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EPIC non-profit Slovakia

Comparative analysis

Youth unemployment in Slovakia

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The analysis is part of the Erasmus+ project

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Introduction

Unemployment of youth is nowadays a crucial issue across countries of European Union and despite this theme has become an integral part of the most prioritized themes in the European member countries, the employability of young people has not been increased to the levels which would prevent this issue to become a serious socio-economic problem. This analysis is part of an Erasmus+ project called „Your career is waiting-get ready!“, which offers a brief look at the unemployment in Slovakia and tries to define the main issues of low employability of young people, especially young people with disabilities, and what are the existing measures in place which aim to tackle this issue. In cooperation with partners from Czech Republic (Epic Assist z.ú.), Italy (Cometa Formazione Società Cooperativa Sociale) and Belgium (Tracé Brussel), this part of analysis of the youth unemployment is part of an overall comparative analysis which will be brought together at the end of the project by May 2021. This analysis will help to reach the goal of the project which is to help young people better prepare for the labour market entry. The project focuses on young people and young people with disabilities in the age range of 16-20 years. Partners of the project have identified that this age group is vulnerable to the current and future labour market standards. Main expected results are increased preparedness of young people for the labour market and job interview process, improved understanding of labour market demands and better assessment of their individual skills, which are the problems young people in this age range cope with. The analysis will be ongoing for over 20 months and will provide a look at the evolution of the situation and direct impact of the project activities.

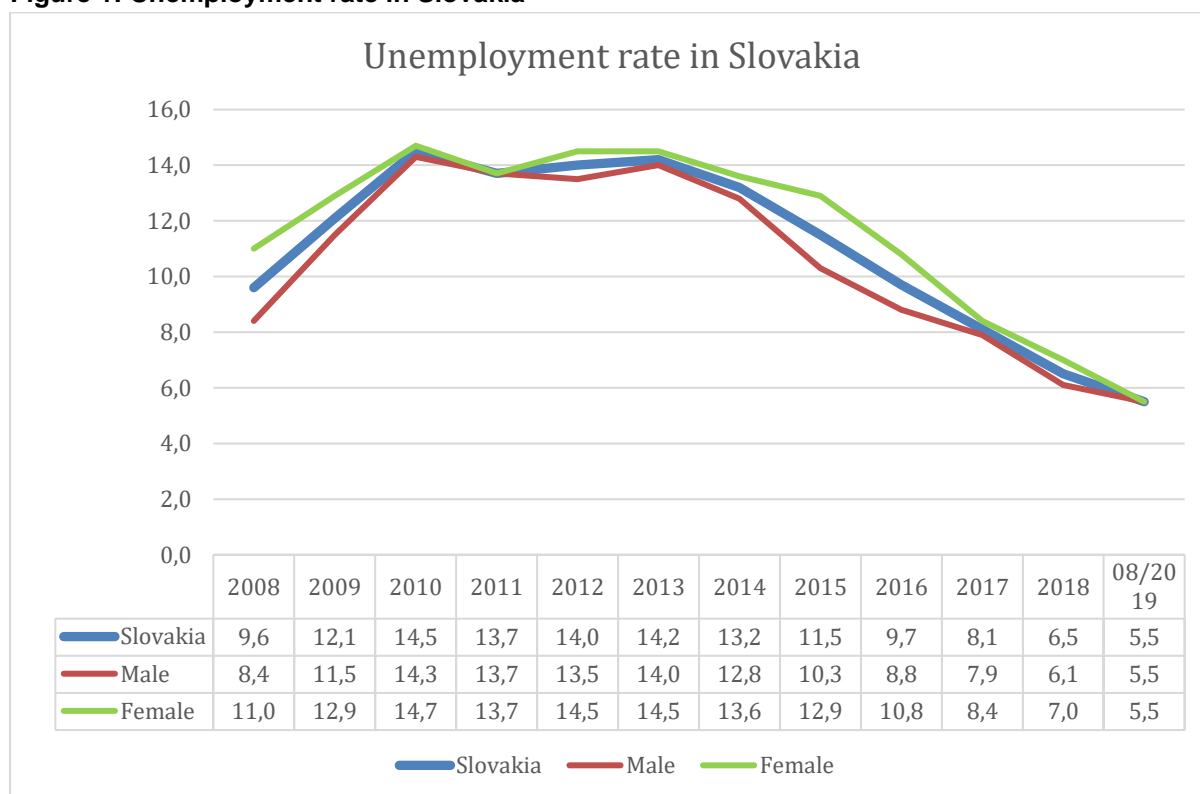
1. Unemployment in general

The unemployment figures in Slovakia both in reference to general population and youth unemployment are historically on the lowest levels, copying the trend in the rest of European Union countries and current economic strength of the country. There are however still reasons for skepticisms, especially in the coming years.

General unemployment figures in Slovakia

The current trends of the Slovak labour market are positive and copy the trends of the positive developments in the entire European Union. The general unemployment rate in Slovakia is currently on the lowest rates in the history, reaching 5,5% in August, 2019, dropping from more than 14% in the post-crisis period in 2013, and lower than the average unemployment rate in the EU countries (6,2%) and in the Eurozone (7,3%). The result of lower unemployment rate in Slovakia than was the EU average, appeared in the first half of 2018, which was for the first time since Slovakia has joined the EU. The current state of the unemployment rate can be considered very positive given the fact that the average unemployment rate in Slovakia is 13,35% in the last 25 years, reaching an all time high of 19.79 percent in January of 2001 and a record low of 4.90 percent in April of 2019 (Eurostat,2019)

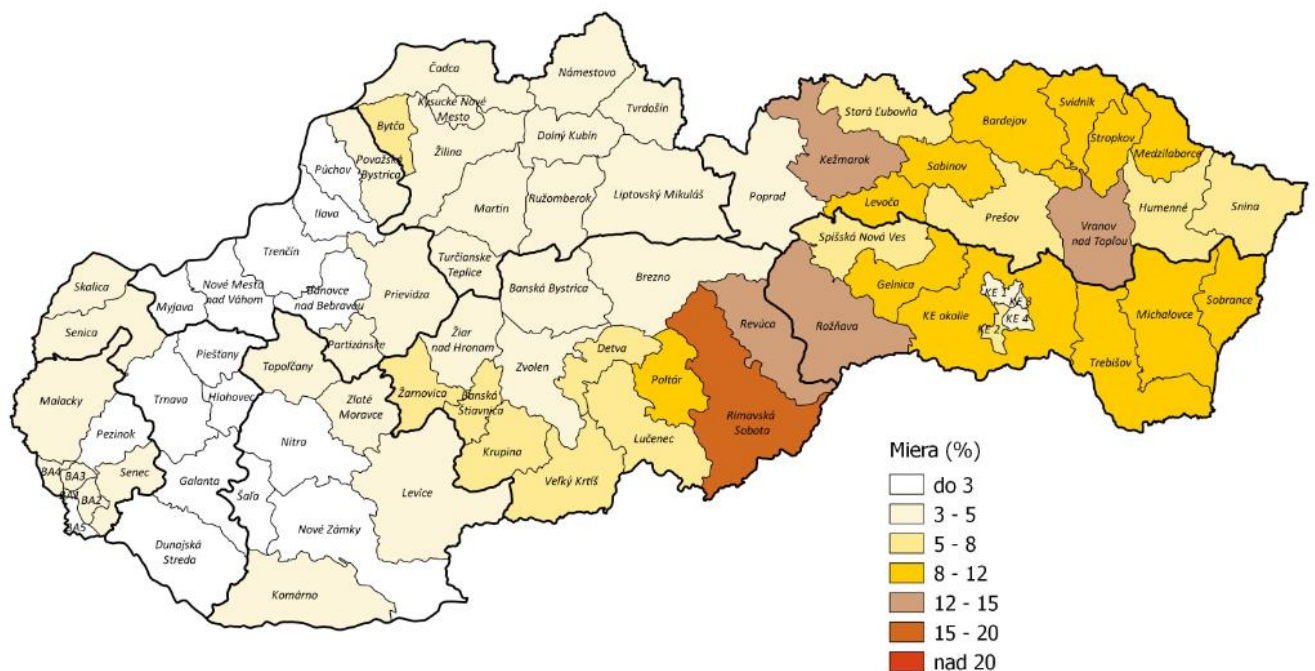
Figure 1: Unemployment rate in Slovakia



There can be observed an uneven pattern when it comes to the unemployment and employment statistics divided into gender categories. It is also forecasted that by the end of 2019, the employment rate will be in favour of the male population. The gap between age groups remains visible, and the gender structure of the labour market participation is a concern with lower female participation rate, especially in the case of young females. Their employment participation rate has however been evened in August 2019 for the first time (Figure 1).

The unemployment rates in Slovakia significantly change from the west of the country to the east part of Slovakia. While unemployment rates of western regions are up to 5%, certain regions of the middle part reach up to 20% and the highest unemployment rates can be observed in the eastern regions where the unemployment rates do not reach less than 5% and are mostly reaching from 5 to 15%. The Ministry of Labour, Social Affairs and Family stresses that the current issue regarding national employment strategies should not be currently focused on the rate of unemployment of Slovakia but rather regional employment differences.

Figure 2: Unemployment rates based on regional differences – 30.9.2019



Source: Ústredie práce sociálnych vecí a rodiny v Bratislave

Major concerns

Despite the current positive trends of the Slovak economy, its lowest unemployment rates in history, increased number of vacancies and continuation in expansion of labour market, the Slovak labour market suffers and is predicted to be suffering in the future from several issues, which currently keep the unemployment rate at low levels, including labour shortages caused by negative demographic trend, brain drain, migration and lack of qualified workers which are urgent problems communicated by large employers (Štefánik et al, 2018).

Long term unemployed and low skilled unemployed group of people is still a major concern. Long term unemployment has been systematically one of the most problematic areas of the Slovak labour market. Improvement has been achieved in decreasing the long term unemployment rate to 4.9% in 2017 from 6.3% in 2016 (for 20 to 64 years old). However, the share of long term unemployment on total unemployment remains one of the highest in EU and in the central Europe region.

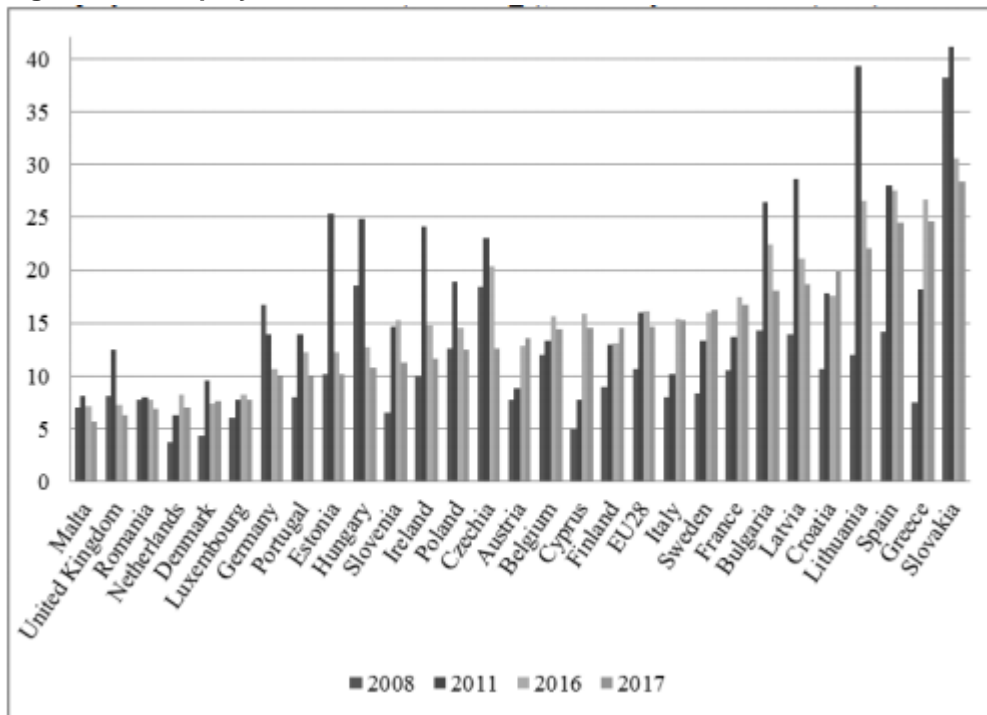
The latest figures show the long term unemployment rate at 3,5% (Eurostat, April 2019) which still makes the share of about 60%.

Figure 3: Long term unemployment rate in Slovakia



The other key problem of the labour market structure in Slovakia is the situation of low skilled unemployed. Unemployment rates are the highest for the low skilled (Figure 5) and the temporal development for low skilled is either moderately positive compared to higher skilled or recently even negative in the case of low skilled females.

Figure 4: Unemployment rate of low skilled



Source: Štefánik, et al. 2018. *Labour Market in Slovakia 2019+*

Another major concern is the labour shortage which is caused by migration of Slovaks to other European countries for number of reasons and on the other hand by one of the lowest shares of foreign workers in comparison to the population, which makes only a share of about 2% in 2018 despite the fact that the migration to Slovakia has risen by six times since 2004 when Slovakia has joined the EU (International Organization for Migration, 2019). For comparison, in 2017 the percentage of Slovaks leaving the country in the last 15 years is approximately 5% (Trend, 2017). The Slovak government is trying to update the legislation to ease up the process of employing foreign workers to fill the void for the current vacancies in the labour market to lower the risks of further economic growth. Given the increasing demographic pressure causing labour supply shortages, upskilling and increased lifelong learning might be relevant in order to deal with the current labour market trends given also the future visible problem arising from the more sophisticated ways of automatization, together with more strategic measures when it comes to the migration solutions.

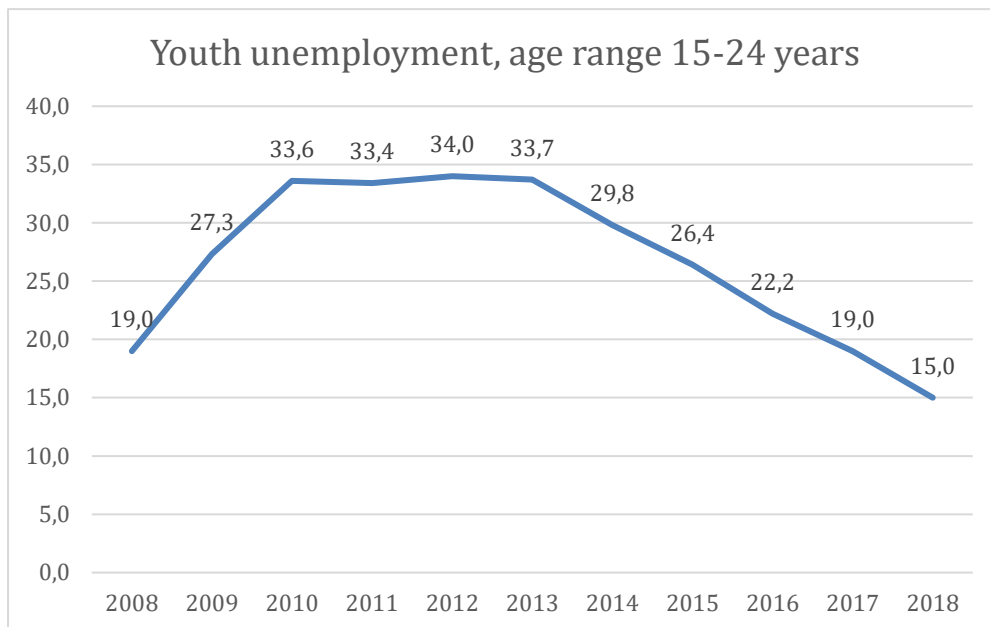
1.1 Youth unemployment

The unemployment of young people has been identified as one of the main concerns in all EU member countries. Causes for the high unemployment rates are documented quite well, the financial crisis which has slowly started in 2007 was certainly a catalyst however it is generally accepted that structural deficiencies in education, labour market policies and lack of opportunities are at the core of the issue.

Figures for age range 15-24

Based on the statistics of the countries in European Union, it is generally accepted across the member countries that the youth employment rate for young people aged between 16 and 24 years is approximately twice as high as the overall rate of unemployment irrespective of the overall economic climate. Slovak unemployment rate of the youth copies the trends in the EU countries however the rate is one of the highest from all the member countries. In the pre-economic crisis between the years 2005 and the first quarter of 2008, the youth unemployment rate in the EU reached a minimum value of 15,1% and then reaching to 23,9% in 2013 when the economic crisis hit the youth the most. The current youth unemployment rate in August 2019 was 14,2% in the EU (European Commission, 2019).

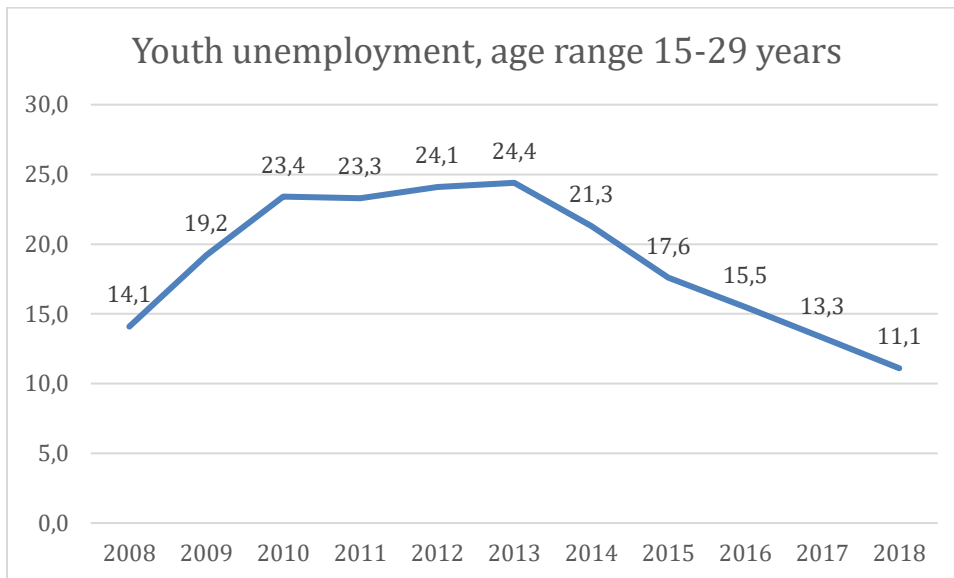
The youth unemployment rate in Slovakia in the age range of 15-24 hit its highest peak also in 2012 and 2013, when the highest rate was 34,06%. Since then, the numbers have been falling down quite dramatically and copying the trends in the EU countries, reaching 18,21% in 2018, higher by 4 percentage points than the average EU figures. Currently, the youth unemployment rate in Slovakia decreased to 15.10 percent in August 2019 from 15.30 percent in July of 2019, which is a little bit higher rate than the average rate of the European Union countries. Youth Unemployment Rate in Slovakia averaged 28.82 percent from 1998 until 2019, reaching an all time high of 39.90 percent in April of 2001 and a record low of 13.30 percent in November of 2018. Youth unemployment in Slovakia (15-24 years) is generally on the level of one third of all economically active citizens in this age range for the past decade.

Figure 5: Youth unemployment in Slovakia, age range 15-24

In the post-crisis times, Slovakia had one of the highest unemployment rates of young people among all countries of the European Union. Nowadays, the numbers are more positive but Slovakia still belongs to the group of countries who have a relatively high percentage of young unemployed as well as it belongs to the group of countries with the highest rate of long-term unemployed young people. This rate is high despite the fact that the percentage of population of young people compared to general population is not very much higher than in other countries of the European Union. One of the reasons of current positive changes of youth unemployment is naturally current economic situation, the more the economy is growing, more young people are able to find a suitable job.

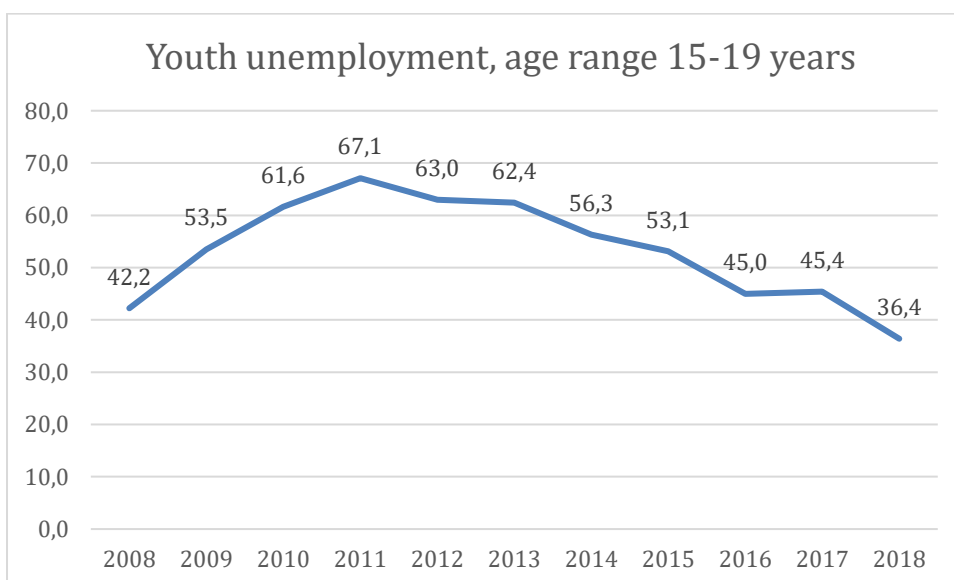
Figures for age range 15-29

In the age range of 15-29 years, the latest figures show that the unemployment rate has been decreasing since 2013 and reaching 11% nowadays. The average of the EU countries in this age range is little bit higher.

Figure 6: Youth unemployment in Slovakia, age range 15-29 years

Figures for age range 15-19

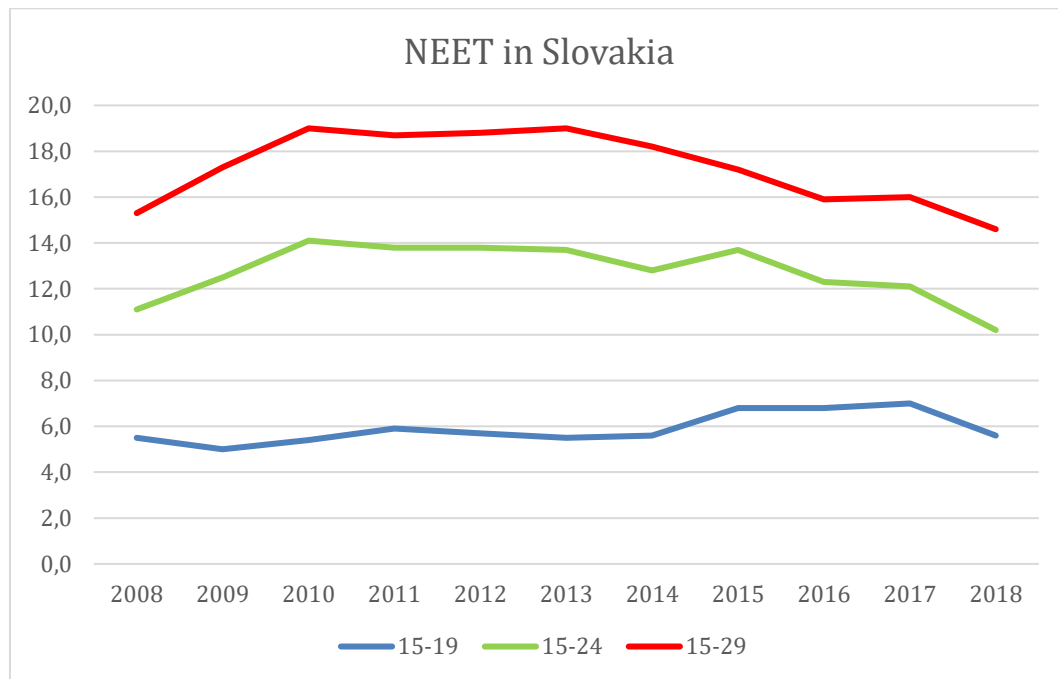
Young people in Slovakia in the age range of 15-19 years, which is the closest age range statistically measured to our project age range of 16-20 years, make 5,3% of the entire population in Slovakia and take more than 14% of the all young people in Slovakia, which belong to group of people aged 0-30 years (Štatistický úrad SR, 2019). The unemployment rate of this age group is very high, more than 36%, compared to the other European countries. The average rate in the European Union is little more than 18% therefore this age group is very vulnerable in Slovakia and it requires a high focus of attention to lower this rate.

Figure 7: Youth unemployment in Slovakia, age range 15-19 years

NEETS

Another vulnerable group of young people is the category of young people neither in employment nor in education and training (NEET). Slovakia also suffers with this issue with almost 15% of young people in the age range of 15-29 years while the EU average is almost 13%.

Figure 8: NEET category in Slovakia



Causes for high youth unemployment rates

Youth unemployment is suffering from structural deficiencies in educational training system, labour market employment policies and stratification of opportunities in society.

One of the most visible and impactful reasons for low rate of young unemployment in Slovakia is the education system. It is a structural problem which is causing that even if the economic situation is stable, young people who are in the education system, do not satisfy a demand from employers who require proper supply from youth in the educational system. This is an issue which is stressed by the employers for the past decade however there have not been many visible outcomes on the structural reforms. The most visible desire from the employers is for positions which require high school education such as production operator, seamstress, welder, driver, waiter, security worker, cashier, cook, sales representatives, operators of CNC machines or nurse. (Analýza nezamestnanosti mladých ľudí v SR, Úrad vlády SR, 2015). The educational system of high schools is focused on „soft“ subjects which teach skills which cannot be effectively used in the current job market desires.

The education system lies at the bottom of the current issues and improved educational system would require resolving other structural problems such as financing of schools and lifelong learning possibilities.

The most vulnerable group of young people who suffer from dissonance between the education system and the labour market needs are graduates, who are not able to employ in their field of study.

Furthermore, in Slovakia, there is an absence of a kind of service which would assist in transition of a young person from education to labour market. Stakeholders agree that it is crucial that the education system should have support environment for example in the form of career advisory system provided for young people which would help to prepare youth for successful transition to the job market.

Besides the unpreparedness for the labour market, it is visible that young people without experience lack certain social skills. This means that when young people graduate from schools, they have not yet been encountered for example with an interview, which causes that they are not able to prepare proper CV, cover letter or prepare for the interview despite the vast amount of available materials.

There are also significant differences in the unemployment rates in particular regions of Slovakia. Those with lower economic strength such as Banskobystrický or Prešovský regions suffer even more and even if new approaches of tackling youth unemployment would be applied, some regions would still suffer from relatively high unemployment rates.

All these issues combined create other various subsequent socio-economic problems. Even if the government invest significant amount of the state budget to education, frustration of young people in the end often results in brain drain in some of the regions and from Slovakia in general.

It is also documented that the recession which was acting since 2008 for the next upcoming years, has caused even more significant impact on the youth unemployment, including NEETs and people with higher levels of education and this issue will be also a concern in case of next economic downturn as the issue of youth unemployment rate is likely to be more significant than the current state of approximately doubled difference compared to the overall unemployment rate. During the recession, the difference was significantly higher.

Even though young people are more optimistic about being able to find a different job instead of a current one, they still suffer from the behaviour of employers who offer young people non-standard forms of employment such as temporary contracts, a lot more than to people who have been already or are in employment. (European Monitoring Centre on Change, 2013)

The employers constantly identify the reluctance of employing young people which lies mainly in the lack of practical experiences and the discrepancy between gained education and the needs of the labour market.

Furthermore, it is also observed that young people do not take enough responsibility in their future or career, they tend to fluctuate, which is a significant loss for the employers who put time, energy and financial resources into the trainings, which causes a kind of hidden reluctance of employers to employ young people.

Even though the current national programs have an impact to some extent, there are still no systematic approaches which would create career consultancy services, involvement of various experts from social workers to psychologists, who would be available at the labour offices. Measures such as requalification courses seem not to really help the young people and can actually put them even into more frustrated position. The experts argue that young people need to get a different qualification in addition to their already achieved education and cannot get employed in their field of study and furthermore this action causes a big financial burden to the state budget.

On the other hand, employers might as well increase their efforts and use their own strategies to benefit themselves as well, by ensuring intergeneration exchange and to increase their attractiveness to prevent high level of fluctuations, ensure career growth and understanding of new generation values.

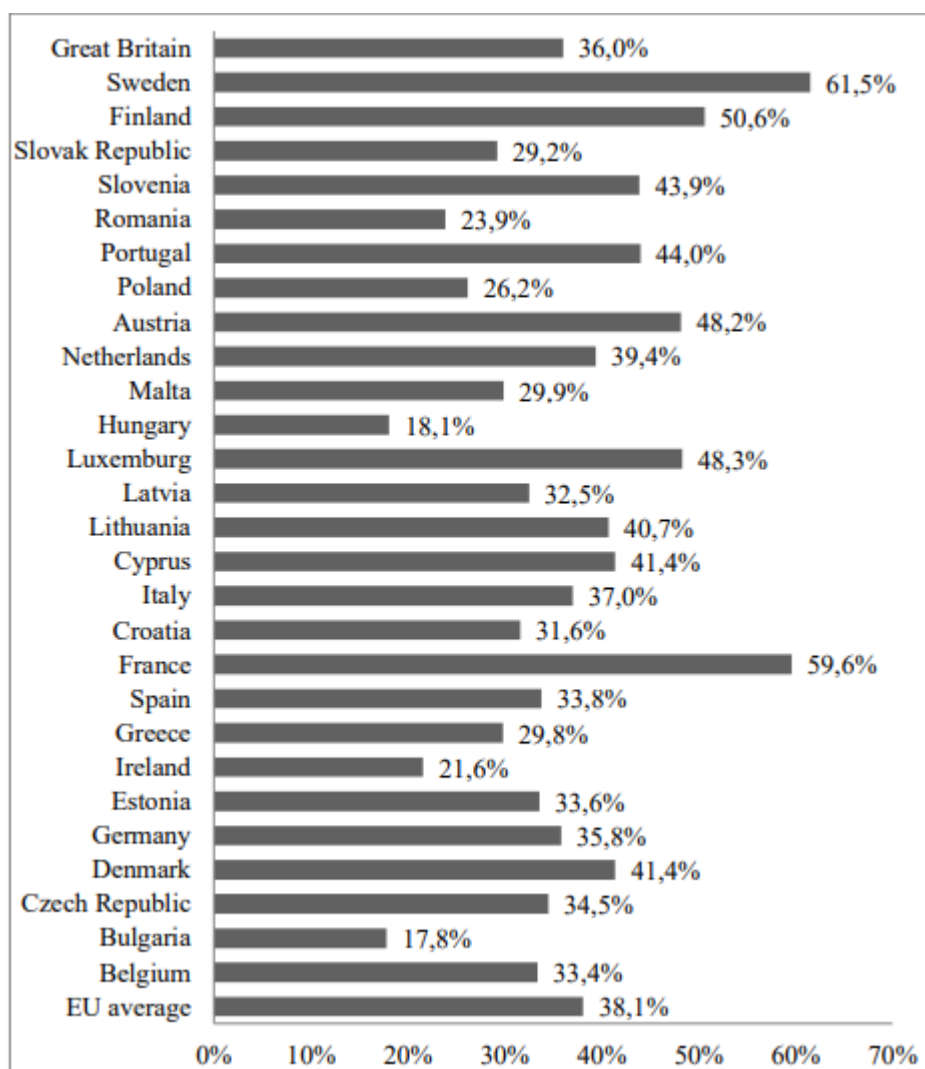
1.2 Disabled people unemployment

Slovakia guarantees the right to work for persons who have disabilities on an equal basis and the right to freely choose work, which are key outcomes of the Rights of Persons with Disabilities ratified by United Nations and also Slovakia's Labour Code Act guarantees employees with disabilities a higher level of protection during termination of employment.

Slovak legislation does not have a definition of a „person with disability“ or „disabled person“. The Ministry of labour, social affairs and family of the Slovak republic defines „disability“ as *„any mental, physical, temporary, long-term or permanent disorder or handicap that prevents persons with disabilities from adapting to the normal demands of life. Disability includes a number of functional limitations that occur in society in every country in the world. It can be physical, mental and combined“.*

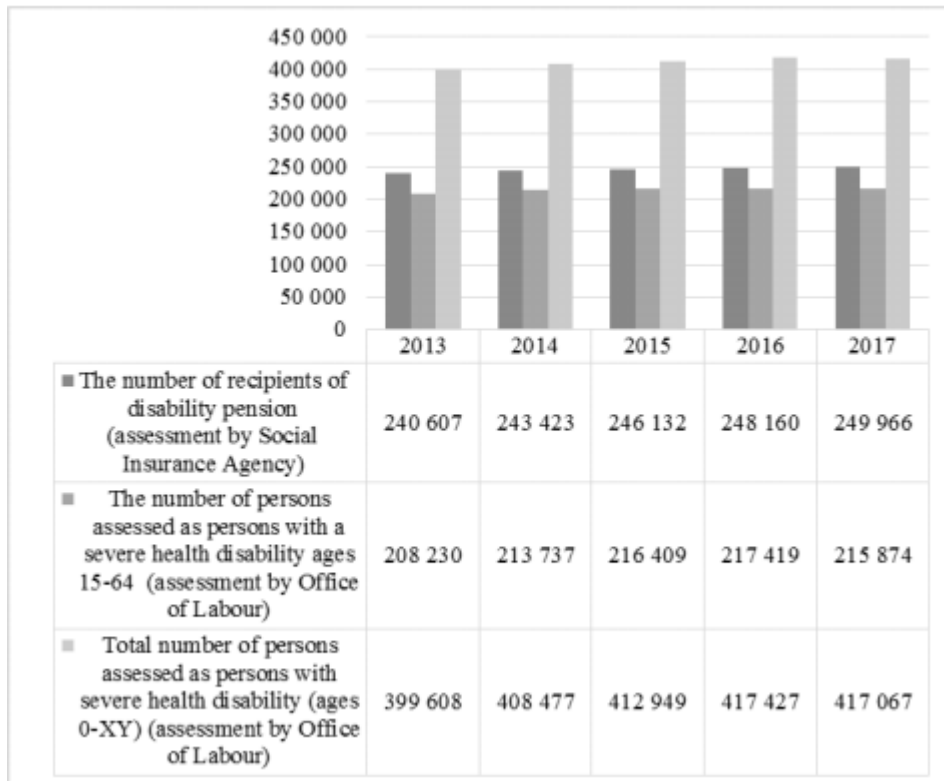
The number of disabled people seeking employment is still relatively high in the European Union countries and there are also some measures which are helping to improve the current situation. Employment rate of disabled people in Slovakia is one of the lowest in the EU countries despite existing instruments and the numbers are not improving in the past several years.

Figure 9: The PwD employment rate in EU countries 2017



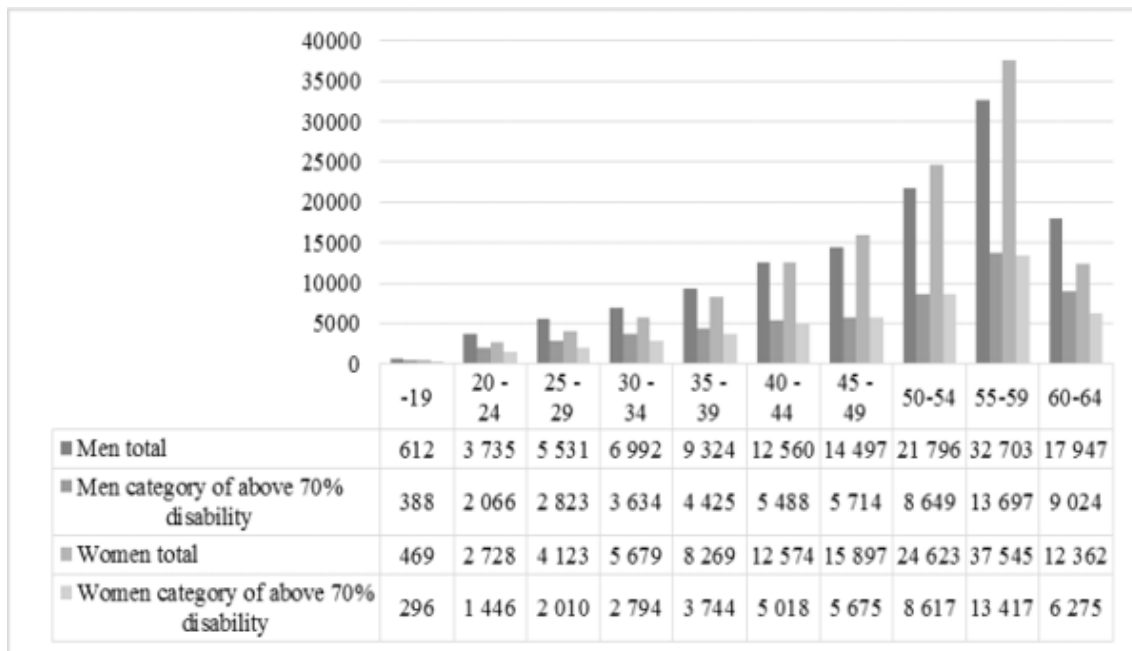
Source: Štefánik, et al. 2018. Labour Market in Slovakia 2019+

Figure 10: Number of individuals with disabilities assessed according to the individual legal standards



One of the most vulnerable, if not the most, in the labour market is the group of disabled youth. There was no significant and visible effort yet to tackle this difficulties of unemployment of this group of people however there have been first suggestions and discussions since 2014. It is important to mention that a significant part of the integration to the labour market is not only how the young people with disabilities are educated, either if they are graduates of special schools or they were integrated into regular school system, but also what qualifications there are available, which young disabled people can study. Ministry of Education has come up with a possible solution to tackle this issue by preparation of activities dedicated to monitoring the success factor of young disabled in search for employment in order to better meet the employer needs and the qualifications of disabled youth.

Figure 11: Number of PwD by age and gender in 2017



Source: Štefánik, et al. 2018. *Labour Market in Slovakia 2019+*

Considering the fact that there are some visible support structures aiming to improve employability of young people, and separately people with disabilities, there is still lack of support structure which would focus specifically on young people with disabilities. There is no confirmed number of young people with disabilities who would participate in the existing active labour market policies. (Štefánik et al., 2018)

The big issue in terms of necessity to create an environment for young disabled people is the fact that this group of people often depend on family members who then need to adapt their own work arrangements. Young people who are still within an age group of elementary and secondary schools are mainly educated in „special“ schools and prevailing arguments on this topic suggest that this vulnerable group is practically unemployable.

2. Legislation/Laws

There are several legislative mechanisms for the employment of PwD in Slovakia, which are defined by law or active labour market policies. The active labour market policies are intended to be the the main public policy for increasing employability of PwD in the labour market, however also due to inaccurate national statistics, the percentage of PwD participating in a range of active labour market policies is rather minimal despite the fact that the expenditure for the PwD is more than 20% of the total budget dedicated to the ALMP expenditures. The reason seems to be lying in the fact that the programs designed to increase employability do not have or have minimal tools designed specifically for disabled job applicants.

There is a different Act which tries to engage PwD in the active labour market but is rather focused on employment services which is aimed at contribution to the establishing of a sheltered workshop or workplaces and maintaining its activities by contribution to operating costs, contribution to a disabled person in case of engagement in self-employed activities, contribution to maintaining a disabled person at a workplace or contribution for a work assistant's activities. (Štefánik et al., 2018).

Based on the current national policies aimed on the employability of people with disabilities, they are trying to be formed around supporting mainly sheltered workplaces and sheltered workshops and not so much on motivating stakeholders to integrate the PwD within the normal economic business structure. To include business sector in motivating to integrate PwD into the general economic area besides sheltered workshops and sheltered workplaces, serves the Act on employment services, as adopted in several European countries, which makes the business companies to use „quota system“ on employing PwD. Employers hiring at least 20 employees are obliged to have at least 3,2% PwD in their workforce or use contractors with a disability, otherwise they are subjected to penalty fees paid to the government. (Stefanik et.al, 2018). A positive effect can be seen in the figures showing that the amount of levy collected by companies due to non compliance of employing PwD is decreasing.

2.1 Summary of key problems

There are some difficulties in implementation of legislation on the national level. As mentioned in the previous paragraph, due to inaccurate national statistics, the percentage of PwD participating in a range of active labour market policies is rather minimal and also that the programs designed to increase employability do not have or have minimal tools designed specifically for disabled job applicants.

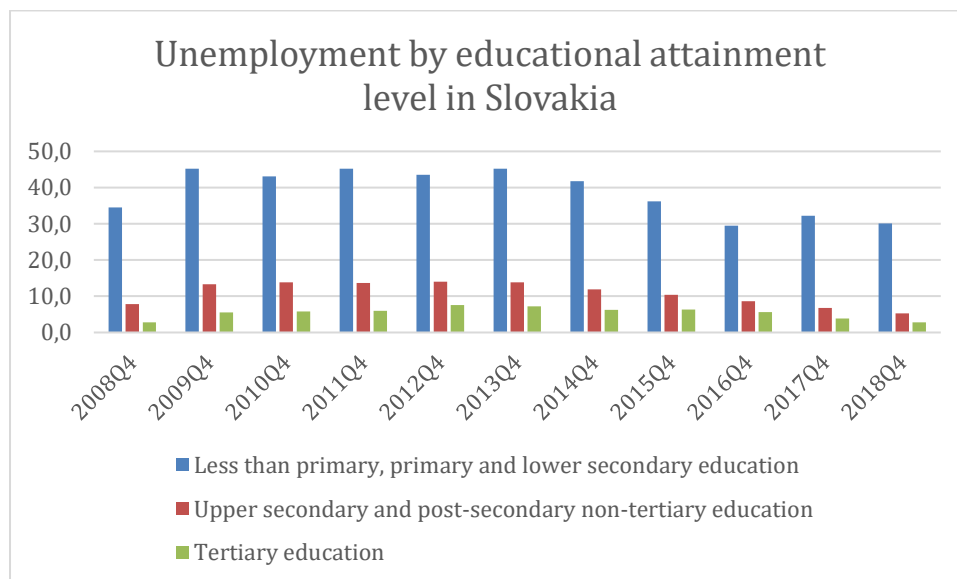
Given the „quota system“ legislation aimed at employers hiring at least 20 employees and obliged to have at least 3,2% PwD in their workforce or use contractors with a disability, the problem seems to be in the motivation of employers to hire such employees and mostly they are rather willing to pay a penalty than to try to obey the legislation.

The positive trends cannot be clearly demonstrated as special efforts to improve the labour market of PwD but probably rather the figures are positive due to economic growth causing lack of labour in combination with current social demographics caused by ageing population. (Stefanik et al, 2018). Even though some positive trends can be spotted, Slovakia is still behind other European countries in integrating PwD into the labour market.

2.2. Possible challenges of educational labour market

One of the most vulnerable groups of unemployed people in the Slovak economy are people with the lowest educational attainment. In 2013, in time of peak unemployment rates caused by the economic recession, more than 45% of people with only less than primary, primary and lower secondary educational attainment were unemployed. The figures are nowadays more positive, when the rate at the end of 2018 was 30%, however the numbers are still very high compared to the European Union average, which is at a level of 12,8%. Group of people who have gained upper secondary and post-secondary educational attainment and people with tertiary educational attainment are not that vulnerable and the percentage is lower than than the average of the EU28.

Figure 12: Unemployment rates by education level



When it comes to the education level in case of the unemployed youth up to 29 years in Slovakia, 80% portion comprise of young people with elementary education, vocational school education and secondary vocational education. It is however necessary to add that this statistics does not include young people at the universities as they are put in separate category and the studies are considered as a job placement (Analýza nezamestnanosti mladých ľudí v SR, 2015).

There are however some available statistics, showing that the percentage of youth between ages 15-19 with less than primary, primary and lower secondary educational attainment who are unemployed is almost 55% (4Q2018), which is drastically more than the EU28 average at 17,1%. In the age range of 15-24, the percentage is more than double of the EU average, at more than 43%. The percentage is more positive when it comes to the education attainment of upper secondary and post-secondary, where the percentage is 9,9% in the age range of 15-24 (4Q2018) and 38,6% in the age range of 15-19 (4Q2017, 2018 not available, Eurostat, 2019).

3. Supporting mechanisms

Tackling youth unemployment is a major priority across the EU member states and European Union as well as particular nation countries try to enforce measures to lower the rates of youth unemployment. In 2014, the government of Slovakia has passed a National strategy for employment in Slovakia until the year 2020, which is a document on which cross-sectoral ministries have worked on, with the help of social partners, municipalities and experts, and which brought together possible solutions on supporting employment growth. There are also some external parties such as businesses, non-profit or civic organizations who try to tackle this issue as well and offer various programs for young people to better prepare for the labour market.

3.1. National mechanisms

There are several active support mechanisms which the government adopted in order tackle youth unemployment and employment of disabled people.

3.1.1. Youth employment

1. Employment services

There is an adopted Act which creates a legislative framework for a program called „Active measures on the labour market“ (AOTP), whose aim is to support creation of new work placements, support work mobility and to improve the employability of people who are registered at the labour office. One section of the programme is dedicated specifically to support young people up to 29 years.

a. Financial contribution for creation of the first paid work placement

The most significant measure of this programme is state's financial contribution which would be paid to an employer who will create a work placement for a person and which will become the person's first regularly paid job placement. A regularly paid job placement means in terms of the legislation a work placement which last for at least 6 consecutive months. This contribution to the employer can be paid if they hire a person younger than 25 years of age who is registered at the national labour office for at least 3 months or a person younger than 29 years of age who is registered at the labour office for at least 6 months and if the person did not have any previous regular paid employment before and if the person is hired for at least a part-time position. (Zákon 5/2004, paragraf51a). This measure could be considered as relatively successful, only in year 2016, 2448 work placements were created and 3086 unemployed people applied.

b. Contribution to graduate practice

Another measure is a support structure called „Contribution to graduate practice“. Young people who have gained certain professional skills from formal education in particular subjects, can apply for a graduate practice in the field of their study. Employers who would be willing to employ a young person for a graduate practice are entitled to receive financial contributions from the state. In 2016 there were more than 5600 granted applications from young people and almost 3900 granted applications from the employers. In 2015, the numbers were even higher. It can be also stated that this measure can be considered as a relative success. This measure was applied across all Slovak regions except the Bratislava region. A positive impact in this measure is that in the years 2015 and 2016, more than 50% of young people found a permanent work placement until six months from the end of the graduate practice.

There has been also an effort to create a framework for publishing analyses and prognostics regarding the labour market in order to monitor statistics on the level of employment of graduates of secondary schools and universities, prognostics on future employer needs, demographic analyses and a set of recommendations resulting from the prognostics on the labour market.

2. Dual education

In order to reflect needs of the labour market and subsequent adaptation of the education system to meet the employers' requirements, one of the most significant measures adopted in 2015 is the system of „Dual education“. The idea of the system is to monitor the employers' requirements and to gain relevant skills for young people already during the education process. The agreement between the student, school and employer regulates the scope, conditions and coordination of the vocational training and which specifically describes the coordination of the theoretical part of the training provided by school and the practical part which is provided and paid by the employer. The main objective of the national project is a comprehensive implementation of the dual education system in all appropriate teaching and study fields, deepening the link between employer - secondary school - pupil within the dual education system, creating a unified information environment for the dual education system and electronizing implementation processes, vocational education and training, training instructors, masters and teachers for the above tasks. The primary criterion for the selection of secondary vocational schools is the selection of schools entering the dual education system. The operational program supporting the Dual education runs from January 2016 until October 2020. It is expected that 1450 employers, 7 professional organisations and 280 secondary schools will be involved in the program. The complex activities of the program include creation of a platform of stakeholders, update and verification of the needs of the labour market, ongoing analyses employment of graduates, or implementation of the system of Dual education itself (Duálny systém, 2019). In 2017, 3 new national programmes have started to be implemented.

a. „Restart for young jobseekers“

This project is aimed at supporting individual and group consultancy activities for young people. Part of the measure is an extension of the expert force, who would provide consultations to the target group. The expected amount of experts was 60 people at the labour offices across Slovakia. By the end of 2017, there were more than 2400 young people placed under this measure. The other part of the measure is financial contribution to those young people registered at the labour office who have proved to be employed. Until the end of 2017, 2500 people were financially supported.

b. „Chance for young people“

The aim of this national project is to create a work placement for long-term unemployed young people while the employer can also use the option of tutoring related to job activities. This measure helped 157 young people until the end of 2017.

c. „Education of young jobseekers“

This measure is aimed at young people to improve their employability in the form of additional education, requalification or strengthening key competences.

3. REPAS+ for young jobseekers

This programme targets young people up to 29 years registered as unemployed at the labour office with permanent residence in Slovakia. The young person can choose a type of job as well as requalification provider for which the person would like to requalify for. The labour office can reimburse the entire expenditure of the chosen requalification course which is publicly available and in addition also expenses on travel and meals can be covered. Until the end of 2017, only 17 people were supported within this type of programme.

4. KOMPAS+ for young jobseekers

Young person up to 29 years can choose a competence course in order to strengthen key competences such as communication, computer, manager, social, business and language competences. The labour office also in this case can refund up to 100% of the expenditures however only 3 people have been granted support until the end of 2017.

There are other projects or programs planned to be implemented to solve the current issue of youth unemployment. In conclusion, there are several national programs which are implemented in order to tackle the issue of youth unemployment. The implemented programs have statistically proven to have impact on the unemployment however the rates are still relatively high. Given the low general unemployment rate in Slovakia and current rising demand for the labour force, there is still lack of systematic approaches therefore the impact of youth unemployment can be reduced.

There are several non profit organisations, civic organisations or initiatives which try to help to tackle the issue of youth unemployment in Slovakia. Here are some of the successful examples.

Alliance for Youth

The Alliance for Youth is a voluntary association of companies who are not indifferent to whether young people find a dream job. Poor quality of preparation for future employment disadvantages young people in the labour market. The Alliance claims that they cannot and they do not want to leave the solution only to public institutions, whether national or supranational. They do business in Slovakia and they want their business to benefit the society here, to help young people find a job, thereby increase chances of finding quality and motivated employees.

Social Impact Award

International educational and youth incubation program for young people in the age group of 15 and 30 years who have ideas how to solve problems in the society via social enterprises. It is a program organized once a year where individuals or teams of young people get a chance to evolve their business idea in workshops and incubators led by experts in particular fields. The best projects obtain also a particular amount of money for evolving the business idea.

Future Generation Europe

This non-profit organisation is trying to help secondary school and university students via projects, which for example give opportunities to secondary school students to try university for one week, networking nights with employers or various mentoring programs.

Be Ready

This non-profit organisation targets specifically at young people on secondary level schools and try to spread the importance of a new skill set young people need nowadays after they finish formal education, inspire them to start to think about the future already in the secondary school. Their prime activity are the largest conferences for high schoolers where experts share the current and important information on the labour market .

3.1.2. Disability employment

Despite the fact that besides public entities, which are basically responsible for providing employment services, there are also private or non-public service providers in the forms of Agencies of Supported Employment however the results cannot be demonstrated as very effective due to low involvement and cooperation with the state of such kind of entities. These forms of agencies are considered however to be the key element in the process of supporting employment of disabled employees. (Stefanik et al., 2018)

There are some practical examples, private or non-profit bodies try, in order to help to increase the employment of people with disabilities.

Profesia

Profesia is the largest job market platform in Slovakia. They have recently launched a program „Help with the heart“, within Profesia’s portal Domelia.sk which connects people who need help with household jobs and people who are seeking temporary job, where they are promoting organisations, sheltered workplaces or sheltered workshops who are doing household services and employ people with disabilities.

3.2. International mechanisms

Youth Guarantee

Member states of the European Union realize the problem of low employment of young people needs to be solved and in 2013 the European Council issued a recommendation of commitment to the Youth Guarantee. All the EU member countries have committed to the implementation of the Youth Guarantee, which ensures that all young people under the age of 25 years receive a good quality offer of employment, continued education, apprenticeship or traineeship within a period of four months of becoming unemployed or leaving formal education.

5 years from when the Youth Guarantee took off, young people's labour market performance has improved significantly: There are 2.3 million fewer young unemployed in the EU and 1.8 million fewer young people not in employment, education or training (NEETs), Youth unemployment has decreased from a peak of 24% in 2013 to 14% in 2019, the share of 15- to 24-year-olds not in employment, education or training (NEETs) has fallen from 13.2% in 2012 to 10.3% in 2018 (European Commission, 2019).

Therefore also Slovakia has started to implement the program and since the issued commitment, more than 5 million young people have registered in Youth Guarantee schemes each year since 2014 in the European Union and each year since 2014 more than 3,5 million young people accepted an offer of employment, continued education, a traineeship or an apprenticeship (European Commission, 2019). There are several national programs for the period of 2014 – 2020 which aim to contribute to the commitment of Youth Guarantee in Slovakia.

a. „Employment practice“

This national practice aims to support young people in a form of a mentored work placement in order to gain additional professional and practical knowledge at an employer, who has created a part time job for 9 months. There were 1614 new work placements of this type created by employers in 2016.

b. „Graduate practice starts employment“

The aim of this programme, which focuses on young graduates up to 26 years of age, is to allow young person to do a graduate practice at an employer. Subsequently the employer will be provided by further financial contribution in case the young person on a graduate practice will be hired at the end of the practice. In 2016, there were more than 5300 young people placed on the graduate practice.

c. „Successful on the job market“

One of the activities of this program was to create job placements for young people up to 29 years of age, who did not have regularly paid job before placing the person on at least a part-time job under this program. This activity has created more than 2000 job placements and more than 2200 young people were able to get the first regularly paid job in 2016. The second activity of this program focuses on supporting NEETs in self-employment for at least 2 years. There were more than 529 approved applications for young people in 2016, who could then count on financial contributions for creating such self-employed work placement.

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