

Financing adult learning database

Name of the instrument - Local language	Congedo per formazione
Name of the instrument - English translation	Training Leave
Scheme ID	249
Country	 Italy
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 can take training leave for completion of compulsory schooling, upon achievement of the qualification of the second degree, university diploma or degree, to the participation in training activities other than those organised or financed by the employer. The employee can ask for training leave, however, as a general rule, the employer can refuse, or ask to postpone permission according to organisational reasons. The number of allowed hours is defined within collective sectoral agreements. It is not necessarily paid.
--------------------------	--

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	Law No. 53 of March 8, 2000 ("Provisions for the support of motherhood and fatherhood, for the right to care and training and for the coordination of time in the cities").
Objective(s) and target(s)	"The present law promotes a balance between work, care, training and relationship times" (Law 53/2000)

Year of implementation	1970
Year of latest amendment	1970
Operation/management	The employee can ask for training leave, however, as general rule the employer can refuse, or ask to postpone permission according to organisational reasons (including number of employees already benefitting from training leave, in limits defined in the frame of collective agreements)
Eligible group(s)	Employees of public or private employers, who have at least five years' seniority with the same company or administration
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Completion of compulsory schooling, qualifications/diploma (secondary school), university degree, to the training activities other than those organised or financed by the employer.
Source of financing and collection mechanism	It is not necessarily paid: the Law 53/2000 (art. 5, clause 3) states: "During the period of leave for training, the employee retains his or her job and is not entitled to remuneration". However, in the frame of collective agreements some paid hours/days are actually allowed. For example, Trade do not recognise paid leave (https://www.contrattocommercio.it/art-172-congedi-per-formazione), Metalworkers Collective Agreement recognises part of the hours, not all allowed, therefore it is a combination of paid/unpaid leave.
Financing formula and allocation mechanisms	In collective agreements with the possibility of paid leave, the company pays the working hours for training (following certain conditions) [example, Metalworkers Collective Agreement, art. 9]
Eligible costs	Working hours used for training, where applicable
Volumes of funding	Not applicable
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Not applicable
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://www.gazzettaufficiale.it/atto/serie_generale/caricaArticolo?art...
Recent changes	1970. Defined the possibility for the worker to have training leave, according to the constitutional principle of the right to study. The Law 53/2000 made operational the

	Statute of Workers - this law is still in force. There were no further amendments afterwards. Recent changes in response to COVID-19 No changes
Sources	http://www.parlamento.it/parlam/leggi/00053l.htm