



## **Labour Migration in Times of Labour Shortages – Contribution of the Slovak Republic**

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EMN activities are focused on topics related to migration of third-country nationals. The activities are implemented through national contact points in the EMN Member (EU Member States except Denmark) and Observer Countries (Norway, Georgia, Moldova, Ukraine, Montenegro, Armenia, Serbia, North Macedonia) in coordination with the European Commission (Directorate-General for Migration and Home Affairs).

Elaboration of the study was conducted by the International Organization for Migration (IOM) Bratislava as the coordinator of the EMN National Contact Point for the Slovak Republic. The Slovak EMN National Contact Point comprises of the Ministry of Interior of the Slovak Republic (the Bureau of Border and Foreign Police of the Police Force Presidium, the Migration Office, the Department of Foreign and European Affairs of the Office of the Minister of Interior), the Ministry of Labour, Social Affairs and Family of the Slovak Republic (the Department of International Relations and European Affairs), the Statistical Office of the Slovak Republic (the Section of Social Statistics and Demography) and IOM.

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Except for the questionnaire specification, the text of the study is an unofficial translation prepared by IOM Bratislava as the coordinator of the EMN National Contact Point for the Slovak Republic provided for reference only. In the event of any ambiguity about the meaning of certain translated terms or of any discrepancy between the Slovak version and the translation, the Slovak version shall prevail. Users are advised to consult the original Slovak language version of the study.

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## Preface

Over the past three years, labor market needs have significantly changed, including the rapid spread of new digital technologies, the transition to a climate-neutral economy, and the COVID-19 pandemic. In addition, demographic changes are intensifying the global competition for workers and talent. Various initiatives are currently being implemented to address labor shortages through labor migration.

In this context, the aim of the study is to provide an overview of whether and to what extent labor migration of third-country nationals is being used as a measure to address the current and future labor shortages and to assess the development of relevant national policies, initiatives, and measures in this area from January 2021 to June 2024. The study also provides examples of good practices, an overview of lessons learned, and existing challenges in this regard. It also aims to explore future opportunities for labor migration as a tool to address labor shortages and the potential for European-wide cooperation and/or cooperation between EU Member States.

Methodologically, the study is based on available information from public sources, such as websites of the Ministry of Interior of the Slovak Republic, the Ministry of Labor, Social Affairs, and Family of the Slovak Republic, Offices of Labor, Social Affairs, and Family, or the Government Office of the Slovak Republic, as well as an analysis of relevant laws, strategic documents, and information from experts at the Ministry of Interior of the Slovak Republic, the Ministry of Labor, Social Affairs, and Family of the Slovak Republic, the Ministry of Foreign and European Affairs of the Slovak Republic, and the Research and Innovation Authority of the Office of the Government of the Slovak Republic.

Based on the questionnaire form of studies from EMN Member and Observer States, the European Commission prepares a synthesis report with key findings. The questionnaire form of the study for the Slovak Republic, as well as the synthesis report, are available on the Slovak EMN National Contact Point website [www.emn.sk](http://www.emn.sk).

## List of abbreviations

**BBFP PF P** - Bureau of Border and Foreign Police of the Police Force Presidium

**COLSAF** – Central Office of Labour, Social Affairs and Family

**EEA** - European Economic Area

**EMN** – European Migration Network

**EU** - European Union

**I** – information card

**IOM** – International Organization for Migration

**MFEA** - Ministry of Foreign and European Affairs of the Slovak Republic

**MoI** – Ministry of the Interior of the Slovak Republic

**MOLSAF** – Ministry of Labour, Social Affairs and Family of the Slovak Republic

**OLSAF** – Office of Labour, social Affairs and Family

**RIA** – Research and Innovation Authority of the Office of the Government of the Slovak Republic

**SGR** – self-governing region

**WP** – work permit

## Summary

The European Migration Network (EMN) study “Labour Migration in Times of Labour Shortages” was selected by the EMN Steering Board as part of its 2024 work programme. The aim of the study is to explore the role of labour migration regulation and preventing future labour shortages in this area. The study emphasizes legislative and policy measures regarding labour migration, as well as initiatives and procedures for third-country nationals related to filling shortage occupations from January 2021 to June 2024.

In its first chapter, the study provides basic definitions such as shortage occupation, which in the Slovak Republic follows the methodology of the Central Office of Labour, Social Affairs and Family, and labour shortage, which is not defined in the Slovak Republic.

According to statistics from the Central Office of Labour, Social Affairs and Family, the main shortage occupations in the Slovak Republic are primarily health professions, drivers in international truck transport, and truck drivers, as well as assembly workers, metal welders, forklift operators, or train drivers.

The demand for labour in Slovakia was not suppressed by either the COVID-19 pandemic or the war in Ukraine. In the years 2021-2024, the public debate on the topic of labour shortages focused mainly on how Slovakia could rapidly acquire labour from abroad. In this context, the *Government Manifesto for the years 2023-2027* emphasizes measures in the area of legal migration, while sharply opposing potential uncontrolled mass migration. Detailed statistics and public debate are also analysed in the first chapter.

Labour migration has gradually become a key tool for addressing current labour shortages since 2021. The Slovak Republic does not have a single comprehensive strategy that solely aims to attract foreign talent, and until 2022, it had no national tool primarily focused on admitting foreign workers. It was relying exclusively on tools unified within the EU (single permit, EU Blue Card), where granting temporary residence or visas was tied to the existence of a job offer. However, with the growing need for labour, especially in the areas of industry, transport, healthcare, and information technology, the Slovak Republic began to introduce national tools aimed at accelerating the process of employing foreign workers through national visas, targeting specific categories of shortage occupations. These tools are described in more detail in the second chapter.

The second chapter of the study also outlines additional measures aimed at addressing labour shortages, including a series of legislative changes aimed at reducing administrative burdens when granting temporary residence, simplifying processes, eliminating the need for labour market tests in specific cases, and allowing rapid employment before granting temporary residence based on a confirmation to fill the vacancy and confirmation from the foreign police on a complete application for temporary residence.

The second chapter also describes measures aimed at supporting the retention of talent in the country. These had not yet been implemented in the Slovak Republic, but in 2024 the first steps began to be implemented in the form of support for language education.

Challenges and examples of good practice concerning implemented labour shortage measures are also described in the second chapter. One of the most significant findings is the importance of flexibility and the ability to respond to changing labour market needs. The introduction of simplified national visas, especially for critical sectors such as transport and industry, has proven effective in Slovakia; however, relying on the national visa system alone is not a systemic solution.

Despite the ability to attract sufficient low-skilled labour, Slovakia faces challenges in attracting and retaining highly skilled workers. The measures taken to simplify the process of entering the labour market for highly skilled foreigners are not sufficiently motivating for this target group. On the contrary, there are currently no comprehensive integration measures available to encourage this group to work and live in the Slovak Republic.

The measures that the Slovak Republic has adopted in the area of labour migration are not without challenges. Regarding low-skilled workers, one significant challenge is the possibility of labour exploitation, as low-skilled workers often find themselves in vulnerable positions. If the Slovak Republic seeks to attract more workers, it must also introduce measures to protect these individuals from exploitation and ensure fair working conditions.

At the same time, the rapid introduction of national visas, while beneficial for accelerating the entry of foreign workers into the labour market, raises concerns about the preparedness of Slovak infrastructure for their necessary support. Existing systems may struggle to manage the influx of foreign labour effectively. Attention should be paid not only to attracting foreign workers but also to ensuring the necessary support systems and facilitating their successful integration into the labour market and society.

The third chapter of the study focuses on initiatives and programmes (beyond legislative measures) aimed at attracting foreign talent. In this regard, the Slovak Republic currently leaves the recruitment of foreign labour to employers and enters the process only at the stage of residence permit approval. At the EU level, the Slovak Republic is involved in the EU Talent Pool Pilot and EU Talent Pool projects, which provide a framework for increasing the country's capacity to attract foreign labour and talent. By utilizing these tools, the Slovak Republic not only strengthens its recruitment processes but also increases its competitiveness in the international labour market.

## **Section 1: Overview of labour shortages debate and conceptualisation**

### **1. Does your country have a definition of the terms 'labour shortage' and 'shortage occupation'? Yes/No. If Yes, please provide these definitions.**

The Central Office of Labour, Social Affairs and Family identifies occupations with a shortage of labour in the regions for the calendar quarter and publishes a list of these occupations on its website by the end of the calendar month immediately following the relevant calendar quarter. For this purpose, a methodology has been developed to identify jobs with labour shortages.<sup>1</sup>

For this purpose, the methodology considers a shortage occupation to be a job vacancy that is notified to the Office of Labour, Social Affairs and Family (OLSAF) in the territorial district of which the vacancy is located together with its characteristics, and which cannot be filled by a registered job seeker for a long-term period, (i.e. at least 3 months or more) within the district or within the self-governing region, where the district is located.

The definition of labour shortage is not regulated by law in the Slovak Republic and is not defined in other strategic documents.

### **2. Based on a summary of statistical data provided in the annex, please describe briefly which sectors are most affected by labour shortages in your country?**

Statistical data from Eurostat on job vacancy rates by economic activities (sectors) – NACE, available for the Slovak Republic (see Table 3) show that the highest demand for labour in Slovakia on average in the years 2021 – March 2024 is in the sector (O) Public administration and defence; compulsory social security (at the level of 4.2), followed by (D) Electricity, gas, steam and air conditioning supply (3.8) and (K) Financial and insurance activities (2.24). Sectors with moderate labour shortages are, for example, (H) Transportation and storage (1.85), (Q) Health and social work activities (1.65), (P, R, S) Education, arts, entertainment, recreation, other (1.54), (C,F) Manufacturing, construction and services (1.07), as well as (G,H,I) Wholesale and retail trade, transport and storage, and accommodation and food service activities (1.06).

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<sup>1</sup> Representatives from the Economic and Social Council representing employers, trade unions and the MOLSAF participated in the development of the methodology.

From the statistical data available at the national level on the basis of the list of shortage occupations (see Table 4), which is prepared by the Central Office of Labour, Social Affairs and Family once in a quarter broken down by self-governing regions, it can be stated that on average for the years 2021 – June 2024, the main shortage occupations in the Slovak Republic were especially healthcare professions (doctors, nurses), drivers in international truck transport and freight truck drivers. Assembly workers, metal welders, forklift operators or train drivers are also in short supply. These professions are not specific to regions, they are reported in shortage across all regions. In the Bratislava Region, compared to other regions, there is also a shortage of occupations in the field of information and communication technologies and bus drivers.

Given that it is not possible to obtain statistical data from Eurostat on first residence permits broken down by sex or by country of origin of foreigners, we present an analysis from national sources below.

#### Labour migration in the Slovak Republic and first residence permits

In the Slovak Republic, migration for work and business has long been dominant. Since Slovakia's accession to the EU, the number of foreign workers has increased more than 30-fold from 3,351 workers in 2004 to 100,583 workers at the end of 2023, of which 68,691 came from non-EU countries<sup>2</sup>. At the end of 2023, there was 1 foreign worker for every 26 workers from Slovakia, compared to a higher ratio of 1:28 the year before.<sup>3</sup>

In 2023, non-EU foreign workers mainly came from Ukraine (39,307), Serbia (9,681), India (3,211), Georgia (1,640) and Russia (1,430). About a third of foreigners worked in the Bratislava region, followed by the Trnava and Nitra regions. Since 2016, the number of working foreigners from non-EU countries in the Slovak Republic has been increasing by more than 10,000 year-on-year. The pandemic years of 2020 and 2021 interrupted this growing trend, but the war in Ukraine increased the number of employed foreigners by almost 20,000 in 2022. In 2023, the number of foreign workers increased by almost 12,000, half of whom were citizens of Ukraine. Before the pandemic in 2020, a trend of increased demand from employers in the Slovak Republic for labour from abroad, including non-EU countries, persisted, and after the pandemic, this trend resumed.<sup>4</sup>

The war in Ukraine has caused a significant increase in migrant women from non-EU countries in the Slovak labour market. While in 2016-2021 they accounted for a quarter of all employed foreigners from non-EU countries (21.18% - 27.24%), at the end of 2023 they accounted for more than a third (42.04%). Most employed migrant women on the Slovak labour market have long come mainly from Ukraine and Serbia<sup>5</sup>, and the war in Ukraine has only strengthened this trend.<sup>6</sup>

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<sup>2</sup> Of the 311,406 foreigners legally residing in the Slovak Republic in 2023, more than three-quarters (82.18%) came from non-EU countries. Third-country nationals thus accounted for 4.72% of the total population of the Slovak Republic in 2023. Traditionally, the most numerous non-EU nationalities were Ukraine (176,522), Serbia (19,045), Vietnam (9,082) and Russia (8,434). In 2023, the Slovak Republic recorded an increase in foreigners from Georgia (5,217) who tied their residence mainly for the purpose of business. The largest number of foreigners from non-EU countries (more than one third) also lived in the Bratislava region in 2023.

<sup>3</sup> Oboňová, S., Ulrichová, N., Annual Report on Migration and Asylum in the Slovak Republic for 2023 (2024), consulted on 1/10/2024.

<sup>4</sup> European Migration Network (EMN), Annual Reports on Migration and Asylum in the Slovak Republic for 2019 – 2023, available at: <https://www.emn.sk/sk/publikacie/vyrocné-spravy-emn-o-migrácii-a-azyle.html>, consulted on 1/10/2024.

<sup>5</sup> Oboňová, S., Integration of migrant women in the EU and Norway: policies and measures – the contribution of the Slovak Republic, European Migration Network (EMN), Annual Reports on Migration and Asylum in the Slovak Republic for 2019 – 2023, available at: <https://www.emn.sk/sk/publikacie/vyrocné-spravy-emn-o-migrácii-a-azyle.html>, consulted on 15/10/2024.

<sup>6</sup> Statistics of the Central Office of Labour, Social Affairs and Family 2016 – 2023 (Tables 1 and 11). Available at: [https://www.upsvr.gov.sk/statistiky/zamestnavanie-cudzincov-statistiky.html?page\\_id=10803](https://www.upsvr.gov.sk/statistiky/zamestnavanie-cudzincov-statistiky.html?page_id=10803), consulted on 16/10/2024.

3. Has there been any discussion or public debate regarding labour migration in the context of labour shortages, as well as alternatives to labour migration (e.g. paying local workforce higher wages to motivate them to take on jobs considered as unattractive) in your country since 2021? Yes/No. If Yes, please briefly describe what the key points were (possible sources: secondary literature, interviews, or media analysis)?

Yes.

Labour demand in the Slovak Republic has not been toned down by the COVID-19 pandemic, which broke out in 2020, or by the war in Ukraine, which broke out in 2022 (see question 2).

In the period 2021-2024, the media, experts, employers, ministries, trade union associations, parliament and the Government of the Slovak Republic<sup>7</sup> regularly addressed the persistent, already acute shortage of labour in the Slovak Republic, and in this context, various aspects of labour migration were analysed as one of the tools to address the negative impacts of this situation on the Slovak economy. The discussion focused mainly on how Slovakia can get a workforce from abroad as quickly as possible. However, trade unions also emphasized during the tripartite negotiations that the new measures to support labour migration should not lead to societal, social, or economic tensions.<sup>8</sup>

The current *Manifesto of the Government of the Slovak Republic for 2023 – 2027* entitled "A Better, Calmer and Safer Life" reflects and accentuates this society-wide discussion on legal migration (adoption of clear rules for obtaining work permits for foreigners, elimination of existing obstacles to the recognition of qualifications and other administrative barriers), adoption of integration measures, the availability of digital services for foreigners in English in addition to the official language, introduction of compulsory school attendance for children of foreigners and improvement of conditions for the education of adult foreigners, including teaching of the Slovak language, assistance in the recognition of their professional qualifications and their protection against abuse in the labour market. On the other hand, the Manifesto sharply defines itself against potential uncontrolled mass migration from other continents, against which the government wants to take various measures.<sup>9</sup>

In various informal discussions, the "return policy" in relation to Slovaks abroad is often mentioned as an alternative to labour migration. In strategic documents such as the Migration Policy of the Slovak Republic with an outlook to 2025, it is considered as part of the approach to filling gaps in the labour market. Migration policy indicates a different approach to these groups and their use to fill the shortage in the labour market - on the one hand, it talks about labour migration in connection with the foreign workforce, which needs to be controlled, and about Slovaks from abroad as a group whose arrival needs to be facilitated.<sup>10</sup>

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<sup>7</sup> Attention to this topic increased after the Prime Minister of the Slovak Republic spoke at the World Economic Forum in Davos, where he declared that the Slovak Republic needs 100,000 workers from abroad. Available at: <https://ekonomika.pravda.sk/ludia/clanok/696281-fico-v-davose-pred-elitami-slovensko-by-coskoro-mohlo-zaviesť-kratsi-pracovny-tyzden/>, consulted on 26/10/2024.

<sup>8</sup> IOM media monitoring for the years 2021 - 2024. <https://www.trend.sk/spravy/slovenski-zamestnavatelia-velkom-bojuju-nedostatkom-talentov>; <https://www.employment.gov.sk/sk/uvodna-stranka/informacie-media/aktuality/zahranicni-pracovnici-mozu-doplnit-dlhodobu-chybajucu-pracovnu-silu-nasom-trhu.html>; <https://spravy.rtvs.sk/2024/07/slovensko-ma-kriticky-nedostatok-kvalifikovanych-pracovnikov-stavame-sa-jednou-z-najchudobnejsich-krajin-europy/>; <https://www.apzd.sk/tam-kde-slovaci-nechcu-pracovat-musia-nastupit-pracovnici-zo-zahranicia/>; <https://euractiv.sk/section/europska-politika/interview/profesorka-migracneho-prava-ak-nechceme-cakat-na-auto-pol-roka-potrebuje-zahranicnych-pracovnikov/>; <https://www.teraz.sk/spravy/odborari-migracia-pracovnej-sily-mus-736293-clanok.html>; <https://www.trend.sk/biznis/nedostatok-zamestnancov-slovensku-nevyriesi-bez-cudzincov>; <https://www.startitup.sk/slovensko-urgentne-potrebuje-zamestnat-cudzincov-neobsadenych-je-viac-ako-90-000-pozicii/>; <https://www.alianciapas.sk/prieskum-pas-a-ineko-o-zamestnavani-cudzincov-v-sr/>; [https://www.facebook.com/story.php?story\\_fbid=903658151793737&id=100064486820584&\\_rdr](https://www.facebook.com/story.php?story_fbid=903658151793737&id=100064486820584&_rdr); <https://openiazoch.zoznam.sk/financie/poslanci-narodnej-rady-ukoncili-aktualnu-schodzu-tieto-navrh-y-presunuli-do-druheho-citania/>; <https://www.youtube.com/watch?v=MG1hC3kIztk>

<sup>9</sup> Manifesto of the Government of the Slovak Republic 2023 -2027, available at:

<https://www.nrsr.sk/web/Dynamic/DocumentPreview.aspx?DocID=535376>, consulted on 17/10/2024.

<sup>10</sup> Source: RIA, Migration Policy of the Slovak Republic with an outlook to 2025, available at: <https://www.minv.sk/?zamer-migracnej-politiky-slovenskej-republiky>, consulted on 26/10/2024.



## Section 2: Legal and policy frameworks regarding labour migration

4. What is your country's current labour migration policy approach? (Demand-driven i.e. employment-based<sup>11</sup> or supply-based i.e. occupation driven approach,<sup>12</sup> or a human capital-oriented strategy<sup>13</sup> or a mix) on the basis of its key characteristics? Please describe them in more detail.

Until 2022, the Slovak Republic did not have any national instrument in place aimed primarily at hiring foreign workers. It relied exclusively on instruments unified within the EU (single permit, EU Blue Card, Schengen visa for the purpose of seasonal employment, intra-company transfer). In these cases, the granting of temporary residence or a visa is linked to the existence of a job offer, and in most cases the applicant is obliged to undergo a labour market test (the so-called employment-based approach).

Despite the existence of a list of shortage occupations, the Slovak Republic did not use this tool for the automatic granting of residence permits (without a binding job offer), but as a tool to accelerate the entry of an employee into the labour market. Non-EU/EEA workers with qualifications in a shortage occupation did not have to undergo a labour market test and could enter employment before temporary residence was granted.

Since 2022, the Slovak Republic has begun to change its approach and has begun to introduce national tools to accelerate the entry of foreign workers into the labour market, in the form of national visas issued in the interest of the Slovak Republic (the so-called supply-based approach). Currently, national visas are issued for four categories of foreign workers – drivers in passenger and freight transport,<sup>14</sup> university graduates,<sup>15</sup> relocated employees,<sup>16</sup> and employees in selected professions in industry.<sup>17</sup>

Each category of national visa contains specific conditions for its issuance. It is limited by the maximum duration of the visa, the country of origin of the foreign employee, or the limit on the number of visas issued per year. These national visas, with the exception of national visas for relocated employees, do not allow family members to use the national visa together with the sponsor. In most cases, it is required that the employee has a guaranteed job with the employer.

The exception is the national visas for university graduates (the so-called human capital-oriented approach), where the Slovak Republic has chosen an approach based on the automatic issuance of national visas for the purpose of finding a job, i.e. the foreigner does not have to have a guaranteed job in advance. The condition is that it is a foreigner who has completed university studies in the Slovak Republic or the Czech Republic, or has completed university studies at one of the top 500 universities in the world, or has completed at least 3 years of study at another university and will be employed in

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<sup>11</sup> Employment based approaches accept foreign workers who have been selected by an employer, i.e. the admission is predominantly dependent on employment offered (e.g. European Union Blue Card, or H-1B Visa in the U.S.), which grant temporary residence first, and then allow for transition into permanent residence.

<sup>12</sup> Occupation driven approaches grant access to people who are qualified in occupations that are decided by government to be in short supply, without necessarily requiring a work contract. Skilled Occupation lists would be a key policy instrument in such approaches.

<sup>13</sup> A human capital-oriented approach is not based on arranged employment nor limits admission to specific occupations, instead it focuses on the observable qualifications/characteristics of the applicant. Point systems that provide points for desirable characteristics, as was used by Canada in the past, would be a key policy instrument of such an approach. These systems would usually grant permanent residence from the beginning.

<sup>14</sup> Government Regulation No. 520/2021 of 8 December 2021 replaced by Government Regulation No. 113/2023 of 28 March 2023 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals

<sup>15</sup> Regulation of the Government of the Slovak Republic No. 521/2021 of 14 December 2021 on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals

<sup>16</sup> Regulation of the Government of the Slovak Republic No. 269/2022 of 20 July 2022 on the interest of the Slovak Republic to grant a national visa to relocated third-country nationals and their family members

<sup>17</sup> Regulation of the Government of the Slovak Republic No. 383/2023 of 27 September 2023 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals in selected jobs in the field of industry

the Slovak Republic in one of the specified occupations with high added value for the Slovak economy.<sup>18</sup> The list of these occupations forms an annex to the Regulation of the Government of the Slovak Republic No. 521/2021 Coll. on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals.

The measures described above therefore show that the Slovak Republic uses several approaches to labour migration at the same time.

**5. Which type(s) of labour shortages (long/medium/acute shortages) does your country's current labour migration approach address?**

The Slovak Republic primarily focuses on acute labour shortages. The measures taken are aimed at accelerating the entry of foreign workers into the labour market as much as possible.

**6. What are the main national labour migration policy instruments in addressing shortages (e.g. labour market tests, shortage occupation lists, streamlined procedures) in your country? Please briefly describe them.**

Based on Act No. 5/2004 Coll. on Employment Services and on Amendments to Certain Acts the Slovak Republic uses the labour market test as a tool which a foreigner who intends to enter the labour market in the Slovak Republic and obtain temporary residence for the purpose of employment on the basis of consent to fill a vacant position must undergo. On the contrary, the use of this instrument is waived in cases of foreigners in whom the Slovak Republic has a priority interest. These are:

- a) pedagogical staff, university teachers, research or artistic staff of higher education institutions, or research or development employees in research activities,
- b) trainees with a university degree in the context of an intra-corporate transfer, undertaking a traineeship for the purpose of professional development or to acquire knowledge in business management,
- c) senior staff or professionals with exceptional expertise, skills, abilities, knowledge, qualifications and experience necessary for the operation or management within an intra-corporate transfer,
- d) existing staff for the purpose of the temporary residence renewal procedure for the purpose of employment in the same job,
- e) existing employees with a national visa, for the purpose of obtaining temporary residence for the purpose of employment in the same job,
- f) existing workers beneficiaries of temporary protection, employed for at least 6 months, applying for temporary residence for the purpose of employment for the same job,
- g) employees in shortage occupations, in the region in which the position was assessed as a shortage occupation position in the given quarter, with an employer that employs less than 45% of third-country nationals.

In case of third-country nationals applying for temporary residence for the purpose of employment on the basis of a granted work permit, the OLSAF will grant a work permit without taking into account the situation on the labour market in case of an applicant who is renewing their work permit for the same job, or if it is stipulated by an international treaty by which the Slovak Republic is bound.

The Central Office of Labour, Social Affairs and Family identifies shortage occupations in the regions for the calendar quarter and publishes a list of these occupations on its website by the end of the calendar month immediately following the relevant calendar quarter. In addition to the data from the database of reported job vacancies, employers' associations also enter the process. They collect suggestions from their members for the identification of shortage occupations for the next quarter, which they send to the Central Office of Labour, Social Affairs and Family.

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<sup>18</sup> The list was compiled on the basis of an international definition of highly qualified employees, and on the basis of the requirement that the average salary of the relevant profession reaches at least 1.5 times the national average salary and on the basis of further alignment with the economic interests of the Slovak Republic.

The fact that an occupation is on the shortage occupations list constitutes advantages for both the employee (third-country national) and the employer in some areas:

- a) only an employee working in a shortage occupation can be assigned by the temporary employment agency to a user employer, thus eliminating some of the administrative steps that are necessary in the case of a non-shortage occupation,
- b) the deadline for deciding on an application for temporary residence for the purpose of employment of an employee in a shortage occupation is shortened to 30 days (standard 90 days),
- c) the obligation to report a vacancy to the locally competent OLSAF must be fulfilled no later than on the day of submission of the application for the issuance of a confirmation of the possibility of filling the vacancy (by default 20 working days in advance).

The most important measures aimed at dealing with the problem of labour market shortages have been adopted by the Slovak Republic in the area of simplifying the procedures for granting residence to foreign workers and, in particular, accelerating their entry into employment. The new legislation<sup>19</sup> more specifically divided the tasks between the Bureau of Border and Foreign Police of the Police Force Presidium (BBFP PF P) and the OLSAF and allowed foreign workers to start employment before obtaining a temporary residence permit, without consent to fill a vacant job or a vacancy corresponding to a highly qualified job and with a submitted (complete) application for temporary residence. The transposition of the EU Blue Card Directive has also simplified the recruitment processes for highly qualified workers, in particular by dropping the need to undergo a labour market test before a Blue Card is granted.

In order to speed up processes, the Slovak Republic has also introduced four types of national visas for foreign workers<sup>20</sup>, which generally represent the fastest way for foreigners from visa countries to enter the labour market. Each of the visas has certain specifics corresponding to the target group of foreign employees. They are issued to drivers of buses and heavy goods vehicles in national and international transport, employees in industry, university graduates and relocated employees within the company and their family members.

7. Have there been any legal and/or policy changes since 2021 to your country's labour migration framework that are related to labour shortages? Yes/No? If Yes, please highlight the main changes and indicate in which ways these changes were related to labour shortages.

Yes.

Despite the historically highest number of job vacancies, the Slovak Republic has been very cautious in taking measures to ease the restrictive labour market policy. This was mainly related to the war in Ukraine and concerns about the arrival of large numbers of refugees and the related pressure on the labour market. However, these fears did not materialize and the labour market in the Slovak Republic was able to absorb all this additional labour.<sup>21</sup> However, even the arrival of beneficiaries of temporary protection from Ukraine has not been able to meet the needs of the labour market, and the number of vacancies is higher<sup>22</sup> than before the start of the war in Ukraine.

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<sup>19</sup> Act No. 160/2024 Coll. amending Act No. 404/2011 Coll. on the Residence of Foreigners and on Amendments to Certain Acts, as amended, effective from 15 July 2024.

<sup>20</sup> Regulation of the Government of the Slovak Republic No. 520/2021 of 8 December 2021 replaced by Regulation of the Government of the Slovak Republic No. 113/2023 of 28 March 2023 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals, Regulation of the Government of the Slovak Republic No. 521/2021 of 14 December 2021 on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals, Regulation of the Government of the Slovak Republic No. 269/2022 of 20 July 2022 on the interest of the Slovak Republic to grant a national visa to relocated nationals, Regulation of the Government of the Slovak Republic No. 383/2023 of 27 September 2023 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals in selected jobs in the field of industry

<sup>21</sup> According to the prognosis of the Financial Policy Institute, not even half of the jobs will be filled after the arrival of the beneficiaries of temporary protection, available at: <https://ifp.sk/pomahat-utecencom-sa-oplati/>, consulted on 26/10/2024.

<sup>22</sup> According to data from the Central Office of Labour, Social Affairs and Family, in August 2024 the number of job vacancies was 95,239, while in February 2022 it was 79,018 job vacancies.

In connection with the war in Ukraine and the need to use the potential of healthcare professionals, as of 30 March 2022, on the basis of an amendment to Act No. 578/2004 Coll. on Health Care Providers, Healthcare Professionals, Professional Organizations in Health Care and on Amendments to Certain Acts, as amended, the group of persons who are allowed to perform a temporary professional internship as a doctor, nurse and midwife has been expanded to all health professions in all health care facilities, including pharmacies. Any foreigner who has a document on education recognized by the Ministry of Education, Research, Development and Youth of the Slovak Republic for the purpose of performing a health profession as a regulated profession (recognition of professional qualifications is not required) and performs professional activities under the professional supervision of a supervising health care worker can be an intern. A temporary traineeship can be carried out for a maximum of 18 months without interruption, with only one provider and without the possibility of repeating it.

On 1 April 2022, the Regulations of the Government of the Slovak Republic on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals and highly qualified third-country nationals<sup>23</sup> entered into force. These were the first measures aimed at significantly simplifying the process of granting residence and work permits to third-country nationals and speeding up their entry into the labour market.

The Government Regulation No. 520/2021 Coll. on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals made it possible, in the interest of the Slovak Republic, to issue a national visa in 2022 to third-country nationals who are citizens of the Republic of Belarus, the Republic of Serbia, the Republic of North Macedonia, Bosnia and Herzegovina, Montenegro, Georgia, the Republic of Armenia, the Republic of Moldova and Ukraine who will be employed in the professions of bus driver (in total in the number of no more than 150 national visas), a driver of a heavy goods vehicle, a truck driver (international transport) and a driver of a heavy goods vehicle, a truck driver (domestic transport) (a total of up to 1,770 national visas).

This Regulation was replaced by Government Regulation No. 113/2023 Coll. on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals, which allowed the continued issuing of the same type of national visas in 2023 and 2024, while expanding the number of countries of origin of foreign workers and increasing the number of visas issued. Currently, a visa can be issued to citizens of the Republic of Armenia, the Republic of Azerbaijan, the Republic of Belarus, Bosnia and Herzegovina, Montenegro, the Republic of the Philippines, Georgia, the Republic of India, the Republic of Indonesia, the Republic of Kazakhstan, the Kyrgyz Republic, the Republic of Moldova, the Federal Democratic Republic of Nepal, the Republic of North Macedonia, the Republic of Serbia, the Republic of Tajikistan, Turkmenistan, Ukraine or the Republic of Uzbekistan, and the number of visas issued is limited to 2,000 for bus drivers and 5,000 for truck drivers in international and national transport.

Regulation of the Government of the Slovak Republic No. 521/2021 Coll. on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals allows, in the interest of the Slovak Republic, the issuance of a national visa to third-country nationals who are second-level university degree graduates from a university in the Slovak Republic or in the Czech Republic, second-level university degree graduates of university studies at world-leading universities according to the list in Annex 1 to the Regulation, or graduates of higher education studies in a higher education study programme, whose standard length of study together with previous completion of the study programme is at least three years, and will be employed by an employer in the Slovak Republic in jobs according to the list set out in Annex 2 to the Regulation. This type of national visa can be obtained for the purpose of finding a job for a period of 90 days or for the purpose of employment for the duration of employment, for a maximum of one year. The number of national visas issued in this way is limited to a maximum of 3,000 per calendar year.

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<sup>23</sup> Regulation of the Government of the Slovak Republic No. 520/2021 of 8 December 2021 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals, Regulation of the Government of the Slovak Republic No. 521/2021 of 14 December 2021 on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals

On 23 July 2023, the Government Regulation No. 269/2022 Coll. on the interest of the Slovak Republic to grant a national visa to relocated third-country nationals and their family members entered into force, which allows, in the interest of the Slovak Republic, to issue a national visa to third-country nationals who will be employed by an employer on the basis of a transfer from the enterprise of a foreign person or an organizational unit of an enterprise of a foreign person established outside the territory of the Slovak Republic, which is an enterprise of the same foreign entity or an organizational unit of an enterprise of the same foreign entity established in the territory of the Slovak Republic. The condition is that such employees perform the function of a senior employee or an expert requiring extraordinary professional knowledge, skills, abilities, knowledge, qualifications and experience necessary for operation or management and that their salary exceeds twice the average wage of an employee in the Slovak economy. Family members of the relocated employee, his/her spouse, direct descendant who is under 21 years of age or who is a dependant, and such descendant of his/her spouse are also eligible for a national visa. The visa is granted for a maximum of one year, even repeatedly. There is no limit to the number of visas for relocated employees and their family members.

On 3 October 2023, the Government Regulation No. 383/2023 Coll. on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals in selected jobs in the field of industry entered into force, which allows, in the interest of the Slovak Republic, to issue a national visa to a third-country national who is a citizen of the Republic of Armenia, the Republic of Azerbaijan, Bosnia and Herzegovina, Montenegro, Republic of the Philippines, Georgia, Republic of India, Republic of Indonesia, Republic of Kazakhstan, Kyrgyz Republic, Republic of Moldova, Federal Democratic Republic of Nepal, Republic of North Macedonia, Republic of Serbia, Republic of Tajikistan, Turkmenistan, Ukraine or Republic of Uzbekistan and is to perform one of the 46 professions listed in the Regulation in the Slovak Republic. A national visa is granted for this purpose for a maximum of 1 year, and their number is limited to 10,000 per year.

On 15 July 2024, an amendment to Act No. 404/2011 Coll. on the Residence of Foreigners and on Amendments to Certain Acts, as amended, came into force. It simplified and accelerated the processes of issuing temporary residence permits for employees from non-EU/EEA countries. Changes related to labour market shortages have occurred in several areas:

a) in the field of simplification of administrative processes

The amendment modified the process of granting temporary residence for the purpose of employment (single permit) and the Blue Card with the aim of making it more efficient, reducing the administrative and time burden both on the part of applicants and on the part of the state. The employer will check in advance with the OLSAF the possibility of filling the vacancy with a third-country national (without the need for him to travel). The employer will send an application for the issuance of a confirmation on the possibility of filling a vacant position that corresponds to a highly qualified employment or a confirmation on the possibility of filling a vacant position electronically to the OLSAF, which will then verify the fulfilment of the legal conditions and issue a confirmation containing consent or disagreement with the filling of the vacant position. The confirmation is sent electronically by the OLSAF to the Ministry of the Interior of the Slovak Republic (MoI) and the Ministry of Foreign and European Affairs of the Slovak Republic (MFEA), depending on which of the competent authorities the employer designates in the application for the issuance of the confirmation, as well as to the employer. A third-country national may apply for temporary residence for the purpose of employment or a Blue Card only if the OLSAF has given its consent to fill the vacant position, which eliminates procedures in cases where consent has not been issued. Since the MoI as well as the MFEA have up-to-date information on the issued consents, they can act faster in the procedure for granting temporary residence. The confirmation that the OLSAF sends to the employer serves to prove the legal performance of employment in the field of accelerated entry into the labour market.

The amendment introduced the possibility for a third-country national legally residing in the Slovak Republic to be employed before the issuance of a temporary residence permit (single permit or Blue Card) under the condition that:

- The OLSAF issued a consent to fill the vacant position and
- has a certificate from the Foreign Police Department as the competent authority in this procedure on the acceptance of the application for temporary residence together with all the required documents.

A third-country national may, if those conditions are met, take up employment and work until the final decision in the procedure for granting the relevant temporary residence is taken.

b) in the field of employees with a national visa

The amendment simplified the transition of an employee with a national visa to temporary residence for the purpose of employment or a Blue Card, as such employees are issued a confirmation on the possibility of filling a vacant position without taking into account the situation on the labour market if they remain employed in the same job.

c) in the field of temporary residence for the purpose of employment

The amendment increased the quota of the maximum number of employees from third countries in shortage occupations that an employer can employ from 30% to 45% of the total number of employees.

d) in the Blue Card area

This amendment also transposed Directive 2021/1883 of the European Parliament and of the Council on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment and repealing Council Directive 2009/50/EC into the legal order of the Slovak Republic.

The most significant changes in the area of Blue Cards (not listed above) are:

- decrease in the amount of salary offered to a foreign employee to 1.2 times the average salary in the Slovak economy, or for persons who have completed university studies in the last three years, to the level of the average salary,
- reduction of the minimum length of the employment contract to six months,
- managers and specialists in the field of information and communication technologies will be able to replace higher education with proof of higher professional skills,
- when granting consent to fill a vacancy corresponding to highly qualified employment, the situation on the labour market is not taken into account,
- the maximum period for granting a Blue Card is extended to 5 years,
- the deadline for submitting an application for a job vacancy is shortened, or this obligation is waived in cases of change of purpose of residence to a Blue Card and renewal of a Blue Card if the job is the same.

**8. Has your Member States designed a labour migration policy approach to attract foreign talent? Yes/No. If Yes, please describe it by filling out the table below:**

No. The Slovak Republic does not have one comprehensive complex strategy, the ultimate goal of which is only to attract foreign talent.

Measures aimed at attracting foreign workers are described in question 7, these are measures introduced through legislative changes, but which were not preceded by one specific comprehensive strategy but rather represent a response to current needs and the situation on the labour market.

The Recovery and Resilience Plan of the Slovak Republic contains a goal to increase the share of highly qualified people from abroad in the total number of workers in the Slovak Republic to 1% within five years and to adjust the balance of outgoing and incoming students at Slovak universities. On this basis, for example, the Regulation of the Government of the Slovak Republic No. 521/2021 of 14 December 2021 on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals was subsequently adopted (see also question 7).

Based on the Recovery and Resilience Plan, the National Research, Development and Innovation Strategy 2030 was adopted in 2023<sup>24</sup>, which states, among other things, that with a view to improving the user experience of talented people from abroad and their family members, it will focus on highly qualified foreign workers, foreign founders of innovative companies, Slovak citizens living abroad and foreign students and researchers in Slovakia. It will be dedicated to all foreign and domestic workers with the required qualifications and experience in the long term. In a similar spirit, the strategic document Magnet for Talent was prepared in 2023.<sup>25</sup>

Several policies from these documents are in the development phase or are just starting to be implemented. Examples include the creation of Foreigners' Service Centres under the responsibility of

<sup>24</sup> Available at: <https://vaia.gov.sk/sk/narodna-strategia-vyskumu-vyvoja-a-inovacii-2/> , consulted on 15/10/2024.

<sup>25</sup> Available at: <https://vaia.gov.sk/sk/2023/09/14/slovensko-magnet-pre-talent/>, consulted on 15/10/2024.

the Ministry of the Interior of the Slovak Republic, which is to be launched from January 2025 (see also question 12), the institutionalisation of language education and the subsidy scheme to support language education for foreigners, which was first opened in October 2024, or the creation of an information portal to attract foreign talent.

What?	Yes/No/No information available – N.i.a)
Stakeholder involvement in design of policy approach and in implementation (i.e. social partners, private sector, migrant organisations, cross-government coordination, cooperation/exchange with countries of origin).	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021? Please also explain here, how stakeholders are involved in implementation (in addition to policy design).</i>	
Assessment of labour shortages (for instance: monitoring of present labour shortages, forecasting/anticipation of future labour shortages, analysis of underlying drivers of shortages in a specific occupation/sector, regional perspectives regarding intra-country differences, gender perspective e.g. regarding labour market segmentation)	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	
Differentiation between occupational sectors and/or skill levels	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	
Facilitation of recognition of foreign qualifications regarding shortage occupations/sectors	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	
Measures to prevent to prevent/mitigate brain drain in countries of origin	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	
Safeguards to protect (vulnerable) migrant workers to counterbalance policy measures that expedite/facilitate admission of workers in shortage occupations/sectors <sup>26</sup>	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	

<sup>26</sup>In the literature countries that have especially good systems of safeguards in protecting vulnerable migrants (e.g. domestic female workers) are seen as being more competitive, hence the question. An example would be the ratification of C-189 the Domestic Workers Convention: ILO, 'C189 - Domestic Workers Convention, 2011 (No. 189)', [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C189](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189), last accessed on 11 July 2024.

A more practical country example would be the "Fair Recruitment Nursing Germany" seal of approval in Germany, which sets standards to ensure a high ethical standard for the recruitment of nursing staff from third countries: Bundesgesundheitsministerium, 'Faure Anwerbung Pflege Deutschland Gütesiegel', <https://www.bundesgesundheitsministerium.de/service/begriffe-von-a-z/f/faire-anwerbung-pflege-deutschland-guetesiegel>, last accessed on 11 July 2024.



What?	Yes/No/No information available – N.i.a)
Agreements (or other similar arrangements) to achieve (mutual) beneficial effects of labour migration for countries of destination and origin [to enhance the country's leverage for recruitment from abroad <sup>27</sup> , e.g. measures or bilateral agreements/compensation/training schemes, other than mitigating brain drain- see question above].	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	
Any other additional aspect incorporated in the policy approach increasing your country's competitive advantage to attract foreign talent and tackle labour shortages	
<i>If yes, please elaborate how, and if this is a novel aspect introduced in/after 2021?</i>	

9. Does your country have different types of legal entry pathways for work? Yes/No? If Yes, what are the most important (in terms of numbers of arrivals) legal entry pathways currently available for foreign workforce in your country?

Notes: Please list a maximum of five and provide key characteristics by filling out the table below.

Legal pathway (focusing on the entry on labour migration grounds)	Skill level(s) targeted (high/medium/low/or combination of them)	Key admission conditions (describe using bullet points - e.g. separate or joint residence and work permits, minimum income; minimum language level,...)
<i>Temporary residence permit for the purpose of employment on the basis of consent to fill a vacancy</i>	Combination	<ul style="list-style-type: none"> <li>• Obligation to prove recognition of education and qualifications in regulated professions</li> <li>• A labour market test applies, except in special cases (e.g. shortage occupations)</li> <li>• The principle of a single permit applies (a foreigner only applies for a residence permit)</li> </ul>
<i>EU Blue Card</i>	Highly skilled professions	<ul style="list-style-type: none"> <li>• The salary must correspond to at least 1.2 times the average monthly salary in the economy of the Slovak Republic, or the average salary in the economy of the Slovak Republic if it is a graduate within 3 years of graduating from university</li> <li>• Obligation to demonstrate higher professional qualifications or verification of higher professional skills</li> <li>• The employment contract must be agreed for at least 6 months</li> <li>• It is granted depending on the length of the employment contract, for a maximum of 5 years</li> </ul>

<sup>27</sup> This question is asked since the inclusion of such considerations can expand the possibility of bilateral labour agreements. These considerations are also important in terms of policy coherence, and not undermining development agendas.



Legal pathway (focusing on the entry on labour migration grounds)	Skill level(s) targeted (high/medium/low/or combination of them)	Key admission conditions (describe using bullet points - e.g. separate or joint residence and work permits, minimum income; minimum language level,...)
		<ul style="list-style-type: none"> <li>The principle of a single permit applies (a foreigner only applies for a residence permit)</li> </ul>
<i>National Visa for Highly Qualified Third-Country Nationals<sup>28</sup></i>	Highly skilled professions	<ul style="list-style-type: none"> <li>It is granted to three groups of highly qualified employees – graduates of:               <ol style="list-style-type: none"> <li>university studies of the second level of higher education in the Slovak Republic or the Czech Republic,</li> <li>higher education or equivalent education according to the European Qualifications Framework from a research institution listed in the annex to the relevant legislation (top 500 higher education institutions),</li> <li>at least 3 years of university studies who will be employed in the Slovak Republic in the jobs listed in the annex to the relevant legislation</li> </ol> </li> <li>It is granted for the purpose of finding a job (for a maximum of 90 days) or for the purpose of performing an employment (for a maximum of 1 year)</li> <li>A visa for the purpose of finding employment can be changed to the visa for the purpose of employment</li> <li>The visa cannot be renewed, it can be changed to temporary residence</li> <li>The principle of a single permit applies (a foreigner only applies for a residence permit - visa)</li> </ul>
<i>National visa for selected groups of third-country nationals<sup>29</sup></i>	Low-skilled professions	<ul style="list-style-type: none"> <li>Applies only to professions of bus drivers and truck drivers in international and domestic transport</li> <li>The list of employees for the employer is approved by the Ministry of Transport of the Slovak Republic</li> <li>Only selected countries of origin</li> <li>Only an employer who has been a carrier established in the Slovak Republic for at least 10 years and has not had a personal or property connection with a natural or legal person established outside the Slovak Republic during this period</li> <li>Visa validity for a maximum of 1 year (subsequently the possibility of obtaining</li> </ul>

<sup>28</sup> Regulation of the Government of the Slovak Republic No. 521/2021 of 14 December 2021 on the interest of the Slovak Republic to grant a national visa to highly qualified third-country nationals.

<sup>29</sup> Government Regulation No. 520/2021 of 8 December 2021 replaced by Government Regulation No. 113/2023 of 28 March 2023 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals.

Legal pathway (focusing on the entry on labour migration grounds)	Skill level(s) targeted (high/medium/low/or combination of them)	Key admission conditions (describe using bullet points - e.g. separate or joint residence and work permits, minimum income; minimum language level,....)
		<p>temporary residence for the purpose of employment, but only with the same employer)</p> <ul style="list-style-type: none"> <li>• The employee must have an authorization (license) to drive the motor vehicle in question</li> <li>• The number of visas is limited to 2,000 (bus driver) or 5,000 (truck driver) per year</li> <li>• The principle of a single permit applies (a foreigner only applies for a residence permit - visa)</li> </ul>
<i>National Visa for Employees in Selected Industrial Jobs<sup>30</sup></i>	A combination, but the absolute majority are low-skilled professions SK ISCO 6-9	<ul style="list-style-type: none"> <li>• Applies to professions up to the level of a seven-digit SK ISCO code (46 professions)</li> <li>• The list of employees is approved to the employer by the OLSAF</li> <li>• Only selected countries of origin</li> <li>• Only an employer established in the Slovak Republic for at least 3 years</li> <li>• Possibility of temporary assignment of an employee to a user employer</li> <li>• In most cases, proof of education or professional qualifications is required to perform employment</li> <li>• Visa validity for a maximum of 1 year (subsequently the possibility of obtaining temporary residence for the purpose of employment, but only with the same employer)</li> <li>• The number of visas is limited to 10,000 per year</li> <li>• The principle of a single permit applies (a foreigner only applies for a residence permit - visa)</li> </ul>

10. Are there currently any changes foreseen to the legal framework and the labour migration policy approach pertaining to labour shortages in progress?<sup>31</sup> Yes/No. If Yes, please elaborate briefly.

No.

<sup>30</sup> Regulation of the Government of the Slovak Republic No. 383/2023 of 27 September 2023 on the interest of the Slovak Republic to grant a national visa to selected groups of third-country nationals in selected jobs in the field of industry.

<sup>31</sup> i.e. ongoing but not adopted yet

11. Does your country use indicators for monitoring, or does it conduct other evaluations (for instance collecting feedback from employers or migrants or other tools) to assess the outcomes of labour migration policies in terms of attracting and retaining foreign workforce? Yes/No. If Yes, please provide examples if available.

Yes. The Central Office of Labour, Social Affairs and Family collects data from employers through employers' associations and uses their proposals to identify shortage occupations for the next quarter when creating a list of shortage occupations.

The Institute of Social Policy (Department of Statistics, Data Analysis and Reporting) prepares monthly statistics on the employment of nationals of other countries in connection with the foreign workforce. As part of the monthly statistics of foreigners, the number of third-country nationals employed in the Slovak Republic on the basis of a work permit or Blue Card, the number of third-country nationals with an information card on the basis of an authorised exception for employment and the number of EU citizens employed in the Slovak Republic (information cards) are reported. The number of these foreigners is reported in various structures – sex, occupation, education, citizenship, district of work, period of employment.<sup>32</sup>

As part of the starting language learning support scheme described in question 8, a feedback questionnaire has been designed on the impact of language learning on the integration of the foreign workforce.

12. Has your country implemented policies intended to positively influence the duration of stay of foreign talent in your country (i.e. measures to retain workers). Yes/No. If Yes, please provide an example, if available?

The Slovak Republic has not yet had special policies in place that would have a positive impact on the duration of foreign talent's stay in the country.

However, as part of the Recovery and Resilience Plan, the Slovak Republic plans to establish support service centers for highly qualified foreigners and returnees, the so-called "one-stop shops".<sup>33</sup> The main objective is to create a system and infrastructure for the effective integration of persons qualified for jobs with a shortage of labour, whether they are persons coming from third countries (including persons granted international protection) or returning people who have left Slovakia in the past and sought employment abroad. The target group of the project in accordance with the Recovery and Resilience Plan are:

- highly qualified workers from EU Member States and third countries and their family members,
- international students,
- returnees from abroad and their family members.<sup>34</sup>

As part of the National Strategy for Research, Development and Innovation 2030, the Slovak Republic also plans to introduce integration measures that can help better integrate third-country nationals into society, enter the labour market or generally increase their quality of life in Slovakia, and thus increase the likelihood of their retention. The first such measure is the institutionalization and support of language education for adult foreigners. The first call for language schools that will be supported by the subsidy was launched in October 2024. In July 2024, the Ministry of the Interior of the Slovak Republic launched a call to support the integration of third-country nationals, including migrants, which is intended for non-governmental organizations and local governments.<sup>35</sup>

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<sup>32</sup> Source: MOLSAF

<sup>33</sup> The term "one stop shop" means an integration centre within which a wide range of services in the field of employment, self-employment in connection with relocation are provided in one place.

<sup>34</sup> Source: MOLSAF

<sup>35</sup> Source: RIA, available at [https://www.minv.sk/?ros\\_vsetky-spravy&sprava=vyzva-na-predkladanie-ziadosti-o-zapojenie-sa-do-narodneho-projektu-integracia-statnych-prislusnikov-tretich-krajin-vratane-migrantov-1](https://www.minv.sk/?ros_vsetky-spravy&sprava=vyzva-na-predkladanie-ziadosti-o-zapojenie-sa-do-narodneho-projektu-integracia-statnych-prislusnikov-tretich-krajin-vratane-migrantov-1) , consulted on 05/11/2024.

### 13. What are lessons learned – if any – in your Member State about labour migration policy and legal pathways, regarding the objective of reducing labour shortages.<sup>36</sup>

In the Labour Mobility Strategy, short-term and long-term goals are set based on the requirements of the stakeholders. Due to the rapidly changing needs on the labour market (from the almost complete shutdown of production during the COVID pandemic to the industrial boom in connection with electromobility), there has been a shift from the goals set out in this document and foreign labour migration is being addressed more or less according to the current situation on the labour market, where accelerated access to the labour market is enforced through national visas. There is a gradual expansion of the target groups addressed by the policy, where at first national visas in the interest of the Slovak Republic were granted to highly qualified workers and transport workers, later also to a group of relocated workers. In 2024, a new type of national visas was created for the needs of industry, where the quota was set at the level of 10,000 national visas. This policy is successful in terms of filling positions within shortage occupations, as evidenced by the fact that to date, according to information from MOLSAF, the quotas for granting these visas have already been exhausted.

On the other hand, the system of using national visa is not a systemic solution. The sudden increase in interest in granting visas comes up against the understaffing of individual institutions, which had to cope with a sudden increase in applications, problems with the lack of interconnection of the information systems of the institutions and the subsequent control of compliance with the purpose of issuing a national visa.<sup>37</sup>

### 14. Please highlight the main challenges – if any – faced in your country regarding your labour migration policy and legal pathways, regarding the objective of reducing labour shortages.<sup>38</sup>

Despite the fact that the Slovak Republic has managed to attract significant numbers of foreign workers to industry through recent measures (see question 7), these are mainly low-skilled professions. The attraction of a highly skilled workforce is far behind expectations. The consequence is also the fact that the Slovak Republic does not have any motivational or integration measures in place that would make this group of foreign workers consider Slovakia as a destination.

The Slovak Republic has focused primarily on simplifying the conditions for the arrival of foreign workers. However, its infrastructure is not sufficiently prepared for the arrival of relatively high numbers of foreigners in a short time. The challenge is the insufficient capacity in the offices that process applications, lack of integration measures, as well as the fact that the new legislation does not address the entire migration cycle of foreign workers, including their return to their country of origin. Low-skilled workers are also more vulnerable to labour exploitation, and the Slovak Republic will need to strengthen programmes, especially in the areas of prevention of trafficking in human beings, prevention of sexual exploitation and abuse, and prevention of violence against women.

Simplifying the conditions of entry of third-country nationals through the issuance of national visas for the purpose of their employment due to the interest of the Slovak Republic seems to be counterproductive. National visas are used to make it easier to enter the country, and this procedure bypasses temporary residences. The aim of the legislative changes effective from 15 July 2024 was to streamline the procedure for granting temporary residences, reduce the administrative and time burden both on the part of applicants and on the part of the state, which, however, is not yet used as expected in parallel with the issuance of national visas in the interest of the Slovak Republic.<sup>39</sup>

The main challenges that the Slovak Republic faces are still complicated and lengthy migration processes, insufficient digitization, language barrier – both on the part of foreigners and, for example, employees of public administration that come into contact with foreigners, as well as a low level of

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<sup>36</sup> Based on expert opinions or official reports.

<sup>37</sup> Source: MOLSAF and RIA

<sup>38</sup> Based on expert opinions or official reports.

<sup>39</sup> Source: MOLSAF

promotion of diversity, and thus often a negative public attitude towards foreigners associated with fear of the unknown.<sup>40</sup>

**15. Please highlight good practices of your labour migration policy and legal pathways, regarding the objective of reducing labour shortages.<sup>41</sup>**

The Slovak Republic has introduced several measures to reduce the number of job vacancies in shortage occupations.

These include, for example, the launch of a national visa scheme for relocated workers, transport workers, industrial workers and highly skilled workers (see question 7).<sup>42</sup>

At the same time, the conditions for employment of third-country nationals have been simplified for occupations where there is a shortage of labour in the regions for the past calendar quarter according to the list of jobs with a shortage of labour published by the OLSAF. For identified jobs, the labour market situation is not examined when granting single residence and employment permits to third-country nationals.<sup>43</sup>

The possibility of performing employment in the field of health regulated professions on the basis of a temporary professional internship under the professional supervision of a health worker professionally qualified to perform professional work activities in the relevant health profession has been introduced. Recognition of qualifications is not required for the first 18 months, but recognition of proof of education is sufficient (see question 7).<sup>44</sup>

**Section 3: Practices and initiatives to attract and recruit foreign talent to tackle labour shortages<sup>45</sup>**

**16. Has your country institutionalised/coordinated a national recruitment mechanism for foreign talent in shortage occupations (e.g. via a public/state-related agency<sup>46</sup> offices, strategy)? Yes/No.**

- a. If Yes, please use the list below, briefly describing the mechanisms that are in place.
- b. If No (e.g. recruitment agencies operating independently without institutionalised/coordinated initiatives in place), please, if possible, explain why and how national authorities can steer recruitment (if at all) in that case (e.g. regarding safeguards for foreign talent in place and measures in place to ensure labour and social rights are upheld in the recruitment process etc., e.g. German state seal of quality, 'Fair Recruitment Healthcare Germany').

No. The Slovak Republic currently leaves the recruitment of foreign labour to employers. Only at the stage of permitting residence does it examine whether the employee, as well as his employer, meet the legal conditions. Only if these conditions are met on both sides, the foreigner will be entitled to take up employment with a specific employer.

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<sup>40</sup> Source: RIA

<sup>41</sup> Based on expert opinions or official reports.

<sup>42</sup> Source: RIA

<sup>43</sup> Source: MOLSAF

<sup>44</sup> Source: MOLSAF

<sup>45</sup> Referring to the shortage occupations identified in section 1.

<sup>46</sup> An example here would be the German Agency for International Healthcare Professionals.

What?	Yes/No/No information available – N.i.a)
List of specific occupations and/or mechanism to identify occupations (e.g. occupational list)	
<i>If yes, please describe briefly</i>	
Stakeholders involved	
<i>If yes, please describe briefly</i>	
Initiatives and venues to advertise open positions	
<i>If yes, please describe briefly</i>	
Matching procedure for employers and employees	
<i>If yes, please describe briefly</i>	
Facilitation of migration process (e.g. visa, travel)	
<i>If yes, please describe briefly</i>	
Cost distribution for recruitment (incl. recruitment fees, visa, travel, translation of documents) between employers/government/migrants	
<i>If yes, please describe briefly</i>	
Information and/or practical guidelines about labour and social rights for foreign workers	
<i>If yes, please describe briefly</i>	
Provisions ensuring that recruitment from abroad does not substitute but complement other necessary measures to address labour shortages (i.e. a provision in recruitment strategy that this strategy has to be combined with measures regarding e.g. labour conditions and/or ongoing productivity investments in sectors)	
<i>If yes, please describe briefly</i>	

17. Does your country have other initiatives (programmes, projects, information campaigns or other actions) in place designed to attract mid- and low-skilled workers from third countries, i.e. not yet reported under Q16? If yes, please describe up to three initiatives.<sup>47</sup>

No.

18. Does your country offer structured legal employment pathways for irregular migrants for shortage occupations? If yes, to what extent this is a part of the overall labour migration policy strategy and a substantial labour migration channel.

The Slovak Republic currently does not have any legal pathways in the field of labour migration that could be used by irregular migrants. However, through the Migration Office of the Ministry of the Interior of the Slovak Republic and the Research and Innovation Authority (RIA), the Slovak Republic has joined the IOM Displaced Talent for Europe 2.0 project, which aims to find permanent solutions for displaced persons and through them address labour shortages in EU Member States. As part of the project, the Slovak Republic has set itself the goal of using the experience of Belgium and verifying the possibilities

<sup>47</sup> Based on expert' opinions or objective/empirical evaluation reports including the perspective of social partners, and other critical stakeholders.

of replicating the procedures tested in the first phase of the project in its legal environment, or to explore the possibilities of legal migration channels for this group of migrants as well.

19. Does your country encounter regional imbalances,<sup>48</sup> i.e. regional differences regarding the ability to attract foreign talent within your country. Yes/No and if Yes, are there any initiatives to mitigate those?

No.

20. Are EU instruments on labour migration designed from 2021 onwards (e.g. Talent Partnerships, Migration Partnership Facility, and the proposed Talent Pool) used in your country to attract foreign talent? Yes/No. If Yes, please refer to any insights thereto by your Member State, if available.

In 2022, also the Slovak Republic joined the EU Talent Pool Pilot<sup>49</sup> project for refugees from Ukraine through MOLSAF and the EURES network. Through EMN Slovakia, they joined the working group on the preparation of this new portal. The nominated member for the Slovak Republic are representatives of MOLSAF and the Migration Office of the Ministry of the Interior of the Slovak Republic. During the spring and summer of 2023, EMN Slovakia and MOLSAF promoted the newly created portal at the national level.

At the same time, the Slovak Republic, through EMN Slovakia, joined the working group on the preparation of the EU Talent Pool, the first EU-wide talent search tool that will facilitate the recruitment of employees from non-EU countries. The members of the working group were MOLSAF and the Migration Office of the Ministry of the Interior of the Slovak Republic.<sup>50</sup>

The Slovak Republic is also involved in the DT4E project, which aims to find durable solutions for displaced persons and address labour shortages in EU Member States (see question 18).

## Section 4: Conclusions

Please draw conclusions based on the questions below:

- Is labour migration used by your country to tackle current and to prevent future labour shortages (in terms legislative/policy framework and/or by practical initiatives to attract and recruit foreign talent) and if so, how?
- Which additional value do EU instruments bring to national instruments in addressing labour shortages at national level?
- What are your country's lessons learned, good practices, and challenges from using labour migration to tackle labour shortages?

Since 2021, labour migration has gradually become a key tool for solving the current labour shortage. Due to the constant pressure on the labour market, the Slovak Republic is adapting its policies and legislative instruments to attract foreign labour as effectively as possible. Labour migration is thus becoming a response to addressing acute labour shortages in various sectors.

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<sup>48</sup> For country specific examples see section 4.4. of: European Labour Authority (ELA), 'EURES Report on Labour Shortages and Surpluses 2022'. 2022, <https://www.ela.europa.eu/sites/default/files/2023-09/ELA-eures-shortages-surpluses-report-2022.pdf>, p. 39-43, last accessed on 11 July 2024.

<sup>49</sup> The EU Talent Pool Pilot is a new pilot project by the European Commission that makes it easier for beneficiaries of temporary protection to find work in the EU. In 2022, the European Commission, the European Labour Authority (ELA), the European Employment Services (EURES), EU Member States and the European Migration Network (EMN), which is coordinated in the Slovak Republic by the International Organization for Migration (IOM), participated in its creation.

Through this project and the [European network EURES portal](#), can a beneficiary of temporary protection create a CV and present their skills to more than 4, 000 verified and registered employers. EURES services are available in the Slovak Republic at all 46 Offices of Labour, Social Affairs and Family where EURES advisers and contact persons operate.

<sup>50</sup> IOM Slovakia as the coordinator of EMN Slovakia.

Historically, the Slovak Republic has relied primarily on EU frameworks such as the EU Blue Card, the single permit and other unified tools for hiring foreign workers. However, with the growing need for labour, especially in areas such as automotive, transport, health care and information technology, the Slovak Republic has begun to introduce national tools designed to speed up the process of employing foreign workers.

The Slovak Republic has chosen the path of national visas, focused on specific categories of shortage employees. National visas are for bus drivers and drivers in international and domestic trucking, university graduates, relocated employees and their family members, and workers in selected industrial professions. Each visa category has specific conditions, including a maximum visa validity period, country of origin restrictions, and annual quotas.

Another measure is a series of legislative changes aimed at reducing the administrative burden when granting temporary residences, simplifying processes, eliminating the need to undergo a labour market test in specific cases and the possibility of an accelerated start of employment before granting temporary residence on the basis of a given consent to fill a vacant position and a confirmation from the Foreign Police of a complete application for temporary residence.

The Slovak Republic is involved in the EU Talent Pool Pilot and EU Talent Pool projects, which represent a framework to increase the country's capacity to attract foreign labour and talent. By using these tools, the Slovak Republic not only strengthens its recruitment processes, but also increases its competitiveness on the international labour market.

Several key findings have emerged from Slovakia's new approach to labour migration. One of the most important is the importance of flexibility and the ability to respond to changing labour market needs. The COVID-19 pandemic and the subsequent war in Ukraine have highlighted the need to put in place tools that can quickly adapt to the changing labour market situation and address the current labour shortage.

The introduction of simplified national visas has proven successful in the Slovak Republic, especially for critical sectors such as transport and industry. These fast-track procedures facilitate the rapid entry of foreign workers into the labour market, ensuring that industries can meet their immediate labour needs without unnecessary delays. This flexibility is essential, especially when the labour market is constantly evolving under the influence of various factors such as global crises, demographic change and technological progress.

Despite its ability to attract a sufficient low-skilled workforce, the Slovak Republic faces challenges in attracting and retaining highly skilled workers. Although measures have been taken to simplify the process of entering the labour market for highly qualified foreigners, it turns out that the speed of entry into the labour market is not a sufficiently motivating tool for this target group. Currently, there are no comprehensive integration measures that would encourage this group to consider the Slovak Republic as a viable destination for their careers. This gap points to the need to develop targeted strategies that increase its attractiveness to highly skilled talent.

The measures taken by the Slovak Republic in the field of labour migration are not problem-free. One of the significant challenges is the possibility of labour exploitation of low-skilled workers, especially in view of the rapid influx of foreign workers from third countries (e.g. Vietnam, India, Nepal, etc.) in response to their acute shortage. As the Slovak Republic seeks to attract more workers, it must also put in place measures to protect them from exploitation and ensure fair working conditions. This includes strengthening programmes that prevent trafficking in human beings and address gender-based violence, as low-skilled workers are often in a vulnerable position.

In addition, the rapid introduction of national visas, which is beneficial for accelerating the entry of foreign workers into the labour market, raises concerns about the readiness of the Slovak infrastructure for the necessary support for these groups of foreign workers, with such a sharp increase. Existing systems may struggle to effectively manage the inflow of foreign labour, which may lead to potential shortcomings in the supervision and respect of their rights and the monitoring of the whole system. Attention should be paid not only to attracting foreign workers, but also to providing the necessary support systems and facilitating their successful integration into the labour market and society.



Another major challenge is the need for a comprehensive legislative framework that addresses the entire migration cycle, including the return of foreign workers to their home countries. In this respect, the Slovak Republic should learn from the experience of other EU countries, which, in the event of (even short-term) crises on the labour market, faced problems with large numbers of redundant employees from third countries who could not return to their countries of origin without help.

Although the Slovak Republic has made progress in creating migration channels for foreign workers, a holistic approach is still needed that would take into account the long-term consequences of labour migration - for example, the potential for brain drain from the country or brain drain in the countries of origin. As the country continues to open up migration channels, it needs to balance this with strategies that mitigate the risks of losing its own skilled workforce due to emigration, as well as the use of labour migration tools that are based on the participation of migrants' countries of origin.

In conclusion, it can be stated that Slovakia's approach to labour migration represents a strategic response to the current and urgent problem of labour shortages. Using national instruments together with EU frameworks, the Slovak Republic has developed targeted measures to attract foreign labour and enable them to enter the labour market as soon as possible.

The experience gained in the monitored period 2021-2024 highlights the importance of flexibility, the ability to respond to the current situation on the labour market and the need to introduce protective measures for migrant workers. While challenges remain, in particular in attracting highly skilled professionals, ensuring adequate support and integration measures for incoming workers, Slovakia's continued efforts reflect a determination to effectively address the current labour shortage. As the Slovak Republic is in this difficult competitive environment, the interaction between national and EU policies will be crucial in shaping a resilient and sustainable framework for labour migration in the future.

## ANNEX: Statistical data on labour migration

### Annex 1 a: Based on Eurostat data

1. Data from Eurostat on the flows (i.e. first employment residence permits issued [migr\_resfas]) and stocks (residence permits at end of year [migr\_resvalid]) for 2021-23, disaggregate by sex.

Data on flows (i.e. first residence permits) broken down by sex for the Slovak Republic for 2021-23 are not available from Eurostat.

**Table 1 All valid permits by reason, length of validity and citizenship as of 31.12 of given year**

	2021	2022
Slovak Republic	107, 684	120, 625

Source: Eurostat

2. Data from Eurostat on the flows (i.e. first employment residence permits issued [migr\_resfas]) is broken down for the top 10 countries of origin (citizenship), disaggregate by sex.

Data on flows (i.e. first residence permits) broken down by top 10 countries of origin (citizenship) for the Slovak Republic for 2021-23 are not available from Eurostat.

3. Data from Eurostat on foreign arrival flows (first residence permits) broken down by legal pathway (based on migr\_resocc), disaggregate by sex.

**Table 2 First permits issued for the purpose of remunerated activities by reason, length of validity and citizenship**

	2021	2022	2023
Employment reasons	21, 852	19, 339	:
EU Blue Card	8	8	:
Highly skilled workers	:	0	:
Researchers	49	58	:
Seasonal workers	0	0	:
Other employment reasons	21, 795	19, 273	:

: data not available

Source: Eurostat

4. Data on shortages using Eurostat Data on Job Vacancies by economic activities (NACE).

**Table 3 Job vacancy rate by sector (average for Q4 2021, 2022, 2023, Q1 2024)**

Sector	Rate
Agriculture, forestry and fishing	0.37
Industry, construction and services (except activities of households as employers and extra-territorial organisations and bodies)	1.07
Business economy	0.88
Industry and construction	0.85
Industry (except construction)	0.97
Mining and quarrying	0.47
Manufacturing	0.86
Electricity, gas, steam and air conditioning supply	3.8
Water supply; sewerage, waste management and remediation activities	0.84
Construction	0.45
Services of the business economy	0.88
Wholesale and retail trade, transport, accommodation and food service activities	1.06
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.75
Transportation and storage	1.85
Accommodation and food service activities	0.78
Information and communication	0.66
Financial and insurance activities	2.24
Real estate activities	0.31
Professional, scientific and technical activities; administrative and support service activities	0.42

Professional, scientific and technical activities	0.4
Administrative and support service activities	0.43
Public administration and defense; compulsory social security; education; human health and social work activities; arts, entertainment and recreation; other service activities	1.54
Public administration, defense, education, human health and social work activities	1.65
Public administration and defense; compulsory social security	4.21
Education	0.17
Human health and social work activities	0.79
Arts, entertainment and recreation; other service activities	0.6
Arts, entertainment and recreation	0.57
Other service activities	0.64

Source: Eurostat

## Annex 1 b: Based on national data

1. Which occupations does your country believe are most in need of migrant workers and how are those needs identified (e.g. based on national migration occupation shortage lists or other appropriate, objective empirical sources? In case your country also has regional shortage lists, you may also add them here.

In accordance with Act No. 5/2004 Coll. on Employment Services and on Amendments to Certain Acts, the Central Office of Labour, Social Affairs and Family has the competence to identify jobs with a shortage of labour in self-governing regions for a calendar quarter and to publish on its website a list of these jobs by the end of the calendar month immediately following the relevant calendar quarter. Shortage occupations are divided according to self-governing regions, they concern all districts within the self-governing region. Only the occupation published in the list for the given quarter is considered to be in short supply. In the past, the list of shortage occupations was prepared only for districts with an unemployment rate of less than 5%. Until January 2023, the condition was that the place of work had to be in a district with an unemployment rate of less than 5%. Due to the urgency of the needs, the condition was lifted.

**Table 4 Top 10 jobs with labour shortages in the Slovak Republic (by region) for 2021 – June 2024**

Jobs with labour shortages (TOP 10)	Bratislava SGR	Trnava SGR	Nitra SGR	Zilina SGR	Banska Bystrica SGR	Trencin SGR	Presov SGR	Kosice SGR
2021 (selected districts)	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- dentist</li> <li>- database administrator</li> <li>- ICT specialist</li> <li>- CNC setter</li> <li>- train driver</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- warehouse worker</li> <li>- practical nurse</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- dentist</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> <li>- electrical equipment assembler</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- forklift operator</li> </ul>	<ul style="list-style-type: none"> <li>- production operator</li> <li>- assembly worker in engineering production</li> <li>- assembly worker of electronic equipment</li> <li>- assembly worker of electrical equipment</li> <li>- assembly worker of chemical production</li> <li>- forklift operator</li> <li>- metal welder</li> <li>- general nurse</li> <li>- dentist</li> <li>- crane operator</li> </ul>	They were not identified (there was no district with a 5% or less unemployment rate)	They were not identified (there was no district with a 5% or less unemployment rate)	<ul style="list-style-type: none"> <li>- international truck driver</li> <li>- truck driver</li> <li>- operator for plastic production</li> <li>- warehouse assistant</li> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- practical nurse</li> <li>- machine operator in paper production</li> <li>- ironworker in construction</li> </ul>	They were not identified (there was no district with a 5% or less unemployment rate)	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- orthopaedist</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>
2022 (selected districts)	Bratislava SGR	Trnava SGR	Nitra SGR	Zilina SGR	Banska Bystrica SGR	Trencin SGR	Presov SGR	Kosice SGR
	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- internist</li> <li>- dentist</li> <li>- database administrator</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse without specialization</li> <li>- internist</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> </ul>	They were not identified (there was no district with a 5% or less unemployment rate)	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse at the bedside</li> <li>- nurse without specialization</li> </ul>

	<ul style="list-style-type: none"> <li>- ICT specialist</li> <li>- electronics technician</li> <li>- practical nurse</li> <li>- nurse without specialization</li> <li>- train driver</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- warehouse worker</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> </ul>	<ul style="list-style-type: none"> <li>- metal welder</li> <li>- assembly worker in engineering production</li> <li>- plastic production operator</li> <li>- electrical Equipment Assembler</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- forklift operator</li> </ul>	<ul style="list-style-type: none"> <li>- production operator</li> <li>- assembly worker in engineering production</li> <li>- assembly worker of electronic equipment</li> <li>- assembly worker of electrical equipment</li> <li>- assembly worker of chemical production</li> <li>- forklift operator</li> <li>- metal welder</li> <li>- international truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- dentist</li> <li>- assembly worker in engineering production</li> <li>- electrical equipment assembler</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- dentist</li> <li>- train driver</li> <li>- metal welder</li> </ul>	<ul style="list-style-type: none"> <li>- practical nurse</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- operator for plastic production</li> <li>- cobbler</li> <li>- seamstress in shoe production</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>		<ul style="list-style-type: none"> <li>- dentist</li> <li>- ICT support specialist</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>
2023	Bratislava SGR	Trnava SGR	Nitra SGR	Zilina SGR	Banska Bystrica SGR	Trencin SGR	Presov SGR	Kosice SGR
	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- internist</li> <li>- dentist</li> <li>- database administrator</li> <li>- ICT specialist</li> <li>- electronics technician</li> <li>- practical nurse</li> <li>- nurse without specialization</li> <li>- train driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- dentist</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> <li>- plastic production operator</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse without specialization</li> <li>- internist</li> <li>- production operator</li> <li>- assembly worker in engineering production</li> <li>- assembly worker of electronic equipment</li> <li>- assembly worker of</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- dentist</li> <li>- system programmer</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- nursing assistant</li> <li>- chef</li> <li>- bus driver</li> <li>- international truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- practical nurse</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- operator for plastic production</li> <li>- cobbler</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- practical nurse</li> <li>- train driver</li> <li>- welder</li> <li>- international truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse at the bedside</li> <li>- nurse without specialization</li> <li>- nursing assistant</li> <li>- CNC setter</li> <li>- assembly worker in engineering production</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>

	<ul style="list-style-type: none"> <li>- international truck driver</li> <li>- truck driver</li> <li>- bus driver</li> <li>- warehouse worker</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> </ul>	<ul style="list-style-type: none"> <li>- electrical equipment assembler</li> <li>- train driver</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- forklift operator</li> </ul>	<ul style="list-style-type: none"> <li>electrical equipment</li> <li>- forklift operator</li> <li>- international truck driver</li> <li>- metal welder</li> </ul>	<ul style="list-style-type: none"> <li>- electrical equipment assembler</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>		<ul style="list-style-type: none"> <li>- seamstress in shoe production</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>		
June 2024	Bratislava SGR	Trnava SGR	Nitra SGR	Zilina SGR	Banska Bystrica SGR	Trencin SGR	Presov SGR	Kosice SGR
	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- internist</li> <li>- dentist</li> <li>- database administrator</li> <li>- ICT Specialist</li> <li>- CNC programmer</li> <li>- nurse without specialization</li> <li>- train driver</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- bus driver</li> <li>- warehouse worker</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse without specialization</li> <li>- dentist</li> <li>- metal welder</li> <li>- CNC setter</li> <li>- assembly worker in engineering production</li> <li>- plastic production operator</li> <li>- electrical equipment assembler</li> <li>- train driver</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- forklift operator</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse specializing in psychiatry</li> <li>- internist</li> <li>- production operator</li> <li>- assembly worker in engineering production</li> <li>- assembly worker of electronic equipment</li> <li>- assembly worker of electrical equipment</li> <li>- bus driver</li> <li>- forklift operator</li> <li>- international truck driver</li> <li>- metal welder</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- dentist</li> <li>- system programmer</li> <li>- metal welder</li> <li>- assembly worker in engineering production</li> <li>- electrical equipment assembler</li> <li>- international truck driver</li> <li>- train driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- metalworker</li> <li>- operator in foundry</li> <li>- bus driver</li> <li>- international truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- nurse without specialization</li> <li>- glassmaker</li> <li>- international truck driver</li> <li>- truck driver</li> <li>- operator for plastic production</li> <li>- cobbler</li> <li>- seamstress in shoe production</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- bedside nurse</li> <li>- instrument nurse</li> <li>- operator in chemical production</li> <li>- train driver</li> <li>- welder</li> <li>- international truck driver</li> </ul>	<ul style="list-style-type: none"> <li>- doctor without specialization</li> <li>- nurse at the bedside</li> <li>- nurse without specialization</li> <li>- nursing assistant</li> <li>- ICT analyst</li> <li>- assembly worker in engineering production</li> <li>- bus driver</li> <li>- international truck driver</li> <li>- truck driver</li> </ul>

Source: COLSAF  
SGR – self-governing region

2. National data on stock (permits for employment at the end of the year) and flows (first permits for employment) of foreign workforce broken down by sector.<sup>51</sup>

**Table 5 Foreign labour stocks and flows by NACE sector**

Sectors of the economy according to NACE <sup>52</sup>	2021 inflow		Stock as of 31.12. 2021		2022 inflow		Stock as of 31.12. 2022		2023 inflow		Stock as of 31.12. 2023	
	I	WP	I	WP	I	WP	I	WP	I	WP	I	WP
A - Agriculture	45	403	148	272	378	312	326	260	389	236	397	282
B - Mining and quarrying	2	8	4	35	7	26	8	24	7	24	9	19
C - Manufacturing	1,585	8,600	4,355	7,406	7,277	8,511	9,158	8,178	6,147	8,806	9,382	8,369
D - Electricity, gas, steam and air conditioning supply	6	3	16	3	12	4	26	3	19	4	40	6
E - Water supply	3	17	8	24	45	23	37	31	35	20	37	21
F - Construction	80	1,244	1,142	1,536	620	1,284	1,630	1,394	701	1,408	1,924	1,539
G - Wholesale and retail trade	447	827	1,851	872	1,905	693	3,291	769	1,654	623	4,013	922
H - Transportation and storage	158	5,249	1,133	6,096	797	5,700	1,982	6,287	909	5,650	2,451	6,904
I - Accommodation and food service activities	230	581	850	793	1,653	658	2,260	724	1,366	591	2,883	759
J - Information and communication	144	405	600	500	253	526	965	482	325	466	1,172	637

<sup>51</sup> Regarding differentiation by sectors, see: European Commission, 'Employment and Social Developments in Europe 2023. Addressing Labour Shortages and Skills Gaps in the EU'. 2023, Luxembourg: Publications Office of the European Union, <https://ec.europa.eu/social/BlobServlet?docId=26989&langId=en>, last accessed on 11 July 2024.

<sup>52</sup> If possible, please use the NACE rev. 2 classifications: Agriculture, forestry and fishing; Mining and quarrying; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Construction; Wholesale and retail trade, repair of motor vehicles and motorcycles; Transportation and storage; Accommodation and food service activities; Information and communication; Financial and insurance activities; Real estate activities; Professional, scientific and technical activities; Administrative and support service activities; Public administration and defence, compulsory social security; Education; Human health and social work activities; Arts, entertainment and recreation; Other service activities; Activities as households as employers, undifferentiated goods- and services-producing activities of households for own use; Activities of extraterritorial organisations and bodies.

K - Financial and Insurance Act.	12	37	134	30	56	36	150	21	26	16	166	17
L - Real estate activity	32	117	101	135	279	80	358	97	256	149	465	220
M - Professional, scientific, technical act.	234	947	1,367	839	1,631	1,330	2,424	946	2,097	1,679	3,621	1,408
N - Administrative services	1,364	2,699	2,235	2,620	6,265	2,575	6,429	1,857	7,964	4,646	9,234	3,934
N/A - Unspecified	254	2	879	13	1,255	4	1,641	4	1,336	32	1,709	7
O - Public administration, social security.	21	5	33	5	318	10	294	9	133	8	299	9
P - Education	103	76	522	91	466	100	1,005	112	488	114	1,331	132
Q - Health care and social assistance	114	416	599	503	1,268	363	1,587	455	957	375	1,813	428
R - Arts, Entertainment, Recreation	11	45	165	61	191	67	384	69	163	74	438	92
S - Other activities	27	208	257	312	373	297	801	346	457	315	1,194	361
T - Household activities	45	36	10	38	378	30	13	39		41	11	36
	4,872	21,925	16,409	22,184	25,049	22,629	34,769	22,107	25,429	25,277	42,589	26,102

Source: COLSAF

I – information card

WP – work permit

3. Data on incoming foreign workers (flows) broken down by legal pathways, which are not covered by Eurostat (i.e. not covered by the data in Annex 1a). For example, foreign workforce to whom national-specific short-term visas are issued, for instance in Austria so called 'project staff'. Please provide the information in the table below. If no data is available, insert that this information is not available (n.i.a.).

**Table 6 Foreign talent flows (not covered by Eurostat)**

Name of the legal pathway for work	2021	2022	2023	06/2024
Government Regulation 520/2021 – bus driver	-	6	14	104
Government Regulation 520/2021 – truck driver	-	1, 148	130	93
Government Regulation 113/2023	-	-	-	-
Government Regulation 521/2021 (job search)	-	103	115	145
Government Regulation 269/2022 – relocation/repeated visa	-	39	150/4	28/15



Government Regulation 269/2022 – family member/repeated visa	-	56	122	46/7
Government Regulation 383/2023	-	-	119	1, 955
Temporary residence employment (permits+confirmations)	22, 184	22, 107	26, 102	27, 468
Temporary residence study (Section 23a(e))	1, 852	2, 893	3, 525	3, 949
Temporary residence research and development (Section 23a (f))	85	129	166	164
Temporary residence family reunification (Section 23a (c))	783	1, 034	1, 251	1, 321
A Slovak living abroad (Section 23a(g))	3, 236	3, 472	3, 596	3, 628
Permanent residence (Section 23a(a))	3, 058	3, 646	4, 502	5, 180
EU Blue Card	36	-	56	-
Temporary protection (Section 23a(k))	2	15, 742	20, 930	23, 609

Source: COLSAF, MFEA

Note: National visas according to the Regulations listed in the table are also issued in the territory of the Slovak Republic by the BBFP PF P. However, detailed national visa statistics by type/Regulation are not available. Therefore, the above statistics in Table 6 only show the number of national visas issued at Slovak embassies.