

**Country fiche SLOVAKIA**  
**Implementation of the Council Recommendation on a Quality Framework for Traineeships**  
**(2014/C 88/01)**

**General description**

Slovakia has not introduced any new legislation to implement the QFT. There is no relevant legislation or social partner agreement in the pipeline either.

**Open market traineeships**

No regulatory framework exists for traineeships in the open market. This is due to the fact that open market traineeships are rare in Slovakia. Young people prefer to engage in student jobs: according to the 2013 Eurobarometer on traineeships, 52% of Slovak respondents had a student job experience against 8% involved in a traineeship. For the latter the EU average was 46%.

**ALMP-type traineeships**

Traineeships provided within ALMP schemes are regulated by the Act on employment services (No. 5/2004 Coll.) The major ALMP programme to offer traineeships is called 'Graduate practice'. It is offered to young people under 26 who have completed a relevant level of education in full-time study less than two years ago and have not had a regular paid job since then. Graduate practice takes place in a workplace during 3 to 6 months at maximum 20 hours per week. The labour office provides the trainee with a monthly allowance ( 65% of the minimum subsistence level = EUR 128).

Another ALMP programme, 'Through work experience to employment' combines mentored employment with wage subsidies for hiring young job seekers. Financial allowances are granted for a maximum of 9 months to the employer who recruits a young job seeker on a newly created job:

- contribution to mentoring (the mentor is chosen by the employer from its own employees)
- contribution to cover part of the total labour costs of the young person
- contribution to cover part of the necessary costs related to the mentoring and gaining of work experience.

Overall, ALMP-type traineeships comply to a large extent with QFT.

**Remaining challenges**

- Lack of regulation on open market traineeships;
- Lack of transparency regarding hiring practices (ALMP-type traineeships).

**Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT**

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded	Not compliant	Partly compliant
Learning and training objectives		
Objectives clarified	Not compliant	Fully compliant
Mentor/supervisor assigned	Not compliant	Fully compliant
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified	Not compliant	Fully compliant
Allowance/compensation and amount clarified	Not compliant	Fully compliant
Reasonable duration		
Duration limited to 6 months	Not compliant	Fully compliant
Conditions of longer duration clarified	Not compliant	Fully compliant
Termination allowed	Not compliant	Partly compliant
Proper recognition of traineeship		
Proper recognition through certificate	Not compliant	Fully compliant
Transparency requirements		
Allowance/compensation	Not compliant	Fully compliant
Health/accident insurance	Not compliant	Fully compliant
Hiring practices in recent years	Not compliant	Not compliant
Employment services on financial conditions	Not compliant	Fully compliant

