	No recent amendment Recent changes in response to COVID-19 No changes
Sources	Labour Code
	Website of the Public Employment Services