

# Elderly and the labour market

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 SLOVENIA

## Timeline

2016 **Approved/Agreed** 2017 **Implementation** 2018 **Implementation**  
2019 **Implementation** 2020 **Completed**

ID number 28802

## Description

The Elderly and the labour market in Slovenia (*Starejši in trg dela*) document was adopted by the government in December 2016 and set directions for 2016-19. It provided for measures in support to lifelong learning and validation of non-formally acquired skills for people aged 50+.

**2016 Approved/Agreed**

**2017 Implementation**

**2018 Implementation**

**2019 Implementation**

Demographic challenges from the labour market perspective need to be addressed by various measures, at the levels of society, employers, and especially individuals. It is necessary for employers to strengthen management of older employees and for the individuals to recognise the necessity of lifelong learning and continuous development of competences for a changing labour market.

- (a) The Employee benefits programme: Comprehensive support for active ageing companies addresses the challenges of negative demographic trends and focuses on strengthening competences: training and further training of older employees as a particularly vulnerable group in the labour market, with the aim of prolonging their employment. It also aims at empowering employers to manage an ageing workforce.
- (b) With the aim of promoting employment and maintaining the employment of older people, a labour market intervention measure was in force, which enabled the employer to apply a temporary incentive for employment of older unemployed persons. Employers who employed an unemployed person over the age of 55, who had been on the unemployment register for at least half a year, were exempted from paying the employer's social security contributions for the first 24 months of employment. The measure was effective from 1 January 2016 to 31 December 2019.
- (c) Active to retirement programme.

Active employment policy programmes also play an important role in employment: the older unemployed can be included in most programmes, depending on their needs and job opportunities. The Active to retirement programme is for unemployed people who

are 58 or older. It encourages employment and permanent employment of older unemployed persons for an indefinite period of time, or at least until the conditions for retirement are fulfilled. The programme is part-financed by the EU through ESF.

### **2020 Completed**

Within the framework of intervention laws for the preservation of jobs during the COVID-19 pandemic, the Republic of Slovenia also offered a possibility of training and education for employees included in the measure of part-time work and for employees included in the measure of waiting for work. This measure was prepared in cooperation with the social partners. Employees who have been assigned to part-time work or waiting for work due to lack of work can improve their knowledge and skills during this period. They may be involved in non-formal education and training or in the validation and recognition of national vocational or basic qualifications. Participation in the programmes is free. This measure is implemented by the Employment Service of Slovenia.

The document, valid for the 2016-19 period, ceased to apply. Various measures are ongoing, implemented by individual projects and by various national authorities. The elderly population remains one of the main target groups of most of the labour market measures.

## **Bodies responsible**

- Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZ)

## **Target group**

### **Learners**

Older workers and employees (55 - 64 years old)

## **Thematic categories**

### **Governance of VET and lifelong learning**

Engaging VET stakeholders and strengthening partnerships in VET

### **Supporting lifelong learning culture and increasing participation**

Financial and non-financial incentives to learners, providers and companies

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

## **Subsystem**

CVET

## **Further reading**

[Elderly and the labour market](#)

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[Vulnerable groups on the labour market](#)

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[Measure of part-time work](#)

## Related policy developments

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**2022 Completed**

### Upskilling adults

The project 'Development of programmes for upskilling in continuing vocational education and training 2017-22' (the PINPIU project) aims to develop formal VET programmes for upskilling employees, helping them to respond to changing needs in the labour market.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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**2025 Implementation**

### Training for the elderly, long-term unemployed and low-skilled

The 2014-20 ESF-supported programmes, such as Non-formal education and training and the On-the-job training, that targeted the long-term unemployed and low-skilled aged 50+, were also adopted under the responsibility of the Ministry of Labour.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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