

## Annex 2: Action Plan of the National Reform Programme of the SR 2019

| Num<br>ber | CSR<br>2018 | Task name  | Task description   | Progress so far  | Deadline   | Sponsor  | Co-<br>sponsor<br>(s) |
|------------|-------------|--|--|--|------------|----------|-----------------------|
| 1          | 1           | Introduction of default saving strategy in the II. pillar    | The spending review on labour market and social policies identified a discrepancy between the structure of assets of savers and the time horizon of their saving. The default saving strategy defines a share of the assets that should be invested in stocks depending on the saver's age. Within implementation, also the payout phase should be amended whereas the appropriate selection of optimum investment strategy also depends on the selection of the pension payout conditions. Additionally, the existing savers should be transferred to the default strategy in order to reduce the risk of inappropriate pensions of such savers.                  | The MF SR published an analysis in March 2019 concerning the implementation of the default strategy in the II. pension pillar. A commentary containing policy recommendations for the proposal of measures was issued with the technical analysis.   | 31.12.2020 | MLSAF SR | MF SR                 |
| 2          | 1           | Implementation of the healthcare spending review outcomes    | The final report of the second Healthcare spending review (resolution of the Slovak Government No. 202/2018, task B6) will be issued in 2019. At the same time, measures already identified in the first Healthcare spending review as an Annex 7 of the Draft budgetary plan for 2017-2019 (Resolution of the Slovak Government No. 461/2016, task C4) and in the Implementation Plan 2019 from 10 October 2018 (Resolution of the Slovak Government No. 453/2018, task C4) will be implemented throughout 2019.  | The interim report of the second healthcare spending review was issued in November 2018. The first 2016 healthcare spending review identified potential to increase the efficiency of the entire system. If the 2019 saving measures were fully implemented, then EUR 196 million could be saved.  | 31.12.2019 | MH SR    | MF SR,<br>GO SR       |
| 3          | 1           | Implementation of hospital stratification                    | The project of hospital stratification will continue in 2019. The next phase comprises introduction of the necessary underlying legislation and a specific plan of changes to the hospital network.  | All necessary analytical steps of the first phase of the network optimisation process were completed by the end of 2018. At a July 2018 press conference with representation from AZP, MF SR and the Prime Minister of the SR, the interim stratification results were announced. It was also stated that work on the final analysis defining rules of providing institutional care had started. The stratification concept was introduced to public in October 2018. All necessary analytical steps were completed by the end of 2018 and the legislative proposal has been sent to central government institutions for comments. | 31.12.2019 | MH SR    |                       |
| 4          | 2           | Employment services and ALMP focused on disadvantaged groups | The <i>Action plan to promote integration of long-term unemployed in the labour market</i> will continue to be implemented. This particularly applies to marginalised Roma communities, low-skilled individuals and young people without appropriate education. Improvement of the situation with their integration into the labour market will be achieved through complex approach to personalised services, provision of specialised counselling, identification of the skills of disadvantaged JS, continued implementation of the new profiling system, and provision of targeted programmes proposed by employers based on the regional labour market needs. | The approved action plan for the support of integration of long-term unemployed job seekers (JS) continues to be implemented. Requalification projects for the JS focusing primarily on the disadvantaged groups of job seekers continue to be implemented.<br><br>A project supporting employment of disadvantaged individuals by provision of financial contributions to social integration enterprises was launched in December 2018. The target group consists of long-term unemployed, older and low-skilled individuals, and individuals with disability.  | 31.12.2019 | MLSAF SR |                       |

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|------------|-------------|--|--|---|------------|---|-----------------------|
| 5          | 2           | Improvement of the employment conditions for mothers with small children | Several support projects will be launched in connection with the development and availability of childcare facilities for children up to 3 years. Caretakers who do not meet the statutory conditions for their profession will be allowed to improve or obtain qualification, and also educational activities will be supported. The call is planned to be announced in the course of 2019. Flexible forms of employment will be supported in order to increase the employment rate of individuals who have parental obligations. This will particularly apply to women and lone parents taking care of at least one child. The expected number of those to be supported amounts to one thousand of JS with the financial allocation of EUR 11 million. | When the so-called nursery law was passed in 2017 that defines the legislative framework for the childcare facilities for children up to three years of age, the conditions were prepared for the financial support for EU fund drawing in the programming period 2014-2020. A call was announced in November 2018 from IROP for the support and development of the childcare facilities for children up to three years of age at a community level with the overall allocation of EUR 13.5 million. The proportion of fathers receiving parental benefit has been significantly growing reaching 15%, i.e. triple the figures of 2016, out of the average monthly number of the parental benefit beneficiaries. Moreover, the parental benefits can be drawn concurrently by both parents from 2019 if they have more than one child aged less than three years. | 31.12.2019 | MLSAF<br>SR,<br>MESRS<br>SR, MARD<br>SR |                       |

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|------------|-------------|--|--|---|------------|--|-----------------------|
| 6          | 2           | Integration of marginalized Roma communities (education, labour market, social inclusion, and other areas) | Multiple projects will continue to be implemented to improve social integration. Project intentions are expected to be approved in the course of 2019. At the same time, the second phases of the national projects to support field social work and community centres in municipalities with marginalized Roma communities will continue. National projects focusing on the support of inclusion of excluded communities will continue to be implemented in the areas of social services and social work, education, settlement of property rights and monitoring and assessment of policies. | <p>Several projects and measures have been implemented to support integration of children from marginalised Roma community (MRC). The <i>School Open for All</i> project continues to be implemented. It received an allocation of nearly EUR 30 million from EU funds. It supports implementation of the model of inclusive education of children with special needs at kindergartens and primary schools, and informal education of children from MRC. Within the <i>More Successful at School</i> call from December 2016 and receiving an EUR 50 million allocation from the EU funds focuses on increasing the inclusiveness in the education system. New job positions for pedagogical assistants and specialised employees for the inclusive team, such as the special education teacher and social pedagogue, were created. The <i>More Successful at School II</i> continues in the initiative. It was announced in November 2018 and received the allocation of EUR 9.5 million. The support of children and students from disadvantaged backgrounds is also encouraged by the "free lunch" regulation, subsidy to support healthy eating habits in children of the last kindergarten grade starting from January 2019 and in PS students starting from September 2019.</p> <p>Several projects to increase employment rate, education and to improve the living conditions of the inhabitants from marginalised Roma communities continue to be implemented. The field social work and community centres have also been supported in municipalities with MRC. The field social work is under way in 139 municipalities, and 52 providers of social services have been engaged in the project of community centres. 80 municipalities joined the support of pre-school education of children from MRC throughout 2018, now 103 municipalities are in the project. The goal of the project is to increase the education level of the population from MRC through increasing the number of children from the MRC attending kindergartens. To improve the living conditions in the MRC settlements, the project supporting the settlement of the property rights in municipalities with MRC is under way. 143 municipalities are actually engaged in the project. The <i>Healthy Communities</i> projects under the <i>Healthy Regions</i> organisation led to the employment of 261 health mediators who operate in 271 municipalities in all regions of Slovakia (as of January 2019).</p> | 31.12.2019 | MLSAF<br>SR,<br>MESRS<br>SR, MI SR,<br>SGPFR |                       |

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|------------|-------------|---|---|---|------------|-------------|-----------------------|
| 7          | 2           | Higher quality and better support of teachers | <p>We will continue in taking steps to make the teaching profession more attractive in regional education. The wages of teachers will continue to get closer to the wages of university graduates. Wage tariffs in education grew from January 2019 by 10 %, equal increase will take place in January 2020 again. In addition, the budget counts with increasing tariff wages for starting teachers at the beginning of their careers effective as of September 2019 in addition to the general wage increase. An analysis of the teaching profession attractiveness survey will be published in 2019 to make the recommendations in the relevant area more targeted.</p> <p>Measures to improve the quality of education will emphasize an increase the share of practical training for future teachers. A call focusing on the improvement of training of teachers will be announced. it will reinforce cooperation between universities offering education in teaching study programmes and schools allowing practical training of future teachers. In addition, the analysis of the system of teacher training compared to foreign countries will be published attempting to identify strengths and weaknesses of the existing system.</p> | <p>Measures continue to be taken to support better financial remuneration for teachers and improve quality of education. The wage tariffs of pedagogical and specialised employees in regional education system were increased by 10 % effective as of January 2019. Additional 10% rise will take place in January 2020. Funds were allocated in excess of the general increase to increase, in September 2019, tariff wages of beginner teachers with the aim to make the teaching profession more attractive. The Ministry of Education prepared a new pedagogical and specialised employees law that was passed in January 2019 in order to improve the quality of, and support, the teaching profession. The law lays down a new mechanism of attestation proceeding which should improve the relationship between quality and remuneration associated with higher career degree. A mechanism to audit quality of education in the professional development of teachers based on results of providers has been set up.</p> | 31.12.2019 | MESRS<br>SR |                       |

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|--------|----------|---|---|--|------------|----------|---------------|
| 8      | 2        | Linking education and labour market needs (dual education)  | <p>New measures also respond to the need of better matching of skills with the needs of the labour market. Framework for creation of educational programmes of post-secondary education will be worked out with the aim to strengthen formal development of professional skills with higher qualification which is currently absent. An option to obtain higher qualification in professional education and training will also help increase its attractiveness in the context of the expected changes in the labour market due to digitisation and automation of production. To monitor graduate placements and to reduce information asymmetry to facilitate the decision-making for applicants, the administrative databases of the Social Insurance Agency, OLSAF and MESRS SR will be connected. Also graduate and employment surveys will be conducted. Within the OECD National Skills Strategy for the Slovak Republic project, the recommendations relating to skills in four priority areas will be set in cooperation with key stakeholders.</p> <p>The network of secondary vocational education will undergo optimisation and will be made more effective. Conditions for inclusion and exclusion of schools will be modified. The criteria to set the highest possible number of first-grade students of secondary schools will undergo optimisation in 2019. The new rules will primarily reflect the quality of the secondary school, the premises and material and technical equipment, staffing and possible graduate placement. The proposal for the optimisation of the secondary vocational school network will be ready by the end of 2020. A system of experimental testing of new programs will be prepared and criteria for inclusion or exclusion of a study field in or from secondary vocational education will be defined. The optimisation of the study fields at secondary vocational schools should remove duplications in the network of study fields and their fragmentation.</p> | <p>The amendment act on professional education and training strengthens the motivation to participate in the dual education system. Support went to small and medium enterprises to get involved in the dual education by providing allowance to compensate for a part of the cost of dual education. The administrative process to verify the eligibility of employers to offer practical education has been made easier, and the option to undergo practical education outside the employer's own capacities or to set up a workplace of practical education by multiple employers has been introduced. The reduction of financing for practical training for participating schools was removed, which was one of the main barriers for them to join the system. The new regulation of the number of students of secondary schools responds to the needs of the market. Binding criteria have been defined to determine the largest number of first-grade students for individual fields of study within self-governing regions.</p> | 31.12.2019 | MESRS SR |               |
| 9      | 2        | Completion of the preparation process for the Slovak Accreditation Committee and preparation of the methodology for regular assessment of the creative work of universities | <p>The Slovak Accreditation Agency will present the proposal of standards to safeguard education of tertiary education. The Ministry of Education will complete the revision of the system of study programmes. A methodology of new binding rules will be prepared based on the passed amendment act on universities aiming to assess the research activities of universities.</p>   |  | 30.6.2020  | MESRS SR |               |
| 10     | 2        | Increasing funding of science and research at universities through grants   | <p>The proportion of funding of university science and research through funds keeps growing.</p>  |  | 31.12.2019 | MESRS SR |               |

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| 11         | 3           | Implementation of the measures from packages to decrease the administrative and regulatory burden for businesses.           | Measures out of three approved packages will be implemented. Their aim is to reduce the administrative burden on businesses. In the next year, the building permit process should be more effective and doing family business should be made simpler. The Ministry of Economy also plans to submit in the first half of 2019 the review of the tasks out of the first two anti-bureaucracy business packages that will be subject to the <i>State of business environment report</i> .   | Additional action plans have been approved to reduce the regulatory burden on entrepreneurs. In May 2018, the Slovak government approved a second anti-bureaucratic business package, which contains 23 measures, with the aim of facilitating family business or simplifying the environmental impact assessment process. In February 2019, a third anti-bureaucratic business package was approved. It contains 37 measures aimed mainly at simplifying the process of opening up operations and making their inspection more transparent.   | 31.12.2019 | ME SR   |                       |
| 12         | 3           | Implementation of the <i>Action Plan of New Measures for Courts</i> based on the State of the Judiciary Report (CEPEJ 2017) | Audit continues in cooperation with the European Commission for efficiency of Justice (CEPEJ). The project includes particularly mapping of the existing status of court management at individual courts and sees to how efficient is the setting of personal teams of judges at selected courts. Further to the Action Plan for the Implementation of New Measures for Courts, the Ministry of Justice will deal with the issue of specialisation of courts and judges and analytical data collection to better assess the work of courts and judges. | The <i>Action Plan for the Implementation of New Measures for Courts</i> was prepared based on the CEPEJ Report in September 2018, when it also was submitted as one of the deliverables of the <i>AUDIT</i> project to the managing authority (MI SR). The action plan is based on seven priority topics on which the Ministry of Justice focused and solves the existing status of the topics and the expected next steps with time schedule. Key topics include the preparation of a map of courts and proposal of specialisation of courts and judges and resolution of old debt enforcement proceedings. New debt enforcement proceedings (electronization of proceedings), random selection of an enforcement officer or lump-sum remuneration of enforcement officers have been implemented in the debt enforcement area. The establishment of a single debt enforcement court in Slovakia will result in the specialisation of judges and other court employees in civil forfeiture matters, accelerating qualified and quick decision of the cases. | 31.12.2019 | MJ SR   |                       |
| 13         | 3           | Solution of judicial debt enforcements  | Measures will be taken to resolve particularly old enforcement proceedings.  |  | 31.12.2019 | MJ SR   |                       |
| 14         | 3           | Action plan for the reinforcement of fight against corruption and fraud   | In 2019, this project will also result in a common action plan with OECD for the reinforcement of the fight against corruption and fraud in the area of EU funds.  | The common project with OECD relating to anti-corruption measures, support for the efficiency and coherence of general strategies for the management of risks associated with fraud and corruption, introduction of audit activities, identification and assessment of risks associated with fraud has been implemented since 2017. The OECD issued a publication in 2017 containing recommendations of key anti-corruption measures in public administration.   | 31.12.2019 | DPMIIGO |                       |

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|------------|-------------|----------------------------|--|--|------------|------------------|-----------------------|
| 15         | 3           | eGovernment implementation | <p>The informatization of public administration projects will help reduce administrative burden in case of the contact between citizens and businesses and the state. Implemented are the measures of the so-called second wave of administrative burden reduction which repeal, effective as of 1 September 2019, the obligation to submit certificates of school attendance and extracts from the register of non-governmental organisations and, effective as of 1 December 2019, repeal the obligation to submit certificates of the arrears in taxes, social insurance, mandatory contributions to old-age pension scheme, or in health insurance.</p> <p>The review of expenditures on informatisation continues to be carried out. The main objectives of the review is the creation of additional fiscal space, higher value of investments and adoption of methodological measures for more efficient assessment and management of the national IT. The elaboration of the binding plan of migration to the cloud and tying on IT budgets, creation and publication of the IT project register and its public review and examination of alternative methods of identity verification against eID are the priorities for the months to come. These measures may bring potential benefits to the citizens and improve management of the national IT. In the second half-year of 2019, the amendment act on eGovernment will take effect. Its aim is to unite the use of the defined instruments, extend and simplify the use of electronic services (eID, electronic boxes, etc.).</p> <p>A digital transformation vision will be prepared for private economy, public administration, citizens, territory, and science and research. The <i>Strategy of digital transformation of Slovakia</i> and the <i>Action plan of digital transformation of Slovakia for 2019 – 2022</i> started to be prepared at the end of 2018. The action plan contains measures to develop digital skills in education and in the labour market, which will support the development of digital economy.</p> | <p>The Act on Certain Arrangements for Reducing Administrative Burdens by Using Public Information Systems and on the amendment and supplement of certain acts (Anti-Bureaucracy Law) entered into force in 2018. The aim is to establish the <i>one strike rule/once is enough</i>, i.e. to cancel the obligation to submit to the public authorities paper extracts that the public authorities can acquire on their own. Such extracts include the extract from the title deed, from the companies register, from the trade register, and extracts from the crime register.</p> <p>14 projects amounting to EUR 268 million were reviewed based on the new assessment rules of economic efficiency of IT investments. The new methodological instruction prepared by the DPMOII along with the MF SR details the rules for the cost-benefit analyses of projects. Expert estimates of benefits have been replaced with quantification based on actual measurements, which reduces the degree of uncertainty in the project selection process. In the cost area, the new rules lay emphasis on the operational effectiveness, application of discounts on pricelist prices and, starting from June 2019, on mandatory conduct of preliminary market consultations. The expenditures on the purchase of information technologies in excess of EUR 1 million are subject to audit and IT systems with the cost of more than EUR 1 million are entered in the budget separately. Investment projects with the cost of more than EUR 5 million require preparation of a feasibility study.</p> | 31.12.2019 | DPMOII,<br>MF SR |                       |

## Annex 3 to the National Reform Programme of the SR 2019

### Implementation of the Measures of the Action Plan of the National Reform Programme of the SR 2019

| NRP Task No.<br>from AP | Task name | Implementation method<br>(Act No. X, Regulation,<br>Resolution, Measure) | Progress so far | Task goal  | Reaction to CSR [1]   | Expected impact on<br>revenues/expenditures<br>in 2019 [2] |
|-------------------------|-----------|--|-----------------|--|---|--|
|                         |           |  |                 | <p><i>The task goal should have an outcome indicator, initial and target value and the deadline for the attainment of the goal set. If a quantitative goal cannot be defined, a qualitative goal needs to be set as a minimum (e.g. improve inclusion of students, improve the quality of services to citizens,...).</i></p> | <p><i>Does the measure react to country-specific recommendations? If yes, to which and how?</i></p> |  |

[1] The EC's country-specific recommendations that were approved at the session of the European Council and adopted by the Council of the EU (review of NRP 2019 will react to the CSR issued and approved in July 2019)

[2] In the methodology ESA 2010.

## Annex 4 to the National Reform Programme of the SR 2019

### Implementation of Other Measures outside the Action Plan of the National Reform Programme of the SR 2019

| Task name | Implementation method<br>(Act No. X, Regulation,<br>Resolution, Measure) | Progress so far | Task goal   | Reaction to CSR [1]  | Expected impact on<br>revenues/expenditures<br>in 2019 [2] |
|-----------|--|-----------------|---|--|--|
|           |  |                 | <i>The task goal should have an outcome indicator, initial and target value and the deadline for the attainment of the goal set. If a quantitative goal cannot be defined, a qualitative goal needs to be set as a minimum (e.g. improve inclusion of students, improve the quality of services to citizens,...).</i> | <i>Does the measure react to country-specific recommendations? If yes, to which and how?</i> |  |

[1] The EC's country-specific recommendations that were approved at the session of the European Council and adopted by the Council of the EU (review of NRP 2019 will react to the CSR issued and approved in July 2019)

[2] In the methodology ESA 2010.

## Annex 5 to the National Reform Programme of the SR 2019

### Proposal of New Measures for the National Reform Programme of the SR 2020

| Task name | Implementation method<br>(Act No. X, Regulation,<br>Resolution, Measure) | More detailed description<br>of the task proposed | Task goal   | Reaction to CSR [1]  | Expected impact on<br>revenues/expenditures<br>in 2019 [2] |
|-----------|--|---|---|--|--|
|           |  |   | <i>The task goal should have an outcome indicator, initial and target value and the deadline for the attainment of the goal set. If a quantitative goal cannot be defined, a qualitative goal needs to be set as a minimum (e.g. improve inclusion of students, improve the quality of services to citizens,...).</i> | <i>Does the measure react to country-specific recommendations? If yes, to which and how?</i> |  |

[1] The EC's country-specific recommendations that were approved at the session of the European Council and adopted by the Council of the EU (review of NRP 2019 will react to the CSR issued and approved in July 2019)

[2] In the methodology ESA 2010.