



## **Labour market integration of third-country nationals in the EU Member States – contribution of the Slovak Republic**

EMN Study – Questionnaire Form

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## Preface

The aim of the study is to analyse the measures focusing on the integration of third-country nationals into the labour market and to share current information about the challenges the SR is facing in the area of implementation of the policies focused on the integration of third-country nationals.

The study provides an overview of integration policies in the Slovak Republic with a specific focus on labour market integration from 2014 onwards. It gives an overview of concrete measures in this area, describes the main actors and tools which are implemented with the aim to facilitate the labour market integration. At the same time, it also tries to map the good practice examples. The target group of this study are legally residing third country nationals in a Member State who are allowed to work with the exception of students and graduates, beneficiaries of international protection as well as asylum seekers.

The methodological approach to the preparation of this study is based mostly on secondary resources, especially the legislative and informative documents related to the topic. Information and statistics from relevant state authorities and institutions also represent sources of information.

Based on the questionnaires from each EU Member State, the European Commission prepared a Synthesis Report covering the main findings from the Members States. The questionnaire form of the study from the Slovak Republic as well as the Synthesis Report are available on the Slovak EMN National Contact Point website [www.emn.sk](http://www.emn.sk)

## List of abbreviations

**AMIF** – Asylum, Migration and Integration Fund  
**BBFP PFP** – Bureau of Border and Foreign Police of the Police Force Presidium  
**Coll.** – Collection of Laws of the Slovak Republic  
**COLSAF** – Central Office of Labour, Social Affairs and Family  
**EC** – European Commission  
**EMN** – European Migration Network  
**ESF** – European Social Fund  
**EU** – the European Union  
**IOM** – International Organization for Migration  
**MIC** – Migration Information Centre of the International Organization for Migration  
**MoLSAF** – Ministry of Labour, Social Affairs and Family of the Slovak Republic  
**MP** – Migration Policy of the Slovak Republic  
**MS** – Member State(s) of the European Union  
**PF** – Police Force  
**SBA** – Slovak Business Agency  
**SR** – Slovak Republic  
**TCN(s)** – third country national(s)

## Summary

The European Migration Network (EMN) study on *Labour market integration of third-country nationals in the EU Member States* has been prepared within the EMN work programme activities for 2018. The study provides an analysis of the measures focusing on the integration of third-country nationals (hereinafter referred to as TCN(s)) into the labour market in the Slovak Republic and gives current information about the challenges the SR is facing in this area.

One of the main challenges the SR is facing in this area is the dynamically changing labour market situation accompanied by economic growth and an unemployment rate at a historical low. Given the decreasing unemployment rate in the SR, the migration for work, entrepreneurship and study is becoming the most prominent component of legal migration. Other factors surrounding the year-to-year increase of labour migration are a persistent lack of labour force along with the increase in the number of vacancies.

Despite the fact that the number of legally employed third-country nationals in the SR has risen by more than five times since 2014, labour migration programmes and labour market integration programmes<sup>1</sup> are not currently implemented in the SR and the adopted measures only partially reflect on the current situation.

Integration as a topic is not defined as a political priority from the perspective of the priorities of the Government of the SR. However, given the situation described it is becoming one of the main topics in the political and social discussion. Recently, recommendations to re-evaluate the institutional background of migration and integration in the Slovak Republic have been introduced at a meeting of the Government of the SR<sup>2</sup>.

In 2014, a strategic document on integration of foreigners was adopted in the SR which defines the measures for individual integration related areas – the Integration Policy of the SR<sup>3</sup>. It covers 8 areas which are cross-implemented and monitored by regular evaluation of their fulfilment. Based on the evaluation and the fulfilment of the Integration Policy of the SR measures it is clear that the main challenge relates especially to the cooperation of individual players on the levels of the State, local self-government, employers and civil society.

However, in the context of the labour market situation and the increased number of migrant workers, the tools focused exclusively on labour market integration measures are currently absent. A comprehensive labour mobility strategy which would determine the principles of labour migration policy is absent as well.

As for the measures focused on labour market integration, most activities in the SR are implemented by NGOs' project-funded activities or as ad-hoc adaptation programmes for employees in the private sector. One of the examples attesting to this is the work of the IOM Migration Information Centre which has been providing comprehensive services in legal, social and labour counselling, Slovak language courses, cultural orientation courses, retraining etc. for 12 years in order to support the integration of migrants into society and their inclusion into the labour market.

Related to the upcoming strategy it will therefore be necessary to define responsibilities and integration measures in the area of e.g. language education, active labour market measures, adaptation programmes, housing, cultural and social orientation after entering the country. The responsibility for the individual areas including the funding and evaluation system will be taken by respective authorities.

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<sup>1</sup>The term labour market integration used in this study denotes the measures focused on both entry into the labour market and on inclusion/integration within the existing labour activity/employment.

<sup>2</sup> Source: <http://www.rokovania.sk/Rokovanie.aspx/NezaradenyMaterialDetail?idMaterial=27500> (consulted on 1/5/2018).

<sup>3</sup>The Integration Policy of the SR adopted by the Resolution of the Government of the SR No. 45 of 29 January 2014.

## Part I: General and labour market integration policies

### 1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

Q1. Please briefly describe the context in the SR pertaining to the situation of third-country nationals.

a) What are the main categories of third-country nationals coming to the SR? Were there any changes in the composition from 2014 onwards?

Slovakia has not been among the traditional destination countries of migrants. As compared to other EU MS the representation of foreigners<sup>4</sup> in the overall population is low<sup>5</sup> <sup>6</sup>. However, their number has been slowly but continually rising<sup>7</sup>. Out of the total number of foreigners with valid residence permit as of 31 December 2017 (104,451), the SR registered 50,395 third-country nationals (48%) and 54,056 nationals of another EU Member State (52%).<sup>8</sup> In 2017, the ratio of third-country nationals in the overall SR population was 0.93%.<sup>9</sup> Quantitatively speaking, Ukrainian (16,102), Serbian (10,608), Russian (4,331), Vietnamese (3,609), Chinese (2,437) and Korean (1,557) nationals were the most represented among third-country nationals in 2017. Since 2014 when the number of valid permits for third-country nationals was 29,171, the number of TCNs with valid residence permit in the SR has increased to 50,395 (more than 1.7-fold). Given the decreasing unemployment rate in the SR (5.42% as of April 2018), the migration for work, entrepreneurship and study is the most prominent component of legal migration<sup>10</sup>. Other factors supporting the year-to-year increase of labour migration are a persistent lack of labour force along with the increase in the number of work vacancies (87,083 as of May 2018).<sup>11</sup>

Despite the increased number of asylum seekers in the EU after 2014, a decrease of the number of applications for international protection continues in Slovakia. In 2017, 166 foreigners applied for asylum; out of this number 29 were granted asylum and 25 were provided with subsidiary protection. In 2017, asylum in Slovakia was most frequently sought by the nationals of Afghanistan, Vietnam, Iraq, Syria and Pakistan.<sup>12</sup>

The SR has also been registering a long-term decrease in irregular migration since entry into the EU. Main causes of low irregular migration rate comprise the inclusion of the country into the Schengen Area and weakening of irregular migration flows into the EU through the Eastern-European area. In 2016, the

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<sup>4</sup>According to Act No. 404/2011 Coll. on Residence of Foreigners as amended (hereinafter referred to as "Act on Residence of Foreigners"), everybody who is not a citizen of the Slovak Republic is defined as a foreigner. Therefore, under Slovak legal code, not only third-country nationals but also the citizens of other EU Member States, European Economic Area and Swiss Confederation (together the citizens of the Union) are considered foreigners.

<sup>5</sup>Foreigners in the SR amount to the 1.9% of the population which is the 6<sup>th</sup> lowest ratio among the EU countries. Source: Eurostat: Population without the citizenship of the reporting country – foreigners (statistics as of 31 December 2015) <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tps00157> (consulted on 1/5/2018)

<sup>6</sup> Source: <https://iom.sk/sk/migracia/migracia-na-slovensku.html> (consulted on 1/5/2018).

<sup>7</sup>In 2017, there were 11,204 more foreigners living in the SR than in 2016 which means 12% increase ( <https://iom.sk/sk/migracia/migracia-na-slovensku.html> (consulted on 1/5/2018)).

<sup>8</sup> Source: Bureau of the Border and Foreign Police of the Police Force Presidium (BBFP PFP): Statistical Overview of Legal and Illegal Migration in the Slovak Republic for 2017 (<https://www.minv.sk/?rok-2017-1>) (consulted on 1/5/2018)

<sup>9</sup> Source: Statistical Office of the Slovak Republic: Population Status in the SR as of 31 December 2017 (<https://slovak.statistics.sk>) (consulted on 1/5/2018)

<sup>10</sup> Source: Central Office of Labour, Social Affairs and Family: Unemployment: monthly statistics [http://www.upsvar.sk/statistiky/nezamestnanost-mesacne-statistiky/2018.html?page\\_id=771790](http://www.upsvar.sk/statistiky/nezamestnanost-mesacne-statistiky/2018.html?page_id=771790) (consulted on 1/5/2018)

<sup>11</sup> Source: Work vacancies – ISTEP.sk <https://www.istep.sk/volne-pracovne-miestat?aktualna=731> (consulted on 1/5/2018)

<sup>12</sup> Source: Migration Office of the Ministry of Interior of the SR – Statistical Overview: Asylum seekers and the decisions of the 1st degree between 1993 and December 2017 ( <https://www.minv.sk/?statistiky-20>) (consulted on 1/5/2018)

number of foreigners illegally crossing borders or staying in the area of the SR without authorisation amounted to 2,170 persons. In 2017 this increased to 2,706 persons.<sup>13</sup>

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

The number of legally employed third-country nationals (with valid employment permit or information card<sup>14</sup>) in the SR has increased more than five times – from 4,253 persons at the end of 2014 to 21,752 at the end of 2017.<sup>15</sup> In 2017, the ratio of domestic and foreign workers in Slovakia was one working third country national to 116 domestic employees. In 2017, mostly third country nationals from Serbia (12,259: year-to-year increase by 6,849), Ukraine (4,626) and Vietnam (696) were employed in the SR. The predominant sectors by job position include operators and installers of machinery and equipment (8,325) and auxiliary and unqualified workers (6,542). Working migrants are mostly male: men amount to 74% of all employed foreigners.

c) What are the main integration challenges the SR focuses on?

The development of migration trends on the EU level in recent years (increase in migration flows, changes in labour market, increase in both legal labour migration and illegal employment, changes in the attitudes of citizens, rise of populism) means that integration and labour migration is becoming one of the topics which will influence political development in Slovakia too. Although the integration topic is not defined as a political priority from the perspective of the priorities of the Government of the SR, it has been becoming one of the main topics of both political and social discussions. In 2018 (May), recommendations to re-asses the institutional framework of migration and integration in the Slovak Republic were introduced at a meeting of the Government of the SR<sup>16</sup>. They were connected with the discussion on adopting a new strategic policy of managed and legal labour migration and the associated integration measures which would lead to a more effective link between the regional level and the State.

Despite the existence of strategic documents in the SR<sup>17</sup> which set basic measures in the area of migration and integration, a specific document or a strategy focused solely on labour market integration measures is absent. Also an office to jointly cover those topics from one place and to coordinate and implement them is absent. The main current challenge for the SR is the fulfilment and implementation of the Integration Policy of the SR by the institutions co-responsible for integration and linked to the work of government authorities. A separated State budget to implement individual integration measures is absent, too. Regarding shared responsibility and cooperation in this area, the connection of the State to local and regional level (Higher Territorial Units, cities and municipalities) is also insufficient.

Another recent challenge for the SR is labour immigration which has become the most dynamically growing component of foreign migration in the Slovak Republic. Since 2017, current trends and the development in the area of labour migration underline the need to create labour migration programmes and to harmonize the selection criteria for the reception of foreigners within the managed economic migration focusing on scarce professions and their potential for the development of the Slovak

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<sup>13</sup> Source: BBFP PFP: Statistical Overview of Legal and Illegal Migration in the Slovak Republic (2010 – 2017) (<http://www.minv.sk/?rocenky>) (consulted on 1/5/2018)

<sup>14</sup> Information card is used by employers for notifying an Office of Labour, Social Affairs and Family about the start and end date of employment contract in cases when a third country national does not need a work permit or a person is an employed EU citizen.

<sup>15</sup> Source: Central Office of Labour, Social Affairs and Family – Employment of Foreigners in the Area of Slovak Republic in 2017 ([http://www.upsvar.sk/statistiky/zamestnavanie-cudzincov-statistiky.html?page\\_id=10803](http://www.upsvar.sk/statistiky/zamestnavanie-cudzincov-statistiky.html?page_id=10803)) (consulted on 1/5/2018)

<sup>16</sup> Source: <http://www.rokovania.sk/Rokovanie.aspx/NezaradenyMaterialDetail?idMaterial=27500> (consulted on 1/5/2018).

<sup>17</sup> Migration Policy of the Slovak Republic: Perspective until 2020 available at <https://www.minv.sk/?zamer-migracnej-politiky-slovenskej-republiky&subor=153851> (consulted on 1/5/2018) and Integration Policy of the SR

economy<sup>18</sup>. The current situation of growing demand for labour force connected to labour migration also means challenges/risks to the SR which might negatively influence the countries of origin, destination as well as the migrants themselves.

Current challenges/risks in labour migration include:

- increase of illegal employment which negatively influences the rights of workers (including the conditions of employment of migrant workers),
- increase of xenophobic attitudes and discrimination especially if the migrants are perceived as causing a negative influence on work opportunities and living conditions,
- unethical practices in recruitment as the employers sometimes use information asymmetry which might result in an increase of cases of labour exploitation or human trafficking,
- worsening working conditions in specific sectors,
- pressure on local infrastructure and fast transformation of labour force which results in increased social pressures.

Q2. Is the term “integration” defined in national legislation or strategic documents of the SR? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

*Note: Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 ([http://www.eesc.europa.eu/resources/docs/common-basic-principles\\_en.pdf](http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf)).*

The term “integration” is not defined in the Slovak legislation. Integration is defined in the strategic document Integration Policy of the SR which was adopted by the Government of the SR. According to this document, integration is defined as a two-way process of mutual acknowledgement and respect by and for the majority of society and foreigners. This definition is not specifically connected to employment, but the Integration Policy Principles were created as a summary of several recommendations stemming from The Common Basic Principles for Immigrant Integration Policy in the EU (2004) while the Slovak document specifically addresses these issues in the part 6: Employment and Social Protection.

Q3. Does the SR have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? YES/NO.

Yes.

If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight.

*Note: Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.*

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<sup>18</sup>One of the reactions to the situation in labour market are the amendments to Acts No 64/2018 and 108/2018 which as of 1 May 2018 change the provisions of Act on Employment Services and Act on Residence of Foreigners related to employing the third-country nationals. Their aim is to simplify the conditions of employment of foreigners from the countries outside the EU in scarce professions and in regions with unemployment rate lower than five percent. A list of scarce jobs for individual regions is available at [http://www.upsvr.gov.sk/sluzby-zamestnanosti/zamestnavanie-cudzincov/zoznam-zamestnani-s-nedostatkom-pracovnej-sily.html?page\\_id=806803](http://www.upsvr.gov.sk/sluzby-zamestnanosti/zamestnavanie-cudzincov/zoznam-zamestnani-s-nedostatkom-pracovnej-sily.html?page_id=806803) (consulted on 1/5/2018)



The main strategic document which specifies individual areas of integration of foreigners is the Integration Policy of the Slovak Republic<sup>19</sup> (hereinafter referred to as the "Integration Policy of the SR).

Integration Policy of the SR<sup>20</sup> is a systemic policy framework aiming to ensure the implementation of the measures for making the process of integration of foreigners more effective. The main principle of the Integration Policy is an effective integration of foreigners which will enable the society to leverage the potential of foreigners in a manner which makes them a benefit for society and at the same time prevents their potential radicalisation or creation of isolated communities. The target group of the Integration Policy of the SR is foreigners - the third-country nationals. The Integration Policy of the SR is dealing with the questions of housing, education, employment and social protection of foreigners as well as with cultural and social integration (see Q4 for more details).

Integration mainstreaming is cross-applied in the entire Integration Policy of the SR. The Policy is governed by the MoLSAF which defines tasks (measures) for responsible entities which are then converted into action plans by the responsible entities and fulfilled on various levels – on the level of self-governing regions or government authorities. At the beginning of each year, the responsible entities send to the MoLSAF the evaluation of fulfilment of tasks based on their internal action plans. The MoLSAF then informs the Government of the SR by the "Summary Report". Complying to the Resolution of the Government of the SR No 45/2014, suitable conditions for the completion of the tasks stemming from the Integration Policy of the SR action plans should be created within individual regions. In relation to the respective self-governing regions, The Union of Towns and Cities of Slovakia and The Association of Slovak Towns and Cities, the Integration Policy of the SR acts as a recommendation.

Another document defining the measures in the wider context of policies governing the legal migration in the SR and being the baseline document for the Integration Policy of the SR is the Migration Policy of the Slovak Republic: Perspective until 2020<sup>21</sup> (hereinafter referred to as the "MP"). The MP is under the responsibility of the Ministry of Interior of the SR and its delivery is of a cross-sectorial nature. It points attention to the need to use the potential of temporary and circular migration in the elimination of irregular migration and the drain of highly-qualified and qualified labour force while at the same time developing third countries. This is the reason why the MP plans to update the conditions creating the legal framework enabling the entry of migrants into the labour market, seasonal work, temporary and circular migration as well as the forms of short-term employment. The SR in the MP committed to adopting policies to actively support the reception of economic migrants and employment of third-country migrants in compliance with the needs of the national economy and labour market. Regarding the intensifying of mutual exchange of information on migration by means of improving the existing tools and sharing of information about the possibilities and conditions of legal migration, the MP contains as one of the measures the creation of information-counselling centres for migrants to improve their access to information about entry, residence and living and working conditions even while in the selected countries of origin. At the same time, the MP states that provision of information is also needed on immigration portals, websites (in several languages), brochures and leaflets. There is also need to raise awareness of migrants on irregular work, smuggling, human trafficking as well as on the possible risks of labour migration and assistance by means of information campaigns.

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<sup>19</sup>Adopted by the Resolution of the Government of the SR No. 45/2014.

<sup>20</sup> Available at: <https://www.employment.gov.sk/sk/ministerstvo/integracia-cudzincov/zameranie-integracnej-politiky-sr.html> (consulted on 1/5/2018)

<sup>21</sup> <https://www.minv.sk/?zamer-migracnej-politiky-slovenskej-republiky>

If NO, does the SR have a mainstream integration approach?

No.

If the SR has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)?

*Note: Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.*

The Integration Policy of the SR focuses on the following areas and measures:

1. Self-governing regions – the aim of the measures for self-governing regions is to map the characteristics of foreign population, their situation and problems in the given region, to improve and intensify cooperation of local and regional self-government bodies and other players of the Integration Policy of the SR including the foreigners themselves. The Integration Policy proposes that the self-governing regions manage the creation of their own regional integration concepts as an effective tool.
2. Housing – the measures regarding housing should aim to lower the spatial and social segregation between foreigners and the major population. The Integration Policy is interested in development of general public rental housing including the support of foreigners' access to rental housing.
3. Cultural and social orientation – the aim of the measures in this area is the fully-fledged inclusion of an individual into society. Adoption and implementation of activities focusing on learning about language, culture, values and rules of the society is promoted. Equally promoted are the measures towards eradication of racism, discrimination, xenophobia and other forms of intolerance or hatred of foreigners.
4. Healthcare – it is provided for foreigners in the Slovak Republic to the extent and under the conditions established in the international agreements and in valid legal regulations covering this area. Along other things, the aim of the Integration Policy of the SR in this area is the gradual improving of conditions and access to public health insurance as well as the access of the target group to healthcare. It is also concerned with improving the access to healthcare for marginalized groups, groups affected by life crises, the severely disabled, the elderly and foreigners who are not permanent residents.
5. Education – The Integration Policy of the SR defines three basic target groups in education to which individual measures pertain: children of foreigners, adult foreigners and citizens of the SR. Individual measures aim to improve the overall access to education for both foreigners and major society along with raising the public awareness of this topic. One of the measures is to develop standardized Slovak language courses for adult foreigners and design related textbooks and methodical tools.
6. Employment and social protection – the Integration Policy of the SR and its measures related to this area aim to stimulate the legislation and methods which would simplify the access to labour market and make it more attractive especially by means of simplification of administrative processes related to obtaining residence and employment permits. Apart from that, it aims to increase efforts in creating bilateral agreements on cooperation in the area of economic migration with third countries. Specific measures proposed by the Integration Policy of the SR in the area of foreigners employment include e.g. the elaboration of a list of jobs that have not been filled for a long time or considering the adoption of new measures in migration policy.

7. Citizenship of the Slovak Republic – the aim of the measures in this area is to actively promote the access of foreigners to citizenship of the Slovak Republic e.g. by means of simplifying naturalization processes.

8. Unaccompanied minors – the Integration Policy promotes the permanent improvement of the system of protection of unaccompanied minors and acknowledges the need to adopt special integration measures. This is implemented, among other measures, also by identification of the causes of escapes/disappearance of unaccompanied minors and adopting preventative measures.

## 1.2. LABOUR MARKET INTEGRATION POLICIES IN THE SR

Q5. Does the SR have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

No.

The Slovak Republic does not have a specific policy or strategic document focused on labour market integration for third-country nationals. The basic framework for creating measures towards labour market integration is defined in the Migration Policy of the SR and the Integration Policy of the SR (see Q3 and Q4 for more details).

If Yes: Please describe:

- a) is it part of a general integration policy/strategy?
- b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).
- c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?
- d) Does the SR provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency?
- e) What are the main objectives of the labour market integration strategy?

Does not apply to the SR.

If NO: does the SR have a mainstream approach with regard to labour market integration?

If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.

Does not apply to the SR.

Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)?

*Note: Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.*

No, the SR has not been affected by the increased migration flows since 2015. However, the situation did influence the need to prepare a new policy aimed at third-country nationals who will become beneficiaries of asylum or subsidiary protection in the SR. But they are not the target group of the study.

The development of irregular migration in the EU as a result of the situation on the main migration routes did in a way influence the situation in the SR.

A significant increase of illegal employment of TCNs has been registered in recent period. "The results of inspections i.e. the number of detected illegally employed individuals is the highest when compared with the results of the last four calendar years. In 2017, 3,384 illegally employed individuals were detected which, when compared to 2016 (2,924 cases), amounts to an increase of 15.7%. Serbian nationals were the most frequently detected illegally employed workers (762 persons) followed by Ukrainian nationals (276 persons).<sup>22</sup> At the same time, there is the long-term need of employers to compensate for an insufficient labour force by means of employing qualified labour force from abroad.<sup>23</sup> Based on this situation a significant change in labour market policy has occurred. In order to improve cooperation focused on more effective information exchange and control of temporary employment and posting of workers who are temporarily employed or posted by employers, temporary employment agencies or work brokerage agencies based in the territory of one contractual party to the territory of another contractual party, the SR has signed the Protocol on Mutual Cooperation in Work and Employment between the Ministry of Labour, Social Affairs and Family of the Slovak Republic and the Ministry of Labour, Employment, Veterans Affairs and Social Affairs of the Republic of Serbia.

#### Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently?

The topic of migration has become one of the most discussed topics in public, professional and political space since 2015 with increased interest being recorded in particular before the 2016 Parliament elections. Questioning the economic motives of migration in relation to the development of the situation of migration flows since 2015 was one of the frequently discussed areas. This perspective significantly influenced the overall perception of migration benefits in the SR public space. Since 2017, labour migration and the related integration of migrants into the SR labour market has become a more frequently discussed issue. In relation to labour migration this means especially the issue of covering the lack of labour force by means of labour migration (the need for labour migrants with high or low qualification caused by the lack of domestic labour force)<sup>24</sup>, simplification of access to the labour market for some groups of foreigners or unfavourable demographic development<sup>25</sup>. The media also inform about the problems which are generally faced by labour migrants in Slovakia in integration into the labour market and on local level. These include the absence of a communication strategy, lack of integration measures on the level of self-government and lack of accessible housing.<sup>26</sup> The need for measures focusing on the integration into the labour market

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<sup>22</sup> MoLSAF SR: Informational Report on Detecting and Combatting Illegal Work and Illegal Employment in 2017

<sup>23</sup> Source: Press release INEKO, 29.4.2018 <http://www.ineko.sk/clanky/seminar-potrebuje-slovensky-pracovny-trh-viac-imigrantov> (consulted on 1/5/2018)

<sup>24</sup> Source: Potrebuje Slovensko pracovníkov z iných krajín? Zvýši alebo zníži to naše platy? (odpovedá 10 ekonómov) – Denník N 9/2/2017 (<https://dennikn.sk/679289/potrebuje-slovensko-pracovnikov-z-inych-krajin-zvysi-alebo-znizi-to-nase-platy-odpoveda-8-ekonomov/>) (consulted on 1/5/2018)

<sup>25</sup> Source: Otvorená krajina alebo nedobytná pevnosť? Slovensko, migranti a utečenci - Inštitút pre verejné otázky a Heinrich Böll Stiftung Praha 2016 (<http://www.ivo.sk/8005/sk/aktuality/otvorena-krajina-alebo-nedobytna-pevnost?-slovensko-migranti-a-utecenci>) (consulted on 1/5/2018)

<sup>26</sup> Source: Zamestnávanie cudzincov má špecifiká, firmy v SR by ich mali zohľadniť – Teraz 14/5/2017 (<http://www.teraz.sk/ekonomika/zamestnavanie-cudzincov-ma-specifika/259617-clanok.html>)

connected to the needs of employers and the context of integration on a local level is underlined in interviews by the MoLSAF representatives<sup>27</sup>. The recent discussions taking place among the representatives of State authorities, non-governmental organizations and employers all equally point to the need to solve the labour force shortfall by means of a functional integration policy. "From the long-term perspective, it will be necessary to focus on a more comprehensive change of the immigration system including the introduction of targeted selection of immigrants based on pre-defined criteria in order to be more flexible and to minimize the negative impact on the domestic population. According to most entrepreneurs foreigners are more productive than the domestic unemployed and their numbers in Slovakia have therefore been increasing. As of the end of March, they amounted to 52,000 out of which the Serbs, Romanians and Ukrainians are the largest groups."<sup>28</sup>

**Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in the SR and if so, by whom (national government, legislator, or other political actors)?**

One of the current political discussions on the level of the Government of the SR regarding the summary report on fulfilling the 2017 goals and measures related to the Integration Policy of the SR includes the need to adopt a strategy of managed legal migration in the SR. This is a result of increasing demand for labour force and a decreasing unemployment rate in the SR. In relation to the topic of preparation of measures focusing on making the SR more attractive for migrant groups, the topic of labour market integration and related lack of integration measures is also discussed.

Although the integration topic is not defined as a political priority from the perspective of the priorities of the Government of the SR, it is becoming one of the main topics of both political and social discussion. The MoLSAF via the statement of its Minister confirmed at the Government of the SR meeting that they support the creation of a strategy of managed legal migration and integration of foreigners into the labour market in the Slovak Republic.<sup>29</sup> Currently it is possible to create space for a long-term labour mobility strategy, to map the situation, obstacles and specific needs of the labour market including defining the group of migrants that Slovakia needs, the period it needs them for and the regions where they are needed, in order to cover the deficit of labour force in the domestic market. Relating to this strategy/policy the definition of integration measures will be needed too, such as language education, active labour market measures and their provision in languages other than Slovak, housing, social, cultural and labour orientation etc.

Another document presented on the governmental level is the proposal of the Economic Policy Strategy of the Slovak Republic until 2030 prepared by the Ministry of Economy in April 2018 for the intra-departmental commenting process. The strategy defines migration as the decisive factor in future population development and as being related to the solution of a shortage in the domestic qualified labour force, maintaining competitiveness and using qualified workers in compliance with economic interests of the SR.<sup>30</sup>

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Srbi prichádzajú po tisícoch, sú bieli a kresťania – aj tak sa ich bojíme – Denník N 9/2/2017 ([https://dennikn.sk/676302/dobrodosli-srbi-prichadzaju-po-tisicoch-su-bieli-a-krestania-aj-tak-sa-ich-bojime/?ref=tit&\\_sm\\_byp=iVVsmfrKsS6cJtrV](https://dennikn.sk/676302/dobrodosli-srbi-prichadzaju-po-tisicoch-su-bieli-a-krestania-aj-tak-sa-ich-bojime/?ref=tit&_sm_byp=iVVsmfrKsS6cJtrV)), (consulted on 1/5/2018)

V Seredi pracuje stále viac cudzincov, domáci sa obávajú get - Život 16/4/2018 (<http://www.zivot.sk/clanok/550333/v-seredi-pracuje-stale-viac-cudzincov-domaci-sa-obavaju-get>) (consulted on 1/5/2018)

<sup>27</sup> Source: Richter: Dvere lacným cudzincom neotvárame dokorán - SME 30/1/2018 (<https://ekonomika.sme.sk/c/20748708/rozhovor-minister-prace-jan-richter-2018-zamestnavanie-cudzincov.html>) (consulted on 1/5/2018)

<sup>28</sup> Source: <http://www.ineko.sk/clanky/analiza-potrebuje-slovensky-pracovny-trh-viac-imigrantov> (consulted on 1/5/2018).

<sup>29</sup> Source: <http://www.teraz.sk/slovensko/integracna-politika-na-slovensku-sa-nepl/325298-clanok.html> (consulted on 1/5/2018).

<sup>30</sup> Source: <https://www.slov-lex.sk/legislativne-procesy/SK/LP/2018/185> (consulted on 1/5/2018).

Apart from the described strategic plans prepared or created on the governmental level, legislative measures have been recently adopted especially regarding the solution to the increasing demand for labour force. A proposal of Members of the National Council of the Slovak Republic amending and supplementing Act No. 5/2004 Coll. on Employment Services and on amendment and supplement of other acts as amended was adopted by the National Council of the Slovak Republic on 8 February 2018.<sup>31</sup> The Act changes and simplifies some processes in employing third-country nationals in the territory of the Slovak Republic. In the upcoming period, a continuation of strategy on foreigners' labour mobility and their integration in to the SR labour market is expected in compliance with the conclusions of Government meetings and the legislative plan. The discussion on a return policy for Slovaks living abroad has started as well.

### 1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

*Note: Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be included, if i) they arise from a national level mandate, or ii) they are established / operating through national funding mechanisms.*

Does not apply to the SR. As stated in Q5, the Slovak Republic does not have a specific policy or strategic document focused on the integration of third-country nationals into the labour market.

Q10. Does the SR produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004<sup>32</sup>?

*Note: Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.*

Monitoring of integration measures for third-country nationals focused on the labour market is not being conducted in the SR. The Integration Policy of the SR is continually monitored by a yearly Summary Report which is presented by the Minister of Labour, Social Affairs and Family of the SR to the Government of the SR as informative report (see Q3 for more details).

The Integration Policy contains cross-department measures in the *Data Collection* chapter. They reflect on the Regulation (EC) No 862/2007 of the European Parliament and of the Council. The data collection is based also on the Zaragoza Pilot Study indicators. The responsibility for data collection lies specifically with the Statistical Office of the SR and the Central Office of Labour of the SR.<sup>33</sup>

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<sup>32</sup> Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

<sup>33</sup> The Integration Policy of the SR, Cross-cutting Measures, Data Collection, p. 10

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in the SR?

*Note: Please also mention which stakeholders face these challenges and obstacles.*

A strategy for TCNs labour market integration is absent in Slovakia. The main challenge in the context of current situation will be a preparation of a labour mobility strategy focused on the arrival of foreign labour force from the countries outside the EU focusing on integration measures for this group into the labour market of the SR (see also Q8).

At the same time it is possible to identify several obstacles/challenges which might influence the creation and consequent implementation of integration policy on the labour market:

- missing analyses of economic contribution of individual groups of economic migrants and current demand for covering labour shortages,
- absence of a unified cross-sectorial office which would provide the creation and fulfilment of the tasks related to the comprehensive implementation of the SR migration policy including the integration policy,
- non-existence of integration measures focused specifically on labour market integration,
- social dumping and breaching the labour rights of migrants,
- insufficient preparedness of entities who should implement the measures of integration into the labour market<sup>34</sup>,
- absence of additional funding schemes for activities aimed at labour market integration measures<sup>35</sup>.

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<sup>34</sup> In order to successfully implement the labour market integration measures it will be necessary to provide for systemic capacity building by relevant parties including the State authorities, self-government (towns and municipalities) and private sector parties responsible for recruitment and employment of workers. Such capacity building will have to focus especially on the implementation of labour migration programmes and at the same time ensure the provision of measures aimed at labour market integration.

<sup>35</sup>The available funding resources in the SR lack funding programmes and project calls (e.g. within the ESF) focused at labour market integration. Currently all activities focusing on this area are funded by the AMIF.



## Part II: Measures and practices facilitating labour market integration of third-country nationals in the SR

### 2.1 OVERVIEW OF MAIN INTEGRATION AREAS

Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.

*If the SR has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study*

*Please focus on:*

- a) *The main objectives and approach in each relevant area, and actors involved.*
- b) *Briefly describe the implementation framework.*

The SR does not have specific policies focused on the integration of third-country nationals into the labour market. The general policies and active labour market measures do not contain specific systemic measures for only this target group. Some of the following measures are equally accessible to some categories of TCNs as they are to the citizens of the SR. However, their use by this target group cannot be evaluated.

<b>Area/component</b>	<b>General overview</b> Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and is they are provided free or charge.	<b>Stakeholders</b> Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	<p>TCNs with long-term residence and family members of the EU citizens have access to active labour market measures (under the Act on Employment Services) under equal conditions as the citizens of the Slovak Republic. The only condition is that they have to be registered in the job seekers' database. When fulfilling the conditions, the above mentioned TCNs categories can obtain access to and use the measures in education and preparation for labour market. This might comprise theoretical or practical training which is necessary for their success at the labour market and which makes it possible to obtain new professional knowledge, skills and abilities in order to find work in suitable employment or to obtain the financial support for education and preparation for labour market<sup>36</sup>.</p> <p>Another tool within the active labour market measures regarding education and retraining is the financial benefit related to the retraining of job seekers including the third-country nationals (TCNs with long-term residence and family members of EU citizens). The job seekers have access to active labour market measure REPAS+<sup>37</sup> which enables those who have problems in finding employment on the labour market to choose the kind of work they want to retrain for and also the provider of the retraining.</p> <p>The Act on Employment Services (Par. 33 Letter u) effective from 1 May 2018 has introduced a measure enabling the</p>	COLSAF: The measures are implemented by the respective Offices of Labour, Social Affairs and Family.

<sup>36</sup> Source: [http://www.upsvar.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/vzdelavanie-a-priprava-pre-trh-prace.html?page\\_id=13314](http://www.upsvar.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/vzdelavanie-a-priprava-pre-trh-prace.html?page_id=13314) (consulted on 1/5/2018).

<sup>37</sup> Source: [http://www.upsvar.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/repas-pre-uchadzacov-o-zamestnanie-z-bsk.html?page\\_id=768052](http://www.upsvar.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/repas-pre-uchadzacov-o-zamestnanie-z-bsk.html?page_id=768052) (consulted on 1/5/2018).



	employment of a third-country national in order to train them. The condition of such training is that the employment must be listed in the labour-shortage database. Moreover, application for temporary residence for the purposes of employment on that position must be submitted.	
2. Enhancement of (soft) skills	Third-country nationals (TCNs with long-term residence and family members of EU citizens registered in the job seekers database) can obtain a financial contribution related to the implementation of competence courses within the KOMPAS+ programme intended for job seekers <sup>38</sup> . For the purposes of KOMPAS+, courses intended to develop communication, computer, managerial, social, entrepreneurial and language competences are considered as competence courses. Within the competence courses selected key competences which are applicable at the labour market are supported: communication skills (including social competences), personal development (including managerial and entrepreneurial skills), computer skills and language skills.	COLSAF: The measures are implemented by the respective Offices of Labour, Social Affairs and Family.
3. Provision of information and counselling	The Offices of Labour, Social Affairs and Family provide job seekers or applicants including the third-country nationals (TCNs with long-term residence and family members of EU citizens under the Act on Employment Services) with information and counselling services. <sup>39</sup> Those are provided during: <ul style="list-style-type: none"> <li>• selecting a profession,</li> <li>• selecting employment including change of employment and</li> <li>• selecting an employee,</li> <li>• adaptation of employee in a new employment.</li> </ul> Another area of COLSAF services are professional counselling services within individual or group counselling. <sup>40</sup> The aim of the counselling is to prepare the client of professional counselling services for contact with the labour market.	COLSAF: The measures are implemented by the respective Offices of Labour, Social Affairs and Family.
4. Enhancement of intercultural/civic relations in the workplace	The SR has no activities in this area.	
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	The SR has no activities in this area.	
6. Incentive measures for migrants or employers	The SR has no activities in this area.	

<sup>38</sup> Source: [http://www.upsvar.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/kompas-pre-uchadzacov-o-zamestnanie-mimo-bsk.html?page\\_id=720998](http://www.upsvar.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/kompas-pre-uchadzacov-o-zamestnanie-mimo-bsk.html?page_id=720998) (consulted on 1/5/2018).

<sup>39</sup> Source: [http://www.upsvar.sk/sluzby-zamestnanosti/informacne-a-poradske-sluzby.html?page\\_id=12825](http://www.upsvar.sk/sluzby-zamestnanosti/informacne-a-poradske-sluzby.html?page_id=12825) (consulted on 1/5/2018).

<sup>40</sup> Source: [http://www.upsvar.sk/sluzby-zamestnanosti/odborne-poradske-sluzby.html?page\\_id=12801](http://www.upsvar.sk/sluzby-zamestnanosti/odborne-poradske-sluzby.html?page_id=12801) (consulted on 1/5/2018).

7. Support for self-employment	<p>Apart from financial loans and products offered by commercial financial institutions in the SR, the SBA – Slovak Business Agency is active in supporting small and medium size businesses. It is a specialized institution which was established in 1993 by a joint initiative of the EU and Slovak Government. Their activities in supporting entrepreneurship focus mainly on the provision of theoretical and practical knowledge needed for starting and establishing one’s own business. Third-country nationals can obtain professional counselling in the form of individual consultations within them.<sup>41</sup></p> <p>Another programme which is currently being developed is the SBA’s microloan programme which enables entrepreneurs including the TCNs to apply for a microloan with the most advantageous market conditions upon fulfilling the conditions defined by the programme.<sup>42</sup></p>	SBA, National Business Centre
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## 2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY THE SR

*Note: This section focuses on selected measures initiated and at the same time implemented and/or financed by the SR. Please note that any support measure provided by civil society organisations without any (financial) involvement of the state is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included. The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.*

Please describe 1 -2 measures across integration areas for a total of up to 6 measures in the SR.

*Note: Please prioritise specific measures developed with the aim to support third-country nationals’ labour market integration and which are considered a good or promising practice by relevant actors. Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).*

### Labour integration areas

1. **Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
2. **Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
3. **Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in

### Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

<sup>41</sup> Source: <http://www.sbagency.sk/vyzva-konzultacie-pre-buducich-podnikatelov#.WxaThUifNaT> (consulted on 1/5/2018).

<sup>42</sup> Source: <http://www.sbagency.sk/mikropozicky> (consulted on 1/5/2018).

the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)

5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a company)

Please fill out the table describing the measures.

Measure 1	
Overview	
<b>Name</b>	IOM Migration Information Centre to Support Integration of Migrants in Slovakia
<b>Type</b>	<input type="checkbox"/> Programme and systematic measures (multi-year / long term) <input checked="" type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative/policy (structural) measure
<b>Area</b>	<input type="checkbox"/> Training and qualification <input type="checkbox"/> Enhancement of (soft) skills <input checked="" type="checkbox"/> Provision of information and counselling <input type="checkbox"/> Enhancement of intercultural/civic relations in the work place inclusion <input type="checkbox"/> Tailor-made to specific group of third country nationals (e.g. programmes/ plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons) <input type="checkbox"/> Incentive measures for migrants or employers <input type="checkbox"/> Support for self-employment
<b>Access</b>	Third-country nationals
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all)
<b>Coverage</b>	<input checked="" type="checkbox"/> National <input type="checkbox"/> Local (region, province, municipality) <input type="checkbox"/> International <input type="checkbox"/> Other (e.g. with the company, labour office)  Some of the services provided are accessible to and can be used also by TCNs who are outside of the territory of the SR.
<b>Budget</b>	The budget is approx. 1 million EUR over three years (from 1.1.2017 to 31.12.2019) <i>The project is co-funded by the European Union from the Asylum, Migration and Integration Fund. Funds for internal affairs.</i>
<b>Link</b>	<a href="http://www.mic.iom.sk">www.mic.iom.sk</a>
Description	
<p><b>M1.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p>	

The IOM Migration Information Centre (MIC) provides third-country nationals in Slovakia with comprehensive services. The primary target group of the project is the third-country nationals who live or plan to legally live in the territory of the Slovak Republic under the Act on Residence of Foreigners (permanent, temporary or tolerated residence). Third-country nationals can use the services of the Centre by means of counselling centres in Bratislava and Košice where the counselling is provided directly in the centre by counselling workers or in distance form by low cost info line and electronically by website and e-mail. Due to the MIC being funded by AMIF resources and to the requirements of the donor the services are provided only to third-country nationals. EU citizens are not part of the eligible target group of the project. The services of the centre are provided free of charge and their use by TCNs is voluntarily.

**M1.Q2. Please describe briefly the context in which the measure has started:**

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the SR, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- e) *Key activities*

The MIC has been providing comprehensive services since 2006 and the primary reason for its founding was and still is the support for migrants in their effective inclusion into the labour market and society in general in Slovakia. In Slovakia, the MIC is the first and so far the only information centre providing comprehensive counselling and inclusive services for third-country nationals at one place. Their services include or included in the past<sup>43</sup> the following activities<sup>44</sup>:

- Legal, social and employment counselling by means of direct consultations or low-cost info line and e-mail.
- Provision of information on various areas of life in Slovakia also by means of brochures on various topics and a website in three languages.
- Visa Check web application which makes possible to find out which type of visa is needed to enter the SR and what type of residence a foreigner needs to study, work or engage in business in Slovakia.
- Slovak language and cultural orientation courses.
- Informational meetings 'Welcoming Slovakia' which make the foreigners' first steps in Slovakia easier.
- Specialized days of counselling for foreigners, so called One-Stop Shop. This model of integrated counselling enables the foreigners to arrange all necessary help and obtain information from employees of several offices and institutions (Foreign Police Departments of the PF, Offices of Labour, Social Affairs and Family, Trade Licensing Offices, Registry Offices, Social Insurance Agency) at one place.
- Field work.

Apart from the above mentioned activities which are of cross-sectional character, the MIC provides the following services specifically focused on labour market integration:

- Assisting with drafting CVs, cover letters and aiding with communication with employers.
- Labour market situation analysis while searching for jobs in requested professions.
- Preparation for job interviews.
- Contacting institutions and helping with obtaining social security benefits.

<sup>43</sup>During the 12 years of service provision by the MIC several activities have been modified or changed depending on current needs, requirements of the donor and the possibilities of the project.

<sup>44</sup>In this part mainly the services connected with labour market inclusion are detailed. Details about other services provided can be found at [www.mic.iom.sk](http://www.mic.iom.sk).

- Counselling while signing a work contract, helping with rights and duties of employees and employers.
- Counselling with recognition of diplomas and education.
- Help with evaluation of skills and qualification.
- Searching for educational and retraining courses.
- Providing financial contributions for educational/retraining courses of varied nature.
- Information on study and further education options in Slovakia.
- Aid with obtaining education, increasing qualification or retraining.

Project activities are primarily post-entry services for third-country nationals and are intended for all groups falling under the Act on Residence of Foreigners (TCNs with permanent, temporary or tolerated residence) regardless of the length of residence in the SR. However, some services might be used even before entering the SR (especially information and counselling services). The Centre cooperates with cultural mediators – representatives of associations and communities of foreigners in Slovakia. With the support of the Centre, they organize events at which they present to the public the culture of their country, support social life of the community, help their fellow countrymen and create space for the communities to get to know one another and the major society.

**M1.Q3. Please briefly describe the implementation modalities, notably:**

- By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- How and by whom is it promoted to third-country nationals?*

The MIC activities are implemented by the International Organization for Migration (IOM) in Slovakia. The publicity is provided mainly by the website, informational and promotional materials and their distribution to relevant institutions such as the Offices of Labour, Social Affairs and Family, Foreign Police Departments, diplomatic missions of third countries in Slovakia and of Slovakia abroad, Health Insurance Agencies and the Social Insurance Agency, selected employers and non-profit organizations in all Slovak regions. The clients of the Centre and migrant communities living in Slovakia also have an important role in promoting the MIC as they spread information about the opportunity to use the services of the MIC through personal experience, community activities, cooperation with the MIC and their own websites.

**M1.Q4. Please briefly describe the impact of the measure and notably:**

- Did it meet the anticipated objectives? YES/NO/Partly*
- What are the main outcomes*
- Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- Challenges during implementation and remedies applied*
- Likelihood of continuation of the measure. If discontinued, please explain why*

Yes, the MIC has been fulfilling all expected goals and indicators since 2006.

By the implemented activities, the MIC:

- improves the abilities and skills of foreigners living in Slovakia to solve their situation autonomously and thus approach the integration process in a responsible way,
- supports the improvement of foreigners' access to public services and institutions,
- increases the awareness of foreigners on the conditions of obtaining residence, their legislative rights and duties and thus fulfils the preventative function to protect both the target group and the legal code of the Slovak Republic,
- improves the skills and qualification of foreigners by means of counselling, language and professional education and thus helps them improve their integration and status on labour market.

In order to monitor fulfilment of the project goals the MIC uses the database of monitoring individual implemented activities. Evaluation and monitoring of counselling is provided by client database and consultation questionnaires. A consultation questionnaire contains basic

statistical categories important for the assessment of the target group structure, record of the consultation content, areas of counselling and the description of individual procedure for each client. Data on monitoring and evaluation of the project are recorded in monitoring reports and contain statistical data, qualitative outputs for individual project activities and a comprehensive assessment of the efficiency of implemented activities and impact on target group.

Main outcomes of individual MIC activities can be summarized as follows:

- The MIC provided free of charge legal, social and employment counselling to 17,634 clients and their families regarding the main areas of living in Slovakia such as residence, family, employment, entrepreneurship, education, citizenship etc. The MIC provided 31,680 personal, e-mail or telephone consultations (telephone through the low-cost info line 0850 211 478).
- The MIC clients came from more than 100 countries: mostly from Ukraine, Russia, Serbia, India, Iran, USA and South Korea.
- Another unique source of information and counselling on various aspects of life and residence of foreigners in Slovakia is the MIC website which has been visited by more than 902,847 visitors since 2006.
- Up to 2017, the MIC organized 22 One-Stop Shops in Bratislava and Košice and they met with positive reactions. Comprehensive counselling was utilized by 336 foreigners from more than 30 countries.
- Since 2011, the Slovak language courses in Bratislava and Košice were attended by 4,646 foreigners and the social and cultural orientation by 975 foreigners. A further 597 clients obtained the support for further education and retraining course.
- Since 2006, cultural mediators with the support of the MIC have organized 164 multicultural and community informational meetings for 13,400 people.

Sustainability of the MIC and their services directly depends on the available financial resources. As the MIC is currently funded exclusively on a project base (AMIF), funding diversification is currently the main challenge. The MIC focuses on the analysis of the possibilities to systematically fund the MIC, e.g. by means of a combination of project and budget funding, funding from the State Budget and cooperation with self-governing regions or towns and cities in Slovakia. The continuation of the MIC activities depends on the nature of the EU financial mechanisms in the area of migration and integration.

## 2.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

*Note: This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.*

*Case studies should include initiatives initiated by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.*

Please provide examples from two industry sectors and for each industry sector report on up to three case studies (total of maximum 6 case studies).

*Note: Please aim to have a 'representative' group of measures from small/medium/ large enterprises. Notably, identify examples focussing on different target groups (low-medium-skilled, seasonal workers, etc.) as well as on different sizes of enterprises from the selected sectors.<sup>45</sup>*

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<sup>45</sup> The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of

### Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10 – 49 Employees
3. Medium: 50 - 249 Employees
4. Large: >250 Employees

### Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals
6. Domestic workers

### Type of Private Sector Organisation

1. National
2. International (e.g. with subsidiaries in the Member State)

### Industry Sectors

1. Agriculture, forestry and fishing
2. Energy and water
3. Manufacturing
4. Construction
5. Wholesale and retail trade, hotels and restaurants
6. Transport and communication
7. Financial and business services
8. Public admin, education and health
9. Domestic work sector
10. Other services

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives in the SR supporting or facilitating the labour market integration of third-country nationals in the scope of this study? (YES/NO).

No. Based on the available information, in the SR mainly support programmes to facilitate the labour market integration are provided and this is only by means of ad-hoc adaptation programmes for employees in the private sector especially the individual divisions of large international companies/organizations. Generally, the employers offer new employees (third-country nationals) orientation, language or cultural-social days which help them adapt to the workplace, language and the culture of the country. Other forms of adaptation programmes being introduced in manufacturing companies focus on inclusion of training process and support of career development e.g. for "line leaders" who are selected from the country which is equal to the country of the manufacturing employees.<sup>46</sup>

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place?

Does not apply to the SR.

Please fill out the table describing private sector measures.

Private Sector - Measure 1 Does not apply to the SR.	
Overview	
<b>Name</b>	Please insert name of the measure here.
<b>Company size</b>	<input type="checkbox"/> Micro: <10 Employees <input type="checkbox"/> Small: 10 - 49 Employees

Economic and social partners: [https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220\\_european\\_partnership\\_for\\_integration\\_en.pdf](https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf); it has been translated into all EU languages.

<sup>46</sup> Source: <https://www.express-people.sk/publication/ako-adaptovat-zahranicnych-zamestnancov-vo-vyrobe> (consulted on 1/5/2018).

Source: <https://www.etrend.sk/trend-archiv/rok-2018/cislo-3/biznis-si-hlada-cestu-k-cudzincim.html> (consulted on 1/5/2018).



	<input type="checkbox"/> <i>Medium: 50 - 249 Employees</i> <input type="checkbox"/> <i>Large: &gt; 250 Employees</i>
<b>Company type</b>	<input type="checkbox"/> <i>National</i> <input type="checkbox"/> <i>International (e.g. with subsidiaries in the Member State)</i>
<b>Sector</b>	<input type="checkbox"/> <i>Agriculture, forestry and fishing</i> <input type="checkbox"/> <i>Energy and water</i> <input type="checkbox"/> <i>Manufacturing</i> <input type="checkbox"/> <i>Construction</i> <input type="checkbox"/> <i>Wholesale and retail trade, hotels and restaurants</i> <input type="checkbox"/> <i>Transport and communication</i> <input type="checkbox"/> <i>Financial and business services</i> <input type="checkbox"/> <i>Public admin, education and health</i> <input type="checkbox"/> <i>Domestic work sector</i> <input type="checkbox"/> <i>Other services</i>
<b>Area</b>	<input type="checkbox"/> <i>Training and qualification</i> <input type="checkbox"/> <i>Enhancement of (soft) skills</i> <input type="checkbox"/> <i>Provision of information and counselling</i> <input type="checkbox"/> <i>Enhancement of intercultural/civic relations in the work place inclusion</i> <input type="checkbox"/> <i>Tailor-made to specific group of third country nationals (e.g. programmes/plans/ contracts containing different elements of labour market integration for e.g. women, vulnerable persons)</i> <input type="checkbox"/> <i>Incentive measures for migrants or employers</i> <input type="checkbox"/> <i>Support for self-employment</i>
<b>Access</b>	<i>Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups</i>
<b>Target group</b>	<input type="checkbox"/> <i>Low skilled,</i> <input type="checkbox"/> <i>Medium skilled,</i> <input type="checkbox"/> <i>High skilled,</i> <input type="checkbox"/> <i>Specific group such as vulnerable, young, female, seasonal workers, etc.</i>
<b>Coverage</b>	<input type="checkbox"/> <i>National</i> <input type="checkbox"/> <i>Local (region, province, municipality)</i> <input type="checkbox"/> <i>International</i> <input type="checkbox"/> <i>In a third country (provided during the pre-departure phase)</i> <input type="checkbox"/> <i>Other (e.g. with the company, labour office)</i> <i>If "other", please add further information here</i>
<b>Budget</b>	<p>The budget is approx. <i>Please provide approximate budget here</i></p> <p>It is provided by <i>Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i></p>
<b>Link</b>	<i>Please provide hyperlink to source/project here, if available</i>

## Description

### **PSM1.Q1. Please briefly describe the main feature of the measure, notably:**

- a) *Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)*
- b) *Objective and main activities*
- c) *Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.)*
- d) *How can third-country nationals access the measure? Are they selected?*

Does not apply to the SR.

### **PSM1.Q2. Please briefly assess the impact of the initiative, namely:**

- a) *Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)*
- b) *Elaborate on achievements of set objectives and main outcomes*
- c) *Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)*

Does not apply to the SR.

## Conclusions

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

N/A

## Statistical Annex

Note: Statistics provided in Tables 1, 2, 3 and 4 are of status nature, i.e. they show the status of residences at the end of the year.

**Table 1: The number of valid residences of foreigners in the SR<sup>47</sup>**

Indicator/year	2014	2015	2016	2017
Number of valid residences (including the EU citizens)	76,715	84,787	93,247	104,451
Third-country nationals	29,171	35,261	41,232	50,395
% of total number	38%	41%	44%	48%

**Table 2: Number of valid residences of third-country nationals by type of residence<sup>48</sup>**

Number of valid residences of third-country nationals	2014	2015	2016	2017
Temporary residence	16,642	21,089	26,590	34,570
Permanent residence	12,297	13,270	14,347	15,589
Tolerated residence	232	902	295	236
Total	29,171	35,261	41,232	50,395

**Table 3: Number of valid temporary residences of third-country nationals by the individual purposes of residence<sup>49</sup>**

Temporary residence of third-country nationals by (most frequent) purposes	2014	2015	2016	2017
Slovak living abroad	5,798	6,405	7,955	9,283
Employment	3,522	4,884	3,485	7,272
Family reunification	2,484	2,876	6,111	6,910
Entrepreneurship	2,395	3,625	4,879	6,112
Study	1,631	2,349	3,141	3,924

<sup>47</sup> Source: <https://www.minv.sk/?rocenky> (consulted on 1/5/2018).

<sup>48</sup> Source: <https://www.minv.sk/?rocenky> (consulted on 1/5/2018).

<sup>49</sup> Source: <https://www.minv.sk/?rocenky> (consulted on 1/5/2018).

Specific activity – sports activity	208	313	428	450
Granted subsidiary protection	245	230	165	177
Specific activity – voluntary activity	107	129	108	118
Specific activity – Government programme	-	-	90	81
Specific activity – lecturing activity	70	70	72	67
Other purposes of temporary residence	182	208	156	176

**Table 4: Number of valid permanent residences of third-country nationals by the individual purposes of residence**

<b>Permanent residence of third-country nationals by purpose</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Long-term residence	5,053	5,687	5,549	6,322
Permanent residence for an indefinite period	3,019	3,385	4,775	5,103
Permanent residence for a period of five years	3,687	3,517	3,012	2,951
Family member of an EU citizen	340	467	636	807
Person granted asylum	157	157	295	301
Family member of an EU citizen – permanent	41	57	80	105

**Table 5a: Number of temporary residence permits issued/renewed to third-country nationals by citizenship - TOP 10<sup>50</sup>**

<b>Citizenship – TOP 10 countries</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Ukraine	2 549	5 524	5 315	7 455
Serbia	1 019	2 669	2 248	4 511
Russian Federation	1 066	1 321	1 492	1 572
Vietnam	331	332	501	1 371
China	461	387	481	481
South Korea	798	808	746	719
Iran	201	434	726	865
North Macedonia	195	245	260	316
USA	261	310	219	-
Turkey	322	272	359	301
India	-	-	-	254

Note: in cases of citizenship USA (year 2017) and IND (years 2014,2015,2016) was no data provided as those citizenships does not belong to top 10 countries of issued/renewed temporary residences in the SR.

**Table 5b: Number of temporary residence permits issued/renewed to third-country nationals by purpose 2014-2017<sup>51</sup>**

<b>Most frequent purposes – TOP 10</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Employment	1 709	2 202	2 544	6 786
Entrepreneurship	1 770	2 739	3 352	4 330
Family reunification	2 326	3 326	3 681	4 261
Study	1 379	2 047	2 192	2 446
Slovak living abroad	1 039	3 259	1 914	1 820
Specific activity – sports activity	150	274	347	382
Specific activity – Government or EU programme	81	97	155	162

<sup>50</sup> Source: BBFP PFP Statistics (submitted on 8/8/2018)

<sup>51</sup> Source: BBFP PFP Statistics (submitted on 8/8/2018)

Specific activity – voluntary activity	79	85	70	87
Specific activity – lecturing activity	66	62	60	54
Research and development	-	-	-	28
Specific activity – international agreement	-	-	42	-
Subsidiary protection	99	43	-	-

Note: in cases of purposes Research and development (years 2014,2015,2016), Specific activity – international agreement (years 2014,2015,2017) and Subsidiary protection (years 2016,2017) was no data provided as those purposes does not belong to top 10 purposes of issued/renewed temporary residences in the SR.

**Table 6: TCNs unemployment rate calculated from the total number of job seekers<sup>52</sup> by gender**

YEAR	2014	2015	2016	2017
FEMALE	225	228	154	117
EAP-female	1,212,495	1,212,813	1,222,518	1,236,584
Rate in %	0.018556778	0.01879927	0.01259695	0.00946155
MALE	139	130	94	52
EAP-male	1,486,094	1,484,251	1,494,035	1,489,254
Rate in %	0.009353379	0.00875863	0.00629169	0.00349168
Male+female	364	358	248	169
EAP F+M	2,698,589	2,697,064	2,716,553	2,725,838
<b>Overall rate F+M in %</b>	0.01348853	0.0132737	0.0091292	0.0061999

Legend:

EAP – economically active person/male, female

**Table 7: TCN<sup>53</sup> employment rate by gender**

YEAR	2014	2015	2016	2017	
<b>FEMALE</b>	Permits	<b>667</b>	<b>763</b>	<b>869</b>	<b>1,846</b>
	IC-nonEU	<b>514</b>	<b>901</b>	<b>2,082</b>	<b>3,487</b>
	Permits+IC	1,181	1,664	2,951	5,333
	<b>Rate F in %</b>	0.097402464	0.137202	0.241387	0.431269
<b>MALE</b>	Permits	<b>1,867</b>	<b>2,253</b>	<b>2,772</b>	<b>7,058</b>
	IC-nonEU	<b>1,185</b>	<b>2,169</b>	<b>5,098</b>	<b>9,145</b>
	Permits+IC	3,052	4,422	7,870	16,203
	<b>Rate M in %</b>	0.205370589	0.297928	0.526761	1.087994
Male+female	Total permits + IC	4,233	6,086	10,821	21,536
	<b>Overall rate F+M in %</b>	<b>0.1568598</b>	<b>0.22565</b>	<b>0.39834</b>	<b>0.79007</b>

Legend:

Employment rate = number of employed TCNs (permits + exceptions)/EAP\*100

IC = Information Card for TCNs

Permits – work permits

<sup>52</sup> Source: Internal statistics of the COLSAF

<sup>53</sup> Source: Internal statistics of the COLSAF

Note: Statistics of (un)employment rate by type of residence is not available. Also statistics on number of third-country nationals accessing/passing integration courses are not available.