



EMN FOCUSED STUDY 2015

Determining labour shortages and the need for labour migration from third countries in the Slovak Republic

Top-line "Factsheet" (National Contribution)

National contribution (one page only)

Overview of the National Contribution – introducing the study and drawing out key facts and figures from across all sections of the Focused Study, with a particular emphasis on elements that will be of relevance to (national) policymakers.

The Slovak labour market is characterised by a high unemployment rate which is one of the highest among EU Member States¹, a high long-term unemployment rate of mainly low-skilled workers, adverse demographic developments, and missing links between the education system and the actual labour market needs. According to available studies, the forecast of overall employment in Slovakia is positive, and increased labour demands in all sectors of the economy are predicted, in particular the demand for highly qualified workers.

The *Migration Policy of the Slovak Republic: Perspective until the Year 2020* as a strategic document on labour migration, highlights the need to actively support the admission of economic migrants and their employment in line with the needs of the national economy and the labour market, as well as the implementation of different measures aimed at conducting regular analyses of the needs of the national economy. In the near future, Slovakia does not plan to cover to a major extent the labour shortages with an immigrant labour force. On one hand, foreign labour migration represents just a marginal part of the labour market, and is therefore limited as a tool to address the labour shortages in Slovakia.² On the other hand, Slovakia is willing, as declared in the relevant strategic documents, to cover the labour shortages by employing persons registered in the labour offices' records of unemployment, and by

¹ In 2013, the unemployment rate was 14.2%. Source: Statistical Office of the Slovak Republic.

² DOMONKOS T., PÁLENÍK M., RADVANSKÝ M.: Satisfying Labour Demand through Migration in the Slovak Republic. National study for the European Migration Network. IOM, 2010. [http://www.emn.sk/sk/studie-emn/item/download/234_ec13b048bddea00cb7ea1f8627dd3cc5.html] (consulted on 23/03/2015).

ensuring that the education system produces appropriate graduates in line with the labour market's needs and requirements, thus increasing the level of skills of the labour force.

In general, migration topics do not constitute a major subject of public or political debates in Slovakia, and as a result, mass media deal with labour migration topics only marginally and there is little media coverage of the labour shortages addressed by labour migration. The topic most present in mass media is the demand for labour migrants with high or even low skills due to the insufficient domestic labour force available, adverse demographic developments, as well as migrant immigration due to investments by multinational corporations or the shortage of medical doctors and other medical professionals, covered by third-country migrants, mostly from Ukraine.

The main principle of managed economic migration in Slovakia is the examination of the labour market situation. To control the influx of the foreign labour force, Slovakia uses labour market tests and does not apply any other instruments such as quotas or the points-based system. If an apt qualified job applicant is found in the national or the EU labour market to fill a vacancy, the employer may employ a third-country national with similar qualifications only in case the need to employ the third-country national is properly justified, and if the office of labour, social affairs and family accepts such justification.

Slovakia, however, has not yet conducted any analyses or forecasts resulting in the drawing up of lists of shortage occupations. At present, Slovakia emphasises the need to make an analysis of shortage jobs with the aim to draw up a list of shortage occupations through projects financed from the European Social Fund.

Hence, the conditions for entry and residence of third-country nationals, as well as labour market tests are not linked to lists of shortage occupations in the Slovak legislation, as there are no such lists in place at present. At the same time, Slovak legislation fails to define the terms "labour force shortage" and "shortage occupation". Although the offices of labour, social affairs and family monitor the labour force deficit, such monitoring cannot be considered fully relevant, since employers are not required to report vacancies to the labour offices if they are not willing to take up third-country nationals.

In addition, Slovakia has not yet taken any measures to address labour shortages through labour migration, and the tools for the identification of labour shortages are currently used only to set active labour market policy instruments.

Social partners are not consulted regularly concerning the demand for the foreign labour force and the impacts of labour migration on the national labour market, since no such mechanism has been in place in Slovakia. The social partners are only involved on an ad-hoc basis, for example, as part of projects or in the preparation of legislation and policies.

There is no specific monitoring in place in Slovakia of intra-EU mobility of workers (mobility from EU Member States or mobility of third-country nationals) getting employment in Slovakia or leaving Slovakia to work in another Member State. The Central Office of Labour, Social Affairs and Family, however, keeps central records about the commencement and termination of employment of EU nationals, third-country nationals and their family members, as well as records on issued and cancelled confirmations on the possibility to fill a vacancy corresponding to highly-qualified employment, issued and cancelled confirmations on the possibility to fill a vacancy, and on issued and withdrawn work permits.

The impacts of labour migration on shortage occupations is not monitored in Slovakia at present. Although the inflow and outflow of third-country and EU nationals in the Slovak labour market are monitored on a monthly basis, the specific impacts of labour migration of foreign workers on the Slovak

labour market are not analysed, as they are negligible.

As of the end of December 2014, 1,292 vacancies suitable for third-country nationals were recorded in Slovakia. Most vacancies requiring high qualifications were for the positions of generalist medical practitioners, software developers, manufacturing managers, trade and marketing managers, and commercial sales representatives. The TOP 5 vacancies which could be filled by qualified third-country nationals with secondary education, were for the positions of heavy truck and lorry drivers, cooks, welders and flame cutter, beauticians, and assemblers. There were not many vacancies suitable for low-skilled workers; those available were mainly for the positions of freight handlers, kitchen helpers, garden helpers, and cleaners.

Under the national project *Forecasting labour market developments*, implemented by the Central Office of Labour Social Affairs and Family, a forecast of shortage occupations until 2019 was prepared. The data suggests that by 2019 Slovakia will need to fill mainly highly qualified and qualified jobs. As for highly qualified jobs, there will be a shortage of mainly accounting associate professionals, teachers, accounting and financial control professionals, nursing associate professionals, managers in different fields and activities, sales representatives, technicians and medical doctors. Qualified workers will be needed for the positions of heavy truck and lorry drivers, building caretakers, metal working machine tool setters and operators, and agricultural, mining and industrial machinery mechanics and repairers. As for low-qualified jobs, there will be a demand for cleaners.

The statistics and forecasts mentioned above suggest that in spite of the high unemployment rate, Slovakia will need to, in addition to modifying its education system and increasing the skills level of its labour forces, cover certain jobs in the short term also through the migration of foreign labour forces, which are understood in the EU as an important tool for addressing labour force shortages and ensuring talents, innovation support and economic growth.

[Executive Summary \(Synthesis Report\)](#)

Synthesis Report (up to three pages)

Executive Summary of Synthesis Report: this will form the basis of an EMN Inform, which will have EU and National policymakers as its main target audience.

[Section 1: General overview of the national labour migration policy and recent public and policy debates on labour migration](#)

*This section aims to outline the national migration policy and recent public policy debates on migration. Firstly, it examines whether the **conditions for entry and stay** for third-country nationals provided in national legislation are directly linked to shortage occupations. It further explores the **policy instruments** in place used for managing economic migration (for example quotas, labour market tests, points-based systems, other instruments). Secondly, the section focuses on recent public debated on labour migration especially with regard to debates on how labour migration is planned to be utilised to address labour market shortages. Thirdly, the section looks at the extent to which Member State view immigration as a tool to address labour shortages and the overall role envisaged by policy for migration to address labour shortages.*

Q1. Please briefly describe how the **national labour migration policy** functions in your (Member) State. (Maximum 1 page)

Q1 (a). Are **conditions for entry and stay** for (categories of) third-country nationals provided in national legislation linked to shortage occupations?

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Q1 (b). What are the instruments in place in your Member State for **managing economic migration** (quotas, labour market tests, points-based systems, other instruments) and how are they linked to labour shortages identified (for example, labour market test is not applied for third-country nationals applying for jobs listed in lists of shortage occupations)

Q1. (c) To what extent does your Member State view immigration as a tool to address labour shortages? What overall role for migration to address labour shortages is envisaged by policy in your Member State?

The principal document dealing with labour migration is the *Migration Policy of the Slovak Republic: Perspective until the Year 2020*³ (hereinafter referred to as the “Migration Policy”), adopted by Government Resolution No. 574 on 31 August 2011. Although this document focuses not only on labour migration, it lists concrete measures and activities in this field. The document highlights the fact that the Slovak labour market is dependent on the influx of human capital from abroad due to negative demographic trends, as a result of which economic migration must be based on active and flexible management of the admission of foreigners in the next years and must resolutely respond to the challenges of the global competition for talents. According to this document, Slovakia will adopt policies actively supporting the admission of economic migrants and the employment of third-country migrants in line with the needs of the national economy and of the labour market with an emphasis on the admission and employment of highly qualified workers, scientists and other qualified migrants, as needed. For the purposes of the admission of migrants, it will be necessary, according to the Migration Policy, to improve the collection and processing of labour market data to increase their effectiveness, and to draw up and regularly update lists of shortage occupations. Attention should also be paid to the following areas: to regularly analyse the needs of the national economy and of the economic benefits of the different groups of economic migrants (by purpose of residence) as a basis for considering the adoption of regulatory and control measures and actions to encourage migrants to work in Slovakia with the aim to ensure a balance in the labour market and within the entire scale of economic migration; to create rules for economic migration by defining a “Slovak Card” for qualified and highly-qualified immigrants⁴, and to implement a points-based system; to update the conditions for a legal framework enabling the entry of migrants in the labour market, for seasonal work, temporary and circular migration, and forms of short-term employment.⁵

In order to ensure the implementation of the Migration Policy, the respective ministries detailed this policy by means of action plans, in which the individual propositions have the form of more specific

³ Available at: http://www.emn.sk/phocadownload/documents/migracna_politika_sr_2020_sk.pdf.

⁴ As part of the updated action plan for the Ministry of Labour, Social Affairs and Family of the SR (MoLSAF SR), the respective measure was deleted, as the “EU Blue Card” for third-country nationals for the purposes of highly qualified employment was introduced in the Slovak legislation by Act No. 404/2011 Coll. on Residence of Aliens with effect from 01 January 2012. The introduction of a parallel instrument is therefore redundant at present, and the current government does not envisage the definition of a “Slovak Card”. This information was provided by the MoLSAF SR.

⁵ Migration Policy of the Slovak Republic: Perspective until the Year 2020.

tasks. The evaluation of the state of implementation of the Migration Policy tasks, plans and objectives is based on the implementation of the Migration Policy Action Plans of the competent state authorities. In the fulfilment of the tasks, an important role is also played by other stakeholders, either directly or through their representatives in expert working groups and other work bodies of the Managing Committee for Migration and Integration of Foreigners of the Ministry of Interior of the Slovak Republic SR (hereinafter referred to as the “Managing Committee”). The activities of the competent ministries, as well as other entities in updating their action plans are coordinated by the Managing Committee Secretariat.⁶ The fulfilment of the Migration Policy objectives in terms of time, material aspects and finances, is the subject of annual summary reports submitted by the Minister of Interior to the Slovak Government.⁷

Since 2011, these tasks have been continuously implemented by different ministries; some of them have not yet been applied in practice, or have been reviewed due to the new Government Manifesto 2012–2016 or legislative developments.⁸ As stated in the summary reports on the state of implementation of the Migration Policy tasks, plans and objectives, some of them were partially implemented through law amendments.⁹

At present, Slovakia emphasises the need to make an analysis of shortage jobs with the aim to draw up a list of shortage occupations through projects financed from the European Social Fund (for more details see Section 2). The existence of such a list would prevent the need to conduct surveys of the possibility to fill a vacancy by job applicants with respect to shortage occupations. Job applicants will only be required to prove their education or qualifications.¹⁰

The employment of foreigners is also dealt with by the Integration Policy of the Slovak Republic (hereinafter referred to as the Integration Policy), adopted by Government Resolution No. 45 of 29 January 2014.¹¹ The Integration Policy aims to improve the multi-dimensional aspect of integration, to influence integration management in a cross-cutting manner, and to increase its quality in order to produce positive effects on the economic, demographic and social life of foreigners in Slovakia.¹²

The Integration Policy declares that employment represents one of the most important elements of a foreigners’ integration in society, and its extent is largely influenced by attained education, previous work experience, language knowledge, ethnic origin of the foreigner, cultural “proximity”, as well as the setting of immigration, social and labour market policies. The employment of foreigners in Slovakia does not aim to address shortage occupations in the labour market, but rather seeks to facilitate managed

⁶ Information provided by the MoLSAF SR.

⁷ BACHTÍKOVÁ I.: Organisation of Asylum and Migration Policies in the Slovak Republic. A study of the National Contact Point of the European Migration Network in the Slovak Republic. Bratislava: IOM, 2014. [http://www.emn.sk/sk/studie-emn/item/download/1233_d6ac3cc4a2cf8775e1fdb74854ed1650.html] (consulted on 23/03/2015).

⁸ DROZD P., FRKÁŇOVÁ A., ULRICHOVÁ N.: Attracting Highly Qualified and Qualified Third-Country Nationals to the Slovak Republic. Focussed study of the National Contact Point of the European Migration Network in the Slovak Republic. Bratislava: IOM, 2013. [http://www.emn.sk/sk/studie-emn/item/download/298_89c4b25e8a55f46c05e9af6e10b4b9ad.html] (consulted on 23/03/2015).

⁹ For example, Act No. 495/2013 Coll. changing and amending Act No. 480/2002 Coll. on Asylum and on changes and amendments to some acts, as amended, which also resulted in an amendment to the Act on Residence of Aliens due to the transposition of Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State.

¹⁰ Information provided by the MoLSAF SR.

¹¹ For more details see: http://www.emn.sk/sk/na-stiahnutie-emn/ine-dokumenty/item/download/938_e3207e2ef2e57f8da7a855dc5c8e68a9.html

¹² Information provided by the MoLSAF SR.

legal migration of qualified labour forces from third countries: students, scientists and researchers, artists, businessmen, as well as communities of foreign Slovaks. The Integration Policy also highlights the fact that if, in the long run, Slovakia is willing to be a successful country not only economically, it must join the global struggle for quality and highly-qualified workers, as well as shortage labour forces with lower skills from abroad.¹³

The Labour Migration Policy is implemented by several institutions. The National Labour Migration Policy falls within the competence of the Ministry of Labour, Social Affairs and Family of the SR (MoLSAF SR), which, among others, sets the criteria for entry by third-country nationals to the national labour market, and is also responsible for legislation concerning their employment and integration policy. Within the institutional structure of the ministry, the labour migration agenda is executed by the Labour Section which is responsible for the Slovak labour market policy and for the creation and implementation of legislation in this field, and the Department of Migration and Intergation of Foreigners which is responsible for the creation of policies and for the preparation of labour migration concepts at the inter-ministerial level, and also exercises the function of the coordination unit for matters concerning foreigners' integration.

The MoLSAF SR includes the Central Office of Labour, Social Affairs and Family (COLSAF), which implements the labour migration policy together with the offices of labour, social affairs and family (hereinafter referred to as "labour offices"). The COLSAF keeps records of the employment of third-country and EU nationals. Another of its activities with respect to labour migration is the issuing of confirmations on the possibility to fill a vacancy corresponding to highly qualified employment by a third-country national (for the purposes of granting the EU Blue Card). Labour offices are also responsible for the issuing of confirmations on the possibility to fill a vacancy, for the assessment of work permit applications, and for the granting or non-granting of work permits.

Regarding legislation, managed economic migration in Slovakia is regulated by Act No. 404/2011 Coll. on Residence of Aliens and on changes and amendments to some acts (hereinafter referred to as the "Act on Residence of Aliens") which lays down the conditions for the granting of temporary residence permits for the purpose of employment to third-country nationals on the Slovak territory, and by Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, as amended (hereinafter referred to as the "Act on Employment Services")¹⁴ which specifies the conditions under

¹³ Information provided by the MoLSAF SR.

¹⁴ Besides these acts, the legal framework for employment of foreigners is also constituted by the following pieces of legislation: Act No. 480/2002 Coll. on Asylum, as amended; Act No. 311/2001 Coll. Labour Code, as amended; and Act No. 82/2005 Coll. on Illegal Work and Illegal Employment, as amended; and Decree of the Ministry of Labour, Social Affairs and Family of the Slovak Republic No. 44/2004 Coll., as amended.

which third-country nationals can get employment in Slovakia. The employment of third-country nationals who applied for asylum or were granted tolerated stay or subsidiary protection is subject to separate legal arrangements.¹⁵

The employment of third-country nationals with place of work in the Slovak territory is defined in Section III of the Act on Employment Services. For the purposes of this act, an employer may only employ a third-country national who:¹⁶ holds the EU Blue Card (hereinafter referred to as the “Blue Card”); was granted temporary residence for the purpose of employment on the basis of a confirmation on the possibility to fill a vacancy (single permit for residence and work¹⁷); was granted a work permit and temporary residence for the purpose of employment, unless special legislation provides otherwise; was granted a work permit and temporary residence for the purpose of family reunification; was granted a permit and temporary residence of a third-country national with the status of long-term resident of an EU Member State, unless special legislation provides otherwise; or who is not required to present the confirmation on the possibility to fill a vacancy corresponding to highly qualified employment, confirmation on the possibility to fill a vacancy, or a work permit.¹⁸

Under this act, a third-country national who is required to present the confirmation on the possibility to fill a vacancy corresponding to highly qualified employment, or the confirmation on the possibility to fill a vacancy, or a work permit may only be employed in regular employment, and not on the basis of contracts for works performed outside of regular employment. When changing a job, the third-country national must always apply for a new confirmation/work permit.

a) The conditions for entry and stay of third-country nationals provided in Slovak legislation are not linked to shortage occupations. The Slovak legislation on labour migration and employment of third-country nationals does not define the term “shortage occupation”. As noted above, the Migration Policy points out the need to create and regularly update lists of shortage occupations, though no such lists are available at present.

¹⁵ For more details see Act No. 404/2011 Coll. on Residence of Aliens, as amended, and Act No. 480/2002 Coll. on Asylum, as amended.

¹⁶ Art. 21 of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, as amended. See also Art. 23a of the same act.

¹⁷ The single residence and work permit is a new type of temporary residence for the purpose of employment, issued on the basis of a confirmation on the possibility to fill a vacancy. A third-country national may apply for temporary residence for the purpose of employment at the Police Department without having to apply for the work permit by himself/herself or by his/her future employer. In: Employment of foreign nationals in Slovakia. Information brochure of the IOM Migration Information Centre. Bratislava: IOM, 2014.

[<http://mic.iom.sk/ru/poleznoe/-/category/15-zamestnanie.html?download=324%3Azamestnvanie-cudzincov-na-slovensku-2014>] (consulted on 23/03/2015). This type of residence was introduced in the Slovak legislation by transposition of Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State.

¹⁸ For more details see Art. 23a(1) of the Act. In the given cases, the employer is not obliged to report the vacancy in advance, and the third-country national may get employment automatically on the basis of his/her residence.

b) The basic principle for managed economic migration in Slovakia is examination of the labour market situation, i.e. identification of labour market needs, while respecting the condition of filling vacancies with registered job applicants, job seekers from among Slovak nationals, EU nationals, nationals of states which are party to the Agreement on the European Economic Area, the Swiss Confederation, and only then by third-country nationals. At present, Slovakia does not apply quotas or the points-based system in economic migration management.

Slovakia only utilises labour market tests to control influxes of foreign labour. Third-country nationals willing to work in Slovakia must undergo a labour market test, i.e. before being issued a confirmation on the possibility to fill a vacancy corresponding to highly qualified employment, a confirmation on the possibility to fill a vacancy or a work permit, it is examined whether the vacancy can be filled by a job applicant recorded in the register of job applicants, while considering the labour market situation and expected developments. This refers also to the category of highly qualified migrants and seasonal workers.

A labour market test is conducted as follows: An employer willing to employ a third-country national must report the vacancies, their number and description to the competent labour office or the COLSAF in writing, by fax or by e-mail within a statutory deadline – at least 30 working days before lodging the application for temporary residence for the purpose of employment on the basis of a confirmation on the possibility to fill a vacancy or before lodging the application for the Blue Card.¹⁹ The vacancy can also be reported via www.istp.sk. The competent labour office subsequently advertises the vacancy by publishing it in its register, in the registers of the labour offices in Slovakia, at the labour office website, on bulletin boards in the office premises, and possibly in regional printed media, provided that the advertising is free of charge, and at the EURES portal. The publishing takes a maximum of six weeks from reporting the vacancy. At the same time, the labour office searches for a suitable candidate in its database of job applicants, and compares the employer's requirements with the information on job applicants. The labour office also examines whether a job seeker registered by the labour office could fill the vacancy after being trained and prepared for the labour market.²⁰ If the vacancy fails to be filled by a person recorded in the register of job seekers within 30 working days from the reporting of the vacancy, the employer may issue a written promise of employment or to directly sign a labour contract with the third-country national, forming an annex to the application for temporary residence for the

¹⁹ This shall not apply in case it is not required to present the work permit, the confirmation on the possibility to fill a vacancy corresponding to highly qualified employment, or the confirmation on the possibility to fill a vacancy, and if it is a third-country national performing continuous education activities or academic activities in Slovakia as a teacher, university teacher, researcher or art professional at a higher education institution, or a research or development worker in research. In case it is a third-country national to be employed for seasonal work for a maximum of 180 days during 12 consecutive months; or as a sailor on a ship registered in Slovakia or sailing under the Slovak flag; was granted temporary residence for the purpose of family reunification, during the period before expiry of 12 months from being granted temporary residence for the purpose of family reunification, or was granted temporary residence of a third-country national with the status of a long-term EU resident, unless special legislation provides otherwise, during the period before expiry of 12 months from the commencement of residence in the Slovak territory, the employer is required to report to the competent labour office the vacancies, their number and description in writing at least 15 working days before lodging the work permit application.

²⁰ Information provided by the MoLSAF SR as part of its reply to the EMN Ad-Hoc Query on regulatory framework to control inflow of foreign workers. Available at: http://ec.europa.eu/dgs/home-affairs/what-we-do/networks/european_migration_network/reports/adhocqueries/results/economic-migration/index_en.htm

purpose of employment.

If a candidate suitable for the reported vacancy is found in the national or EU labour market, the employer may employ a third-country national with similar qualifications only in case if the need to employ the respective third-country national is sufficiently justified and if the labour offices takes into consideration such justification. Otherwise, the third-country national concerned would not be issued the confirmation/work permit for the vacancy.²¹

The legislation defines categories of third-country nationals with respect to which no labour market tests are performed, namely workers posted on the basis of business contracts between domestic and foreign companies from non-EU countries, and intra-corporate transferees defined in the agreement in the World Trade Organisation (WTO). The labour market situation is neither considered with regard to the category of university teachers, researchers or art professionals of higher education institutions, research or development workers in research, and where provided by an international treaty binding for Slovakia.

Regarding posted workers, Slovak legal entities and natural persons are required to consult with the COLSAF the numbers and occupations of posted workers and the period of their posting before concluding the contract for posting third-country nationals to perform work in the Slovak territory.²²

For certain categories of third-country nationals it is not required to present the confirmation on the possibility to fill a vacancy corresponding to highly-qualified employment, confirmation on the possibility to fill a vacancy, and the work permit, as a result of which the employer may employ them directly.²³

Labour market tests are not linked to lists of shortage occupations, as there are no such lists in place in Slovakia.

c) On the basis of different forecasts, Slovakia envisages a demographic drop and massive population ageing. On the other hand, the forecast of overall employment in Slovakia is positive, predicting increased demand for labour with mainly high level of attained education in all sectors, which will have to be addressed. The absence of links between the education system and actual labour market needs is one of the most burning problems of the Slovak labour market²⁴, which is reflected in almost all socio-economic areas and has a large impact on the high long-term structural unemployment rate.²⁵

As noted above, the Migration Policy of the SR mentions active support for the admission of economic migrants and the employment of third-country migrations in line with the needs of the national economy and of the labour market, as well as the implementation of different measures aiming to perform regular analyses of the national economy's needs and the economic benefits of the different groups of economic

²¹ Ibidem.

²² BACHTÍKOVÁ I.: Organisation of Asylum and Migration Policies in the Slovak Republic. A study by the National Contact Point of the European Migration Network in the Slovak Republic. Bratislava: IOM, 2014. [http://www.emn.sk/sk/studie-emn/item/download/1233_d6ac3cc4a2cf8775e1fdb74854ed1650.html] (consulted on 23/03/2015).

²³ See Art. § 23a(1) of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, as amended.

²⁴ In the long run, the recent adoption of the Act on Dual Education has contributed to addressing the establishment of links between the education system and actual labour market needs. In addition, the MoLSAF SR, in cooperation with the Ministry of Education, Science, Research and Sport of the SR and social partners, presented the National System of Occupations as a follow up to the national System of Qualifications. These interlinked projects represent a systemic solution leading to the setting of standards in employment and in the entire education system in Slovakia.

²⁵ Information provided by the COLSAF.

migrants, but does not envisage the addressing of labour shortages to a major extent by foreign labour immigration. Since Slovakia has a high unemployment rate, which is higher than the EU average²⁶, the labour shortages are planned to be addressed, in particular, by supporting the supply side of the labour market by means of qualifications for better employment²⁷ and by developing links between the education system and labour market needs. This is the reason for drawing up, since 2014, lists of fields of study and fields of education with a shortage of graduates for the labour market. According to the opinion of the COLSAF, Slovakia plans to address labour shortages through employment of persons recorded in the labour office registers.

This is also confirmed by the National Employment Strategy of the Slovak Republic until 2020 (hereinafter referred to as the “National Employment Strategy”), adopted by the Slovak Government on 17 December 2014. Under this strategy, it is crucial to provide for a sufficient number and a suitable structure of qualified labour in all sectors of the national economy by ensuring that the education system produces appropriate graduates in line with the needs and requirements for technology development, new skills and growing qualification demands of jobs by increasing the level of skills of the labour forces within the different occupational and sectoral structures and through the integration of the low-skilled population in the labour market.²⁸

Q2. Please briefly describe any recent public and policy debates in the area of labour migration, especially with regard to debates on how labour migration is planned to be utilised to address labour market shortages. (Maximum 0, 5 pages)

²⁶ For more details see: <http://www.sita.sk/sk/blog/2015/03/socialne-nezamestnanost-v-sr-je-vyssia-ako-priemer-eu/>

²⁷ Source: <http://www.employment.gov.sk/sk/informacie-media/aktuality/nadrezortne-riesenie-zamestnanosti.html> (consulted on 23/03/2015).

²⁸ National Employment Strategy of the Slovak Republic until 2020. [<http://www.employment.gov.sk/files/slovensky/praca-zamestnanost/podpora-zamestnanosti/narodna-strategia-zamestnanosti-slovenskej-republiky-do-roku-2020.pdf>] (consulted on 23/03/2015).

Migration topics are not a frequent subject of public and political debates in Slovakia. Labour migration is therefore dealt with by mass media only marginally, and there is little media coverage of issues concerning the addressing of labour shortages through labour migration.

Some media point out the need for both highly qualified and low qualified labour migrants due to the shortage of domestic labour force supply²⁹ or negative demographic developments³⁰, as confirmed by several studies. Others highlight the ever increasing number of labour migrants thanks to investments by multinational corporations³¹ or the lack of medical doctors and other medical staff, covered by workers from third countries, mainly Ukraine.³² The media also inform about the problems faced in general by labour migrants in Slovakia, namely the language barrier when seeking a job, since job offers are usually published exclusively in Slovak. Job advertisements in foreign languages are mainly published by companies doing business in the field of information technologies, centres for shared services or the automotive industry.³³ Vacancies in the Slovak labour market are mentioned in several articles, but not in connection with labour migration. Such information is about the number of vacancies in 2014, which is higher compared to 2013, with the biggest increase in the number of job offers observed in industrial production, finance and insurance, and accommodation and catering services.³⁴ Regarding labour migration, the topics with biggest coverage concern the employment of young people and the support for education and intra-EU mobility³⁵, the employment of people over 50 years³⁶, and the emigration of Slovaks abroad³⁷.

Section 2: Overview of instruments used for identifying current and future labour and skills shortages and for anticipating the need for labour migration

²⁹ Cudzinci na slovenskom trhu práce. Pomáha im Európa a naše "diplomy bez kvalifikácie". Available at: <http://aktualne.atlas.sk/cudzinci-na-slovenskom-trhu-prace-pomaha-im-europa-a-nase-diplomy-bez-kvalifikacie/ekonomika/slovensko-a-ekonomika/> (consulted on 01/04/2015).

³⁰ Cudzinci sa k nám nehrnú. No stárnúcemu Slovensku by mohli pomôcť. Available at: <http://www.iness.sk/stranka/10152-Cudzinci-sa-k-nam-nehnu-No-starnucemu-Slovensku-by-mohli-pomocet-Aktualnesk.html>, Demograf: Do desiatich rokov budeme potrebovať tisícky prisťahovalcov. Available at: <https://dennikn.sk/69885/demograf-desiatich-rokov-budeme-potrebovat-tisicky-pristahovalcov/>, Druhý pilier sa otvorí na tri mesiace. Available at: <http://spravy.pravda.sk/ekonomika/clanok/343781-druhy-pilier-sa-ma-otvorit-od-15-marca-2015-na-tri-mesiace/> (consulted on 01/04/2015) or Ste moslim? Máte smolu, zrejme ste terorista. Source: SME, Page/News order: 11, Section/Programme: Journalism, Date: 25/02/2015, by Robert Břešťan

³¹ Cudzinci. Available at: <http://www.tyzden.sk/casopis/2014/42/cudzinci-2.html> (consulted on 01/04/2015).

³² Cudzinci? Najmä Ukrajinci. Available at: <http://mediweb.hnonline.sk/literatura-pre-lekarov/analyzy/cudzinci-najma-ukrajinci> (consulted on 01/04/2015).

³³ Prečo Bratislava nerastie ako Londýn. Source: Denník N, Page/News order: 2, Section/Programme: Téma dňa, Date: 24/02/2015, by Veronika Folentová

³⁴ Slovensko vlani zarábalo viac. Stúpala aj zamestnanosť. Available at: <http://www.etrend.sk/ekonomika/slovensko-sa-zdvihli-mzdy-stupala-aj-zamestnanost.html> or Vlni dostalo prácu o 63 tisíc ľudí viac než v roku 2013. Available at: <http://r2.pravda.sk/r.ashx?r=newton&url=http://profesia.pravda.sk/zamestnanie/clanok/347820-vlni-dostalo-pracu-o-63-tisic-ludi-viac-nez-v-roku-2013/> (consulted on 01/04/2015).

³⁵ Slovensko by sa malo zamerať na zamestnávanie mladých ľudí. Available at: <http://www.24hod.sk/slovensko-by-sa-malo-zamerat-na-zamestnavanie-mladych-ludi-cl338505.html> or Dostať mládež na pracovný trh: Podporné schémy alebo vzdelávanie? <http://www.euractiv.sk/clanok/dostat-mladez-na-pracovny-trh-podporne-schemy-alebo-vzdelavanie-023394> (consulted on 01/04/2015).

³⁶ Trh práce starším veľa šanci nedáva. Available at: <http://r2.pravda.sk/r.ashx?r=newton&url=http://spravy.pravda.sk/domace/clanok/346146-trh-prace-starsim-vela-sanci-nedava/> (consulted on 01/04/2015).

³⁷ Napr. Vieme, aká by bola na Slovensku nezamestnanosť bez členstva v Únii. Available at: <http://www.pluska.sk/spravy/ekonomika/vieme-aka-bola-slovensku-nezamestnanost-bez-clenstva-unii.html>, Slovenské mozgy si hľadajú nové destinácie. Available at: <http://www.etrend.sk/trend-archiv/rok-2014/cislo-43/slovenske-mozgy-si-hladaju-nove-destinacie.html>, Únik mozgov – riziká ale aj nevyužitý potenciál? Available at: <https://dennikn.sk/65075/unik-mozgov-rizika-ale-aj-nevyuzity-potencial/> (consulted on 01/04/2015) or Smutné je, keď mladí odídu so zlým pocitom. Source: Denník N, Page/News order: 3, Section/Programme: Téma dňa, Date: 24/02/2015, by Veronika Folentová.

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This section aims to examine the existing instruments and approaches used in (Member) States to identify current and future labour and skills shortages and the anticipated need for migration labour. Firstly, it examines how labour shortages are defined and classified at national level (Q3) as well as whether there are any distinctions made among different types of shortages (Q4). Secondly, this section provides an overview of existing instruments and tools used in (Member) States to identify labour shortages and the need for migration labour to fill shortages in the labour market (Q5). The section explores the role and involvement of social partners and other national stakeholders (Q6). Finally, it aims to collect a summary of the results/findings of the identified instruments.

It should be noted at the beginning of this section that Slovakia has not yet carried out any analysis or forecast resulting in the drawing up of a list of shortage occupations, as pointed out in the Migration Policy (for more details see Section 1)³⁸. Certain pilot activities have been performed under several projects described below; these projects, however, do not primarily tackle labour migration, and do not create an explicit list of shortage occupations.

In 2009–2012, the COLSAF implemented the National Project XIV – 2 under the title *New and cancelled job detection systems and forecasting labour market needs*³⁹, financed from the European Social Fund. The project mainly aimed to provide important information to the bodies of the MoLSAF SR and to businesses in Slovakia with a focus on reducing unemployment, setting up a system of forecasting of the overall regional labour market needs mainly for the planning and budgeting of the structure of active labour market measures to enhance employability and increase the employment rate of job applicants and job seekers given the development of jobs and of their qualification structure, and on a systemic provision of up-to-date information to labour market participants in Slovakia, to the Statistical Office of the SR and to Eurostat.⁴⁰

Under the project, comprehensive guidelines and a methodology were prepared for the statistical detection, survey and forecasting of data on new and cancelled jobs and on qualification requirements for filling vacancies, and an information system was set up with respect to vacancies and new and cancelled jobs among entrepreneurs, which enabled regular monitoring on a quarterly basis. In addition, short-term and middle-term labour market forecasts were produced. The forecasts outputs were used for the implementation of active labour market measures, optimisation of the network of schools, for updating the fields of study and fields of education, for the monitoring of the European labour market, etc.⁴¹

At present, the COLSAF is implementing another national project *Labour market development forecasts*⁴², which envisages the setting up of a comprehensive system of forecasting of labour market needs. The project aims to provide information on the structure of vacancies and to carry out forecasts of the skills supply and labour market needs. The outcomes of this project, to be implemented by the end of 2015, will also enable the identification of labour shortages in Slovakia and to start monitoring shortage occupations.⁴³ By means of this project, the COLSAF ensures the development and implementation of new effective methods for a systemic creation of key, strategically important outputs not only on the success rate of graduates in the

³⁸ In-depth analyses are, however, conducted by the COLSAF by selected labour market cross-sections and segments, including on the basis of the pairing of databases of other institutions and public authorities. The results of such analyses are used to set and optimise active labour market measures.

³⁹ For more details see: http://www.upsvar.sk/europsky-socialny-fond/narodne-projekty-v-programovom-obdobi-2007-2013/narodny-projekt-xiv-2-system-zistovania-vzniknutych-a-zaniknutych-pracovnych-miest-a-prognozovanie-potrieb-trhu-prace.html?page_id=13249

⁴⁰ Information provided by the COLSAF.

⁴¹ Ibidem.

⁴² “Labour Market Development Forecasts in Slovakia” and “Labour Market Development Forecasts in the Bratislava Self-Governing Region” in the short (for 2015) and medium terms (until 2019).

⁴³ Information provided by the MoLSAF SR.

labour market, but also on the future requirements for human resources in line with the commitments arising from national and international legislation.⁴⁴

As noted in the project description⁴⁵, there is currently an absence in Slovakia of a comprehensive system for the monitoring, evaluation and forecast of labour supply and demand, specifying their detailed structure and assessing balances or imbalances on the basis of statistical detection, surveys, analysis and forecasts of the labour market and, hence, addressing the shortage of qualified labour forces through the transformation of knowledge and skills.⁴⁶ The project aims to ensure systematic analyses of the labour market in Slovakia and to enable, on the basis of structural analyses and subsequent forecasting of categories of jobs, to quantify the future requirements of employers for adequate substitution of employees coming from the labour market and potential shortage occupations.⁴⁷ The project, however, does not focus on addressing labour shortages through labour migration, but its outcomes can contribute to improving the examination of the initial situation in employing foreigners.

The project results are expected to be utilised mainly for the optimisation of the school network and for updating the list of fields of study and fields of education beyond the needs of the labour market and of the fields of study and fields of education with a shortage of graduates for the labour market, and to contribute to the elimination of imbalances between the study and technical contents of education systems and the current needs of the national labour market.⁴⁸ The project results will also contribute to a more effective foresight and to the creation of links between education systems and the current labour market requirements. At the same time, the project will increase the level and quality of information flows and feedback exchange between the main stakeholders on the labour market (ministry of education and education institutions, public employment services, employers, sectoral councils set up under the national System of Occupations and the newly prepared National System of Qualifications, social partners, the third sector and employees, sectoral ministries). The project results have already been used to optimise the launch of active labour market measures, to prepare regional employment plans, to optimise the school network, update the lists of fields of study and fields of education beyond the needs of the labour market, as well as the fields of study and fields of education with shortage of graduates for the labour market, in the sector councils of the national System of Occupations, in committees on employment matters of the labour offices, in the international monitoring of the European labour market, etc.⁴⁹

The *National System of Occupations* project referred to above also aims to improve the links between education and the labour market, having created a single national information system for the description of standard labour market requirements for individual jobs.⁵⁰ The project has recently arrived to its final third phase, which seeks to ensure sustainability of the system of monitoring of labour market needs and transfer of requirements from employers to the system of life-long learning and training for the labour market, with

⁴⁴ Information provided by the COLSAF.

⁴⁵ Available at: http://www.upsvar.sk/europsky-socialny-fond/narodne-projekty-v-programovom-obdobi-2007-2013/narodny-projekt-prognozy-vyvoja-na-trhu-prace.html?page_id=407731 (consulted on 09/04/2015)

⁴⁶ Description of the project *Forecasting labour market developments in the Bratislava Self-Governing Region*. Available at: http://www.upsvar.sk/buxus/docs/SESF/Opis_projektu_NP_Prognozy_BSK_1.docx (consulted on 09/04/2015).

⁴⁷ Information on analyses and forecasts of labour market developments pursuant to Art. 12(ac) of Act No. 5/2004 Coll. on Employment Services and Art. 5(3)(a) of Act No. 184/2009 Coll. on Vocational Education and Training, as amended. A document for the meeting of the Government Council of the Slovak Republic for Vocational Education and Training on 23 June 2014.

⁴⁸ Description of the project *Forecasting labour market developments in the Bratislava Self-Governing Region*. Available at: http://www.upsvar.sk/buxus/docs/SESF/Opis_projektu_NP_Prognozy_BSK_1.docx (consulted on 09/04/2015).

⁴⁹ Information provided by the COLSAF.

⁵⁰ For more details see: <http://www.sustavapovolani.sk/>

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active involvement of social partners and with the support of the information system and updated classification of jobs.⁵¹ In addition, 20 sectoral councils⁵² were created for the monitoring and forecasting of labour market needs in the respective sectors of the national economy, and a register of jobs was set up, constituting a database of national job standards by economic activities and containing employers' requirements for qualified work performance. The last project stage is expected to be completed in December 2015. The project is also beneficial for third-country nationals, as they fall within the project target group, which includes, among others, job applicants, disadvantaged job applicants, and students of secondary schools and higher education institutions.

Q3. Definition and classification of labour shortages

Q3.(a) How are labour shortages **defined, identified and classified** in your Member State?

Q3.(b) What is the **level of analysis** (e.g. by sectors, by occupations or by qualifications or skill levels)?

Q3.(c) Are classifications of shortages defined in legislation or soft law (e.g. circulars, regulations, policy documents)? If yes, please describe and provide examples for each of the classifications.

Q3.(d) To which extent the level of analysis includes region/local level?

a) The Slovak legislation does not define the terms "labour shortages" and "shortage occupation".

The labour offices, however, monitor labour deficits. Labour deficit is defined as a shortage of job applicants with a certain level of education, skills and knowledge who require a certain job comparable to the employers' requirements for filling a specific reported vacancy for more than three calendar months at a specific labour office.⁵³

Labour deficits are examined on a half-year basis. Individual labour offices send the COLSAF an overview of the labour deficit at the respective labour office. This overview, however, does not need to contain all jobs, as employers are not required to report vacancies to the labour office⁵⁴, if they are not willing to fill them with third-country nationals.

The Act on Employment Services also defines the term "vacancy" for the purposes of mediating a job. According to this definition, a vacancy is a newly created job or an existing vacancy to which the employer is willing to take on an employee. The register of vacancies contains the following data: name of job, date of possible commencement of job, place of work, form of employment or similar labour relation, shifts/time, working time, seasonality, estimated salary, form of salary, qualification requirements (attained level of education, field of study or training), required work experience, knowledge and skills.

b) At present, labour shortages in Slovakia can be identified on the basis of several statistical sources. One of them is a state statistical survey through data from the processing of Quarterly Work Reports – Work 2-04, published by the Statistical Office of the SR. Among others, this report serves for identifying the number of vacancies by sectors (SK NACE) and districts. Another source is the ministerial report of the MoLSAF SR

⁵¹ Source: <http://sustavapovolani.sk/novinky/zakladne-informacie-o-projekte-narodna-sustava-povolani-iii> (consulted on 09/04/2015).

⁵² For more details see: <http://sustavapovolani.sk/sektorove-rady>

⁵³ Information provided by the COLSAF.

⁵⁴ Ibidem.

named Quarterly Report on Jobs in Small Enterprises and in Entrepreneurs – PM(MPSV SR) 1-04. This report represents a sample survey in selected enterprises⁵⁵ with the aim to identify the number of (unfilled) vacancies by sectors (SK NACE), jobs (SK ISCO-08) and districts. The data on vacancies according to the classification of jobs (KZAM (classification of employment) major groups) in annual frequency is recorded by means of the state statistical survey (report Work 2-04 for enterprises with 20 and more employees) and sectoral statistical surveys of vacancies (report PM(MPSVR SR) 1-04 and COLSAF register). The sectoral surveys enable to identify vacancies by jobs at a more detailed level.⁵⁶

Once completed, the comprehensive system to be developed under the national project *Forecasting labour market developments* is expected to enable the evaluation and forecasting of balance and imbalance between labour supply and labour demand by regions according to the standardised classification of territorial units at the level of NUTS 3 regions and NUTS 4 districts. It will also be possible to analyse the vacancies by classification of ISCO jobs (4-digit level SK ISCO-08) and by classification of economic or sectoral activities of employers (2-digit level SK NACE rev.2.).

c) No. Classifications of shortages are not defined in any law, political documents or internal guidelines. Labour deficit in Slovakia is defined in the internal guideline for a single procedure by offices of labour, social affairs and family in the field of cooperation with employers.⁵⁷

Act No. 184/2009 Coll. on Vocational Education and Training and on changes and amendments to some acts, as amended, orders the Ministry of Education, Science, Research and Sport of the SR to set up a list of fields of study and fields of education with a shortage of graduates for the labour market, to be prepared together with the MoLSAF SR, professional organisations and trade unions. Such list takes into consideration the additional need for workers in a calendar year depending on the duration of study in the respective field of education (for more details see the Statistical Annex).

d) See reply to (b).

Q4. Do any distinctions between different types of labour shortages exist in your Member States, such as for example:

- **short-term** (current) shortages and **longer-term** (projected) shortages; or
- **cyclical** shortages (shortages occurring due to short-term imbalances in the supply and demand in the labour market and/or by providing incentives to the labour force) and **structural** shortages (which are due to changes, such as the adoption of new technologies, may increase the demand for certain skills that are not immediately available in the labour market, creating skills shortages even when unemployment is high).

If yes, please describe.

No. The forecasts of labour market developments by the COLSAF are either short-term (1 year) or long-term (5 years). Cyclical and structural labour shortages are not monitored in Slovakia.

⁵⁵ Statistical sample of 10,500 entrepreneurs. Source: Legislative background for labour market analyses and forecasts. Available at: http://media.radavladypovp.sk/2013_jun-osme-rokovanie/K_bodu_3-1.zip (consulted on 09/04/2015).

⁵⁶ Information provided by the MoLSAF SR

⁵⁷ Information provided by the COLSAF.

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Q5. Please complete the table below identifying the instruments/tools in your (Member) State used to identify labour shortages and the need for migration labour. You can list more than one instrument/tool per category.

According to the statement by the COLSAF and in line with the employment policy, Slovakia plans, given the high numbers of unemployed people and the high unemployment rate, to address labour shortages through employing persons recorded in the labour offices' registers. This was the reason why the managing authority considered it irrelevant to take measures addressing labour shortages through labour migration (labour forces from abroad)⁵⁸.

Instruments and tools used for identifying labour market shortages and the need for migration labour	Is this instrument/tool used in your (Member) State? (Y/N)	Is this instrument used for determining labour migration needs? (Y/N) If yes, does the instrument: (a) focus exclusively on the identifying the need for migration labour or; (b) it is a tool which aims to identify shortages for the whole workforce (including national/EU) and has a component focusing on migration?	Please briefly describe the respective tool(s) and the methodology(ies) used for anticipating the need for migration labour.	(1) Please describe the level of analysis of the particular instrument/tools (i.e. skills, occupations, sectors, professions, level of qualifications, others). (2) Is an international (e.g. ISCO-08) or national classification of occupations used?	Which national organisation(s) use this mechanism/tool to produce information on skill shortages?	What is the geographical level of the mechanisms/tools used (e.g. national, regional, municipal)?	Additional comments
Lists of shortage occupations	Yes, partly. At present, Slovakia only monitors labour deficit through agents of the vacancies recorded by labour offices. These figures, however, are incomplete, as employers are not required to	No	NA	NA	NA	NA	

⁵⁸ Information provided by the COLSAF.

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	report vacancies to the respective labour office. ⁵⁹ For more details see the reply to Q3a.						
Sector analysis	<p>Partly. Sector analyses are not used much in Slovakia, with the exception of the automotive industry.⁶⁰</p> <p>Under the project <i>Forecasting labour market developments</i>, the balance/imbalance between labour supply and labour demand is monitored by means of 2-digit SK NACE classification, rev. 2.</p> <p>In March 2013, the Ministry of Economy of the Slovak Republic (MoE SR) carried out an analysis of, <i>inter alia</i>, employment in selected sectors. According to this analysis, the biggest employment increase in recent years could be observed in mechanical and electrotechnical industry, on the basis of which the MoE SR envisages an interest by employers in employing workers from third countries in these sectors.⁶¹</p>	No	NA	NA	NA	NA	

⁵⁹ Information provided by the COLSAF.

⁶⁰ GOLIAŠ P.: Trh práce. Školstvo. Sledovanie potrieb trhu práce. A study produced under the National Project Centre for Social Dialogue. Bratislava: Training Centre of the MoLSAF SR, 2011. [http://www.ineko.sk/file_download/648/Sledovanie+potrieb+trhu+prace.pdf] (consulted on 09/04/2015).

⁶¹ DROZD P., FRKÁŇOVÁ A., ULRICHOVÁ N.: Attracting Highly Qualified and Qualified Third-Country Nationals to the Slovak Republic. Focussed study of the National Contact Point of the European Migration Network in the Slovak Republic. Bratislava: IOM, 2013. [http://www.emn.sk/sk/studie-emn/item/download/298_89c4b25e8a55f46c05e9af6e10b4b9ad.html] (consulted on 09/04/2015).

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Employer Surveys	<p>Under the projects mentioned above (for more details see introduction to Section 2), employers were interviewed by means of qualitative sample surveys conducted among employers.</p> <p>The above-mentioned analysis of the MoE SR also evaluated the results of interviews conducted in companies employing more than 500 employees with respect to the estimated needs for third-country labour forces until 2015. Most employers did not have the need to employ third-country nationals, as the Slovak labour market capacities were sufficient.⁶²</p> <p>This tool is not a systematic one, as there is no system of collection of ideas from employers on their future labour demand.</p>	No	NA	NA	NA	NA	
Forecasts/foresight analysis	<p>Yes. Art. 12 of the Act on Employment Services orders the COLSAF to analyse and forecast labour market developments and to publish them at its website.</p> <p>The analyses and forecasts of labour market developments are prepared in cooperation with the MoLSAF SR,</p>	No	NA	NA	NA	NA	

⁶² DROZD P., FRKÁŇOVÁ A., ULRICHOVÁ N.: Attracting Highly Qualified and Qualified Third-Country Nationals to the Slovak Republic. Focussed study of the National Contact Point of the European Migration Network in the Slovak Republic. Bratislava: IOM, 2013. [http://www.emn.sk/sk/studie-emn/item/download/298_89c4b25e8a55f46c05e9af6e10b4b9ad.html] (consulted on 09/04/2015).

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	<p>the MoE SR, the Ministry of Education, Science, Research and Sport of the SR, and social partners.</p> <p>Under the Act No. 184/2009 Coll. on Vocational Education and Training and on changes and amendments to some acts, vocational education and training for the labour market are coordinated at the national level and at the level of self-governing regions. Under Art. 5(3)(a) of this act “Professional associations and organisations shall cooperate with the COLSAF in the preparation of analyses and forecasts of labour market developments”, and under Art. 5(3)(b) “Professional associations and organisations shall prepare labour market requirements for qualified labour forces”⁶³.</p>						
Qualitative studies or analysis	Qualitative analyses are only used under individual projects and potential studies. This tool is not used on a systematic basis.	No	NA	NA	NA	NA	
Other instruments/tools (please describe)	NA	NA	NA	NA	NA	NA	

⁶³ Information provided by the COLSAF.

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Q6. Concerning **lists of shortage occupations**, please briefly describe:

- a. The process for developing the shortage occupation lists;
- b. What are the criteria for selecting the shortage occupations (e.g. advertised vacancies are significantly higher than the qualified national job seekers available)? ;
- c. Which organisations/institutions play a role in determining lists of shortage occupations?;
- d. How frequently are the lists of shortage occupations updated?

The list of shortage occupations monitored as labour deficit is distributed by vacancy agents of individual labour offices. As noted in Q3 above, the list is distributed on a half-year basis and compiled by the COLSAF.

An advertised vacancy which cannot be filled after three months is characterised as a shortage vacancy. Since employers are not required to report vacancies to the labour office, the overview of shortage occupations monitored as labour deficit does not need to agree with the actual state of shortage occupations in Slovakia.⁶⁴

The Act on Employment Services specifies the labour demand, i.e. the employer's obligation to report vacancies to the COLSAF or to the labour office, only in case the employer is willing to employ a third-country national.

Q7. For each of the instruments and tools used for identifying labour market shortages in Q5, please outline how it is used for policy purposes? Is there a formalised mechanism to disseminate the information produced? (Y/N) If yes, please describe.

Instruments and tools for identifying labour market shortages are only used for determining active labour market policy tools⁶⁵ and the education policy. The Ministry of Education, Science, Research and Sport of the Slovak Republic in cooperation with the MoLSAF SR, professional associations and organisations and trade unions, updates and publishes on an annual basis a list of fields of study and fields of education with a shortage of graduates for the labour market. The list is compiled on the basis of labour market development analyses and forecasts carried out by the COLSAF⁶⁶ (for more details see the Statistical Annex).

Q8. Are any of the tools/mechanisms for identifying labour market shortages identified above (e.g. lists of shortage occupations, employers' needs analysis, surveys, forecasts, etc.) used to determine any of the policy instruments for managing economic migration (e.g. quotas, labour market tests, points-based systems, etc.)? (Yes/No) If yes, please describe.

No. The tools for identifying labour market shortages in Slovakia are not used to determine the policy instruments for managing economic migration. The Migration Policy mentions quotas and points-based systems as possible tools for managing the migration of third-country nationals.

Q9. Do any mechanisms or tools to monitor intra-EU mobility of workers filling job vacancies in the national labour market or leaving to work in other Member States exist in your Member State? (Y/N) If yes, please describe.

⁶⁴ Ibidem.

⁶⁵ Information provided by the COLSAF.

⁶⁶ The list of fields of study and fields of education with a shortage of graduates for the labour market comprises 17 fields of education with 274 pupils in the school-year 2014/2015. Source: <https://www.minedu.sk/zoznam-studijnych-odborov-a-ucebnych-odborov-s-nedostatocnym-poctom-absolventov-pre-potreby-trhu-prace-a-zoznam-studijnych-odborov-a-ucebnych-odborov-ktore-su-nad-rozsah-potrieb-trhu-prace-30-marec-2015/> (consulted on 201/04/2015).

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If possible, please distinguish between mechanisms or tools to monitor intra-EU mobility with regard to (i) shortage occupations and (ii) other occupations not considered as shortage occupations.

Please indicate the national sources of statistics or data on EU citizens working in your Member State.

In Slovakia, intra-EU mobility of workers filling job vacancies in Slovakia or leaving to work in other Member States is not monitored directly. Under the Act on Employment Services, the COLSAF keeps central records of the commencement and termination of job of EU and third-country nationals and of their family members, records of issued and withdrawn confirmations on the possibility to fill a vacancy corresponding to highly qualified employment, records of issued and withdrawn confirmations on the possibility to fill a vacancy, and of granted and withdrawn work permits.

These records are compiled on the basis of the data that the employer employing an EU or third-country national or their family members is required to report to the labour office in writing within seven working days at the latest from the commencement of employment and within seven working days from the termination of employment, using a prescribed form.⁶⁷

In addition to personal data of foreign nationals (name, surname and academic title, passport number and the authority issuing the passport, address in the country of permanent residence, address for delivery of documents, birth date, sex, ethnic origin, citizenship, marital status, contact information, bank account, attained level of education and monthly salary amount), the employment records also contain the following information about the employer and about the place and type of work performed:

1. Name, registered seat and business ID of the employer;
2. Type of business activities of the employer;
3. Place of work;
4. Type of work;
5. Type of employment;
6. Expected period of employment;
7. Actual period of employment;
8. Contact data (phone number, e-mail).⁶⁸

The filling of shortage occupations by EU nationals or third-country nationals is not specifically monitored.

Statistics on the employment of EU nationals and their family members are available at the COLSAF website: http://www.upsvar.sk/statistiky/zamestnavanie-cudzincov-statistiky.html?page_id=10803.

As of 31 December 2014, the total number of EU nationals employed in Slovakia reached 15 472. Most EU nationals worked in Slovakia as heavy truck and lorry drivers (3,628 persons), street and related service workers (596 persons), and as fruits, vegetable and related preservers (533 persons).⁶⁹

Q10. Please outline the **role of social partners** (see definition of social partners above) and **other stakeholders** (please identify which stakeholders) in identifying the need for migrant labour? Is there a formalised mechanism to

⁶⁷ The template form is determined by the COLSAF.

⁶⁸ See § 41(a) of Act No. 5/2004 Coll. on Employment Services and on changes and amendments to some acts, as amended.

⁶⁹ Source: COLSAF.

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consult/involve social partners in identifying the anticipated need for migrant labour or is their involvement on an ad-hoc basis?

Social partners are not consulted regularly on the need for migrant labour, since there is no such mechanism in place in Slovakia. The involvement of social partners/other stakeholders is only on an ad-hoc basis, for example, under projects implemented by the MoLSAF SR or the COLSAF, or in the preparation of policies or analyses and forecasts of labour market developments by the COLSAF or the MoE SR. However, in most cases, the migration of foreign labour is not the key topic of consultations.

The Government Council for Vocational Education and Training, which is an advisory body to the Slovak Government on vocational education and training, includes representatives of employers' associations as members⁷⁰, who provide concurrence in the identification of labour market needs with a focus on secondary vocational schools. Social partners are also represented in the Economic and Social Council of the SR, which is a consultative and conciliation body of the Slovak Government and social partners (representatives of employers and employees) at national level. During the meetings of this Council, the social partners take positions, among others, on documents relating to economic and social development and employment development, and also give opinions on draft strategic and conceptual documents, policies and legislation. They also present their comments and observations on documents subject to the inter-ministerial consultation procedure (i.e. in the process preceding the draft documents to the Government)⁷¹.

Under the project *Forecasting labour market developments*, a report was compiled on the basis of qualitative sample surveys conducted among 205 important employers with more than 500 employees each⁷² in August 2014. The employers that provided information in the survey employed a total of 223,092 workers.⁷³ According to the report, the employers recorded 1,673 vacancies during the reference period, most of them in Major Group 7 – Craft and related trades workers. On average, a vacancy is usually unfilled during 91 working days, and the most common requirement for a vacancy is 2nd level university education. The employers indicated that the most common reason for the difficulty in filling vacancies is the shortage of labour forces with required fields of education.⁷⁴

Skilled labour shortages, in particular in engineering occupations, are also highlighted by companies in the automotive industry which is the driving force behind the development of the Slovak economy. In a survey among automotive suppliers in Slovakia, conducted by the PwC counselling company in cooperation with the Union of Automotive Industry of the SR in 2014, up to 71% of suppliers indicated the availability and quality of skilled labour as one of the biggest problems.⁷⁵

Q11. Q5 in Section 2 examined the types of national instruments used in your Member State to identify labour shortages and the need for migrant workers. Please briefly summarise the results/findings of these instruments for the most recent year(s)

⁷⁰ National Union of Employers, Slovak Chamber of Commerce and Industry, Slovak Agriculture and Food Chamber, Slovak Forestry Chamber, Slovak Mining Chamber, and the Federation of Employers' Associations of the Slovak Republic.

⁷¹ Information provided by the MoLSAF SR.

⁷² Information provided by the COLSAF.

⁷³ Ibidem.

⁷⁴ Report on the course and results of qualitative sample surveys on the basis of relevant data 2014 in the Bratislava Self-Governing Region (selected results). Trexima. Central Office of Labour, Social Affairs and Family. September 2014. Available at: http://www.upsvar.sk/buxus/docs/statistic/NP_prognozy/1.2_Sprava_o_priebehu_a_zistenych_vysledkoch_z_vyberovych_kvalitativnych_prieskum_ov_vychadzajuce_z_relevantnych_udajov...-BSK.pdf (consulted on 201/04/2015).

⁷⁵ Source: <http://www.pwc.com/sk/sk/odvetvia/automobilovy-priemysel/automotive-suppliers-survey-2014.jhtml> (consulted on 201/04/2015).

The instruments described in Q15 are not used in Slovakia to address labour shortages through labour migration, but have a general focus within the national labour market.

The pilot results of the project *Forecasting labour market developments* in 2014 brought complex proposals for recommendations for the Slovak labour market, the implementation of which will increase employment, reduce unemployment, improve the success rate of graduates from secondary schools and higher education institutions in the labour market, and reduce the quantitative and qualitative disparities in the labour market. The implementation thereof is a gradual process. Stage I envisages the implementation of proposals increasing the effectiveness of the current active measures in the labour market in the form of recommendations for systems of re-training and post-training courses.⁷⁶ This implies that they do not seek to address labour shortages through labour migration.

Q12.(a) Please indicate any **challenges and risks** associated with the use of instruments for identifying labour shortages and the need for migration labour in your (Member) State. (based on existing studies/evaluations or information received from competent authorities)

Q12. (b) Are there shortage occupations which are not addressed through labour migration (for example because of political concern, sensitivity of the jobs, etc.). If so, how is this determined?

a) Since the majority of the above-mentioned instruments for identifying labour shortages and the potential need for migration labour in Slovakia are not used in a systematic manner, it is not possible to indicate specific challenges or risks.

According to the COLSAF, the identification of labour shortages must be carried out on a regular basis for the purposes of early detection of changing trends and for the adaptation of policies addressing labour shortages in the labour market. Potential risks relate to an incorrectly set interval of actualization of the monitoring of labour shortages and to an inflexible approach to change policies addressing labour shortages.

The relevant literature indicates several challenges with respect to the monitoring of labour market needs,⁷⁷ a non-existing system of information collection from employers on current and future labour needs whereas ad-hoc data collections are only under projects (for more details see Q3); lack of systematic forecasting of labour market developments; absence of sectoral analyses of the labour market and isolated character of the activities monitoring labour market needs due to autonomous implementation of projects, and an absence of sharing of the results and their coordinated incorporation into policies.

With respect to challenges related to the creation of links between the labour market and education institutions, the COLSAF also notes the need to introduce a new system of coordination in preparing an employment strategy, which should be based on the supra-ministerial and tripartite principle, as well as the forecasting of labour market needs and the quantification of labour demands by employers.⁷⁸

b) Shortage occupations in Slovakia are not filled with migrant workers in a managed way. Vacancies are

⁷⁶ Information provided by the COLSAF.

⁷⁷ GOLIAŠ P.: Trh práce. Školstvo. Sledovanie potrieb trhu práce. A study produced under the National Project Centre for Social Dialogue. Bratislava: Training Centre of the MoLSAF SR, 2011. [http://www.ineko.sk/file_download/648/Sledovanie+potrieb+trhu+prace.pdf] (consulted on 09/04/2015).

⁷⁸ Analyses and forecasts of labour market developments in the Slovak Republic as per Act No. 5/2014 on Employment Services and on changes and amendments to some acts, as amended. A document of the Central Office of Labour, Social Affairs and Family for the meeting of the Government Council of the Slovak Republic for Vocational Education and Training of 20 June 2013.

filled with third-country nationals after carrying out the labour market test in case the reported vacancy cannot be filled with job applicants registered by the labour office, while also taking into consideration the Slovak labour market situation.⁷⁹

Section 3: Monitoring the outcomes of labour migration policy in relation to shortage occupations

This section examines the tools and mechanisms to monitor the outcomes of labour migration policy in relation to shortage occupations (e.g. workforce analysis, analysis of types of work permits granted, sector analysis, discussions with employers, etc.). It begins with a series of questions on the instruments used. The section also explores the use of these instruments; the role of social partners and other stakeholders and any challenges and risks associated with their use.

Q13. Are the outcomes of labour migration policies in relation to shortage occupations monitored in your (Member) State? If yes, please describe:

- (a) What are the monitoring mechanisms (e.g. workforce analysis, analysis of types and number of work permits granted, sectoral analysis, discussions with employers, etc.)? Is there a formal mechanism(s) to monitor the effects of migration on the labour market in your (Member) State or is this done on an ad-hoc basis?
- (b) At what level are labour migration policy outcomes monitored (e.g. workforce, sectors, skill levels, occupations)?
- (c) Which organisations carry out such monitoring? For example, are these produced by national agencies; academics; NGOs?
- (d) Is the monitoring laid out in legislation or soft law (e.g. circulars, policy documents)?

The effects of labour migration on shortage occupations are not monitored in Slovakia at present. The inflows and outflows of third-country nationals and EU nationals within the Slovak labour market are monitored on a monthly basis, without analysing the effects of migrant labour from third countries on the Slovak labour market. Due to the high unemployment rate, vacancies are preferentially filled with domestic labour forces instead of foreign workers. Increased labour migration flows from abroad are prevented by consistent performance of labour market tests, as a result of which the effects of labour migration from non-EU countries to the Slovak labour market are negligible.⁸⁰

Q14. For each of the instruments and tools used for monitoring the outcomes of labour migration policy in relation to shortage occupations in Q13a, please outline how it is used? Are there formalised mechanisms to disseminate the results of each monitoring mechanism listed in Q13(a)? (Y/N) If yes, please describe

NA.

Q15. Please outline the **role of social partners** (including organised representatives of employers and employees) and **other stakeholders** in monitoring the effects of labour migration on the labour market? Is there a formalised mechanism to consult/involve social partners or is their involvement on an ad-hoc basis?

No. No consultations are held with social partners or other relevant stakeholders on analysing and

⁷⁹ Information provided by the COLSAF.

⁸⁰ Ibidem.

monitoring the effects of labour migration on the national labour market.

Q16. Please indicate any **challenges** associated with monitoring the outcomes of labour migration policy in relation to shortage occupations in your (Member) State or the impact of labour migration on the labour market at large (based on existing studies/evaluations or information received from competent authorities)

As noted in Q13, the effects of foreign labour migration on the Slovak labour market are not monitored. Such effects can be considered minimal, since the overall foreign labour migration in Slovakia is low and limited, and constitutes a marginal part of the labour market.⁸¹ For example, as of 31 December 2014, the share of third-country nationals in the total number of economically active population was only 0.17% when rounded up.⁸²

In the Slovak Republic there are no recent studies analysing the specific effects of labour migration on the Slovak labour market for disposal. Besides EMN studies, this topic is partly dealt with by certain older publications.⁸³

⁸¹ DOMONKOS T., PÁLENÍK M., RADVANSKÝ M.: Satisfying Labour Demand through Migration in the Slovak Republic. National study for the European Migration Network. Bratislava: IOM, 2010. [http://www.emn.sk/sk/studie-emn/item/download/234_ec13b048bddea00cb7ea1f8627dd3cc5.html] (consulted on 23/03/2015).

⁸² Source: COLSAF and the author's calculations.

⁸³ For example, 2007, Divinský B.: Labor Market – Migration Nexus in Slovakia: Time to Act in a Comprehensive Way; 2011, Divinský B., Mihály G.: New Trends and a Prognosis of Labour Migration in the Slovak Republic until 2020 with a Perspective until 2050; 2012, Migration, Employment and Labour Market Integration Policies in the European Union (2010).

*Determining labour shortages and the need for labour migration from third countries*Statistical AnnexA1. Workers employed by selected occupations and estimated unfilled vacancies (statistics for the latest available year)

Member States are requested to also provide statistics on a number of pre-selected occupations. The occupations in the table below are selected on the basis of the occupations that most frequently feature in (Member) States' shortage lists identified in the recent EMN Inform "Approaches and tools used by Member States to identify labour market needs". This section of the Statistical Annex is also aimed at collecting statistics on intra-EU mobility in terms of filling in shortage occupations.

If statistics are available based on ISCO-08, please provide the statistic based on the ISCO-08 number in brackets.

If statistics are not available based on ISCO-08, please provide the **national equivalent** available.

If your Member State has not yet adopted ISCO-08, but can provide ISCO-88 statistics, please provide the ISCO-88 statistics where statistics is available for the categories and sub-categories below.

Table 1: Workers employed by specific occupations and estimated unfilled vacancies (last available year)

Specific occupations	Total employment ^A			Employment of EU-nationals from other Member States ^B			Employment of third-country nationals ^B			Number of residence permits issued to third-country nationals for specific occupations ^C			Number of unfilled vacancies ^D	Comments
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
Health Professional (22)	10,213	44,147	54,360	42	64	106	213	111	324	NA	NA	NA	112	
<i>Of which: Medical doctors (221)</i>	7,403	10,536	17,939	26	24	50	179	88	267	NA	NA	NA	69	
<i>Of which: Nursing and Midwifery Professionals (222)</i>	520	22,324	22,844	2	8	10	3	4	7	NA	NA	NA	14	
Personal care workers (53)	3,323	21,386	24,709	29	216	246	20	84	104	NA	NA	NA	67	Total for Employment of EU-n MS = 246 persons, includes also gender was not identified
<i>Of which: Child Care Workers (5311)</i>	194	1,312	1,506	0	0	0	0	3	3	NA	NA	NA	2	
<i>Of which: Health Care Assistants (5321)</i>	290	3,125	3,415	1	7	8	0	4	4	NA	NA	NA	25	
<i>Of which: Home-based Personal Care Workers (5322)</i>	466	8,088	8,554	28	208	237	19	73	92	NA	NA	NA	34	Total for Employment of EU-n MS = 237 persons, includes also gender was not identified
Personal Services Workers (51)	34,412	41,462	75,874	69	62	131	283	195	482	NA	NA	NA	588	Total for Employment of third-482 persons, includes also 4 pe was not identified

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Of which: Cooks (5120)	9,132	17,527	26,659	37	10	47	243	49	295	NA	NA	NA	263	Total for Employment of third-country nationals = 295 persons, includes also 3 persons whose gender was not identified
Of which: Waiters (5131)	6,964	10,958	17,922	13	16	29	9	13	22	NA	NA	NA	217	
Of which: Cleaning and Housekeep services in offices, hotels and other establishments (5151)	2,230	5,071	7,301	1	1	2	1	2	3	NA	NA	NA	11	
Of which: Domestic Housekeepers (5152)	12	361	373	0	0	0	0	0	0	NA	NA	NA	0	
Skilled Agricultural, Forestry and Fishery Workers (6)	9,781	5,534	15,315	38	12	50	36	39	75	NA	NA	NA	28	
Of which: Field Crop and Vegetable Growers (6111)	813	412	1,225	8	3	11	14	2	16	NA	NA	NA	1	
Of which: Gardeners; Horticultural and Nursery Growers (6113)	725	405	1,130	1	0	1	0	0	0	NA	NA	NA	0	
Of which: Livestock and Dairy Producers (6121)	5,275	2,692	7,967	6	0	6	1	0	1	NA	NA	NA	12	
Information and Communications Technology Professionals (25)	22,476	4,907	27,383	122	26	148	110	22	134	NA	NA	NA	42	Total for Employment of third-country nationals = 134 persons, includes also 2 persons whose gender was not identified
Of which: Software and Applications Developers and Analysts (251)	14,204	3,338	17,542	90	21	111	85	15	102	NA	NA	NA	32	Total for Employment of third-country nationals = 102 persons, includes also 2 persons whose gender was not identified
Of which: Database and Network Professionals (252)	8,272	1,569	9,841	32	5	37	25	7	32	NA	NA	NA	10	
Teaching professionals (23)	25,828	99,001	124,829	333	149	483	106	102	208	NA	NA	NA	79	Total for Employment of EU-MS = 483 persons, includes also 1 person whose gender was not identified
Engineering Professionals (excluding Electro-technology) (214)	24,078	5,948	30,026	273	26	300	85	11	97	NA	NA	NA	87	Total for Employment of EU-MS = 300 persons, includes also 1 person whose gender was not identified; Total for third-country nationals = 97 persons, includes also 1 person whose gender was not identified
Architects, Planners, Surveyors and Designers (216)	2,854	2,187	5,041	5	7	12	5	1	6	NA	NA	NA	5	

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Accountants (2411)	3,976	21,325	25,301	54	40	96	32	31	63	NA	NA	NA	33	Total for Employment of EU-MS = 96 persons, includes all gender was not identified
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^A Estimates by TREXIMA Bratislava on the basis of the ISCP cost of labour survey (MoLSAF SR) 1-04. The figures are as of 31/12/2014.

^B The figures are as of 31/12/2014. Source: COLSAF.

^C The figures are not available, as the data on employment is not a mandatory item in the BBAP PFP system (IS ECU). Source: BBAP PFP.

^D Vacancies recorded by offices of labour, social affairs and family as of 31/12/2014. Source: TREXIMA Bratislava.

A2. Top 15 professions included in lists of shortage occupations (*statistics for the latest available year*)

This part of the Statistical Annex aims to collect data on the occupations included in lists of shortage occupations and any estimations of unfilled vacancies.

If there are several regional lists of shortage occupations instead of a national list, please fill in the table below providing data for each region. You can create new tables below per region. Alternatively, you can use the box provided below to provide a descriptive overview and any available data.

If statistics is available based on ISCO-08, please provide the statistic based on the ISCO-08 number in brackets.

*If statistics are not available based on ISCO-08, please provide the **national equivalent** available.*

Table 2: Statistics on lists of shortage occupations

ISCO-08 (4 digit level)				Equivalent national classification of occupations			
Occupation included in the list of shortage occupations	Is there a specified number of vacancies to be filled with labour migrants from third-countries? (Y/N) If yes, please provide the number	Are there any special conditions for <u>migrants from third-countries</u> applying for shortage occupations? (Y/N) If yes, please describe. <i>Please describe conditions which are targeted to TCNs as well as other conditions that may affect TCNs' employment (for example, some professions may be regulated and may concern only MS nationals)</i>	Source and additional information	Occupation included in the list of shortage occupations	Is there a specified number of vacancies to be filled with labour migrants from third-countries? (Y/N) If yes, please provide the number	Are there any conditions that migrants from third-countries need to fulfil when applying for shortage occupations? (Y/N) If yes, please describe. <i>Please describe conditions which are targeted to TCNs as well as other conditions that may affect TCNs' employment (for example, some professions may be regulated and may concern only MS nationals)</i>	Source and additional information
1	Since Slovakia has no monitoring in place of current lists of shortage	No	No. Some jobs fall under regulated occupations. A regulated occupation is	-	-	-	-

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	occupations, the tables below show a prognosis of occupations with the highest expected disparity between additional labour demand until 2019 compared to the number of job applicants with work experience in the given field (Table 3), a qualified estimate of future labour market needs (Table 4), the number of vacancies suitable for third-country nationals as of December 2014 (Table 5), and a list of fields of study and fields of education with a shortage of graduates meeting labour market needs.		an occupation, a professional activity or a group of professional activities the performance of which requires qualifications prescribed by relevant legislation in Slovakia. To be able to perform such occupations, third-country nationals must have the required level of education completed abroad, and be possibly registered in a professional chamber. 84					
2		No	No		-	-	-	-
3		No	No		-	-	-	-
4		No	No		-	-	-	-
5		No	No		-	-	-	-

⁸⁴ Source: <https://www.minedu.sk/uznavanie-ukonceneho-vzdelania-zo-zahranicia-na-vykon-regulovaneho-povolania-v-sr/> (consulted on 02/04/2015)

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Please provide any additional statistics or information regarding the national/regional lists of shortage occupations (Maximum 1 page)

Table 3 shows a prognosis of shortage occupations until 2019, prepared under the national project *Forecasting labour market developments*. The data suggests that by 2019 Slovakia will need to fill mainly highly qualified (ISCO 1-3, tertiary education required) and qualified (ISCO 4-8, secondary education required) jobs. According to this prognosis, with respect to highly qualified jobs, there will be a shortage of mainly accounting associate professionals, teachers, accounting and financial control professionals, nursing associate professionals, managers in different fields and activities, sales representatives, technicians and medical doctors. Qualified workers will be needed for the positions of heavy truck and lorry drivers, building caretakers, metal working machine tool setters and operators, and agricultural, mining and industrial machinery mechanics and repairers. As for low-qualified jobs (ISCO 9, elementary education), there will be a demand for cleaners.

Table 3: SK ISCO-08 sub-groups of jobs with the highest predicted disparity between additional labour demand by 2019 as compared to the number of job applicants with work experience in the given field

SK ISCO-08 sub-groups of jobs with the highest predicted disparity between additional labour demand by 2019 as compared to the number of job applicants with work experience in the given field	
3313	Accounting associate professionals
8332	Heavy truck and lorry drivers
2341	Primary school teachers
8331	Bus, trolleybus and tram drivers
2330	Secondary education teachers
2411	Accounting and financial control professionals
2221	Nursing professionals
1219	Administrative and support activities managers
1221	Sales and marketing managers
3322	Commercial sales representatives
9112	Cleaners
3119	Physical and engineering science and transport technicians
1211	Finance managers
5153	Building caretakers
7223	Metal working machine tool setters and operators
7233	Agricultural, mining and industrial machinery mechanics and repairers
2212	Specialist medical practitioners
2342	Early childhood educators
1342	Health services managers

Source: National project *Forecasting labour market developments*

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Under this project, a forecast of predicted future labour demand by 2019 was made. The published selected results suggest an additional demand for around 268,500 workers to be covered in Slovakia. This demand will be largely created by substitute demand due to the retirement of workers from an expected number of 236,000 jobs. The estimated labour demand due to economic developments by 2019 is over 32,500 workers. In addition, a positive additional labour demand is predicted in all major groups of the SK ISCO-08 jobs classification in Slovakia until 2019. The highest demand will be in Major Group 2 – Professionals with almost 51,000 workers, followed by Major Group 3 – Technicians and associate professionals.⁸⁵

According to another prognosis of future labour market needs by the COLSAF (see Table 4 below), both the additional labour demand and overall employment will see a growing tendency by 2017. An increase will be observed in all major groups of the classification of jobs, with the exception of Major Group 6 Skilled agricultural, forestry and fishery workers, and Major Group 9 Elementary occupations.

Most workers will be needed in ISCO 4-8 groups requiring secondary education, and in ISCO 1-3 groups requiring tertiary education. This prognosis also confirms the highest predicted labour demand in Major Group 2 Professionals, and in Major Group 3 Technicians and associate professionals with the highest predicted additional labour demand during the reference period. Overall, Slovakia is expected to need 38,181 additional workers this year, and up to 58,677 additional workers in 2017.

The most demanded jobs on the labour market in 2017 will include jobs in healthcare and healthcare services, education, administration, technicians and supervisors in manufacturing and agriculture, skilled manufacturing, construction, transport and storage workers.

Table 4: Qualified estimate of future labour demands by major groups of the SK ISCO-08 classification of jobs

Jobs by SK ISCO-08 major groups		Number of workers (persons)*				Additional labour demand (persons)**			
		2014	2015	2016	2017	2014	2015	2016	2017
1	Legislators, managers	122,842	124,413	124,527	125,339	2,231	4,098	3,043	4,096
2	Professionals	357,759	360,627	363,093	366,129	7,280	7,978	8,792	1,0473
3	Technicians and associate professionals	332,620	333,728	337,688	341,167	8,256	4,849	8,979	9,560
4	Clerical support	159,569	160,954	162,112	164,254	871	3,	3,514	4,

⁸⁵ Prognosis of predicted future labour demand by 2019 in the Bratislava Self-Governing Region (selected results). Trexima. Central Office of Labour, Social Affairs and Family. September 2014. Available at: http://www.upsvar.sk/buxus/docs/statistic/NP_prognozy/2.3_Progniza_ocakavanych_buducich_potrieb_zamestnancov_do_roku_2019_zhrnutie_-_BSK.pdf (consulted on 201/04/2015).

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	workers						091		942
5	Service and sales workers	259,117	260,668	262,543	266,012	1,680	4,032	5,342	7,898
6	Skilled agricultural, forestry and fishery workers	16,648	17,139	17,295	17,432	575	822	492	604
7	Craft and related trades workers	223,297	223,795	226,885	228,927	1,236	3,838	7,386	7,125
8	Plant and machine operators, and assemblers	321,975	324,770	327,106	329,771	1,399	6,420	7,059	8,107
9	Elementary occupations	167,822	167,852	167,477	168,265	770	3,053	3,787	5,872
Total		1,961,651	1,973,945	1,988,726	2,007,296	24,297	38,181	48,395	58,677

Source: COLSAF. In: Information on analyses and forecasts of labour market developments under Art. 12(ac) of Act No. 5/2004 Coll. on Employment Services and Art. 5(3)(a) of Act No. 184/2009 Coll. on Vocational Education and Training, as amended. A document for the meeting of the Government Council of the Slovak Republic for Vocational Education and Training held on 23 June 2014.⁸⁶

* Predicted labour market developments in 2013–2017 on the basis of forecasts of economy and labour market developments.

** Additional labour demand in the labour market.

While the figures in Tables 3 and 4 represent a forecast of shortage occupations, the figures in Table 5 show the number of vacancies suitable for third-country nationals as of December 2014. A vacancy suitable for a foreigner is usually characterised by very specific requirements for the job candidate. If the employer can or wants to employ a third-country national for a given position, it is necessary to indicate that the job is suitable for a foreigner. In the vacancies register, such a vacancy has the similar attribute of suitability as a vacancy suitable for a graduate or a disabled person.⁸⁷

As of the end of December 2014, there were 1,292 vacancies suitable for third-country nationals in Slovakia⁸⁸, i.e. these vacancies cannot be filled by job applicants from Slovakia registered by the COLSAF. In most cases, these positions required high qualifications (tertiary education). Most vacancies in this category were for the positions of general practitioners, software developers, manufacturing managers, trade and marketing managers, and commercial sales representatives. The TOP 5 vacancies for skilled third-country nationals with secondary education were for the positions of heavy truck and lorry drivers, cooks, welders and flame cutters,

⁸⁶ See also: Legislative background for labour market analyses and prognoses. Available at: http://media.radavladayovp.sk/2013_jun-osmerokovanie/K_bodu_3-1.zip (consulted on 09/04/2015).

⁸⁷ Information provided by the COLSAF.

⁸⁸ Ibidem.

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beauticians and assemblers. There were not many vacancies for low-skilled workers; those available were mainly for the positions of handlers, carriers, kitchen helpers, garden helpers, and cleaners.

Table 5: Overview of the number of vacancies suitable for foreigners as of the end of December 2014 by occupations

SK ISCO code	SK ISCO name	Number of vacancies suitable for foreigners
8332	Heavy truck and lorry drivers	233
5120	Cooks (excluding chefs)	123
7212	Welders and flame cutters	93
5142	Beauticians and related workers	85
8219	Assemblers not elsewhere classified	83
2211	Generalist medical practitioners	60
2512	Software developers	31
9333	Freight handlers	30
1321	Manufacturing managers	29
7533	Sewing, embroidery and related workers	28
1221	Sales and marketing managers	26
3322	Commercial sales representatives	22
2411	Accounting and finance control specialists	20
2511	Systems analysts	19
4222	Contact centre information clerks	17
1211	Finance managers	15
1219	Business services and administration managers not elsewhere classified	15
1324	Supply, distribution and related managers	15
2212	Specialist medical practitioners	14
8160	Food and related products machine operators	14
2142	Civil engineers	13
2141	Industrial and production engineers	12
2353	Other language teachers	12
1120	Managing directors and chief executives of companies and organisations	10
2261	Dentists	10
2341	Primary school teachers	10
2431	Advertising and marketing professionals	10
8344	Lifting truck operators	10
1213	Policy and strategic planning managers	9
4110	General office clerks	9
2144	Mechanical engineers	8
2330	Secondary education teachers	8

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3434	Chefs	8
2421	Management and organisation analysts	7
5131	Waiters and sommeliers	7
3323	Buyers	6
3113	Electrical engineering technicians	5
3115	Mechanical engineering technicians	5
3122	Manufacturing supervisors	5
3343	Administrative and executive secretaries	5
7512	Bakers, pastry-cooks and confectionery makers	5
8151	Fibre preparing, spinning and winding machine operators	5
1212	Human resource managers	4
1330	Information and communications technology service managers	4
2149	Engineering professionals not elsewhere classified (excluding electrical technology specialists)	4
2413	Financial analysts and specialists in finance, insurance and other finance services	4
2514	Applications programmers	4
2653	Dancers and choreographers	4
3119	Physical, engineering science and transport technicians not elsewhere classified	4
4221	Travel consultants and clerks	4
5141	Hairdressers	4
7543	Product graders and testers (excluding food and beverages)	4
2153	Telecommunications engineers	3
2519	Software and applications developers and analysts not elsewhere classified	3
2643	Translators, interpreters, linguists and graphologists	3
3331	Clearing and forwarding agents	3
3422	Sports coaches, referees and officials	3
7112	Bricklayers and related workers	3
7222	Toolmakers and related workers	3
9412	Kitchen helpers	3
1222	Advertisers and public relations managers	2
1349	Professional services managers not elsewhere classified	2
2264	Physiotherapists	2
2310	University and higher education teachers	2
2433	Sales professionals (excluding information and communication technologies)	2
2652	Musicians, singers and composers	2
3214	Medical and dental prosthetic technicians	2
3251	Dental assistants and therapists	2

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3324	Trade brokers	2
3332	Conference and event planners	2
3522	Telecommunications engineering technicians	2
5414	Private security guards	2
6112	Tree and shrub crop growers	2
7223	Metal working machine tool setters and operators	2
7231	Motor vehicle mechanics and repairers	2
7233	Agricultural, mining and industrial machinery mechanics and repairers	2
8183	Packing, bottling and labelling machine operators	2
9214	Garden and horticultural labourers	2
1223	Research and development managers	1
1311	Agricultural and forestry production managers	1
1412	Restaurant managers	1
1439	Services managers not elsewhere classified	1
2132	Farming, forestry and fisheries advisers	1
2145	Chemical engineers	1
2163	Product and garment designers	1
2166	Graphic and multimedia designers	1
2320	Vocational education teachers	1
2355	Other arts teachers	1
2359	Teaching professionals not elsewhere classified	1
2412	Financial and investment advisors and agents	1
2422	Policy administration professionals	1
2423	Personnel and career professionals	1
2513	Web and multimedia developers	1
2521	Database designers and administrators	1
2522	Systems administrators	1
2523	Computer network professionals	1
2529	Database and network professionals not elsewhere classified	1
2611	Lawyers	1
2619	Legal, social and healthcare insurance professionals not elsewhere classified	1
3213	Pharmaceutical technicians and assistants	1
3313	Accounting associate professionals	1
3333	Employment agents and contractors	1
3341	Office supervisors	1
4131	Typists and word processing operators	1
4132	Data entry clerks	1
4226	Receptionists (excluding hotel receptionists)	1
4321	Stock clerks	1
4416	Personnel clerks	1

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5151	Cleaning and housekeeping supervisors in offices, hotels and other establishments	1
5153	Building caretakers	1
5222	Shop supervisors	1
7115	Carpenters and joiners	1
7123	Plasterers	1
7124	Insulation workers	1
7313	Jewellery and precious-metal workers	1
7513	Dairy-products makers	1
7531	Tailors, dressmakers, furriers and hatters	1
8122	Metal finishing, plating and coating machine operators	1
9112	Cleaners	1

Source: COLSAF

An important role is also played by vacancies in healthcare and healthcare services. According to information from the Ministry of Foreign and European Affairs of the SR, individual interest by Ukrainian medical doctors and medical workers was reported in 2013, as they responded to posts for competition for vacancies in healthcare facilities in Eastern Slovakia. The most demanded specialisations were dentists and dental technologists. Several Ukrainian nationals found employment in rescue services.⁸⁹ The increased demand for labour in the healthcare sector, caused not only by population ageing, but also by increased emigration of Slovak medical doctors and medical workers abroad, is also noted in available literature, which highlights the fact that the age structure of healthcare workers is higher than the Slovak average. According to the authors, this will result in increased labour demand in the healthcare sector by up to 22% by 2025.⁹⁰

List of fields of study and fields of education with a shortage of graduates for the labour market

On 30 March 2015, the Ministry of Education, Science, Research and Sport of the Slovak Republic determined and published a current list of fields of study and fields of education with a shortage of graduates for the labour market⁹¹, which is expected to improve the links between the education system and labour market needs. The list was drawn up together with a working group composed of the representatives of the Slovak Chamber of Commerce and Industry, the Slovak Trades Chamber, the Slovak Forestry Chamber, the Slovak Mining Chamber, the Slovak Agriculture and Food Chamber, the Federation of Employers' Associations, the National Union of Employers, the Trade Union of Workers in Education and Science of Slovakia, the Central Office of labour, Social Affairs and Family, and the Slovak Centre of Scientific and

⁸⁹ The Summary report on the state of fulfilment of the Migration Policy tasks, plans and objectives in 2013 and on the activities of the Managing Committee for Migration and Integration of Foreigners, including annex, is available at

<https://lt.justice.gov.sk/Document/DocumentDetails.aspx?instEID=-1&matEID=7787&docEID=399650&docFormEID=29&docTypeEID=21&langEID=1&tStamp=20141126141304827>

⁹⁰ WORKIE TIRUNEH M., ŠTEFÁNIK M. a kol.: Trh práce na Slovensku: Analýzy a prognózy. Bratislava: Institute of Economic Research of the Slovak Academy of Sciences, 2014. [http://ekonom.sav.sk/uploads/journals/261_monografia-trh-prace-na-slovensku.pdf] (consulted on 23/03/2015).

⁹¹ For more details see: <https://www.minedu.sk/data/att/8011.pdf> (consulted on 09/04/2015).

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Technical Information. 274 pupils studied in the respective fields of study and fields of education in the school-year 2014/2015.⁹²

The list contains the following 17 fields of study and fields of education:

- Geology, geotechnical and environmental science
- Mechanic for mining operations
- Mechanic repairer – gas facilities
- Electrical mechanic – automation technology
- Electrical mechanic – utility technology
- Glass production operator – production of hollow and pressed glass
- Glass production operator – operation of glass automatic machines
- Glass production operator – treatment and refining of flat glass
- Glass production operator – glass painting and ceramics
- Glass production operator – production of jewellery and decorative items
- Glass production operator – glass cutting
- Chemist operator
- Chemist – chemical-technological processes
- Chemist – rubber and plastics processing
- Miller and pasta maker
- Biochemist – dairy production,
- Biochemist – beer and malt production.

⁹² Source: <https://www.minedu.sk/zoznam-studijnych-odborov-a-ucebnych-odborov-s-nedostatocnym-poctom-absolventov-pre-potreby-trhu-prace-a-zoznam-studijnych-odborov-a-ucebnych-odborov-ktore-su-nad-rozsah-potrieb-trhu-prace-30-marec-2015/> (consulted on 09/04/2015).

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