



REPUBLIC OF SLOVENIA
COURT OF AUDIT

AUDIT REPORT

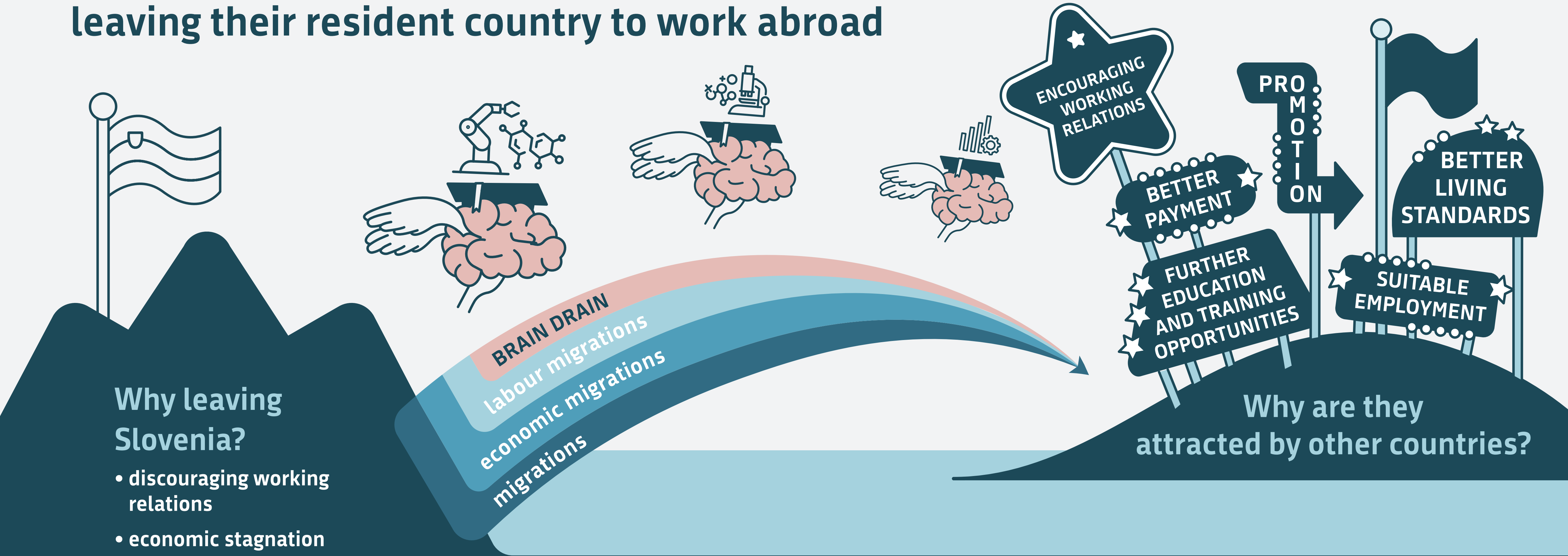
Reducing risks of brain drain in Slovenia

Performance audit

Audit period: 1 January 2010 to 31 December 2021



Brain drain – highly trained or qualified individuals permanently leaving their resident country to work abroad



Why leaving Slovenia?

- discouraging working relations
- economic stagnation
- poor employment potential
- discrimination
- lack of attractive working posts

Why are they attracted by other countries?



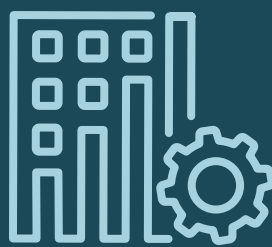
Government of the Republic of Slovenia



MDDSZ
Ministry of Labour, Family, Social Affairs and Equal Opportunities



MIZŠ
Ministry of Education, Science and Sport



MGRT
Ministry of Economic Development and Technology

Brain drain from Slovenia – a phenomenon or a problem



NOT KNOWN

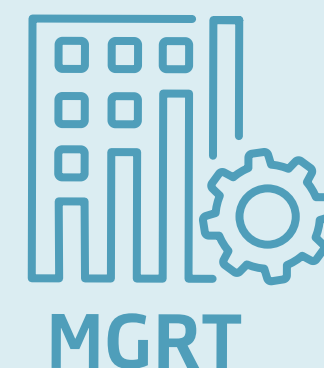
how many highly qualified citizens are required in Slovenia and in which fields.



Since 2013, there is no record of all free vacancies in Slovenia (data only for public sector)



No data on employment structure in economy sector



Competences and qualifications of citizens, as well as future recruitment needs in Slovenia not considered when planning economic policy

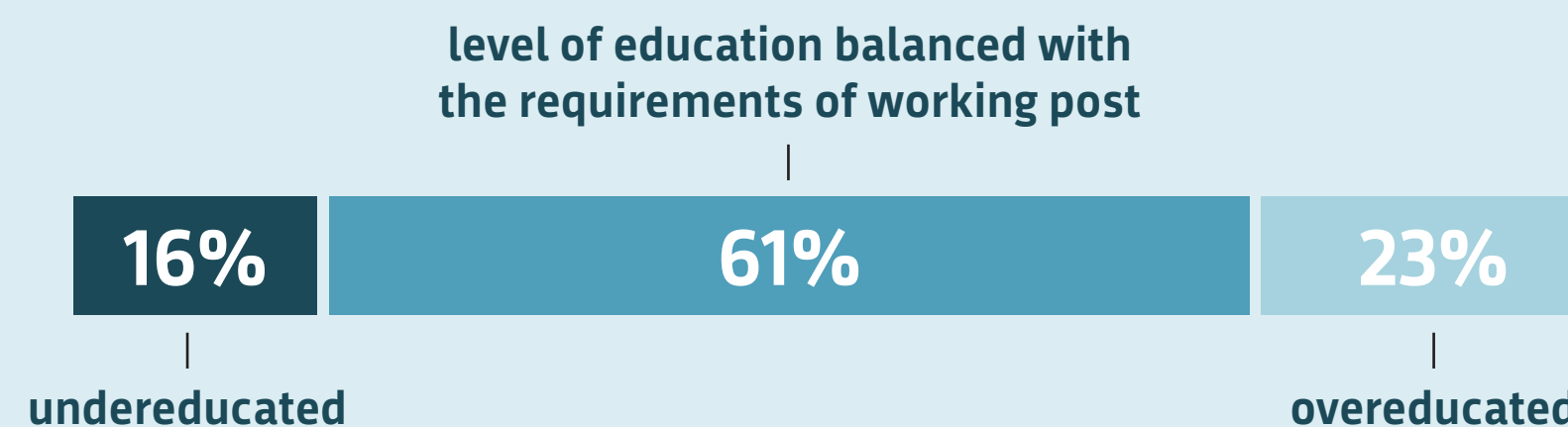


NOT CLEAR

whether Slovenia considers labour market needs and its development in devising structure and scope of education and training.



Education and skills of employees do not meet the requirements of the working post



Source: Study of the School of Economics and Business, University of Ljubljana, 2019.



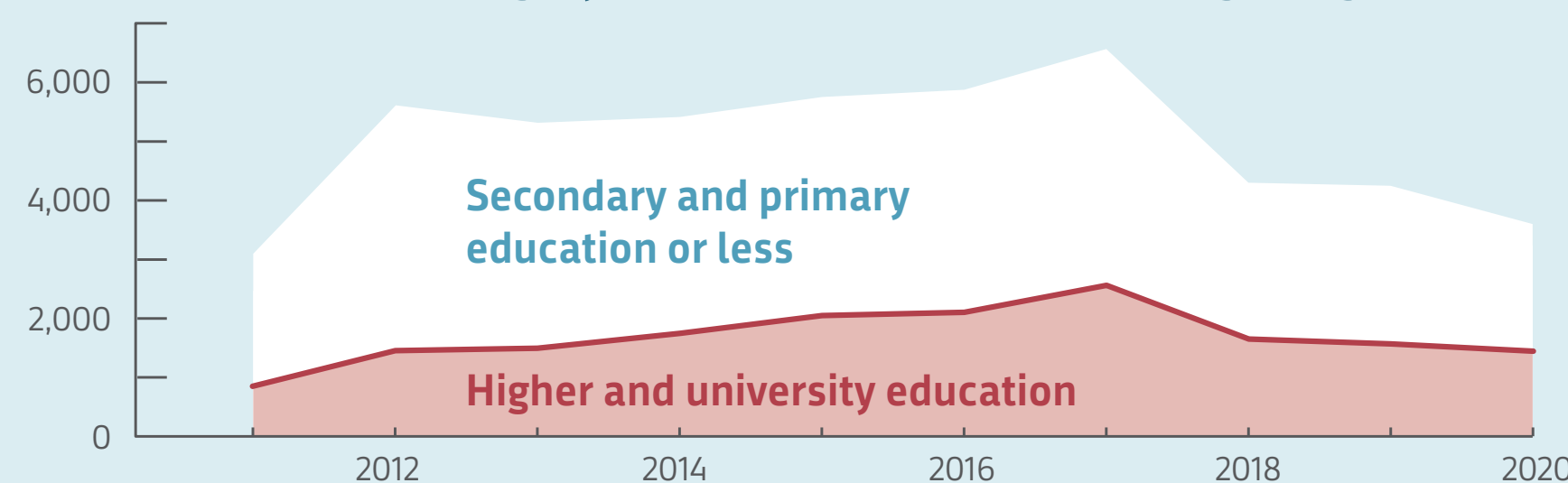
NOT KNOWN

how many highly qualified citizens permanently leave Slovenia due to improvement of working environment and career development opportunities.



No systematic monitoring (the auditees occasionally commissioned their own studies)

The number of highly qualified individuals among emigrants



Source: Statistical Office of the Republic of Slovenia.

\$ 60

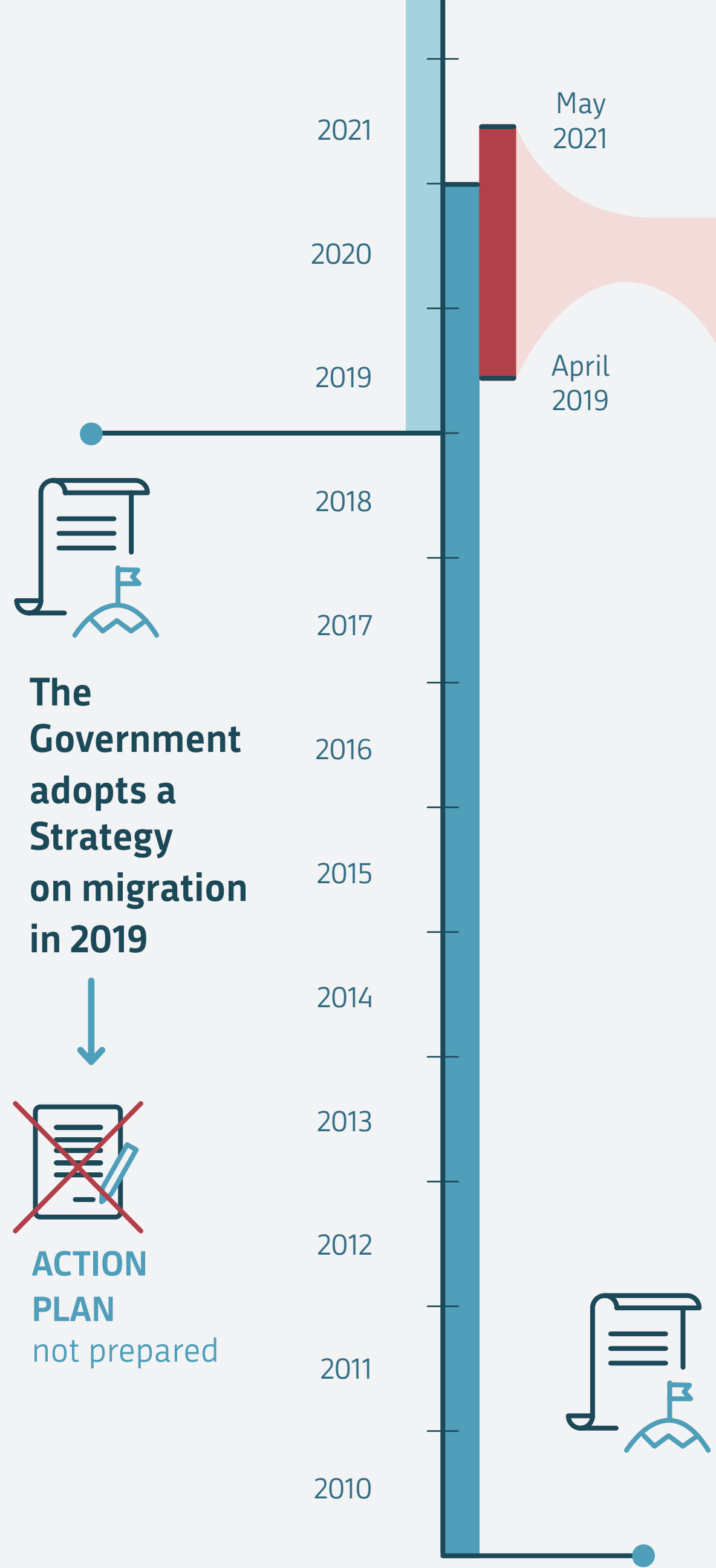
million per year.

Estimated costs of education of Slovenian citizens who moved in the period from 2013 to 2016.

In 2015, the cumulative costs of education of upper secondary school students (ISCED level 3) amounted to USD 112,847, while the average costs of one year of tertiary education (ISCED levels 4 to 8) amounted to USD 10,208 per student in Slovenia.

Source: OECD, "Education at Glance 2018".

Response of Slovenia to brain drain



The Government adopts a Strategy on migration in 2019

~~ACTION PLAN~~
not prepared

Competence Prediction Platform

Project purpose:
to develop a system for forecasting needed skills and identifying gaps in competences

Project objectives:

- to upgrade short-term competence and profession forecasting
- to develop a methodology of medium-term (3-5 years) and long-term (up to 10 years) forecasting
- to establish institutional cooperation

project objectives and purpose changed
uncoordinated response from MDDSZ, MIZŠ and MGRT
advisory body was not established





Encouraging brain circulation



MIZŠ: Resolution on National programme of higher education 2030

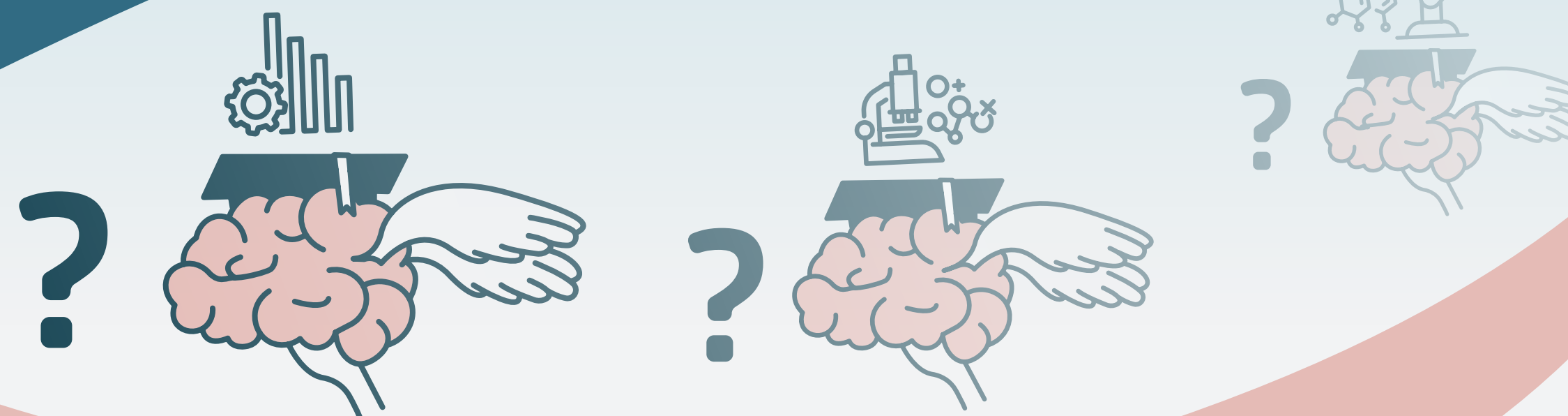
RS
RS

Can brain circulation represent a key approach to retaining highly qualified staff in Slovenia?



What should change in Slovenia?

- working relations
- economic growth
- opportunities for suitable employment
- non-discrimination
- sufficient number of attractive working posts



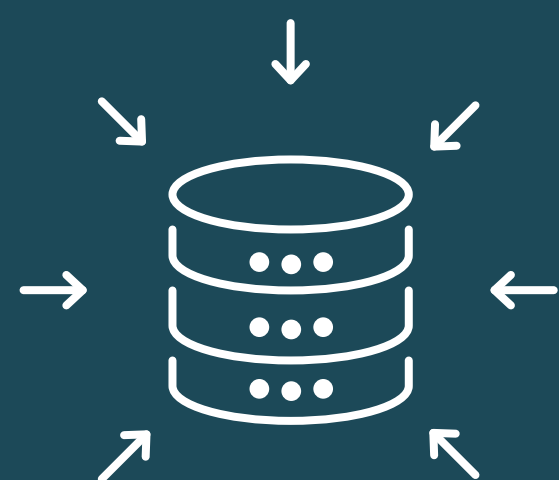
OPINION OF THE COURT OF AUDIT



Operations of the **Government of the Republic of Slovenia, the Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Ministry of Economic Development and Technology, and the Ministry of Education, Science and Sport** in implementing activities directed towards the reduction of risks of brain drain in the Republic of Slovenia were **partially efficient.**



RECOMMENDATIONS OF THE COURT OF AUDIT



To establish **data gathering** for monitoring the occurrence of brain drain.



To establish **a comprehensive system** for monitoring brain drain.



To **harmonise the outlined policy on economic migrations**, namely relating to brain drain, with strategic and development documents.