

Country Report

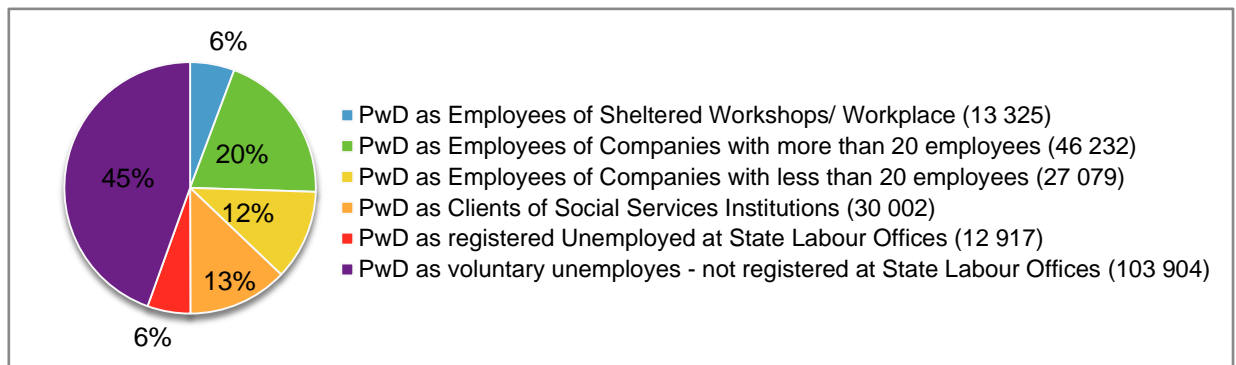
Developing an inclusive labour market in Slovakia: 2016

General context and legal framework

The situation of people with disabilities (PwD) in Slovakia in connection with their positions in the labor market is not very favorable, and significantly not improving during the time. There are 2.7 million of economically active people in total and 261,914 people of them are registered as unemployed (9.64% unemployment rate). As for PwD (as defined in the Act 5/2004 Law of employment services) based on the statistics of the Social Insurance State Company, which pays a total of 233,459 disability pensions. Slightly more than half of the recipients receives partial disability pensions, others live on full disability pensions – updated at the end of May 2016. PwD represent 8.6% of the economically active population in Slovakia.

CHART 1 - The structure of PwD in connection with the labor market in the Slovak Republic (Source: Labour office, the Labour Ministry and Slovak Statistical Office, Social Insurance Institution - requested statistics, 31/5/2016)

The rate of decline in the ability of employment must be higher than 40% for partial retirement and



more than 70% for gaining a full invalidity pension. Each year, the number of invalidity pension approvals increases by almost 20,000 per year (which is almost 1% of the economically active population). The most common reasons for gaining of invalidity pensions are musculoskeletal diseases, cancer, mental disorders.

The participation of people with disabilities in various segments of the labor market is shown in the graph no.1 and the result is that **7 people out of each 10 people with disabilities** in Slovakia are excluded from the labor market.

To apply the efficient employment policy for Slovak PwD Ministry of Labor, Social Affairs and Family of the Slovak Republic uses the statistics of registered unemployment rate as a starting point. Nevertheless Eurostat says that the registered unemployment rate in Slovakia is extremely low - only 6% of all PwD are registered jobseekers at state labor offices, which means that **PwD form a group of only 3.64% of all registered disadvantaged jobseekers.**

These numbers are used as the arguments by the Ministry of Labor, Social Affairs and Family of Slovak Republic to defend their passive and inactive policy on employment of PwD. These numbers though do not take into account the 103 thousands of voluntarily unemployed PwD and 30

thousands of people placed in long-term care of social services institutions, where they should be soon passed into the community in the context of deinstitutionalization. Only the minimum support is provided for PwD who are neither registered nor employed. In relation to PwD, it is crucial that often they are discouraged from the registration by officers of State Labour Offices because of the effort to reduce the overall unemployment rate

(Invalidity pensions and health and social insurances can be received by PwD although they are not registered as unemployed.)

Statistical Office of the Slovak Republic realized the survey specifically targeted at PwD in 2011, which identified **the main causes of labor restrictions**: shortage of vacancies (in 2015 it was reported 23,708 vacancies for 260,000 registered jobseekers, and only 1,217 were eligible for 13,000 PwD registered as jobseekers). Other reasons were: lack of education, training or experience; family situation problems (problems with transport, family assistance etc.); impact on receiving social benefits, contributions or support.

A huge problem is the lack of "intermediary" - **§ 58 Supported Employment Agency**, which is in the Employment Services Act 5/2004 Z.z. established from the beginning. The first two years of the agencies (2011-2012) they were financed and contracted by the National Labour Office from the state budget (4 of them) and achieved above-average results. Additional funding was realized through a national project that was primarily focused on the preparation of PwD through individual action plans and training. Subsequently, in 2008, the funding stopped and only a few of the registered 68 agencies are active in supported employment policy in the Slovak Republic since then. Usually they work on a voluntary basis or using a small grant schemes from private sources.

There are currently some instruments of support employment for PwD there in the legislation of SR, but they **are mostly financially tied to the assigned status of a sheltered workshop (where more than 50% of employees are PwD) or protected workplaces (1 PwD)**, work assistance, Agency of Supported Employment and the possibility of substitutional compliance of the obligation to employ 3.2% PwD of all employees. With exception of sheltered workshop or protected workplaces there is a lack of any other instrument, that would financially subsidize jobs for PwD. Therefore, our sheltered workshops or protected workplaces in Slovakia have different meaning than abroad, they are interpreted as different (unidentified in legislation) models of social entrepreneurship. Most employers of PwD ask for status of Sheltered Workshop or Protected Workplace de facto only because they want to get a state subsidiary for 1 or 2 PwD as their employees. In the past, there was already financial mechanism named social enterprise as an instrument of active labor market policy, but because of several reasons (written below), almost nobody was interested in applying for it.

State support with the ESF under national projects (NP II - Promoting the employment of PwD) following the revision in 2013

total of 43 million EUR in 2012 (for 27 thousands of jobs for PwD) decreased to almost half - 25 million EUR in 2014 (for 30 thousands of jobs for PwD).

At the present, there is a **willingness of entrepreneurs and employers who are obligated to employ PwD** (any kind of employer employing more than 20 employees is obligated to employ 3.2% PwD of all employees) in Slovakia, despite the fact that it is not "financially profitable." When the minimum wage for one PwD at the full-time employee costs 6 174 EUR per a year, if the employer pay instead mandatory contributions in total amount of 1 045 EUR per a year, or there is third legislative alternative - employer can make an order from a sheltered workshop or from protected workplace in the total amount of 1115 EUR (929 EUR excluding VAT) per year. Theoretically for the employer the best alternative is to pay mandatory contribution, but this alternative (out of legal 3 other ones mentioned above) is used the least by employers obligated to employ PwD in Slovakia. Employers are more likely to prefer employment and contracts with PwD, and moreover **even those who do not have any obligations** (because they run only the small businesses

or sole traders, who don't employ more than 20 employees so they are not obligated to employ 3,2% PwD of all their employees).

A broader definition of Inclusive Labour Market (ILM) in Slovakia

According to Slovak **experts from the mainstream non-profit organizations providing services for PwD (service providers) and organizations representing PwD (DPOs)** or thin-tanks of Public Policy (alphabetically named - Elena Kopcová (TENENET), Mária Nádaždyová (EPIC), Štefánia Nováková (ZPMP SR), Michal Páleník (IZ), Zuzana Polačková (EPIC), Helena Woleková (SOCIA), Viera Záhorcová (SÚPZ)), the definition of inclusive labor market (ILM) in Slovakia, is reflecting the current state and could read as follows:

ILM is such a labor market that **provides full job opportunities (for proper wages, with no limits on the type of work), for each participant in the labor market** regardless of his/her individual capacity, health status, age, education or work skills. Thus it provides the opportunity and appropriate working conditions for professional integration (including finding and maintaining a job) for all, whose currently working capacities are limited by using specific tools of active labor market policy. Specific instruments mean modified programs combining elements of sheltered employment inside the system of current labor market, intermediate labor market etc., including equal opportunities for all disadvantaged jobseekers. Disadvantaged social groups are young people under 26 without work experience, more than 50 years old people, long-term unemployed for more than 12 months non stop, people with lower than secondary education, graduates without work experience, refugees, single parents and PwD.

The suggestion is to integrate the disadvantaged and other groups (those coming back from work abroad, after illness, after maternity and parental leave, etc.), whose currently working capacities are limited, by using a form of specific instruments of active labor market policies (modified programs combining employment with protected elements in the system of mainstream labor market, intermediate labor and tools supporting employment in the open labor market in the form of supported employment).

When we focus on PwD as one of the target groups, ILM is such a labor market that **takes into account the individual needs of the applicant** / employee with disabilities (in a work relationship, in preparation for employment in the process of rehabilitation in the supply chain) and through his/her active using of assistive aids, technologies and / or usage of the work assistance in the workplace creates for PwD the same working conditions (shared workspace, identical working tasks, adequate working evaluation etc.) than people without disabilities. Worker with disabilities in the ILM system is fully integrated into the normal working environment, and the working environment and working conditions are adapted to his/her specific needs.

The employment services and supported employment emphasize the **activation of the client with disabilities towards his inclusion in the open labor market**. The working environment within the ILM focuses on identifying and supporting the capacities of workers with disabilities instead of emphasizing their limits resulting from their disabilities. This means that the support of ILM is time limited, is provided only while it is necessary. Inclusive labor market has limited capacity and open labor market offers his employees with disabilities more more complex and wider range of self-realization without limitations.

To explain this :

inclusive education is understood similarly,

to provide that children with disabilities would not have to attend special schools, but, could be integrated into common schools and. The ways how to integrate should be formed – including using a school assistant so child with disabilities could be educated in mainstream schools in the same way as children with no disabilities. This is about disabled children oriented approach.

ILM does not distinguish the form,

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so it may include a **social enterpreneurship, a sheltered workshops, open labor market and other socio-corporative models**,

but it mostly uses the environment of the open labour market. The emphasis is on process of continual support and accompaniment to activate the client in achieving employment success and independence in an appropriate and safe forms of employment, support for his transition from sheltered workshops to open labor market.

ILM creates jobs in an inclusive environment of ordinary communities, in accordance with the municipal government and policy and with **respect to community and local markets**.

The ILM

Focuses on 3 groups needing support, namely: employees with disabilities, advisers/assistants for supported employment and employers of PwD. Support may have several forms - the **form of subsidies** (eg. Support funding of Agencies of supported employment and supported employment services, etc.) **or the amount of guarantee contracts** (eg. Public procurement with a social component etc.).

Other definitions - e.g. definition of inclusive business, inclusive services, workers in ILM, finance conditions - subsidies or guarantee contracts - these need to be agreed at planned subsequent meetings of the expert working groups at SocioFórum and with participation of Ministry of Labour, Social Affairs and Family of Slovak Republic.

I. Stakeholder Cooperation

Strengths:

Strong and professionalized non-profit sector experts who have long experience in the labor market and supported employment of PwD

Weaknesses:

Involvement of other key players (the State, local government, the business sector) is minimal. Not only cross-sectoral, but also cross-resort cooperation is missing.

Neither the non-profit sector is unified, nor does it cooperate.

E.g. at the time of negotiation process of priorities

for the OP Human Resources from ESF, civil sector provided only quite a lucid and concise document on how NGOs should use ESIF for marginalized communities.

In the area of employment of PwD, we have failed to provide neither anything like that. Lack of any discussion on this issue resulted in position of not knowing

what vision Ministry of Labour Social Affairs and Family of SR has,

what vision expert public has, what vision NGOs or all of us have.

Opportunities:

In order to establish the needed generally respected concept of employment of PwD in Slovakia, we should focus on cross-sectoral and cross-resort solutions in mutual cooperation. ILM expert working groups should be composed:

- **cross-sectoral** - Ministry of Labour, Social Affairs and Family of SR (Department of Employment Services), General State Labour Office, Slovak Trade Union for Nurses and Social Services (also Confederation of Slovak Trade Unions), associations (Slovak Union of Supported Employment) and employers' Assemblies as representatives of the business sector, national and famous web sites for jobseekers (www.profesia.sk, ISTP - Integrated System of Labour Market managed by General State Labour Office), new Slovak Chamber of social workers and non-profit social organizations, academic research institutions.

- **cross-resort** - these solutions should be worked out in cooperation with the Ministry of Labour, Social Affairs and Family of SR

as a key sector and Health ministry (topic - assessor system, etc.), education (theme of transition from school to the labor market, career planning, the dual education etc.), regional development (theme development of marginalized groups and rural development etc.) and other public policies.

These questions should be answered:

1. The basic problem is that Slovakia must firstly **define the terminology and in particular define services according to their types** (social services and employment services), and then define the competences and responsibilities for services of supported employment (Social services and also services of employment – diagnostics, preparation for work, activation of clients, etc. vs. only services of employment - allocation of PwD into labour market, accompanying and job retention, etc.). At present there is no one to take responsibility for them and therefore also no one to fund them. There are only questions. The question is who is or will be responsible for the content and implementation of solutions of ILM - should it be the Ministry of Labour, Social Affairs and Family of SR or the Commissioner for PwD or a completely new institution? And when will that happen? The creation of a systemic model linking the employment and social services together could help, because for now preparation for work has been successfully incorporated into the Act of Social Services - this will open up the new opportunities for Agency of supported employment that could be involved in the processes of activating clients of social services and thus also the financing options for agencies. Thus, maybe we can also use currently existing tools for activation and integration of clients of social services towards their active life in the community.

2. **Interlinks between education and social systems** - engaging in debate on inclusive education in mainstream schools (although such centers have been operating at Slovak universities for a long time already and we have one of the longest traditions in this field within the EU), we are aware of the need for dual education for secondary special schools, the need to establish support centers for students with special needs, the need for career guidance (with the involvement of parents), access to lifelong learning and retraining, occupational training and rehabilitation, support programs, transition from school to work etc. It is therefore necessary to create a system of support and funding the sustainability of inclusive centers of learning connected to the labor market.

3. **Interlinks between education and employers on the open labor market** - flexibility in education and simultaneous link with practical vocational education, emphasis on informed decisions by the employer, access to information resources - a comprehensive overview of opportunities in the labor market and the ability to match supply and demand of labor through information - communication technologies (ICT), the systematic training of employers, fellow workers sensitization of non disabled colleagues to workers with disabilities and teambuilding, destroying public prejudice towards the employment of PwD. It is important to consider whether or not to open opportunities for PwD to all new jobs, so employer should immediately consider and measure the matching of PwD into work process.

Threats:

Failure to agree on the matters mentioned above, and failure to clear rules postulated in ILM funding and responsibility for funding the services of ILM.

Main recommendations:

The government has said that during their 4-years governing, there is not willingness to change the labor code, but a preparatory meeting at the end of June 2016 th Ministry of Labour, Social Affairs and Family of SR (Director of Department of Employment Services) promised to solve ILM in the context of potential amendments to the Employment Services Act and willingness for negotiation with civil sector (especially NGO - service providers for PwD and DPOs) for the introduction of ILM as well as developing supporting tools of employment policy or ILM funding by pilot projects from ESF and the state budget.

1. **Implementation of ILM in legislation** within the amendment of the Employment Services Act no. 5/2004 Z.z.

2. **Creation of a cross-sectoral and cross-resort working group** at Ministry of Labour, Social Affairs and Family of SR that will work within not yet existing national project funded by the ESF or

demand-driven projects through Implementation Agency of MLSAF SR. SWOT analysis, legislation preparation and further pilot projects should be measured by the impact of the proposed instruments of ILM for the research assignment and the subsequent testing of pilot projects of ILM through demand-oriented projects funded by IA MoLSAF. Following the example of the group will be set up expert working groups in the regions (join existing groups / advice in the local Labor Offices), which will form the support network of ILM in the region while these local experts will be trained under a national or demand-driven projects.

3. Learn from good practice and test the functionality we think the most ideal is **model of social corporations**. As for use of the Belgian model and experience of Hungarian social enterprises with its implementation. This is a principle which the municipality and its government provides unused buildings in its property free of charge with no rent, private entrepreneur will provide his/her know-how, training in product management, behavior towards customers and business contacts and the nonprofit sector provides day-to-day operation. They work as assistants of disadvantaged people - not only PwD - because of their professional skills how to work with such disadvantaged groups, and we have enough trained social workers in Slovakia and we could use the new chamber of social workers to support other social professions.

II. Targeted Action

Strengths:

Non-profit organizations such as the almost exclusive intermediary for supported employment and employment services for PwD have the professionalism, years of experience and qualified access to PwD, as defined in the standard of supported employment, which includes:

1. **diagnostics process of the labour potential** in order to find a job, which is "tailored" to the client-oriented activities as a priority – observing quality standards of services
2. **employment assistance system** - cooperating triangle: employee - employer - Agency of Supported Employment
3. **Support and accompany the employee and employer** - to support the creation of the successful integration at work / training on the job, setting goals, measuring the effectiveness of the work, stepping stages naming of successful steps in cooperation, support of clients with disabilities only as long as it is necessary
4. **established methodologies, training courses and comprehensive training modules** to prepare for job interviews and accompaniment at work during the adaptation phase

Weaknesses:

The absence of contributions and instruments to promote the employment legislation for ILM and open labour market. Existing types of services designed to preparation for employment: rehabilitation centers, integration center, specialized social counseling in Slovakia are in Slovak legislation **defined as social services**. Higher Territorial Units don't want to donate such kind of social services (only one Agency of supported services in Slovakia is financed by HTU - dept. of Social services, in HTU dept. of Employment services does not exist, this is the theme of State Labour Offices and they don't finance agencies of supported employment, so nobody does). In the process of de-institutionalization (DI) there are efforts to start financing other agencies of supported employment as a social facility, but till now not this effort has not been successful. The employment services for PwD are funded by Implementation Agency of Ministry of Labour, Social Affairs and Family of SR - National Program II through State Labour Offices composed by ESF and the state budget, after exhausting **subsidies from ESF mostly in first year of 6 period, this program is funded only by the state budget**) and supported employment as Sheltered Workshops or Protected Workplace. The minority remains for more active labor market policy instruments for all disadvantaged jobseekers (usually only for six months and do not reach the full amount of the total labor minimum wage per month). The Employment Services Act defined a social enterprise, but is not used due to corruption scandal of 8 big social enterprises, while the reason of non-use of this tool was that the General State Office of Labour did not give contracted subsidies to social enterprises and changed the rules during the whole program. Amendment in 2013 caused the

cancelation of financment of social enterprises legally. Not observing the contract terms and changes of the rules during the time is typical in Slovakia unfortunately, even with subsidies for sheltered workshops or protected workplaces for example, now in second quarter of 2016 General State Office of Labour simply sent a guideline, directing that finance for sheltered workshop and workplaces for one month will not be refunded due to the harmonization of accounting with the calendar year.

This step of the state is perceived by PwD as saving of money because about 220 EUR per 1 PwD will not be paid. These finance, however, must be paid by sheltered workshops and workplaces in terms of employment contracts, so the organizations must pay wages unexpectedly and immediately from their own resources.

There are no other Funds and subsidy schemes For employment services for disadvantaged jobseekers.

Opportunities:

Inclusive business in Slovakia is still currently unknown in the open labor market. The emphasis on **maintaining the balance between measures aimed at vocational integration and financial support** so that the measures do not contradict one another. e.g. Some of our clients with disabilities do not want to be hired because they would lose the contribution for personal assistance. This is just one example of how inconsistent is legislation in the Slovak Republic with the spirit of employment support and activation and it does not work. .

Within the **existing national project plan to harmonize work and family life for employees inclusion of PwD will not be welcomed** by the target group of the project - promoting mobility, social and communication skills and professional skills.

The aim is to constantly **connect people with disabilities with general employment services**, and the need to follow-up and link social and health services (early intervention, education, professional training, transit services, temporary job contracts, supporting the transition from the social services in the rehabilitation center through sheltered workshops or protected workplace to the open labour market, etc.).

Threats:

Lack of willingness to create supportive legislation, lack of funds for their piloting, lack of qualification and training of professional personnel for the introduction of changes to ILM.

Main recommendations:

1. To introduce **multi-stage assessment of capabilities for multi-level occupation and supported employment on the ILM** (not excluding sheltered employment services). This is a process which means seeking jobs, the best for a particular person with disability and his/her current circumstances. Simultaneously during this process, a person develops new capabilities that help him to change his career for the better. It is also necessary to change the definition of PwD in relation to employment policies so that they are not aimed only at registered PwD in State Labour Offices (only 6% of total PwD of working age are registered). Improvement of existing instruments - sheltered workshops or protected workplaces with elements of activation and occupational therapy, in an integrated environment with the support elements in the career growth and help during entry on the open labour market, supported employment as a support in the open labor market and introduction of new instruments to encourage job retention - subsidized wages, flexible work, work for a trial period, with disabilities while employer receives the subsidies for career guidance to the worker with disabilities for a limited period of time, Supported Wage System - SWS etc.
2. Define a **new tool supporting the preparation of the work** (work rehabilitation, work on trial period, practice for an employer etc.) and **work integration** (subsidized wages, remuneration according to work efficiency etc.) and **maintaining of work** (job assistance - promoting from inside of job, agency of supported employment etc.).
3. Increase of expertise of advisers to accompany the ILM and open labour market. **Professionalisation of new jobs** is inevitable.

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In academic field there is an increase of accredited university programs focusing on career counseling, supported employment services, etc. In this context, it is also necessary to create the specialized studies in further adult education with a focus on increasing professionalism in practice. Training in new professions such as job search, social accompaniment of unemployed people, a person seeking jobs for others, job-coaching, case manager etc.

4. **Search for jobs suitable for PwD** - marking jobs, not in the sense of "appropriate / inappropriate" for concrete PwD but rather coherent cooperation with job portals (www.profesia.sk, www.istp.sk), emphasis on the assessment of the readiness of an employee / work environment for integration of a person with disabilities, active job search and work with employers etc.

III. Availability of Support

Strengths:

The following national documents, where is already ILM mentioned, is helping to the development of a coherent legislation and the financial system, particularly through the development of supported employment agencies with the purpose of establishing and smooth operation of ILM across the entire EU. These are: the Government Policy Statement 2016-2020; The National Employment Strategy of the SR 2020 - 4.3 The development of the social economy as an innovative instrument to support regional and local employment (eg. The Fund phosphorus); National Strategic Reference Framework for the years ...; National Employment Action Plan for the years ...; National program of development of living conditions of PwD for the years of 2014 - 2020; OP Human Resources 2014-2020; 5/2004 Act on employment services; 448/2008 Act on social services.

Weaknesses:

The standard legal framework is already founded in Slovakia, but the problem is not in the content but in the financial issues. We are skeptical about national strategies because they often contain interesting plans but are not technically correct. On the other hand, their existence does not prevent the implementation of measures which go beyond the individual strategies.

Opportunities:

The start of mutual and constructive cooperation of all involved cross-sectoral and cross-resort key stakeholders

in order to improve the employment of PwD as one of the ILM target group. The observing of the UN CRPD in Slovakia. Support of new social services based on community development (as well as DI) through supported employment for ILM.

Threats:

Reluctance and non-cooperation of stakeholders, in particular the Ministry of Labour, Social Affairs and Family of SR as the main key stakeholder for the introduction of ILM in Slovakia.

Main recommendations:

1. To **start cross-sectoral and cross-resort cooperation including the expert working group** under the guarancy of Ministry of Labour, Social Affairs and Family of Slovak Republic.

2. To **create a unified and comprehensive legislation of ILM** - logically connected and following tools of active employment policy (models for social enterprises, social corporations, sheltered workshops etc. assistance system according to the level of support necessary to the client with disabilities within the supported employment) with clearly defined principles of the financial mechanism. It could also be considered enforceable statutory contribution and its loss in the state budget and the reintegration to the formation of a special fund for support for PwD employment services.

3. To **create a single comprehensive system of work assessment of PwD** (alignment of invalidity pension by the Social Insurance State Company, severe disability compensation of the State Labour Offices and the degree of reliance by Higher Territorial Units HTU) and transmormation of the compensatory allowance for severely disabled persons and the employment tools for all PwD.

4. To **establish programs of motivation and cooperation of employers** - to change access from sanction employment policy (if not employed PwD, company has to pay a mandatory levy) to the motivation - e.g. in the form of tax relief or other forms of financial incentive business sector or the State would provide the option of using supplier networks (Act 343/2015 Coll., on Public Procurement § 108 - Entering sub-limit orders). The contracting authority may reserve the right to participate in public procurement only for sheltered workshops and protected workplaces (or any other type of social business models) and economic operators whose main aim is the social and professional integration of PwD or other disadvantaged persons. It may protect the execution of the contract in the context of sheltered employment programs (at least 30% of the employees of sheltered workshops, protected workplaces, sheltered employment programs are PwD or other disadvantaged groups).
5. To introduce **educational activities to raise awareness among employers and the general public, breaking down the prejudice** against (and not only employment of) PwD - working with the media, innovative media campaigns, social experiments disseminated via social media etc.

IV. Research

Strengths:

The ongoing minor or major academic and practical research on various disadvantaged groups of ILM is in process in Slovakia at the moment (including PwD). The best known research agencies and expertise organizations include: IVPR, CVEK, EPIC, CELSI, TENENET etc. Slovakia is connected to the network ANED through the State Research Institute of work and family of Slovak Republic. Other research is realized at Slovak universities and centers e.g. at the Department of Social Work, applied psychology, special education, adult education, social education etc.

Weaknesses:

The problem is these are not merged into a single research program providing an updated regular monitoring of legislation on supported employment, work and social rehabilitation of PwD, including examples of concrete achievements and good practice.

Opportunities:

Research in this area could provide more effective arguments for setting employment policies of ILM, also it could improve understanding the reasons for unemployment, the development of unemployment statistics and analysis on the disadvantaged groups in the labor market. Research could enable more accurate and better monitoring of the observing of the UN CRPD (especially § 27 Employment, as well as consequent Section 19 Independent Living etc.).

As an alternative to the official report of UNCRPD, it could create better conditions to improvement of quality of life of PwD in Slovakia by both government and non-profit sector (providers and DPOs).

Threats:

Unwillingness and non-cooperation of stakeholders, research agencies and expert organizations (perhaps due to lack of funds for research) for the implementation and monitoring of ILM in Slovakia.

Main recommendations:

1. Within the support of funds under the Operational Programme Human Resources **to establish a cross-sectoral and cross-resort expert working group** to develop a SWOT analysis of introduction of ILM in Slovakia, to publish examples of good practices from abroad, to develop a research assignment and the subsequent testing of pilot projects of ILM measure impacts and proposed tools and principles and proposed the necessary legislative changes.
2. Next, **regularly monitor and evaluate the effectiveness of ILM policy** in connection with the labor market for disadvantage groups (including PwD) in Slovakia.

3. to **monitor development and responsiveness of the educational system to demands of the labor market for PwD**, to modify and adapt career counselling and educational system (inclusive education, dual education, apprenticeships, further specialisation education etc.)
4. Continuously **evaluate the cost-effectiveness** for the state of ILM compared with the open labor market for the group of PwD and other disadvantaged participants of ILM.
5. Regularly **monitor the differences between regions and building the flexible instruments to reflect changes in ILM** in particular districts, using cross-sectoral and cross-resort supporting groups (also created on a regional basis).

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