



Active Labour Market Policy in Slovenia

Workshop “Institutional and regulatory set-up of providing active labour market policies in Estonia: possibilities for improvement?”

Damjana Šarčević, *Head of Division Labour Market and Employment Directorate*
Brigita Vončina, *Senior Adviser at the Employment Service of Slovenia*



*Ministry of Labour, Family, Social Affairs
and Equal Opportunities (MoLFSA)*
is in charge of employment policy in
Slovenia



Labour Market Regulation Act (LMRA)



Labour Market and Employment Directorate

Implementation of ALMP



REPUBLIC OF SLOVENIA
MINISTRY OF LABOUR, FAMILY,
SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES



Employment Service
of Slovenia

Guidelines for implementing ALMP
(Government RS)

Plan for implementing ALMP
(Minister of Labor)

Catalog ALMP
(MoLFSA)

Purpose, content
of programs

Target groups

Financing, eligible
costs

Program
providers

Agreement on (co) financing of the programs between PES and MoLFSA

PES as
program
provider

- prepare and publish public invitations
- maintains the Register of APZ program providers
- selects contractors and employers
- carries out integration into programs
- monitors the implementation of programs and reports to the MoLFSA



Organisation Structure



The ESS is centrally organised institution which works on three levels:

The ESS headquarter, regional offices made up of local offices located in every administrative unit.



ESS organisation



Central Office – Regional Office – Local Office

CENTRAL OFFICE

The Central Office ensures a **uniform methodology** for a professional and operative implementation of procedures related to ESS activities, providing all organisational areas within the ESS with IT, analytic, legal, HR, financial, accounting and developmental organisational support.

REGIONAL OFFICES

ESS regional offices perform **professional and operative tasks** related to ESS activities in their area; they advise and provide professional and operative help to LO in the framework of the RO and cooperate with employers, providers of ESS activities and regional or local subjects on the labour market.

LOCAL OFFICES

Local offices **work directly with users** and carry out tasks in the field of job brokerage, life-long career guidance, the exercise of rights arising from unemployment insurance, implementing employment measures and liaising with the local environment.



ALMP measures



- 1. Training and education;*
- 2. Substitution in the workplace and job sharing;*
- 3. Employment incentives;*
- 4. Job creation;*
- 5. Promotion of self-employment.*

Priority target groups: unemployment allowance recipients, social assistance benefit recipients, members of vulnerable groups in the labour market and unemployed persons who have not yet been included in any ALMP measure.



ESS 2020 Development Strategy



Unemployed Persons and Job Seekers



- **12 Offices for employers**

One-stop-shop approach ensures availability of all services to employers

Up to a third of employees working in the area of lifelong career guidance will provide employer- centred services.

- **Central office for employers** - responsible for development and unified standards of service delivery to employers

Employers

1. **One-stop-shop** availability of all services, used by employers.
2. **Services** will take into account the employer's size, sector and region.
3. We will strengthen **cooperation with employer associations** and other labour-market players at the local, regional, national and international level.
4. Employees at the ESS will be able to take advantage of **continuous training and education**, providing effective employer-centred services.



Internal cooperation of employment counsellors with the ALMP Department



- Anticipation and identification of skills and occupational shortages
- Preparation of tailor made training programmes
- Register of qualified external training providers
- Other ALMP programs for vulnerable groups of unemployed (subsidies, on the job training,...)



Key stakeholders



Social partners

- ✓ All key documents related to the ALMP are discussed at the Economic and Social Council
- ✓ Meetings and consultations with social partners on individual topics

Employment Service:

- One of the key providers of ALMP measures
- Regular daily cooperation, meetings and consultations



MoLFSA is responsible for:



- implementing **financial control** and **inspection** regarding the implementation of LMRA,
- **monitoring** the effectiveness and efficiency of labour market measures,
- presenting the **national report** on the implementation of the measures of labour market to the Government of the Republic of Slovenia and other social partners once a year,
- preparing **Guidelines** for implementing ALMP, **Plan** for implementing ALMP and **Catalogue** of ALMP



Thank you for your attention

Contact Details

Damjana Šarčević, Sector for employment: damjana.sarcevic@gov.si

Brigita Vončina, Employment service of Slovenia: brigita.voncina@ess.gov.si