COUNTRY FICHE: SLOVAKIA

PES NAME: COLSAF

Basic organisational model

Type of organisation/relation to government

Public law institution subject to the supervision of the Ministry of Labour, Social Affairs and the Family.

Structure and organisational levels

- Representative of the executive power (Ministry of Labour);
- Central office of labour, social affairs and family;
- Local labour offices.

Management structures and the role of social partners

- Management: Both central and labour offices have a multi-level management. The central office is managed by the Director General and Head of Staff Office. Each labour office has its own Director.
- Supervision: The Ministry of Labour, Social Affairs and Family supervises the activity of both the central office and the labour offices.
- Social partners: There are no tripartite bodies involved in the management of COLAF.

Financing model

PES financing by source, Euro (thousands)

	Expenditure (EUR thousands)						Change 2010-2011 (%)		
	2010			2011 (forecast)					
Source of funding (%)	Total Budget	Operating costs	ALMP	Total Budget	Operating costs	ALMP	Total Budget	Operating costs	ALMP
Total	203.165 (100%)		199.728 (100%)	92.299 (100%)		35.360 (100%)	-55%		-82,3%
Social security contributions									
Government and other public funding	93.938 (46,2%)			65.672 (71,2%)					
ESF	92.651 (45,6%)			22.633 (24,5%)					
Other EU Funding									
EURES									
PES own revenues									
Other	16.576 (8,2%)			3.994 (4,3%)					

Note: 'Other' includes: border cooperation, match funding for ESF, extra-budgetary sources of domestic and foreign extra-budgetary resources.

Human resources

PES human resources

	Number of staff	% directly servicing clients
Total	**2332**	
Central office	44,5	N/A
Labour offices	2287,5	N/A

Note: COLSAF does not register the number of employees directly servicing clients.

Integration of employment services and benefit payments

Unemployment and related benefits

- The Slovak PES is not responsible for the provision of unemployment benefits, which is entrusted to the Social Insurance Agency.

Other social benefits

- COLSAF is not involved in the provision of any social benefit.

Clients/Customers

Jobseekers

	Number	%
Jobseeker client groups		
Total	384.465	100%
Women	182.038	47,5 %
Disabled	11.218	2,9 %
Juveniles (after compulsory school attendance from 16 to 18)	3.902	1 %
Graduates of high schools and universities	31.013	8,1 %
Long-term unemployed	184.694	48,4%

Jobseekers are grouped into 5 main categories: women, the disabled, the young (after compulsory school attendance from 16 to 18), people with degrees (high-school or university) and the long-term unemployed. Conventional socio-demographic characteristics, such as gender, age, duration of unemployment and disability, are recorded for all clients.

Employers

N/A.

Other clients

- Students are offered specialised career counselling and orientation;
- COLSAF offers specific services for job-changers.

Types and methods of service provision

Services for jobseekers

- Financial support for young jobseekers (up to 25 years of age) registered with the PES participating in training courses;
- Individual counselling, psychological counselling, and individual action plans are available to all registered clients;
- Specific support for the employment of disabled persons;
- Refund of travel expenses for those attending a job interview or a selection;
- Education and training courses are available for every registered jobseeker who needs to update his or her skills.

Services for employers

- Training courses are offered to employers who need to update the skills of their employees;
- Help to maintain jobs for specific kinds of employees is available to all employers who face difficulties in keeping their staff;
- Reimbursement of travel expenses for employees' home-work trips is provided to all employers;
- Support for employers who employ disabled workers.

Job vacancies and market share

Collecting information on job vacancies

Job vacancies are collected directly from employers, through different channels (i.e. telephone contacts, emails, traditional correspondence, websites, adverts), which also include visits and meetings with PES officials.

Vacancies and referrals

The number of vacancies registered as of 31 March 2011 was 8.760. There is no track record of the number of referrals and filled positions.

Matching of supply and demand

Matching of supply and demand is not monitored. A new monitoring system is currently being implemented.

Market share

N/A.

Active labour market policies

LMP Services

Name of service	Brief description	Delivery
Refund of travel expenses for jobseekers who have to attend a job interview or selection process.	Labour Market Services	Transfers to individuals; refunds.
Contribution for commuting to work.	Labour Market Services	Transfers to individuals; refunds.
Payment of expenses for meals, accommodation and travel related to participation in professional consultancy services.	Individual Services	Transfers to individuals; refunds.

LMP Measures

Name of measure	Category	Brief description	Delivery
Education and training	2	Education	Transfers to individuals; lump sums.
Incentives for the job-insertion of disadvantaged jobseekers	4	Incentives to employment	Transfers to employers; regular cash payments.
Incentives to keeping the jobs of low-paid employees	5	Integration of the disabled	Transfers to employers; regular cash payments.
Incentives to avert lay-offs	6	Direct job creation	Transfers to employers; regular cash payments.
Contribution for training courses	6	Direct job creation	Transfers to employers; regular cash payments
Contribution to municipal activation services	6	Direct job creation	Transfers to individuals; regular cash payments

Cooperation/partnership

The Slovak PES, through its central office, cooperates with private employment services in order to provide a better response to clients' needs. Both public and private organisations are involved in the provision of consulting/training services as well as the organisation of thematic workshops and conferences.

Evaluation

Evaluation is incorporated in the design of ALMP programmes and is provided, with half-yearly and yearly intervals, by the central office. The characteristics of measures according to territorial scope, time horizon and source of funding are analysed. The Department of Informatics and Statistics is provided with monitoring data on a monthly basis; the Ministry of Labour, Social Affairs and the Family is also informed of the results, so as to make informed proposals on new ALMP measures.

Management logic and performance measurement

Planning process

Planning is based on the results of the monitoring and evaluation of specific data. In order to support the process, these figures are checked and analysed by different departments within COLSAF.

Types of objectives and targets

The two main priority areas for 2011 are:

- Reducing long-term unemployment;
- Improving the provision of PES services to people who are hard to place;

Monitoring

The monitoring of COLSAF's tasks is constant, and is carried out on the basis of a specific benchmarking. Two main criteria are used to measure and monitor PES performance:

- The number of appeals against decisions of labour offices;
- The percentage of employed jobseekers in a certain period.

Lean management

N/A.