

Financing adult learning database

Name of the instrument - Local language	študijski dopust
Name of the instrument - English translation	Training Leave
Scheme ID	200
Country	 Slovenia
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	An employee has the right to be absent from work on days when he/she takes the exams for the first time. If education/training is in the interest of the employer/initiated by the employer, the costs are paid by the employer. If education/training is in the interest of the employee, the costs are covered by the employee. Collective agreements, contracts of employment or educational contract may define more favourable rights, for example, more days of training leave for each exam, additional training leave for preparing a masters paper or for doctoral study. The maximum period of the training leave is 30 working days. Specific conditions (i.e. payments, re-using, rights of employee, information provision) depend on the employer.
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	Article 170 of Employment Relationships Act (2013)
Objective(s) and target(s)	Not available
Year of implementation	2002
Year of latest amendment	2013
Operation/management	According to Employment Relationship Act, unless otherwise stated, an employee has the right to be absent from work on days when he/she takes the exams for the first time. This right is valid regardless of whether the employee follows education and training in his/her own interest or in the interest of the employer. However, in case the employee follows education and training in the interest of the employer, he/she continues to receive payments. Otherwise, the employee receives only unpaid time off work. Collective agreement, contract of employment, or educational contract may provide more favourable rights for workers. For example, more days of training leave for each exam (usually 1 day is granted), additional training leave for preparing a masters paper, for doctoral study, or paid time off (like paid leave/vacation) in case of attending education and training in employees or shared interest.
Eligible group(s)	All employees involved in the (formal) educational process.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	No specific type of education is defined in the Employment Relationship Act. The type of education and training eligible may be defined in collective agreements. Usually, training leave is understood as the right to absence from work for the purpose of formal education. However, the law offers the opportunity to conclude a special contract, where the rights and duties may be defined also for the purpose of non-formal education/training.
Source of financing and collection mechanism	Employee/employer pays for the training leave. If the education/training is in the interest of the employer/initiated by the employer, the costs are paid by the employer. If education/training is in the interest of the employee, the costs are covered by the employee.
Financing formula and allocation mechanisms	Amounts and shares of education and training costs to be paid by employee, employer, the State, or social partners are not defined by law. The Employment Relationship Act sets the obligations of the employer only. The basic rule is: if the education/training is in the interest of the employer/initiated by the employer, the costs are paid by the employer. If education/training is in the interest of the employee, the costs are covered by the employee. The types of costs to be paid by the employer are set in a

	collective agreement, employment contract, or educational contract. In an educational contract, duration and type of education/training, as well as the rights and duties of employee and employer should be defined including reimbursement of costs, duration of education/training leave.
Eligible costs	Salary costs.
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Ministry of Labour, Family, Social Affairs and Equal Opportunities
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	https://www.gov.si/en/state-authorities/ministries/ministry-of-labour-f...
Most relevant webpage - local language	https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-delo-druzi...
Recent changes	2013: The Employment Relationships Act was adopted that indirectly concerns training leaves by setting rules for annual leaves. More detailed regulation of leaves. Recent changes in response to COVID-19 No changes
Sources	http://www.mddsz.gov.si/