



**FOR INTERNAL USE**

# **European Network of Public Employment Services**

PES Capacity Questionnaire  
Country Factsheet

Slovakia  
Central Office of Labour, Social Affairs and Family  
(COLSAF)  
2019



## **EUROPEAN COMMISSION**

Directorate-General for Employment, Social Affairs and Inclusion  
Directorate B — Employment  
Unit B1 — Employment Strategy

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The European Network of Public Employment Services was created following a Decision of the European Parliament and Council in June 2014<sup>1</sup>. Its objective is to reinforce PES capacity, effectiveness and efficiency. This activity has been developed within the work programme of the European PES Network. For further information: <http://ec.europa.eu/social/PESNetwork>.

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<sup>1</sup> DECISION No 573/2014/EU

## About the Central Office of Labour, Social Affairs and Family (COLSAF)

<b>Name of PES</b>	Central Office of Labour, Social Affairs and Family (COLSAF)
<b>PES website address</b>	www.upsvar.sk www.istp.sk, www.eures.sk
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### 1. Background

#### 1.1. Status of the national PES

The Central Office of Labour, Social Affairs and Family or the COLSAF (the Slovakian PES) is a Government Organisation under the Ministry of Labour, Social Affairs and Family (MoLSAF). Its Director General is a member of the Management Board of MoLSAF and s/he reports directly to the Minister of Labour. Social partners are not involved in the management, supervision or monitoring of the COLSAF.

The PES has a broad remit to disburse benefits, social assistance, and the social and legal protection of children and social custody. More particularly its objectives include:

- Lowering the overall level of unemployment (especially for young and disadvantaged people);
- Reducing regional disparities in the labour market; and supporting the mobility of the labour force.

#### 1.2. Geographical organisation

The PES is organised according to the following structure:

Level	Description
<b>National</b>	<i>Central office</i> - in charge of the implementation of the legislation drafted by the Ministry. It controls budgeting and payment processes; it provides methodological guidance on service implementation; and it monitors the collection of administrative data.
<b>Local</b>	<i>Local offices (46)</i> – each managed by a Director appointed by the COLSAF Director-General and focused on delivering services.

#### 1.3. Relationships and cooperation with other organisations

The PES operates and cooperates with a range of organisations and with different types of relationships.

#### 1.4. Key PES responsibilities

The key activities and tasks and the PES responsibilities within them are set out in the table below:


Activity/Task	PES Responsibility
Implementation of services of individualised assistance (e.g. intensive counselling and guidance, job-search assistance) and follow-up for unemployed people provided as part of a planned	Fully responsible

Activity/Task	PES Responsibility
path towards durable (re-) employment (cf. services as in Eurostat LMP database Category 1.1.2).	
Implementation of Active Labour Market Policy (ALMP) measures (any measures within Eurostat LMP database Cats. 2-7) financed by national funds or through co-funding from the European Social Fund (ESF).	Fully responsible
Administration of national unemployment benefit (UB) scheme (handling of UB claims, payments, financial planning and reporting, etc.)	Partly responsible – the COLSAF is responsible for registration of jobseekers, but the Social Insurance Agency administers the benefit payments.
Administration of social types of allowances (e.g. child allowances for UB recipients), please specify each allowance separately: <ul style="list-style-type: none"> <li>- Childbirth allowances</li> <li>- Children's benefits</li> <li>- Parental benefit</li> <li>- Allowances for childcare</li> <li>- Foster parents' allowances</li> <li>- Funeral benefit</li> </ul>	Partly responsible – for any UB-related payments
Administration of benefits for people with disabilities or handicapped people, please specify which exact group(s) are covered: <ul style="list-style-type: none"> <li>- Contribution for personal assistance</li> <li>- Allowance for helping to buy equipment</li> <li>- Allowance for purchase of vehicle</li> <li>- Allowance for personal transport</li> <li>- Allowance for home adjustments</li> <li>- Allowance for increased costs related to special dietary requirements</li> </ul>	Fully responsible
Approval of layoffs by employers. Please specify if this concerns specific conditions or situation only:	Partly responsible – employers are required to notify PES of planned mass redundancies
Licensing and supervising private employment agencies (PrES), please specify whether this covers PrES, temporary work agencies (TWAs), or another type of service provision by private companies:	Partly responsible – for issuing permits to TWAs and agencies for support workers. They also must apply for a business licence separately
Notification of apprenticeship places and placement of apprenticeship candidates	Not responsible – falls within the remit of the Ministry of Education
Careers advice and guidance for young people still in education	Partly responsible – counselling for final year students
Acting as Managing Authority for the ESF	Not responsible

Activity/Task	PES Responsibility
Managing training centre for jobseekers (that are an integral part of the PES)	Not responsible
Issuing of work permits for third country nationals (e.g. dealing with applications, approving and issuing, keeping records, reporting, etc.)	Partly responsible – the PES makes recommendations to the Alien and Border Police who issue the permits
Other – please specify:	None

### 1.5. PES good practice

Examples of good practice in the Slovak PES identified by the European Network of PES are listed below:

EN		PES Practice: Subsidised work experiences for young graduates	2015
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Source: EC DG EMPL, PES Practices: <http://ec.europa.eu/social/main.jsp?catId=1206&langId=en>

## 2. Annual expenditure

Total PES expenditure increased by EUR 84.9 million or 5% between 2013 and 2018, reaching EUR 1 665 million in 2018. Over the same period PES expenditure on all types of benefit fell by EUR 73.8 million or 6% and expenditure on ALMPs (Active Labour Market Policies) increased by EUR 68 million or 51%.

Other types of expenditure increased steadily as can be seen in Table 1.

The principal source of funding for PES activities is the Government Budget.

**Table 1. Annual expenditure summary (EUR million)**

Expenditure category	2013	2014	2015	2016	2017	2018
Total PES	1 580.1	1 591.2	1 593.5	1 589.1	1 594.3	1 665.0
All types of benefits	1 263.8	1 246.5	1 203.3	1 166.1	1 161.9	1 190.0
ALMPs	132.3	139.9	171.6	183.4	173.5	200.3
Staff costs	87.4	98.8	106.3	114.7	119.1	123.8
Staff training costs	0	0	0	0	0.1	0.1
Budget intended for other institutions	9.4	10.9	11.5	12.5	26.3	26.6
Other expenditure	87.1	95.0	100.8	112.4	113.3	124.2

Source: Annual PES Benchmarking Data Collection.

## 3. Human resources

The total number of PES staff decreased by 140 or 3% over the period 2016-2019 reaching 4 175 FTE (Full Time Equivalent) at the end of April 2019. This reduction is explained by the conclusion of three projects in 2018. The proportion of total staff directly in contact and dealing with clients (front office staff) was 90% at the end of April 2019, with 64% directly servicing jobseekers, and 10.9% servicing employers. There are no current plans to increase or reallocate staff in 2019.

Overall staff turnover in 2019 was 11%.

**Table 2. Staffing summary (FTE, as at 30 April each year)**

Staff category	2016	2017	2018	2019
Total PES staff	4 315	4 054	4 368	4 175
Of which (absolute and in % of total PES staff):				
Front office staff	N/A	N/A	3 849	3 735
% front office staff	N/A	N/A	88%	90%
Exclusively servicing jobseekers	2 144	2 802	2 652	2 652
% exclusively servicing jobseekers	N/A	69%	61%	64%
Exclusively servicing employers	N/A	678	455	455
% exclusively servicing employers	N/A	17%	10%	10.9%
Staff turnover (for all reasons – figure for calendar year)	13%	11%	N/A	11%

Source: Responses to PES Capacity Questionnaire.

#### 4. Registered unemployed

The number of registered unemployed jobseekers fell by 184 487 or 56% between 2013 and 2018, ending the period at 143 340. Over the same period, participants in ALMPs increased by 4 898 or 20%, with 29 331 people in ALMP measures in 2018.

**Table 3. Registered unemployed jobseekers and participants in ALMPs (average monthly stock each year)**

Client Group	2013	2014	2015	2016	2017	2018
Registered unemployed jobseekers*	327 827	293 682	266 071	212 666	174 975	143 340
Participants in ALMPs**	24 433	32 321	29 892	33 713	27 571	29 331

\* The number of people registered with the PES, who are available for the labour market and who are, or should be, looking for a job, excluding those on any active labour market policy (ALMP) measure.

\*\* The number of people participating in ALMP measures in the following categories (according to the LMP database): Training (Category 2); Job rotation and job sharing (Category 4.3); Sheltered and supported employment and rehabilitation (Category 5); and Direct job creation (Category 6).

Source: Annual PES Benchmarking Data Collection.

#### 5. Job Vacancies

The monthly average of job vacancies notified to the PES increased by 15 505 or 209% between 2013 and 2018, reaching 19 232 in 2018. The proportion of monthly average job vacancies notified to the PES that were filled stood at 99% in 2018, of which 37% were filled within 60 days of notification in the same year.

The share of the job finders who found their present job through PES involvement at any point remained stable between 2013 and 2018, ending the period at 10.3%.

**Table 4. PES Job vacancies**

Vacancy measure	2013	2014	2015	2016	2017	2018
Vacancies notified to the PES (monthly average inflow) *	3 727	7 408	14 138	15 998	18 172	19 232
Vacancies notified to the PES that were filled (monthly average outflow at the end of the month) *	4 593	6 942	12 956	15 311	15 228	19 001
Vacancies notified to the PES that were filled within 60 days of notification (monthly average outflow at end of month) *	2 073	3 918	7 657	8 349	7 118	7 094
Share of the formerly unemployed who stated in Eurostat's Labour Force Survey that the PES was involved at any moment in finding their current job ( <i>proxy for vacancies filled with PES assistance</i> ) **	10.6%	14.4%	15.3%	15.5%	11.7%	10.3%

Source:

\* Annual PES Benchmarking Data Collection.

\*\* European Union Labour Force Survey (EU LFS).

## 6. Active labour market policies (ALMPs)

Two new employment measures were introduced in 2018 (see Table 5). No amendments were made to existing measures last year.

**Table 5. New ALMPs introduced in 2018**

Intervention name	Target group(s)	Type
Vzdelávanie UoZ NP 'Jobseeker Training'	Jobseekers	2
Pripravení na prácu The 'Ready for work' project	Jobseekers	2

\* Classification of ALMPs according to the EU LMP database: Training (Category 2); Employment incentives (including job rotation and job sharing) (Category 4); Sheltered and supported employment and rehabilitation (Category 5); Direct job creation (Category 6); and Start-up incentives (Category 7).

Source: Responses to PES Capacity Questionnaire.

**Table 6. ALMPs modified in 2018**

Intervention name	Target groups	Type*	Main modifications
No ALMPs were modified in 2018	N/A	N/A	N/A

The following table shows the types of ALMPs that are primarily used for each of the client sub-groups listed in the table.

**Table 7. Types of ALMP for specific client groups**

Target group Type of ALMPs	Young people (aged under 25)	Long-term unemployed	Older workers	Disabled	Refugees*
2: Training	✓	✓	✓	✓	
4: Employment incentives	✓	✓	✓	✓	
5: Supported employment and rehabilitation	✓	✓	✓	✓	
6: Direct job creation	✓	✓	✓	✓	
7: Start-up incentives	✓	✓	✓	✓	

\*Applies only to those with a temporary or permanent resident permit (status).

Source: Responses to PES Capacity Questionnaire.

## 7. Main strategic targets for 2018

**Table 8. Targets for all clients in 2018**

Indicator, including target group and time frame where applicable	Target(s) set for 2018
The Slovak PES does not currently measure performance	N/A

Source: Responses to PES Capacity Questionnaire.



## Supporting Youth

### Implementing the Youth Guarantee

#### Responsibilities for the Youth Guarantee

The PES has the following responsibilities for the Youth Guarantee (YG):

- PES is just one of the implementers of the national YG scheme;
- Registration of young people;
- Provision of PES services including YG services to young people;
- Follow-up of all young people who received YG services.

The PES (COLSAF) is responsible (in cooperation with its local offices) for putting measures into practice that fulfil the National Plan for the Implementation of the YG in Slovakia, including using ALMP instruments (i.e. personalised advisory services, Individual Action Plans, programmes to reintegrate young people into work or education, and hiring incentives for employers).

#### Involving young people and youth organisations

The PES (COLSAF) has not involved young people or youth organisations in designing, re-designing or improving the YG services.

#### Partnerships in place and main developments

The PES works with the following types of partnership:

- Partnerships to ensure that young people have full information and support available - the PES cooperates with educational institutions where regular meetings with students and teachers are held. The students are informed and given advice about the labour market and their future career chances.
- The PES also cooperates with educational institutions at a regional level, especially in organizing jobs fairs where schools and their students participate, there were no developments of this type of partnership during the period April 2017 to April 2019.

#### New projects focusing on young people

Over the April 2017 to April 2019 period, there were no new projects developed targeting youth.

### Resources for implementing the Youth Guarantee

#### Human resources

At the end of April 2019, there were no staff fully dedicated to the implementation of the YG. YG activities are incorporated into PES staff functions and roles. Staff work with a range of different clients according to need.

No PES staff members working in the implementation of the YG were trained in the last 24 months on specific aspects of working with young people.

#### Funding for Youth Programmes (planned)

ESF is the principal source of funding for YG programmes, with additional funds from the Government and EU's Youth Employment Initiative (YEI).

#### Reaching out to young people, including NEETs

Outreach to NEETs is outside the PES scope of intervention, but PES employment counsellors are involved in *Proactive work with schools*.

### **Information management**

There are no databases available to support the implementation of the YG.

### **Timing in the provision of PES services**

- First meeting between 1 and 4 months of registration for the YG;
- Making an offer is between 2 and 4 months of registration.

### **Monitoring and evaluation**

No specific targets have been set for youth-oriented services.

#### **Monitoring and evaluation activities**

- Monitoring young people who leave the unemployment register;
- Monitoring how many young people receive an offer within 4 months;
- Follow-up of young people referred to education and training providers.

### **Mutual learning activities**

Over the April 2017 to April 2019 period, PES staff did not take part in any mutual learning or technical assistance activities relating to youth.