

Strategy for Labour Mobility of Foreigners in the Slovak Republic



Strategic Planning, Management and Regulation of Labour Mobility of Foreigners into Labour Market in the Slovak Republic

until the Year 2020 with a view to 2030

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Basic Information on the Strategy

Strategy name	Strategy for the Labour Mobility of Foreigners in the	
Jerucegy name	Slovak Republic	
Identification of need	In the Slovak Republic, there is currently no complex	
	strategy for treating the issue of the urgent as well as	
	long-term recruitment and employment of a foreign	
	labour force that would cover the needs of the Slovak	
	economy, mainly of strategic investors.	
Sponsor of the strategy	Ministry of Labour, Social Affairs and Family of	
	the Slovak Republic	
Responsible for strategy	Ministry of Labour, Social Affairs and Family of	
creation	the Slovak Republic	
Strategy type	Interdepartmental strategy	
Parties involved in	Members of the Interdepartmental Expert Commission	
the strategy implementation	for Labour Migration and the Integration of Foreigners	
and responsibility for	[1], advisory body of the Ministry of Labour, Social	
implementation	Affairs and Family for the implementation of duties in	
	the area of the migration and integration policy of the	
	Slovak Republic, and other entities linked to the	
	fulfilment of the Resolution of the Slovak Government	
	on the Strategy of the Labour Mobility of Foreigners in	
	the Slovak Republic	
Defined objective	Creating the first strategic document of the Slovak	
	Republic in the area regarding the regulated labour	
	mobility of foreigners within the labour market in the	
Made de Caldania	Slovak Republic	
Method of achieving	Submitting a specific vision and determining specific	
the objective	measures in the area of the regulated labour	
	mobility of foreigners within the labour market in the Slovak Republic	
Implementation budget	From the budget chapter of entities responsible for	
Implementation budget	the implementation of the Strategy for the	
	Labour Mobility of Foreigners in the Slovak Republic,	
	the state budget as well as considering the use of the	
	Human Resources, Asylum, Migration and Integration	
	Operational Programme Fund for the Years 2014–	
	2020 (AMIF) and the European Social Fund Plus	
	(ESF+)	
Year of strategy preparation	2018	
Strategy to be approved by	The Slovak Government	
Form of approval	Resolution of the Slovak Government	
Related legislation	Laws in the area of social affairs, family and	
Related legislation	davis in the area of social alians, family and	

	employment services, labour inspectorate, illegal work	
	and illegal employment, residence of foreigners, cross- border cooperation, and seconding employees for	
	work when providing services	
Period of strategy	a) short-term: 2018–2019; b) long-term: from	
implementation	2019 with a view to 2030	
Context of strategy creation	Own initiative	
Brief description of the	The Policy Statement of the Slovak Government	
issue at hand and the	identified several strategic challenges with an impact	
content of the strategy	on the further social and economic development of	
	the state and the development of society, including	
	placing more stress on "issues of illegal and	
	uncontrollable migration", creating conditions for	
	"competitiveness in industry, power engineering and	
	transport with an impact on employment and the	
	environmental development of Slovakia", and the need	
	to focus on new "technological changes also referred	
	to as the fourth industrial revolution influencing	
	the structure of the economy of the Slovak	
	Republic". The Slovak Government declared it would	
	"consider the needs of employers, mainly as far as the	
	labour force is concerned, bearing in mind that the	
	lack of qualified workers currently represents a serious threat for the further growth of Slovak	
	businesses". With the aim to fulfil the Policy Statement	
	of the Slovak Government and also to respond to the	
	stated strategic challenges, the Ministry of Labour,	
	Social Affairs and Family of the SR took the initiative	
	and decided - with regard to its competence in the	
	area of employment strategy preparation, the	
	coordination of its creation, and labour market	
	policy - to prepare the Strategy for the Labour	
	Mobility of Foreigners in the Slovak Republic which	
	would define the short-term and long-term strategy of	
	the labour mobility of foreigners with the aim to a)	
	ensure sustainable economic growth and the	
	improvement of the quality of life of citizens as well as	
	foreigners living in Slovakia; b) respond to new	
	technologies and changes on the labour market; c)	
	respond to changes in demographic development and	
	its related impacts on the system of social welfare and	
	pensions; d) fight against illegal labour, different	
	working conditions than those of the citizens of the SR	
	from the side of employers and labour misuse; e)	
	support the integration of foreigners at the local level.	

Strategy evaluation	Providing the status of compliance with the measures	
	of the Strategy for the Labour Mobility of Foreigners in	
	the Slovak Republic following an ad hoc request by the	
	Minister of Labour, Social Affairs and Family of the SR.	
Indicators	Implementation/non-implementation of the stated	
	measures.	

Content of the Strategy

Strategy Description

The submitted Strategy is a departmental (sectoral) strategy [2] initially prepared at the level of the Ministry of Labour, Social Affairs and Family of the Slovak Republic in areas related to the labour mobility of foreigners and deals with the strategic planning and organisation of the managed and regulated labour mobility of foreigners within the labour market in the SR. The Strategy will be updated from time to time according to the current situation on the labour market in the SR (within the period of one year). Depending on time demands, this will concern short-term, special measures (2018-2019) and long-term measures (from 2019 with a view to 2030) that will be subsequently discussed regular within Strategy updates Interdepartmental Expert Commission for Labour Migration and the Integration of Foreigners. Through the proposed measures, the Strategy aims to achieve the planned management of the regulated labour mobility of foreigners within the labour market in the SR.

Strategy Objective

The objective of the submitted Strategy is to propose measures that would focus on treating the issue of the lack of a labour force in the SR in certain geographic areas and economic sectors. The strategic approach to the managed and regulated labour mobility of foreigners within the labour market in the SR will therefore require measures directed at labour mobility that will correspond to the requirements of the Slovak labour market, with a focus on preferring third-country nationals with required qualifications contributing to the overall competitiveness of the SR (in particular science and research workers). The Ministry of Labour, Social Affairs and Republic supports the managed and regulated labour mobility of foreigners focused on compensating for the lack of an available labour force on the labour market in the SR, namely in areas where it is a problem to fill vacant job positions. It asserts such a dimension of regulated and managed labour mobility that will prevent societal, social, and economic tensions. The Strategy results from the focus on preserving the security of the SR, the rights of the residents of the SR, and the rights of foreigners, preventing unequal status and social dumping. The submitted Strategy for the Labour Mobility of Foreigners in the SR accents the priority of employing the residents of the SR and because of that it highlights the need for adopting several internal, domestic reforms focusing on active employment, especially in the form of measures for the support of internal, domestic labour mobility for work, the integration of the long-term unemployed into the labour market, the requalification of the unemployed corresponding to the needs of employers, and adopting reforms focusing on the integration of the educational system and the real needs of the labour market: "The sensitive recruitment of foreigners as a labour force should only happen after all available ways to mobilise and use domestic labour sources fail".[3] The employment policy of the Ministry of Labour of the Slovak Republic follows first of all the need to place unemployed residents of the SR into available and newly-created jobs. The priority of the Ministry of Labour of the Slovak Republic is to improve the access of job seekers to the labour market in compliance with demand. The vision that the submitted Strategy follows is expressed in the document Migration Policy of the Slovak Republic with a View to the Year 2020. "The basic criterion of taking foreigners within the managed economic migration is their potential for the development of the Slovak economy and society with the preference of taking those migrants with the required qualifications and competencies to cover the existing demand for occupations on the national labour market with a focus on culturally close countries."[4] The submitted Strategy for the Labour Mobility of Foreigners in the SR also reflects potential threats that could be caused by the excessive liberalisation of employing third-country nationals and they are presented in the SWOT Analysis.

Context of Migration Policy in the SR

The issue of migration and integration in Slovakia is governed by two documents adopted by the Slovak Government: the Migration Policy of the Slovak Republic with a View to the Year 2020 (Resolution of the Slovak Government No. 574/2011) under the supervision of the Ministry of Interior of the Slovak Republic and the Integration Policy of the Slovak Republic (Resolution of the Slovak Government No. 45/2014) under the supervision of the Ministry of Labour, Social Affairs and Family of the Slovak Republic. Both documents have the same philosophy: they determine the duties for the responsible ministries that subsequently develop them into their own action plans. The reports on the fulfilment of duties arising from the action plans (Ministry of Interior of the Slovak Republic and Ministry of Labour, Social Affairs and Family of the Slovak Republic) are submitted to the Slovak Government in the form of two informative documents: Summary Report on the Fulfilment of Objectives and Measures of the Integration Policy of the Slovak Republic (for the relevant year, repealed by the Resolution of the Slovak Government No. 405/2018 of 05 September 2018) and Summary Report on the Fulfilment of Duties, Intentions and Objectives of the Migration Policy (for the relevant year). The management of the migration and integration policies in Slovakia is lacking a systematic solution and measures in the area of migration and integration policies in both documents often pervade and overlap. The Migration Policy of the SR and Integration Policy of the SR were prepared in significantly different social and economic contexts (the years 2011 and 2014) and the gradual evaluation of the quality of annual reports and from the point of the current challenges and problems on the Slovak labour market reveal that they require a complex update. The Ministry of Labour, Social Affairs and Family of the Slovak Republic evaluated these circumstances by taking over the initiative and preparing the strategic material for the labour mobility of foreigners within the labour market in the SR, determining measures that should lead both from short-term (2018–2019) and also long-term (from 2019 with a view to the year 2030) points of view to the solution of the identified problems described in the strategic documents adopted by the Slovak Government,[5] as well as analytical commentaries prepared at the level of the

Institute for Financial Policy [6], Institute for Social Policy,[7] Institute for Educational Policy [8] and Institute for Health Policy [9]: ensuring sustainable economic growth and improving the quality of life, managing new trends on the labour market such as new technology and the gradual robotisation of manufacturing processes, the response to changes in demographic development and its related impacts on the social welfare and pension system, the response to growing labour abuse and illegal employment, and, last but not least, improving the efficiency of the integration of third-country nationals at the local level (towns, municipalities and regions). However, it is necessary to warn at this point that submitting a binding forecast of development (in the case of this labour market strategy) for a longer period of time (e.g. for 20, 30 years) is practically impossible because of the fact stated in a different relation by the Forecast of the Population Development of the Slovak Republic by 2060 that "external conditions that can hardly be estimated" bring "a strong component of uncertainty" into the forecasting process.[10] Any forecasts must therefore be constantly evaluated.[11] However, according to the current statistical data it is possible to name the current trends and, based on that, to formulate specific visions and plans – and/or scenarios <a>[12] – which may, however, be modified by domestic and also global political and economic developments.

Definition of Basic Terms

The Slovak legal system does not define the term migrant; however, it the term foreigner is used. A foreigner is anyone who is not a citizen of the SR or a stateless person.[13] However, the term migrant is too broad, and it is not always clear which person (or group of persons) it names. With a person (or a group of persons) who decided to migrate (from the Latin migratio with the sense of travel, change, transfer), thus changing temporarily or permanently the place of residence, we differentiate among several different categories.[14] This may concern voluntary migration within a country (domestic migration) or voluntary migration from one country to another (international or cross-border migration). However, it may also concern forced migration, when the person is forced to migrate due to natural or man-made situations: these include mainly human trafficking, persecution, conflicts, humanitarian, natural or environmental disasters or the consequences of the implementation of (infrastructural) development projects.[15] Among migrating people, we also differentiate between persons migrating due to economic reasons to ensure the material improvement of their livelihood [16] or for job-related reasons, if a person does or wishes to do a paid activity in a state where this person is not a resident; a person migrating due to study or research; a person migrating from (fleeing) their own country because of being persecuted according to reasons stated in the Geneva Convention (in the Slovak legal system, the term refugee was replaced by the term asylum-seeker).

Foreign migration may be divided into *regular and irregular*. The term **irregular migration** defines the movement of people taking place outside the regulatory standards of sending, transiting, and receiving countries. From the point of view of destination countries, it involves the entry, stay, or work in a country without the required permit or documents required according to the immigration regulations. From the point of view of

the originating country, the irregularity is expressed e.g. in instances when a person crosses an international border without a valid passport or travel document or does not comply with the administrative requirements upon leaving the country. Thus the term "illegal migration" should be restricted to instances concerning the smuggling of migrants and human trafficking. [17] An irregular migrant is therefore a person who due to illegal entry violated the conditions of entrance or a person with an expired stay permit, by which this person has lost its legal position in the relevant state. The definition also includes people with regulated access to the transit or host country but who stay there longer than their valid permit, or people who obtained employment in a manner defined by the appropriate legislation of the relevant state as illegal. [18] The Slovak legislation uses the term illegal migrant; however, it does not define it. Regular migration is the entry into a country (crossing borders) with valid documents, visa, or an appropriate stay permit, i.e. the movement of people taking place within the regulatory standards of originating, transit, and destination countries [19] (e.g. economic migration, labour migration, migration with the purpose of family reunification, or study).

These differentiations show that not every form of migration is illegal. However, there is migration that is regulated (regular/legal) when the migrating person crosses the border of the relevant state in such a manner that the person complies with the essential requirements on legal entrance into the receiving state. Because the submitted Strategy follows the focus on the exact definition of the terms used, it will not use the term *migration*, but the term *mobility*, because the term migration currently bears – as mentioned above – almost an exclusively negative connotation.

The term foreigner is a general term describing anyone who is not a citizen of the SR, or who is stateless. While in the EU context a *foreigner* is a person who is not a citizen of an EU Member State, in the SR context a foreigner is a person who is not a citizen of the SR (EU/EEA citizens and third-country nationals). Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended acknowledges the same position for an EU/EEA citizen as an SR citizen. Because of this, the Strategy will use the following more precisely defined categories of persons: 1) a citizen of any EU Member State, the European Economic Area, and the Swiss Confederation [20] (hereinafter referred to as an "EU/EEA citizen"); 2) a citizen of a country [21] that is not an EU Member State, another party to the Agreement on the European Economic Area, or the Swiss Confederation or a person with no citizenship [22] (hereinafter referred to as a "third-country national"). For the needs of this Strategy, the strategy measures will focus mainly on third-country nationals; when employing EU/EEA citizens, the same rule apply as to SR citizens and because of this Slovakia place no special legislative restrictions on employing EU/EEA citizens.

The target group of the submitted Strategy **are neither refugees nor asylum-seekers.** The Strategy concentrates on the **managed** (regular/legal) **labour mobility of foreigners,** focusing on the compensation for the lack of an available workforce within the labour market of the SR.

Analysis of the Need for Preparing the Strategy for the Labour Mobility of Foreigners in the Slovak Republic: Priority Areas



Possibilities for Financing

EU funding AMIF One of the financial mechanisms is the Asylum, Migration and Integration **Fund** for the years 2014-2020, under the supervision of the Ministry of Interior, the objective of which is the efficient management of migration flows and the implementation, strengthening and development of social policy in the area of asylum, additional protection and temporary protection and common immigration policy, while fully respecting the rights and principles established in the Charter of Fundamental Rights of the European Union. One of the objectives of this fund is to support legal migration to the Member States in compliance with their economic and social needs, e.g. the needs of the labour market, and at the same time to ensure the integrity of the immigration systems of the Member States and to support the actual integration of thirdcountry nationals.

EU funding ESF+ In relation to the preparation of the programme period 2021 – 2027, the European Commission on 30 May 2018 published the proposal of the Directive of the European Parliament and of the Council on the European Social Fund Plus (ESF+), the objective of which should be the support for employment by means of active interventions providing for the (re-)integration into the labour market, especially in the case of young people, long-term unemployed, and inactive people as well as by means of supporting self-employment and the social economy.

EU funding The Ministry of Labour, Social Affairs and Family of the SR fulfils the duties of the managing authority for the *Human Resources Operational Programme*. The Strategy of the Human Resources Operational Programme follows the National Programme of Reforms of the defining measures for strengthening economic growth and employment in the Slovak Republic. These measures contribute to the fulfilment of national objectives complying with the Europe 2020 Strategy. With support for the *Human Resources Operational Programme*, it is possible to provide social services and healthcare to migrants and parties with a foreign origin in compliance with the equal treatment principle.

With regard to the on-going need to intensify the efforts in the

area of managing migration flows in the Union as a whole and ensure coherent, strong and due support for the solidarity and efforts to share responsibilities, the funds should be provided from the ESF+ for the support of the social and economic integration of third-country nationals completing the acts financed through the *Asylum and Migration Fund*. The ESF+ will also support the long-term integration of migrants, while the *Asylum and Migration Fund* will provide for short-term needs.

Strategy for the Labour Mobility of **Foreigners: Short-term Objectives**

Target Group

Third-country nationals.

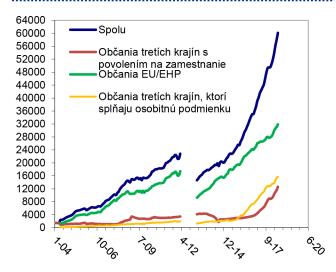
Current Situation on the Labour Market: Analysis

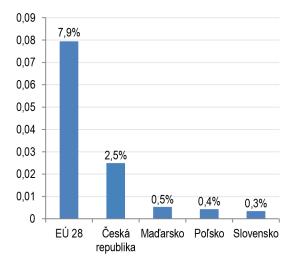
Statistics

Although the number of foreigners in Slovakia is growing, the share of foreigners with a long-term stay is low. The total number of foreign nationals working in the territory of the Slovak Republic, on 31 July 2018, was 60,136. This included 31,857 EU citizens, 12,617 third-country nationals working based on an employment permit or issued confirmation on the possibility to fill in a vacant job, and 15,662 third-country nationals with exceptions and not needing permits/confirmations for employment. In spite of the growing number of foreigners, the share of working foreigners planning to work in the SR for more than 12 months or having in the SR the centre of their economic interests of the total number of people working in the SR is low compared to the EU 28 and other V4 countries (0.3 %).

(situation in December of the given year)

Chart 1: Number of foreigners working in Slovakia in thousands Chart 2: Share of working foreigners from the total number of working people as a percentage (1-3 quarter 2017)





Source: Central Office for Labour, Social Affairs and Family

Source: Eurostat

The analytical commentary of the Institute for Social Policy outlines: "The number of foreigners on the Slovak labour market is growing as of 2013, however, their stay is rather of a short-term nature. They are mainly the citizens of Serbia and Romania concentrated in a low number of districts with a very low unemployment rate. The average assessment basis for foreigners is lower compared to the citizens of the SR; however, in the group of the top 1 % with the highest incomes the average wage of foreigners is higher. The biggest number of foreigners is found working in branches where, before entering into the records, there were few unemployed, and in occupations with the biggest number of vacant Thus foreigners rather fill the lack of an appropriate domestic labour force".[23] Practice shows that the Slovak labour market still more often requires persons with a low qualification or no qualification: "a significant share of operative and noqualification jobs in the Slovak Republic are done by foreign nationals". [24] From the point of view of these facts, we can state that "economic migrants rarely push out the local labour force from the labour market", they "fill jobs in which the local labour force is not interested", and "fill jobs with lower pay or receive a lower reward compared to the local labour force".[25]

Priority Objective

Therefore, the short-term objective of the submitted Strategy is **adopting temporary**, **special** (*hot-fix*) **measures to treat the current lack of a qualified labour force on the Slovak labour market with the view towards considering later the necessity of keeping the adopted special measures with regard to the current needs of the labour market or the current number of foreigners in Slovakia**. The objective is to create an environment where the labour market will not be an obstacle but a catalyser of sustainable economic growth by means of quality and highly-qualified human resources enabling Slovakia to compete for investments with higher added value.

Analysis

The European Union and Slovakia are currently witnessing dynamic changes in many areas, including new migration trends. The typical feature of migration models in Europe in addition to the labour mobility of EU/EEA citizens also concerns the labour mobility of third-country nationals. From the point of view of labour mobility, Slovakia has been rather a source country. In spite of the quite low labour mobility rate for third-country nationals currently in Slovakia, this issue gets to the forefront due to the emerging issue of a specifically qualified labour force. The SR economy, just as that of other EU countries, currently faces a significant structural lack of labour force in certain occupations, which may result in limited economic growth, low productivity, and the absence of innovation. In the future, structural changes on the labour market may continue to increase the demand for a qualified (and non-qualified) labour force which is not readily available on the labour market, due to which this lack will deepen, and it will not be possible to solve it with the domestic labour force.

The Slovak economy is currently growing quickly, which is also reflected positively on the labour market. In July 2018 the recorded unemployment rate, according to the data provided by the Central Office for Labour, Social Affairs and Family of the Slovak Republic, was 5.47 % and in total the offices of labour, social affairs and family were recording

181,322 job seekers, among them 103,454 women (57 %). From the total number of job seekers, 83 % (150,898) were disadvantaged job seekers according to Section 8 of the Act on Employment Services (e.g. graduates, citizens older than 50, the long-term unemployed, citizens with a disability). By the end of July 2018, the Offices of Labour were recording 82,496 vacant jobs. In spite of the fact that the situation on the Slovak labour market is currently favourable and the demand for the labour force also provides for entering the labour market for people who could not find a job in the past, it results from the statistical data of the Central Office for Labour, Social Affairs and Family of the Slovak Republic that there are still barriers (objective and subjective) preventing the job seekers from entering the labour market.

Jobs were created in all areas of the domestic economy, most of all in the industry. This significantly positive economic situation lowers the motivation of people to retire, and on the other hand, people who left abroad for better working conditions in the past are coming back. In 2016 and 2017, more people came than left the SR; the number of people coming back from abroad increased more significantly and the number of people leaving lowered. At the same time, we currently observe years that are the strongest in terms of number leaving, and years that are the weakest in terms of the number of persons coming back, which in combination with the significant growth of the economy leads to the historically highest lack of labour force in the SR.

The lack of a labour force is slightly compensated by the labour force from abroad. The growth of the number of foreigners working in Slovakia reached a new record – in 2017, it saw an increase by 12,000 people who obtained every fourth newly-created job, while in 2016 this number grew by 8,000, as foreigners got 15 % of all new jobs. Foreigners come mainly to regions with a lack of labour force and thus point to the insufficient labour mobility of the domestic labour force. In 2018, the labour market will continue growing significantly as employment will grow by 1.7 %. In the economy, more than 40,000 new jobs will be added, including more than a half in the services sector. The number of Slovak nationals working abroad will go down and at the same time new foreign workers will be added to the Slovak labour market.

As for the blue cards, they are not used that much, and/or it failed to meet the expectations of the majority of the EU Member States. In five years (2012–2016) only 32 blue cards were issued in Slovakia. The Czech Republic and Poland recorded the fastest growth of issued blue cards, and in 2016 they issued 39 and 42 cards respectively per one million workers, while in Slovakia less than two blue cards were issued per million workers.

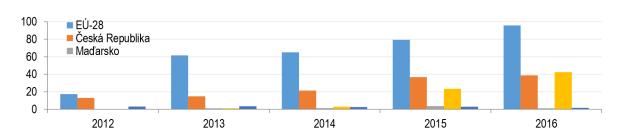


Chart 3: Number of issued blue cards per one million workers

The EU blue cards system adopted in the SR in 2009 proved to be insufficient and unattractive, and because of that it was not fully used. Restrictive conditions for adopting and the existence of parallel rules, conditions and procedures at the domestic level restricted the use of the system. Only 31% of highly-qualified migrants from OECD countries chose the EU as their destination, which means that qualified workers chose different target countries competing with the EU at the economic level. Because of that the European Commission reviewed the directive on blue cards and prepared a proposal changing the existing rules with the aim to improve the EU's ability to attract and keep highly-qualified third-country nationals, because demographic development shows that in spite of more qualified labour forces in the EU obtained after the implementation of the new programme of skills, the need to attract more talent will persist in the future. In compliance with the Agreement, the Member States will still be responsible for deciding on the number of third-country nationals seeking jobs whom they will accept to their territory. They can also do a labour market test to determine if there are serious violations on the labour market, such as a high unemployment rate in the relevant occupation or branch, namely also within a part of their territory. One of the measures that would contribute to a higher number of third-country nationals is lowering the administrative requirements with highly-qualified jobs, not reporting the vacant jobs by employers, lowering the fees for issuing the permit for stay for business needs, or the acceleration of processes on the side of border and foreign police authorities.

Another issue is the fact that the process of granting temporary residence for the purpose of employment takes an inadequately long period of time and does not provide the required flexibility for employers. The amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended in effect as of 01 May 2018 adopted measures shortening the time for the process of obtaining a temporary stay for employment needs for selected occupations according to the list of jobs with the lack of labour force at the offices of labour by 20 days. However, according to Act No. 404/2011 Coll. on the Residency of Foreigners and on amendments and supplements to certain laws as amended, the term for the decision about granting a temporary stay for employment needs is up to 90 days (with the option of its extension by 30 days in complicated instances). Shortening the period of time at the relevant Border Police Departments may contribute to the acceleration of the process of the arrival of required workers; however, the number of staff has to be increased by civil personnel and the police pay scales shall be moved to the regions with the presumed opportunity for filling. Also, certain Labour, Social Affairs and Family Offices do not have enough staff for the labour mobility of foreigners. The relevant Labour Offices still have the same number of employees working on this issue as ten years ago, whereas the number of third-country nationals working within the territory of the SR has increased several times compared to 2008 (12,800) (2018: 61,000). As for the duties of the consular services of the MEFA SR, over the past 3 years the RO recorded a significant growth in interest in temporary stay (in 2015 - 1,691 filings, in 2016 - 3,100, in 2017 - 4,560, in the first 7 months of 2018 -3,174), whereas processing the requests for the permit for the stay within the territory of the SR is one of the most time-consuming consular duties.

The current positive economic growth in Slovakia significantly influences the situation on the labour market. On one hand, the employment rate is increasing and the unemployment rate is decreasing, but on the other hand the number of vacant jobs, for which employers cannot find a suitable job seeker, is growing. The lack of a qualified labour force represents a new challenge for the labour market in several districts and branches, whereas the expected lack was considered for the first time by the Ministry of Labour, Social Affairs and Family of the Slovak Republic in the National Programme of Reforms of the SR 2017. According to conjunctural research in industry, the lack of employees was referred to as a production limiting factor by the historically biggest number of employers. In spite of this, the Labour Offices recorded, by the end of July 2018, 181,322 job seekers. This fact proves the structural disagreement between the supply and demand on the labour market. According to the outcomes of the national project forecasts on the Labour Market in the SR II (Quantification of disparities on the labour market from the point of view of occupations, branches and regions and resulting recommendations for the labour market in the SR and its individual regions in 2017), the consequence of such structural disparities on the labour market is mainly the poor use of the country's economic potential, low trust in the country's education system, the restricted growth of companies, and insufficient work productivity growth. On the Slovak market, we currently face significant quantity and quality disparities. In spite of the fact that from the overall point, and also in the mid-term horizon, less graduates will come to the labour market than the labour market will require, the structure and quality of these graduates does not correspond to the labour market's demands. With many branches of education, the number of graduates significantly exceeds the demand, while with others the offer is insufficient and the market would be able to absorb a much larger number of labour forces than the number available in Slovakia. In many instances it is not only a quantitative structural issue, but also a quality aspect, as the graduates from individual branches of education do not meet the qualification presumptions for the performance of relevant jobs.

The list of jobs with an insufficient labour force was published for the first time by the Central Office for Labour, Social Affairs and Family of the Slovak Republic on 25 June 2018. It follows the database of vacant jobs for at least 3 months in the course of the year and the database of job seekers suitable for the vacant jobs based on the recent job performed or the job that the job seekers wishes to do. The list determined jobs according to the statistical classification of jobs SK ISCO-08 (7 characters) for districts with an average recorded unemployment rate in 2017 lower than 5 % in individual regions of the SR. During its creation, the list was consulted several times with social partners. The average gross wage per month was also considered at its creation, so that vacant jobs, due to low wages, do not get a place on the list. In the determined missing occupations, employers may use an accelerated process to employ third-country nationals at a maximum of up to 30 % of the total number of employees. This condition is proven by a formal declaration.

The measures in the area of labour mobility management should also reflect potential risks that could be caused by the excessive liberalisation of the conditions for employing third-country nationals. For instance, a high share of employees from third countries (or others) could result in problems with asserting employee rights within collective bargaining process with an employer – third-country nationals do not enter trade

unions and do not accede to strikes (because they worry that they could be dismissed and be sent back to their home country), so it may be difficult to comply with the conditions (required participation) to declare a strike to conclude a corporate collective agreement as stipulated by Act No. 2/1991 Coll. on Collective Bargaining. In practice we see the worries of third-country nationals to assert their rights, e.g. before the labour inspectorate. The reason for this is the poor ability to speak Slovak (and/or English), worries that they could be dismissed, etc. A higher number of foreigners may cause risks at the workplace (e.g. misunderstandings), if the employer underestimates their prevention measures. Last but not least, it is necessary to warn about the risks of social dumping, i.e. the possible lowering of the need to increase wages, if there are enough workers from third countries willing to work for a lower wage. However, the document issued by the think tank of the European Parliament Understanding social dumping in the European Union states that currently there is not a general definition of the term "social dumping". In general, social dumping is "a set of practices on an international, national or inter-corporate level, aimed at gaining an advantage over competitors which could have important negative consequences on economic processes and workers' social security". One of the examples includes "global companies from countries with 'high wages' searching for ways to avoid legal restrictions by employing subcontractors from low-wage countries".[26] One of the recommendations is to adopt the legislative definition of the term "social dumping" at the national level.

In February 2018, the Slovak Government approved the creation of an advisory and body titled Council of the Slovak Government for Employment Development. The duty of this Council is to monitor the current status of the labour market and employment services, give recommendations for relevant ministers to examine the causes influencing the current state of the labour market, propose measures that should increase the level of a qualified labour force, and remove the reasons of its lack. The Council's duty is also to coordinate the departmental policies for employment development with a focus on the harmonisation of education with the labour market needs and adopting measures to strengthen the coordination in this area. The Council will also comment on the forecasts of the labour market development and propose measures for their improvement. It will also be in charge of standpoints on the structure, content and target groups of national and demand-oriented projects in the area of education and preparation for the labour market and creating temporary working groups for solving issues related to employment development. The Council acts in coordination with the Economic and Social Council of the SR, Council of the SR for Technical Education and Preparation, and the Council of Solidarity and Development of the SR.

Short-term, Special Measures

Measures requiring a change in legal regulations

1	Change in the periodicity of updating the list of jobs with a missing labour force from an annual to quarterly basis and districts complying with the determined unemployment rate. Substantiation: ensuring a current overview of the situation on the labour market for the purpose of employing third-country nationals in selected jobs with a proven lack of labour force. Method of implementation: amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Central Office for Labour, Social Affairs and Family of the Slovak Republic Impact on the public administration budget: see "Budget and Financing Resources"	Deadline: 31 Jan. 2019
2	Implementing the obligation to report a vacant job to the Office of Labour, Social Affairs and Family. Substantiation: the obligation to report a vacant job to the Office of Labour, Social Affairs and Family will provide for the simpler identification of in-demand jobs and it will enable the Offices of Labour, Social Affairs and Family to search purposefully in the database of job seekers. A potential central portal of jobs would provide for reacting more flexibly to the need of filling vacant jobs. Knowing the actual number of vacant jobs (number, type, etc.) is one of the important criteria for the preparation of the list of missing occupations. Method of implementation: amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the public administration budget: no impact	Deadline: 2019
3	Providing information about the place of accommodation of employees from third countries to cities and municipalities. Substantiation: Providing information for the need of the control of tax flows with local taxes. Method of implementation: amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Central Office for Labour, Social Affairs and Family of the Slovak Republic Impact on the public administration budget: see "Budget and Financing Resources"	Deadline: 2019
4	Modification of conditions for submitting documents regarding education achieved. Substantiation: lowering the administrative load on applicants (obtaining the information about education is lengthy in many cases). The condition of informing about the education achieved should only be kept for regulated occupations (currently there	Deadline: 2019

	are about 220, e.g. healthcare, law, teaching). However, the applicants will have to provide information about their education with non-regulated jobs additionally, within a reasonable period of time (submitting such information later will provide for the further strategic planning of the labour force arrival and preparation of analyses with the aim of assessing the efficiency and sustainability of the labour mobility policies). <i>Method of implementation</i> : amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended and Act No. 404/2011 Coll. on the Residence of Foreigners and on amendments and supplements to certain laws. <i>Responsible</i> : Ministry of Interior, Ministry of Labour, Social Affairs and Family of the Slovak Republic <i>Impact on the public administration budget</i> : no impact	
5	Harmonisation of the time of the examined period of not violating the ban of illegal employment for the purpose of granting various types of permits for employment. Substantiation: according to the current legal situation, when deciding on granting temporary residence for employment needs, the period of the two previous years is assessed; however, with regard to seasonal employment it is five years. The objective is to harmonise the period examined to five years. Method of implementation: amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the public administration budget: no impact	Deadline: 2019
6	Enabling the TEA to temporarily assign third-country nationals for job performance to a user employer, if this concerns the performance of a job where there is a missing labour force. Substantiation: with regard to the practice of creating various letter-box companies / agencies in other states, in the EU or predominantly outside the EU, and the complicated "search" for such agencies in another state (either due to sanctions or the enforcement of employee rights), providing for the temporary assignment of third-country nationals by temporary employment agencies with a registered office in the SR, if they comply with strict conditions, it will improve the protection of employees from third countries, significantly simplify the check and thus lower the risk of potential social dumping. Extending the possibilities of the access of third-country nationals to the labour market via the TEA will lead to the more precise defining of the TEA that will be authorised to assign third-country nationals. The share of third-country nationals (employed and temporarily assigned employees) may not exceed 30 % of the total number of employees working for the relevant employer. Method of implementation: amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the public administration budget: no impact	Deadline: 2019
7	Removal of duplicities within the employer's informing obligations if employing foreigners. Substantiation: lifting the administrative load for employers.	Deadline: 2019

	Method of implementation: amendment to Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended, amendment to Act No. 404/2011 Coll. on the Residence of Foreigners and on amendments and supplements to certain laws, amendment to Act No. 351/2015 Coll. on Cross-border Cooperation for Seconding Employees for Work for the Provision of Services and on amendments and supplements to certain laws Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Ministry of Interior Impact on the public administration budget: see "Budget and Financing Resources"	
8	Terminating the obligation of a foreigner to attach to the application for their residence permit the proof of accommodation, if the person is to work in public transport. Substantiation: lifting the administrative load. Method of implementation: Act No. 404/2011 Coll. on the Residence of Foreigners and on amendments and supplements to certain laws Responsible: Ministry of Interior Impact on the public administration budget: no impact	Deadline: 2019
9	Reviewing the number of submitted support documents to the application for granting the permit for temporary stay for employment needs. Substantiation: lifting the administrative load. Method of implementation: change of legal regulations in relation to professional discussions. Responsible: Ministry of Interior, Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the public administration budget: no impact	Deadline: 2019
10	Cancelling the obligations of SIS and MI to send consents for the stay while maintaining the possibility of denials. Substantiation: lifting the administrative load of the DFP PC, SIS, MI. The implementation of this measure must be preceded by a professional discussion between the Ministry of Interior of the Slovak Republic and intelligence services. Method of implementation: legislation change Responsible: Ministry of Interior Impact on the public administration budget: no impact	Deadline: 2019
11	General change of local appropriateness for receiving the application for granting the consent for residence and proceeding in the case of residence. Substantiation: accelerating the proceedings regarding residency for the need of employing third-country nationals. Method of implementation: legislative change Responsible: Ministry of Interior Impact on the public administration budget: no impact	Deadline: 2019
12	Shortening the deadlines for reviewing the applications for granting the permit for temporary residence from 90 to 30 days for employees from technology centres according to Section 5 (b) of Act No. 57/2018 Coll.	Deadline: 2019

	Substantiation: OBFP PPC agrees with the measure, however, only if the scope of entities to which it shall apply is complied with (only technology centres according to Section 5 (b) of Act No. 57/2018 Coll.) and the Ministry of Economy of the SR will keep the list of centres (just like the centres for corporate services). Method of implementation: Act No. 404/2011 Coll. on the Residence of Foreigners and on amendments and supplements to certain laws Responsible: Ministry of Interior of the Slovak Republic, Ministry of Economy of the Slovak Republic Impact on the public administration budget: no impact	
13	Shortening the period of time for reporting the vacant jobs for the needs of seasonal employment from 15 to 10 working days for issuing the permit for seasonal employment from a maximum of 20 to a maximum of 10 working days. Substantiation: a significant shortening of the period of time for issuing the permit for seasonal employment with regard to the current needs of employers in seasonal production. Method of implementation: methodical guideline of the OLSAF Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, OLSAF Impact on the public administration budget: no impact	Deadline: 2019
14	Shortening the period of time for deciding on granting a permit for temporary residence for employment needs in the case of employment with a missing labour force from a maximum of 90 to a maximum of 30 calendar days from the delivery of the request for granting the permit for temporary residence for employment needs. Substantiation: ensuring the legal surety for employers employing a third-country national for his/her training, a maximum of six subsequent weeks in a calendar year, if it concerns work with a missing labour force, and who has an application filed for granting a permit for temporary residence for employment needs for the same job, when granting the permit for temporary residence to a third-country national for the needs of employment. Method of implementation: Amendment to Act No. 404/2011 Coll. on the Residence of Foreigners and on amendments and supplements to certain laws, if fulfilling in advance the measures 20, 21, 22, 23 – a) transfer of vacant police tables to regions with the expected possibility of filling in; b) completing the HR by civil staff; c) adjustment of the hot line; d) reconstruction and capacity adjustment and fulfilling in advance the measure referred to under number 2 of long-term measures: "Complex treatment of electronisation of certain procedures by means of a new and modern IS". Responsible: Ministry of Interior Impact on the public administration budget: see: "Budget and Financing Resources"	Deadline: 2019

Measures not requesting the change of legal regulations

15	Testing the labour market when issuing the confirmation about the possibility of filling in a vacant job (outside the list of demanded occupations) only within a region. Substantiation: currently the OLSAF do interviews for employers among the job seekers within the whole of Slovakia. According to experience, the interviews are highly unsuccessful. Narrowing the labour market test to only the area of a region could contribute to shortening the process. Method of implementation: methodical guideline of the OLSAF Responsible: OLSAF Impact on the public administration budget: no impact	Deadline: 2018/2019
16	Preparing a common methodology process for identifying jobs with a missing labour force. Substantiation: determining a complex methodology for creating the list of jobs with an identified missing labour force based on several factors influencing the actual development of the situation on the labour market. Method of implementation: preparing the methodology Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, OLSAF Impact on the public administration budget: see: "Budget and Financing Resources"	Deadline: 2019
17	Issuing a confirmative Confirmation for the possibility of filling a vacant job for the period of up to two years. Substantiation: the proposal of this measure arises from the amendment to Act No. 5/2004 on Employment Services and on amendments and supplements to certain laws adopting measures to shorten the period of time for granting the permit for temporary residence for employment needs to third-country nationals, if this concerns work with an identified missing labour force in districts with a recorded unemployment rate of less than 5 %. Method of implementation: methodological guideline Responsible: OLSAF Impact on the public administration budget: no impact	Deadline: 2019
18	Increasing HR capacities at consular sections of the RO in territories with a declared state interest of the SR. Substantiation: under the condition of additional financial coverage creating a group of so-called mobile consuls (15 members) providing temporary ad hoc aid at exposed RO by means of a foreign business trip (up to 6 months) or by means of temporary secondment (more than 6 months and up to 3 years). Method of implementation: creating a group of so-called mobile consuls by increasing the binding limit of the number of systemised jobs of the Ministry of Foreign and European Affairs of the Slovak Republic by 15 employees, including 5 employees in the section of international law, consular and crisis management in the central office of the Ministry of Foreign and European Affairs of the Slovak Republic and in consular sections of representative offices of the SR in abroad by 10. In respect to the proposed HR capacity increase of the RO it will be required to equip the RO with appropriate IT and to do	Deadline: 2019

	building adjustments (extending the existing premises of the RO) complying with the criteria of building, administrative and HR security. Responsible: Ministry of Foreign and European Affairs of the Slovak Republic Impact on the public administration budget: see: "Budget and Financing Resources"	
19	Seconding the employees of the Office of Border and Foreigner Police of the Presidium of the Police Corps to exposed RO of the SR. Substantiation: creating positions of the so-called immigration liaison officers (ILO) at the selected RO of the SR according to the example of some partners from the EU (e.g. Austria in Delhi) and filling the positions by seconded employees of the OBFP who would not only receive the applications for the permit for stay, but would also decide on them on site. If implementing the new type of national D visa for employment needs based on the state interest, the ILO would be authorised to grant such visa. Method of implementation: the issue of further processing, creating positions of ILO and filling the positions with the seconded employees of the OBFP PPC Responsible: Ministry of Interior in cooperation with the Ministry of Foreign and European Affairs of the Slovak Republic Impact on the public administration budget: see: "Budget and Financing Resources" (to be calculated by the Ministry of Interior)	Deadline: 2019
20	Transfer of vacant police tables to regions with the expected possibility of being filled, freeing the so-called tied TZP – prepared organisational change of the OBFP PPC. Substantiation: ensuring the efficiency of forces and means relating to the proceedings regarding residency for the needs of employing third-country nationals. Method of implementation: change of related internal regulations Responsible: Ministry of Interior Impact on the public administration budget: see: "Budget and Financing Resources"	Deadline: 2018/2019
21	Increase the HR capacities by employing civil servants (about 70) for the needs of basic duties (receiving and recording the applications for granting the permit for residence, additional requests, issuing documents for residence) and thus freeing the capacities for accelerated decision-making and the control of the legality of residency. Substantiation: ensuring the efficiency of forces and means relating to the proceedings regarding residency for the needs of employing third-country nationals. Method of implementation: change of related internal regulations Responsible: Ministry of Interior Impact on the public administration budget: see: "Budget and Financing Resources"	Deadline: 2019
22	Adjustment of the help line and implementing a general electronic	Deadline: 2018/2019

	ordering system. Substantiation: ensuring the immediate provision of complex information relating to residency. Method of implementation: public procurement Responsible: Ministry of Interior Impact on the public administration budget: see: "Budget and Financing Resources"	
23	Refurbishment and capacity adjustment of the DFP PC Trnava, DFP PC Nitra, and DFP PC Žilina. Substantiation: ensuring the efficiency of forces and means relating to the proceedings regarding residency for the needs of employing third-country nationals. Method of implementation: public procurement Responsible: Ministry of Interior Impact on the public administration budget: see: "Budget and Financing Resources"	Deadline: 2018/2019

Strategy for the Labour Mobility of Foreigners: Long-Term Objectives

Target Group

Qualified and highly-qualified foreigners and third-country nationals.

Trends and Predictions for the Labour Market: Analysis

1. Sustainable Economic Growth and Improvement in Quality of Life

According to the National Employment Strategy of the Slovak Republic until 2020, "the biggest challenge of the economic policy of Slovakia is the solutions that will harmonise the consolidation objectives with the objectives of growth, employment and quality of life. In addition, the expenses for supporting economic growth and employment are preferred. This will create presumptions for faster and sustainable economic growth and achieving a higher employment level and improvement in quality of life". The National Employment Strategy of the Slovak Republic until 2020 identifies as a necessary condition for the further development of Slovakia's economy the improvement of its citizens' living standards linked to the creation of sustainable jobs which should be accompanied by the removal of unemployment growth barriers leading to reform changes in active labour market policy. [27]

The National Employment Strategy of the Slovak Republic until 2020 states that the "economic growth of the Slovak economy is based mainly on the quality production of foreign companies combining the use of a cheap labour force and imported technology". However, this model is not sustainable for the following reasons:

- economic growth based on a long-term point of view on the use of a cheap labour force does not provide for fulfilling the basic social and economic objectives of society,
- with the current highly globalised and fragmented production system, the economy may remain as an economy specialised in activities that place low demands on technology and do not require a highly-qualified labour force,
- the economy may fall into a certain "vicious" cycle with low levels of human capital, low demands on technology, and poor innovation potential,
- a part of foreign investors in Slovakia may end their work at any time and move to a different area. [28]

However, the recommendations of the **National Employment Strategy of the Slovak Republic until 2020** misses the recommendation that would also include, among the measures for directly improving the economic policy of Slovakia, a better coordinated and active management of the regulated labour mobility of third-country nationals within the labour market in the Slovak Republic.

Another document, the **Economic Policy Strategy of the Slovak Republic until 2030** refers to the fact that one of the biggest challenges may be "the fourth industrial revolution which has already started and the SR will face the necessity to become adjusted to it at all levels, namely from the level and system of education, through innovation and the digitalisation of branches up to the impacts on the labour market and requirements on the quality of the business environment".[29] The **Economic Policy Strategy of the Slovak Republic until 2030** directly refers to the document **Agenda 2030 – Objectives of Sustainable Development** setting the following objectives:

- ensuring healthy life and improving its quality for all, regardless of age,
- enforcing permanent, inclusive and sustainable economic growth, full and productive employment, and dignified work for all,
- ensuring sustainable consumption and production,
- adopting immediate measures for battling against climate change and its impacts.[30]

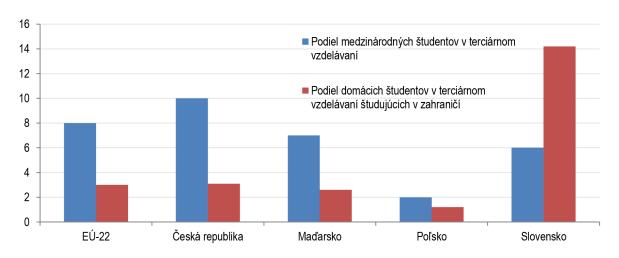
The Economic Policy Strategy of the Slovak Republic until 2030 subsequently and directly included in its recommendations the importance of the following: "To maintain its competitiveness, the SR must also react to the migration movement of qualified labour force from other EU Member States and not to delay in using this potential. Refusing qualified labour force, especially when the SR has a lack, also in relation to actual and not nominal unemployment, could represent a direct barrier for its economic growth. Because of that it is important that the managed immigration policy of the state reacts to that by stipulating methods and conditions complying with the economic interest of the SR and its citizens." [31]

Almost identical recommendations can be found in the **Hague Programme:** Strengthening Freedom, Security and Justice in the European Union for the years 2005–2010, highlighting that "legal migration will play an important role at strengthening the European knowledge economy, support of economic development," and also "The European Council highlights that determining the volume of receiving labour migrants falls within the powers of the Member States".[32]

When focusing on knowledge economy, certain countries (e.g. Canada) directly concentrate on attracting foreign students, because the arrival of foreign students is one of the first ways of getting foreigners within the regulated mobility to a country. A student may later become a highly demanded qualified worker, who does not have to return to the country of his origin, because during the studies in the country he created valuable and not only work-related contacts. **The Integration Policy of the Slovak Republic**[33] directly recommends that: "Employing foreigners in the SR should not only focus on covering the missing occupations on the labour market, but it shall also create support of managed legal migration of qualified labour force from third countries: students, science and research workers, artists, businessmen and also groups of foreign Slovak citizens." However, the **Migration Policy of the Slovak Republic with a View to**

2020[34] does not directly define the measures to attract foreign students. Slovak tertiary education attracts less foreign students than the EU-22, CR and Hungary. Moreover, up to 14 % of Slovak students study in tertiary education abroad.

Chart 4: Share of international students in tertiary education and share of domestic students in tertiary education studying in abroad in percentage (2016)



Source: OECD: Education at a Glance 2016: OECD Indicators

The lack of secondary-school graduates on the labour market is currently an urgent challenge. The education system uses its connection to the labour market and the graduates from individual study branches do not meet the qualification requirements for the performance of relevant jobs. The response to this situation was the implementation of dual education as a modern way of preparation for occupation, where a pupil learns to transfer theoretical knowledge to practical one directly at the employer's place. Unlike the typical schooling system of education the practical preparation takes place in actual conditions at the workplace of practical training which is a guarantee of the development of required skills of an individual in compliance with the labour market requirements. Theoretical education remains the part of training in school. A discussed topic is the need to make the dual education more attractive for schools and employers entering the system. Employers see too much red tape and financial demands as a negative aspect. The objections the schools raise against the dual education system are reducing the standard pay for professional education. It is also needed to strengthen the career advisory to create conditions of proper informing and improve interest of legal representatives of children and children themselves in dual education, as the trend in the generation is to prefer studies at academies and secondary-grammar schools. To improve strategic quality improvement of the system of education and training, extending the access to quality education for all and upgrade of the education and training system in content terms and also in the area of management, financing and evaluation the Slovak Government approved a strategic document National Programme of Education and Training Development.[35]

From the point of education, according to mid-term prognosis in the horizon until the year 2022 available to the Ministry of Labour Social Affairs and Family of the Slovak Republic according to the project Forecasts of the Development on the Labour Market in the Slovak Republic the demand for secondary-school and university graduates will persist mainly in technical education branches. The biggest additional need in the cluster of secondary-school technical branches of education with prevailing mechanical engineering branches is expected until 2022. The second biggest additional need of employees until the year 2022 is expected in the cluster of secondary-school branches of education in trade. The third biggest total additional need of labour force will be in secondary-school branches of education in the area of transport and logistics. At the same time, the most demanding jobs will be the ones of specialists, technicians, lorry drivers, operators and fitters of machines and equipment. The jobs with highest absolute needs on the labour market will also include assembly workers in mechanical-engineering production, setters and operators of metal processing machines, locksmiths, toolmakers and similar workers, specialists and expert workers in accounting and financial control, workers in private security, technicians in physics and technical sciences and transport, but also cooks and teachers at primary and secondary schools. Also, employees in agriculture and food industry for special crop will be missing (fruit, vegetable, vineyards). According to these trends from the point of economic activities, the biggest additional need for employees is expected in the industrial production, more than a fifth of the total additional need in the economy. The biggest share of demand expansion caused by the arrival of new technologies is expected in information and communication branch.

The analysis of the Institute for Health Policy **Prediction of the Need of Medical Staff in the Slovak Republic** (2018), the aim of which is to present analytical output of the need of medical staff in Slovakia until the year 2030 states that the sector or institutional and out-patient care misses "3,338 physicians, if we add to that the physicians with the age over 65 years, the number of missing physicians would be 5,515. If nothing changes in the branch and the number of students is not increased over the framework of predicted values, the number of missing staff in 2030 would be 3,141 physicians (pension age of 65 years) ", at the same time according to the basic model "currently, 1,020 nurses are missing in the institutional medical care and if we add nurses with the age over 65 years, the number of missing nurses would be 1,700. The number of missing staff (pension in 65) would be up to 7,420 in 2030 (with the expectation of constant entry of labour force as in 2016)."[36]

2. New Technologies and Changes on the Labour Market

Another issue identified by the **Economic Policy Strategy of the Slovak Republic until 2030** is a fast development of new information and communication technologies, decrease of employment in industrial production, fast growth of labour productivity, the main drive of which is technical and technological progress (digitalisation, robotisation, AI) which will lead to changes on the labour market towards branches with higher labour productivity and added value and generating new activities demanding on equipment and knowledge. These changes will lead to the need of qualified and expert employees (e.g.: digitally skilled workers and IT specialists), so it appears that in addition to the complex

reforms of the education system in the solutions for managing these new trends and maintaining the competitiveness of the Slovak Republic also the need of managed and regulated labour mobility of highly qualified third-country nationals onto the labour market in the Slovak Republic.[37]

According to the Analytical Commentary of the Institute for Education Policy by the Ministry of Education, Science, Research and Sport of the Slovak Republic, new technologies will substitute human labour at jobs with mid-level qualification demands and routine duties, but at the same time they will create demand for employees with high qualification doing non-routine and abstract work: "Highly qualified workers will have the biggest profit from the changes on the labour market and on contrary the people with midlevel qualification the least."[38] In the case of Slovakia it means that within the OECD countries - due to the structure of the Slovak economy dependant on the production of means of transport, machines, computers and electronics – Slovakia is a country, where almost 11 % of jobs are threatened by automatisation and about 35 % will notice major changes in work duties.[39] Because of that the demand for highly qualified workers in ICT (programming, applications development, and network administration), management, specialists and expert workers in various areas will go up. Analytical commentary also states that in addition to this demand for highly qualified workers, the need for people in services sector will grow in Slovakia (gastro and cleaning services, or personal medical assistance), because the outflow of employees from production will go these services.[40] Currently, Slovakia is protected against extensive implementation of automatisation by low labour costs, however, they will go up gradually, which may lead to the fact that for certain companies it will be profitable to transfer the production to domestic markets.[41] The biggest risk of the Slovak labour market is its orientation at car industry, namely mostly in the area of low added value (assembly work). Products of this industry are for export to the European and non-European markets, so the Slovak industry depends on external markets and stability of the global economy.[42] In case of dramatic fall of production and export, mass dismissals of employees in car industry could occur and thus also the growths of unemployment of workers with lower qualification. According to the document New Trends and Forecasts of Labour Migration in the Slovak Republic until 2020 with a View to 2050: "the Slovak Republic - if it wants to be a successful country in long-term point of view (and not only in economic terms) - must get involved in global fight for quality and highly qualified and also deficit lower qualification labour force from abroad."[43]

3. Demographic Development, Population Ageing and System of Social Welfare and Pensions

The basic problem Slovakia will face in the upcoming years is the expected demographic development related to unequal development from regional point of view and difference between the demographic potential and knowledge structure of citizens, which will represent a major social challenge. [44] As it is stated in the **analytical commentary of the Institute for Financial Policy**: "According to the report of the European Commission, Slovakia will be the third fastest ageing country of the European Union. From one of the youngest economies in the EU it will change to the eighth oldest." [45] Population ageing will

represent a growing load for the system of social and health welfare, but also a challenge for creating new types of jobs, especially in social areas.[46] The current demographical development shows that the Slovak labour market and also the social welfare system significantly depend on human capital inflow from abroad. According to the document Strategic Framework in the Area of Health for Years 2014 – 2030: "Typical feature of the demographical development in the Slovak Republic is the population ageing caused mainly by significant long-term falling birth rate and stabilisation of death rate in recent years."[47] According to the document Forecast of the Population Development of the Slovak Republic by 2060: "Slovakia will also age quickly and under the condition of fast growth and catching up the countries of "old" Europe it will necessarily need migrants."[48] The same is stated by the Economic Policy Strategy of the Slovak Republic until 2030: "in the area of future population development migration will substitute the natural growth of population as a decisive factor."[49]

According to the valid domestic regulations, foreign nationals may exercise the claim for state social assistance, if they stay on the territory of the Slovak Republic legally and comply with the condition of temporary or permanent residence based on the allowance applied for. This applies also to claim for assistance in poverty. Also, for the needs of compensating the social impacts of severe health disabilities, the residence of parties must be legal, illegal migrants will not be treated in the compensations system. [50] Conditions of providing the financial allowances for the compensation to natural persons with several health disabilities are stipulated by the Act No. 447/2008 Coll. on Financial Contributions for the Compensation of Severe Disability and on amendments and supplements to certain acts. However, from the financial point of view, it is not possible at all to estimate the impact on the state budget related to the provision of financial contributions for compensation, as it is not known how many people will comply with the conditions of providing such contributions stipulated by law

Arrival of third-country nationals onto the Slovak labour market within managed and regulated labour mobility will therefore influence also the area of social insurance in the Slovak Republic regulated by the Act No. 461/2003 Coll. on social insurance as amended (Act on social insurance). This act stipulates the obligatory social insurance for employees making income in principle from dependant gainful activity subject to the income tax according to the regulations of the Slovak Republic. Slovakia has 25 bilateral agreements on social security, whereas the ones that lost their meaning after the access of the Slovak Republic to the EU with regard to the effects of the Directives 1408/71 or 883/2004 are not executed at all or partially only. Fifteen agreements that the Slovak Republic has concluded with third states are still applied in practice. For the states without the concluded agreements it is decisive for the establishment of the social insurance in the Slovak Republic, whether the incomes produced in the Slovak Republic will be the incomes from dependent activity according to the Act No. 595/2003 Coll. on income tax as amended. It means that if third-country nationals perform gainful activity in the Slovak Republic, it is not easy to assess, whether the Slovak social insurance system currently applies to them or not. Every case has to be evaluated individually. The complexity of relations in the social welfare in many instances is the reason that the employers use the institute of secondment to ensure work in abroad rather than employing a third-country national directly. Also in relation to third-countries nationals working in Slovakia on a longterm basis and possibility of subsequent unification of their families it is not possible to rule out higher demand for providing certain types of social services such as e.g. services for the support of families with children or natural persons dependant on the assistance of another natural person and natural persons who achieved pension age. This fact may subsequently influence budgets of cities and villages, where the stated workers will have permits for long-term residence, and also expenses from public sources providing subsidies for the social service provision in facilities for natural people dependant on the assistance of another natural person and natural persons who achieved pension age in facilities of crisis intervention and hostels.

As for the system of pension savings (II pillar) according to the Act No. 43/2004 Coll. on Pension Savings and on amendments and supplements to certain laws as amended (hereinafter referred to as the "Act on PS") not the citizenship of a relevant person but rather the person's status for the purpose of the pension savings is examined, i.e. the status of an employee, an employer, a self-employed person or a person with voluntary pension insurance, according to what the legally residing foreigners have the same rights and obligations in this system as the Slovak citizens. In practice a situation may occur when a third-country national, who is an employee for the needs of pension savings according to the Section 4 of the Act on Social Insurance, who assumes obligatory pension savings and complies with the conditions of the Act on PS, decides to enter to the II pillar and subsequently in compliance with the Section 15 of the Act on PS also assumes participation in the pension savings. The participation at pension savings expires on the day of the pension savings termination according to the Act on Social Insurance or on the day preceding the day, from which the natural person receives the pension or early pension. However, the termination of the legal position of saver is possible in compliance with the current legal regulation only in the case of savers who request the transfer of pension rights achieved in the pension system of the Slovak Republic to the pension system of the EU or another institution (Section 17a of the Act on PS). It results from the Central Office for Labour, Social Affairs and Family of the Slovak Republic statistics that majority of employees - third-country nationals (with or without the permit for employment on the territory of the Slovak Republic), i.e. about 80 %, are employed within the territory of the Slovak Republic for 24 months maximum. According to the currently valid legislation (Section 30 of the Act on PS) it is possible to pay the funds saved on the personal pension account only after achieving the pension age. A third-country national saving in the II pillar does not have other options, because the termination of the legal position of saver is only possible in a specific case.

As for the system of supplementary pension savings (III pillar), according to the Act No. 650/2004 Coll. on Supplementary Pension Savings and on amendments and supplements to certain laws as amended (hereinafter referred to as the "Act on SPS") a similar approach is applied in relation to the establishment of participation (citizenship of the person is not examined) as with the Act on PS. It means that it can happen in practice that a natural person – a third-country national will decide to enter the III pillar and become its participant. As we stated above, majority of such labour force is employed within the territory of the Slovak Republic for 24 months maximum. According to the currently valid legislation (Section 16 of the Act on SPS) it is only possible to pay the funds saved on the participant's personal account only after achieving the pension age or at the

establishment of the right for the payment of pension or early pension from the system of social welfare according to the Act on Social Insurance. Possibly, according to the Section 19 of the Act on SOS there is a possibility of early drawing, when it is possible to pay the participant's contribution or part of them, whereas the condition of 10 years of existence of the participation contract must be complied with. The transfer of funds from the participant's personal account will only be possible within the EU Member States, Iceland, Lichtenstein and Norway (Section 64b of the Act on SPS in effect from 1 January 2019).

Another issue relates to the third-country national and his participation in the III pillar that could occur, if it is an employee doing job assigned based on the decision of the body of state administration in the public health section to the categories three or four and employee, who is an artist working as a dancer regardless of the style and technique in theatres and groups or employee, who is a musician playing a wind instrument (hereinafter referred to as the "risk work"). According to the Central Office for Labour, Social Affairs and Family of the Slovak Republic statistics many employees - third-country nationals (with or without the permit for employment on the territory of the Slovak Republic), about 74 %, are employed in categories "Qualified workers and craftsmen", "Operators and fitters of machines and equipment" and "Assistant worker and non-qualified workers". For instance in April 2018 from the total number of 23,838 employees - third-country nationals- up to 17,668 were employed in these three categories. So they could be employees doing risk work. According to the provision of the Section 12 Subsection 2 of the Act on SPS an employer is obliged to pay the contributions for supplementary pension savings for an employee doing risk work, who should have the participation contract concluded according to the Section 5 Subsection 2 of the Act on SPS, namely in 30 days from the risk work performance commencement. However, if a third-country national concludes the participation contract and the employer pays contributions for this employee, with the usual period of the person's employment in the Slovak Republic (usually up to 24 months maximum), the person would not comply with the conditions for the payment of supplementary service pension stipulated by law for employees doing risk work. These conditions according to the Section 17 Subsection 1 of the Act on SPS is achieving the age of 55 years and at the same time at least 10 years of paying the employer's contributions for an employee doing risk work.

When employing third-country nationals it would be reasonable also with regard to the necessity of long-term savings in the pillars II. and III. and existing legal framework for the payment of funds on the personal account or the possibility of the transfer of pension rights of savers or participations that in the system of pension welfare they only use the I. pillar. Otherwise it will be needed to negotiate about implementing the special institute for the payment of funds from personal account (either from the II or III pillar) for the savers or participants, who are third-country nationals and their employment on the territory of the Slovak Republic ended. Depending on the conditions of employment we can then start considering the form or conditions, under which the social insurance system of the Slovak Republic would apply to them and whether to achieve the objective it will be needed to amend the legal regulation of the social insurance. **Economic Policy Strategy of the Slovak Republic until 2030** therefore recommends: "Setting the conditions for managed immigration of labour force from abroad suitable for the Slovak Republic's citizens in occupations with its acute lack". [51]

The measures proposed in respect to negative demographical development the **analytical commentary of the Institute for Financial Policy** include:

- increasing the overall work productivity by means of education reform and investments to research and innovations;
- lowering long-term unemployment rate by active labour market policies, inclusions of marginalised communities and removal of barriers of employing women;
- increasing the birth rate by efficient family policy focusing mainly on the harmonisation of family and work life;
- implementation of reasonable migration policy.

4. Illegal Employment and Labour Abuse

Common Interdepartmental Analytical Report for the 1st Half of 2017 states that "Motives of third-country nationals' migration are various, and most frequently they have economic motive. Although in general, for many countries migration becomes an instrument for the solution of demographic and economic issues, it brings many risks that cannot be ignored".[53] Illegal employment of third-country nationals weakens the creation of labour force mobility policies based on regulated migration. In this sense, the Hague Programme: Strengthening Freedom, Security and Justice in the European Union for the years 2005–2010 highlights that: "informal economy and illegal employment may work as a factor supporting illegal immigration and may lead to exploitation." [54] A similar warning is also made by the Security Strategy of the Slovak Republic: "Illegal uncontrollable migration represents not only a serious humanitarian challenge but also a threat for the security of the Slovak Republic." [55]

The current "trend" in Slovakia is an increased illegal employment of foreigners. The primary regulation of the access of the third-country nationals onto the Slovak labour market is ensured by the Act on the residence of foreigners (Act No. 404/2011 Coll.) and the Act on employment services (Act No. 5/2004 Coll.) that are competence laws of the Police Corps and the Central Office for Labour, Social Affairs and Family of the Slovak Republic. The primary objective of the Slovak Republic is reducing the numbers of illegally employed foreigners on a year-on-year basis. A significant growth of illegal employment of foreigners has been recorded mainly in recent two years in respect to growing demand for employees mainly in production, transport but also services. In 2017 the biggest numbers of illegal employees were from the Republic of Serbia and Ukraine. The control bodies found illegal employment of 95 citizens of the EU/EEA and 882 third-country nationals. The Common Interdepartmental Analytical Report for the 1st Half of 2017 warns that "Development of illegal migration on the territory of the Slovak Republic was influenced mainly by illegal migration of third-country nationals – Ukraine and Serbia (together they have almost 80 % share on the total illegal migration in the Slovak Republic). The number of Serbians and mainly Ukrainians increased significantly. With regard to the visa liberalisation and current conditions on the Slovak labour market there is a presumption that the number will continue to rise."[56]

Obstacles preventing the regulated labour mobility of foreigners include mainly the lack of legislation knowledge and the lack of language knowledge. It is therefore important to start cooperation with countries, from which such employees come and to prevent the issues by preventive and education work already in their country of origin and also by the cooperation of the relevant departments in Slovakia with similar governmental institutions in countries, from where such employees come in biggest numbers to Slovakia.

The Common Interdepartmental Analytical Report for the 1st Half of 2017 identified from the point of labour mobility of foreigners the threat with the degree of high risk, namely the use of irregular documents with the impact on grey economy, social system, internal security and growing human trafficking and other criminal activities. The threat with the degree of medium risk represents the involvement of human smugglers to migrants smuggling within secondary migration, problematic integration of migrants to the society based on different religious, cultural and social habits that may lead to the lack of satisfaction, with part of people to radicalisation and increased tendency to commit crime/terrorist acts, hiring low-qualified employees from countries with no-visa agreement for the work under unequal working conditions compared to the EU citizens, from the side of employment agencies (working hours fund, wage for work performed, etc.), insufficient monitoring of employment agencies and their activities with the aim of revealing organising illegal employment and illegal work of third-country nationals, low level of knowledge of legal rights of foreigners for the protection against exploitation (e.g. Labour Code).[57]

Entry of a foreigner into the employment relations on the territory of the Slovak Republic in contradiction with the provisions of the above stated laws may at the same time represent the violation of the prohibition of illegal work or illegal employment according to the Act on Illegal Work and Illegal Employment (Act No. 82/2005 Coll.), which is a competence law of the Central Office for Labour, Social Affairs and Family of the Slovak Republic, offices of labour, social affairs and family and labour inspectorates. The strategy submitted may help instruct employers and foreigners-parties interested in concluding employment contract in Slovakia. With regard to different language and legislation of the country of origin of such foreigners, there is a higher presumption just with this group of people of low legal awareness about their rights and obligations according to the legislation of the Slovak Republic, by which they become more vulnerable in relation to the enforcement of their rights arising from employment. Foreigners "compared to domestic citizens face many hardships on the labour market such as e.g. lower wages, non-standard employment contracts, higher risk of losing the job that may be reflected in social exclusion and poverty."[58] The basic objective of the control of compliance with the Act on Illegal Work and Illegal Employment is eliminating all forms of violating the prohibition of illegal employment whether it is the use of dependant work of natural persons without an employment contract, without complying with the employer's notification liability towards the Social Insurance Company in the register of persons insured, use of dependent work of third-country nationals without the permit for temporary residence for the purpose of employment or permit for employment [59] or employment of a third-country national residing within the territory of the Slovak Republic in contradiction with a special regulation [60]) and performing dependant work.

Higher rate of illegal employment of foreigners does not occur only in Slovakia. The EU Member States currently negotiate adopting appropriate measures in the international battle against illegal work and misusing the labour mobility rules. In this respect, the EU

Member States consider the establishment of the European Labour Authority (ELA) that would coordinate improvement of cross-border cooperation and information exchange with the aim of common evaluation of risks and building capacities in the area of cross-border mobility and social welfare. One of the solutions of the irregular and illegal labour mobility of third-country nationals' issue in Slovakia could be the support of the establishment of this Agency within the territory of the Slovak Republic.

5. Integration at the Local Level

Integration is a bilateral process of mutual acceptation and respecting of foreigners and domestic citizens. Integration as a bilateral process requires foreigners to acquire rights and obligations of the receiving country and on the other hand the receiving country should create conditions for successful inclusion of foreigners in the society. Integration therefore is a strategic process taking place at all levels of state and social life. Integration of foreigners is a multidirectional process, whereas the access onto the labour market is only one of many dimensions of this process. [61] The key for the successful integration process is the involvement of regional and local levels - just at the place of legal residence the foreigners where they not only work but they are also the part of local communities - so that the actual integration takes place directly at work, in communities, neighbourhoods, restaurants, blocks of flats, accommodation facilities, etc. It means that integration policies should be set to the needs of selfgovernments. Self-governments and local stakeholders help in foreigners' integration directly at the place of their legal residence which leads to the social coherence among foreigners and majority society. Integration process may be divided into three levels 1) social and economic level - inclusion of foreigners onto the labour market, education, housing and social system, 2) civil and political level – inclusion in elections, civil activities, membership in civil and political organisations, 3) cultural level – process of convergence of foreigner and a majority society. [62] The competence of the Ministry of Labour, Social Affairs and Family of the Slovak Republic in the area of foreigners integration onto the labour market includes: providing relevant information to employers and foreigners; ensuring adequate legislation conditions of employing foreigners and their access to social welfare; creating lists of missing occupations and assigning certain groups of foreigners among disadvantaged job seekers on the labour market; preparing analyses regarding the current needs of the labour market; helping municipalities and self-governments with preparing action integration plans at the local level; mediating various financial mechanisms (state budget, European Social Fund) when assisting in foreigners integration; cooperation with offices of labour, social affairs and family and the National Labour Inspectorate in monitoring and controlling the situation of foreigners on the labour market as far as illegal employment, labour abuse and social dumping are concerned; providing for the payment for requalification and language courses; determining rules, what foreigners may be employed by an employer without reporting a vacant job and making the labour market test. Integration of third-country nationals onto the labour market takes place also with the help of the offices of labour, social affairs and family maintaining the records of working foreigners (so-called information card) and at the request of the police issue the confirmation of the possibility to fill in a vacant job for certain groups of third-country nationals; offices of labour, social affairs and family, provide individual advisory for foreigners; implement measures of active policies on the labour market.

Integration of third-country nationals, who obtain the status of an employee before concluding an employment contract in Slovakia, is not possible without the provision of legal, i.e. non-discriminatory, working conditions compared to comparable employees. Special groups of foreigners coming onto the Slovak Republic's labour market are:

- a) employees of an employer based in another EU Member State, who work in the Slovak Republic for a certain period of time at the provision of services, whereas they normally work in another EU Member State (visiting employees),
- b) foreigners working on the territory of the Slovak Republic based on the employment permit for the purpose of work on the territory of the Slovak Republic based on the permit for seasonal work (for the period of 90 days maximum in 12 subsequent months) or confirmation of the possibility of filling in a vacant job for the seasonal employment needs according to a special regulation (for the period of 180 days maximum in 12 subsequent months),
- c) foreigners during intercompany transfer and mobility according to a special regulation (for the period of three years maximum) and
- d) employees of an employer based in a third country during their work performance at the provision of services on the territory of the Slovak Republic.

Integration of foreigners on the labour market represents one of the key dimensions of integration that should, however, be accompanied also by measures in the area of improving the language skills of foreigners and acknowledgement of documents. Acknowledging qualifications is one of the principal components of successful integration of third-country nationals on the labour market. The requirement of a better coordinated management of managed and regulated labour migration of third-country nationals onto the labour market in the Slovak Republic therefore necessarily relates also to measures in the area of international mainstreaming. Efficient strategy for the integration of thirdcountry nationals on the labour market is a method for preventing social exclusion, discrimination and issues in civil coexistence [63] Integration of employees, however, is a complex phenomenon which requires considering regional contexts of cities and villages, where the integration will take place. Current discussions at the European level lead to the conclusion that it is required to prevent irregular and uncontrolled labour mobility in Europe, namely, in brief, two measures: on one side by the protection of external EU borders and on the other side by preparing national and local strategies of managed labour mobility.

The success of foreigner's integration at the local level is significantly influenced by the fact how the foreigners integration is approached by municipalities and regions, where the foreigners arrive, because the arrival of foreigners is accompanied by various worries (issues with civil coexistence, different life styles, and prejudice).[64] Self-governments may help the foreigner's integration within their territory by preparing their own local integration policies that will become an important tool for maintaining social coherence, prevention of conflicts and prevention of segregation and ghettoization. Because of that, foreigners' integration should take place in a constant dialogue with the bodies of state

administration that will provide self-governments with methodological and professional assistance at the preparation and implementation of local integration policies. Integration policies at local level cannot take place without financial securing. Also non-governmental organisations working in the area of foreigners' integration may efficiently cooperate with the bodies of state administration at such support provision to self-governments.

As far as the work and competencies of municipalities' self-governments are concerned, they are regulated by the Act No. 369/1990 Coll. on municipalities as amended. According to this Act, the categories of citizens with permanent or temporary residence for whom the municipality shall create conditions for ensuring health care, education, culture, public awareness, leisure artistic activity, physical culture and sport (Section 4) include also third-country nationals. According to the Act No. 302/2001 Coll. on Self-government of Higher Territorial Regions, self-governing regions perform their competencies in relation to citizens with permanent or temporary residence on the territory of the self-governing region including also third-country nationals. Selfgoverning regions on their territories ensure creation and implementation of the programme of social, economic and cultural development of the territory of the selfgoverning region and participate on finding the solution if issues relating to several villages on the territory of the self-governing region (Section 4) occur. A proved practice from other countries (e.g. Norway or Portugal) shows that it is the self-governments that play decisive role in the integration processes mainly due to the above mentioned competencies in social areas and housing.[65]

The council housing support for self-governments is stipulated in the Act No. 443/2010 Coll. on Subsidies for Housing Development and Social Housing as amended (subsidies for the procurement of council flats and related technical equipment) and in the Act No. 150/2013 Coll. on the State Fund of Housing Development as amended (credit for the procurement of council flats and related technical equipment). By combining these two sources it is possible to finance the procurement of the council housing in the amount up to 100% of eligible expenses. The support of council housing for legal entities stipulated by the Act No. 150/2013 Coll. on the State Fund of Housing Development as amended (credit for the procurement of council flats and related technical equipment and land up to 80% of eligible expenses).

Last but not least, as far as the institutional and legislation framework in the area of labour mobility and foreigners integration are concerned, from the approval of the **Migration Policy of the Slovak Republic with a View to 2020** in 2011, discussions are underway about creating a cross-sectional body uniting legislation and administrative procedures and competencies in the area of migration and integration of foreigners, and the establishment of which – inter alia– would transfer the issue of recording of foreigners from the police corps to civil bodies of the Ministry of Interior of the Slovak Republic, which would improve the efficiency of the process of granting the permits for the residence to foreigners. If such body is established, it will be needed to prepare a comprehensive analysis of the current conditions, where the priority would be to keep the competencies relating to the maintenance of security standards at granting the permits for the residence of foreigners on the territory of the Slovak Republic and performance of repression influencing the security risk to a great extent.

Currently, in the EU countries more than 10 % of all companies are social enterprises employing more than 14.5 mil. of employees, which represents 6.5 % of all working people. As for Slovakia, the issue and barrier of the social economy development in Slovakia was incomplete legislation and statistics of the third sector, voluntary work and social business, which caused that in the Slovak society the social economy was not sufficiently appreciated and highlighted. In addition to the above, the system of financial assistance for the support of social economy activities was missing. Because of that, on 1 May 2018 the Act No. 112/2018 Coll. on Social Economy and Social Enterprises and on amendments and supplements to certain laws came to force. The law will support social business, namely by means of social enterprises that will create the so-called intermediate labour market, i.e. employees from disadvantaged or vulnerable groups (e.g. also foreigners or asylum seekers) will obtain working habits there for a year or two and then they will seek a permanent job. The objective of the law is to create business environment in Slovakia for social businesses and implementing order in terms and regulations in social businesses and to remove obstacles preventing the social economy development.

Long-term Measures

Considering the system of labour force arrival based on national visa

Considering the system of labour force arrival based on national visa granted for the period of 1 year and determining this procedure as the interest of the Slovak Republic for jobs with missing labour force and other predetermined parameters (selected countries and numbers).

Substantiation: ensuring the efficiency of forces and means relating to the proceedings regarding the residence for the needs of employment of thirdcountry nationals. Implementing grating of D visa in the interest of the Slovak Republic for the period of 1 year to third-country nationals from determined third countries (visa and non-visa), according to which they could start working immediately after arriving to the territory of the Slovak Republic. To keep the security standards the current powers of the Central visa body of the Office of Border and Foreigner Police of the Presidium of the Police Corps of the Slovak Republic would be preserved within the visa granting process and its HR capacities would be increased (10). This measure would be implemented based on the Resolution of the Slovak Government determining this procedure as the interest of the Slovak Republic. The measure would only be temporary for the period of 1 year and its need would be reviewed and the original regime of employing foreigners based on temporary residence would be applied again. This would preserve the principles of managed labour mobility and acceptable security standards.

1

Method of implementation: amendment to the Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws as amended

Responsible: Ministry of Interior of the Slovak Republic, Ministry of Foreign and European Affairs of the Slovak Republic, Ministry of Labour, Social Affairs

Deadline: from 2019 with the view for the upcoming years and Family of the Slovak Republic *Impact on the budget of public administration*: impacts would only be determined after the agreement on this measure implementation.

Complex solution of electrisation

Complex solution of certain procedures electrisation by means of a new and modern IS.

Substantiation: reducing the red tape and efficient information exchange via communication channels among the DFP PC and Central Office for Labour, Social Affairs and Family of the Slovak Republic and/or all state bodies by using new and modern IS to accelerate communication, compliance with deadlines in proceedings, modern records, filtration, statistics, etc. and/or interconnecting IS among involved institutions linked with the implementation of a common identifier assignment of which would be supervised by one institution only - the police, e.g. birth reg. No. of a foreigner that would be used by every institution involved + National Labour Inspectorate sharing. *Method of implementation:* public procurement Responsible: Deputy Prime Minister of the Slovak Government for Investments and Informatisation, Ministry of Interior of the Slovak Republic, Ministry of Labour, Social Affairs and Family of the Slovak Republic, Ministry of Economy of the Slovak Republic, National Labour Inspectorate, SIS, MI, Social Insurance Company and health insurance companies Impact on the budget of public administration: see the part: "Budget and Financing Resources"

2

Deadline: from 2019 with the view for upcoming years

	Targeted hiring of selected categories of occupations in third countries		
3	Efficient cooperation between the OSCLA and Ministry of Interior at the support of the foreign labour force mobility by means of a certificate of Slovak citizen living in abroad. Substantiation: OSCLA according to the Act No. 474/2005 Coll. on Slovak Citizens Living Abroad issues the so-called "Certificate of a Slovak Citizen Living Abroad" (hereinafter referred to as the "certificate"), which is a document enabling its holder to be granted the temporary residence in the Slovak Republic in an administratively simple way including the access onto the labour market without a labour permit. Method of implementation: interconnecting the relevant databases between OSCLA and Central Office for Labour, Social Affairs and Family of the Slovak Republic or individual offices of labour and reducing the periods of time of the Forensic and Expertise Institute of the PC to evaluate the support documents for the application for the certificate seems to be of key importance. Responsible: Ministry of Interior of the Slovak Republic, OSCLA Impact on the budget of public administration: see the part: "Budget and Financing Resources"	Deadline: from 2019 with the view for upcoming years	
4	Active promotion of occupations with missing labour force on	Deadline: from 2019 with the	

	the Slovak labour market in abroad.	view for upcoming
	Substantiation: According to the Strategy of the Economic Policy of the Slovak Republic until 2030 the Ministry of Economy of the Slovak Republic will identify strategic direction of the national economy of the SR. The Ministry of Labour, Social Affairs and Family of the Slovak Republic will identify the	years
	missing labour force on the Slovak labour market, according to which the Ministry of Foreign and European Affairs of the Slovak Republic will actively promote these occupations in abroad by means of economic diplomats. Method of implementation: active promotion Responsible: Ministry of Foreign and European Affairs of the Slovak Republic in cooperation with Ministry of Economy of the Slovak Republic and Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the budget of public administration: see the part: "Budget and Financing Resources"	
5	Accelerating the process of family reunion with categories identified as missing occupations on the labour market (tied to the degree of university or secondary-school education). Substantiation: improving the integration efficiency of a foreigner with the occupational specialisation identified as a highly missing occupation on the labour market according to a special "Regime". Method of implementation: amendment to appropriate laws Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Ministry of Interior of the Slovak Republic Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years

	Protocols of cooperation	
6	Concluding protocols of cooperation with third countries in the area of labour mobility. Substantiation: intensifying the cooperation between the Ministry of Labour, Social Affairs and Family of the Slovak Republic, National Labour Inspectorate and the Social Insurance Company with appropriate bodies of third countries with the aim of more efficient exchange of information about citizens who decide to come for work to Slovakia to prevent unfair practices of employers and intermediation agencies at cross-border employment Method of implementation: concluding protocols of cooperation Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years
7	Cooperation with international organisations involved in labour migration Substantiation: cooperating with international organisations involved in labour migration (e.g. International Organisation for Migration (IOM), International Labour Organisation (ILO) including the use of international knowledge and expertise and participation of the Slovak Republic at relevant projects and	Deadline: from 2019 with the view for upcoming years

programmes of such organisations. Labour migration has international dimension just in its definition. Active cooperation with international organisations will enable the Slovak Republic to make use of the capacities of such organisations in the countries of origin of the labour migrants, to use more efficiently the funds at potential hiring and informing activities in the countries of origin, at creating international platforms of several countries, transfer of experience and expertise or applying international standards at employing foreigners.

Method of implementation: cooperation

Responsible: Ministry of Labour, Social Affairs and Family of the Slovak

Republic

Impact on the budget of public administration: no impact

	Illegal employment		
8	Strengthening the capacities of specialised KOBRA units and at all responsible units at revealing illegal employment and illegal labour. Substantiation: active search for employers illegally employing foreigners and third-country nationals with the aim of preventing the illegal employment. Method of implementation: increasing capacities Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Central Office for Labour, Social Affairs and Family of the Slovak Republic, National Labour Inspectorate in cooperation with health insurance companies and Social Insurance Company Impact on the budget of public administration: see the part: "Budget and Financing Resources"	Deadline: from 2019 with the view for upcoming years	
9	Considering the implementation of the definition of the term "social dumping" in the Slovak legislation. Substantiation: currently there is no general definition of the term "social dumping" in the Slovak legislation. Method of implementation: legislative definition Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic in cooperation with CTU SR Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years	

	Update of strategic government documents			
10	Update of the document "Integration Policy of the Slovak Republic". Substantiation: Integration Policy of the Slovak Republic was prepared in much different social and economic context (in 2014) and gradual evaluation of annual reports quality and also current challenges and issues on the Slovak labour market reveal that it requires complex update. Method of implementation: document update Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the budget of public administration: see the part: "Budget and	Deadline: 2019/2020		

	Financing Resources"	
11	Concept of State Housing Policy until 2030. Substantiation: Concept of the State Housing Policy represents the framework state document in the area of housing expressing complex objectives of the state in the area of housing policy, defines tools for achieving them and formulates responsibility of citizens, state, villages, higher territorial wholes and private sector at ensuring of housing. The validity of the current concept expires in 2020. Method of implementation: document preparation Responsible: MTC SR Impact on the budget of public administration: no impact	Deadline: 2020

	Integration at local level	
12	Preparing local integration strategies as an important tool for maintaining the social coherence, prevention of conflicts, segregation and ghettoization within the update of the "Integration Policy of the Slovak Republic". Substation: involving regional and local levels – just at the place of legal stay the foreigners not only work but also form parts of local communities is of key importance for successful integration process –the actual integration takes place directly at work, in communities, neighbourhoods, restaurants, blocks of flats, accommodation facilities, etc. The Ministry of Labour, Social Affairs and Family of the Slovak Republic offers (or also mediates) methodological and expert assistance to self-governing regions when preparing their local integration strategies. Method of implementation: preparing local integration strategies Responsible: municipalities and self-governing regions in cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the budget of public administration: no impact	Deadline: 2019/2020
13	Creating conditions for the implementation of integration policy at regional and local level. Substantiation: efficient enforcement of integration policy through local integration strategies at regional and local level. Method of implementation: arranging events, conferences and seminars Responsible: municipalities and self-governing regions in cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years
14	Support of cooperation of non-profit organisations with bodies of public administration. Substantiation: public and state bodies may order integration services from non-governmental organisations and also advisory and assistance in the area of accommodation, integration on labour market, technical education and preparation, provision of language courses and health, psychological and social support, namely based on formal contracts of cooperation or grant contracts.	Deadline: from 2019 with the view for upcoming years

Method of implementation: cooperation Impact on the budget of public administration: no impact

Interdepartmental expert commission for labour migration and foreigners' integration

Regular meetings of Interdepartmental Expert Commission for Labour Migration and Foreigners Integration

Substantiation: regular mutual informing of Interdepartmental Expert Commission for Labour Migration and the Integration of Foreigners members about the issues of labour mobility and foreigners' integration in Slovakia and further extension of Interdepartmental Expert Commission for Labour Migration and the Integration of Foreigners members. Strengthening the activities of Commission members at monitoring and evaluating the strategy impacts on labour market, foreign workers and employers including proposing required measures and also reviewing the statute and mandate of Interdepartmental Expert Commission for Labour Migration and the Integration of Foreigners.

of Foreigners.

Method of implementation: meeting twice per a calendar year

Responsible: Interdepartmental Expert Commission for Labour Migration and the Integration of Foreigners members

Impact on the budget of public administration: no impact

Deadline: from 2019 with the view for upcoming years

Housing policy

More efficient use of existing financial instruments for the support of council housing development

Substantiation: support for council housing for self-governments is stipulated by the Act No. 443/2010 Coll. on Subsidies on Housing Development and Social Housing as amended (subsidies for the procurement of council flats and related technical equipment) and Act No. 150/2013 Coll. on State Fund of Housing Development as amended (credit for procurement of council flats and related technical equipment). By the combination of these two sources it is possible to finance the procurement of council housing in the amount of 100% of eligible expenses. Support for council housing for legal act stipulated by the Act No. 150/2013 Coll. on State Fund of Housing Development as amended (credit for procurement of council flats and related technical equipment and land up to the amount of 80% of eligible expenses). This form of support is from the point of subsidy a unique instrument for the development of council housing also compared to the EU Member States. The state creates advantageous conditions for the development of housing policies also considering the principles of integration of specific groups of citizens. In compliance with the Act No. 443/2010 Coll. and Act No. 150/2013 Coll. by complying with the income criterion the eligible tenants for council housing may be various groups of citizens including third-country nationals. When solving the housing issue of their inhabitants', municipalities should use the existing financial resources more efficiently and thus approach the development of council housing within their territories more actively.

Method of implementation: submitting applications

Deadline: from 2019 with the view for upcoming years

16

15

Responsible: villages, cities and self-governing regions
Impact on the budget of public administration: no impact

	Education system		
17	Regulation of branches of education. Substantiation: in relation to the missing qualified labour force involving the Ministry of Education, Science, Research and Sport of the Slovak Republic and departments of education of self-administering regions in the preparation of measures, within which the departments of education would reflect actual needs of the labour market. The system of education loses the link with the labour market and the graduates from individual branches of education do not comply with qualification pre-requisites for the performance of relevant jobs. This will concern regulation of branches at secondary schools and universities. Method of implementation: fulfilling the measures of the National Programme of Education and Training Development (Resolution of the Slovak Government No. 302/2018); fulfilling the measures of the Economic Policy Strategy of the Slovak Republic until 2030 (Resolution of the Slovak Government No. 300/2018) Responsible: Ministry of Education, Science, Research and Sport of the Slovak Republic Impact on the budget of public administration: in the National Programme of Education and Training Development	Deadline: from 2019 with the view for upcoming years	

	Information forums and local platforms		
18	Sharing information about labour mobility, employment and situation on the Slovak labour market prepared by appropriate state bodies (institutions) of the SR. Substantiation: improving informing about (pre-arrival) entrance and residence, legislation, life and working conditions in Slovakia. Method of implementation: link on the website of OSCLA Responsible: OSCLA Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years	
19	Discussion business forums relating to strategic direction of the economic policy of Slovakia. Substantiation: discussion forums will provide information about further development and growth of the SR economy for key players involved in the labour mobility. Discussion forums will contribute to better predictability and stability of public decisions in further planning of the economic policy of the SR. Method of implementation: arranging discussion forums Responsible: Ministry of Economy of the Slovak Republic in cooperation with the Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years	
20	At the level of town and villages creating the local platform of regional social dialogue that would fulfil the function of information exchange among various institutions especially municipal self-	Deadline: from 2019 with the view for upcoming	

	government, department of foreigners' police, office of labour, social affairs and family, regional branches of Social Insurance Company and health insurance companies, borough authority, tax office, bigger employers, HR agencies and educational institutions. Substantiation: improving the efficiency of information exchange. Method of implementation: creating a local platform of regional social dialogue Responsible: in cooperation with Ministry of Interior, Ministry of Health of the Slovak Republic, Ministry of Education, Science, Research and Sport of the Slovak Republic, CTU SR, cities and villages, Social Insurance Company, employer unions and HR agencies Impact on the budget of public administration: no impact	years
21	Updating the information web portal of the Ministry of Labour, Social Affairs and Family of the Slovak Republic in cooperation with other responsible entities about labour mobility of foreigners in the Slovak Republic. Substantiation: completing and continually updating the website of the Ministry of Labour, Social Affairs and Family of the Slovak Republic so that it contains corresponding and complex information from the point of scope of powers of the Ministry of Labour, Social Affairs and Family of the Slovak Republic. Method of implementation: site update continually Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years
22	Preparing information materials to inform foreigners in the SR about the prevention of labour exploitation and improving awareness in the area of their labour rights and obligations. Substantiation: low legal awareness of foreigners working in the SR. Method of implementation: preparing leaflets Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Ministry of Interior of the Slovak Republic, Central Office for Labour, Social Affairs and Family of the Slovak Republic, National Labour Inspectorate, CTU SR, Association of Employer Associations and Unions of the SR, Republic Union of Employer, Association of Industry Unions Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years
23	Within gender equality and equality of opportunities policy coordination initiating measures to prevent multiple discrimination of women migrants. Substantiation: warning about specific issues faced by girls and women from certain regions such as forced marriages, etc. Also, in working life women still have inappropriately more disadvantageous position than men. The stated issues relate equally to Slovak women and woman migrants. Method of implementation: initiating measures Responsible: Ministry of Labour, Social Affairs and Family of the Slovak	Deadline: from 2019 with the view for upcoming years

	Republic Impact on the budget of public administration: no impact	
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	Data collection		
24	Ensuring the preparation of data collection relating to a) employment rate of third-country nationals (according to age and sex, education, economic activity and jobs classification; b) unemployment rate of third-country nationals (according to age and sex); c) number of illegally employed third-country nationals (according to age and sex); d) types of employment contracts of third-country nationals (temporary, occasional, seasonal, permanent). Substantiation: targeted data collection will enable to evaluate the effect, efficiency, relevance, appropriateness and sustainability of labour mobility policies Method of implementation: data collection Responsible: Central Office for Labour, Social Affairs and Family of the Slovak Republic, National Labour Inspectorate, Labour and Family Research Institute Cooperating party: Statistical Office of the SR Impact on the budget of public administration: see the part: "Budget and Financing Resources"	Deadline: from 2019 with the view of data collection from 2020	
25	In monitoring reports duly complying with reporting of people divided to men and women and also reporting of people according to age with the aim to monitor the occurrence of child labour occurrence. Substantiation: the labour inspection should be focused also on revealing and subsequent analysis from the point of gender specificities. Method of implementation: measure implementation Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic, Central Office for Labour, Social Affairs and Family of the Slovak Republic, National Labour Inspectorate Impact on the budget of public administration: no impact	Deadline: from 2019 with the view for upcoming years	

Preparation of analyses				
26	Preparing a) analysis of sectoral, area and income structure of the third-country nationals working in Slovakia, b) analyses of regular and irregular and illegal labour mobility of foreigners with the impact on the labour market and social system, c) analyses targeted at the needs of national economy and labour market. Substantiation: analysis in what areas foreigners are employed most frequently, in what scope and areas they do business, whether their employment rate is higher or lower than that of majority. Method of implementation: preparation of analyses Responsible: Ministry of Labour, Social Affairs and Family of the Slovak	Deadline: from 2019 with the view for upcoming years		

	Republic Impact on the budget of public administration: no impact	
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Social welfare and pensions

Adopting measures relating to the solution of social and pension insurance of foreigners.

Substantiation: foreigners with temporary residence for employment needs fulfil their levy liabilities in the same way as the citizens of the Slovak Republic, however, the do not have the possibility to draw e.g. unemployment insurance, because when they lose their job, their permit for residence is cancelled and they must leave the Slovak Republic.

Method of implementation: adopting specific measures

27

Responsible: Ministry of Labour, Social Affairs and Family of the Slovak Republic

Impact on the budget of public administration: no impact

Deadline: from 2019 with the view for upcoming years

Monitoring and Evaluating of the Strategy Implementation

Strategy of Labour Mobility of Foreigners in the Slovak Republic will be evaluated in the form of reports on the fulfilment of the measures of the Strategy of Labour Mobility of Foreigners in the Slovak Republic based on the ad hoc request of the Minister of Labour, Social Affairs and Family of the Slovak Republic.

At the same time it is presumed that the *Strategy of Labour Mobility of Foreigners in the Slovak Republic* will be reviewed once in two years: 1) as for short-term, special measures (2018–2019) – while considering the necessity to keep the adopted special measures; 2) as for long-term measures (from the year 2019 with the view until the year 2030) – update of measures according to the current situation on the labour market in the SR.

Budget and Financing Resources

From the point of the estimate of financial impacts of the Strategy of Labour Mobility of Foreigners in the Slovak Republic we differentiate:

(1) measures the financial impacts of which can be estimated

- (a) complex solution of procedures electronisation by means of a new and modern IS for the Ministry of Interior of the Slovak Republic, Ministry of Labour, Social Affairs and Family of the Slovak Republic, NII, Social Insurance Company: **EUR 25 mil.**,
- (b) providing information about the place of accommodation of third-country nationals to municipalities: **calculation provided in the schedule**,
- (c) increasing HR capacities for the OBFP PPC– transfer of vacant police tables to regions with expected possibility of filling in, completing HR capacities by civil employees; strengthening HR capacities of the FEI PC; and increasing the HR capacities of consular sections of RO in territories with declared state interest of the SR: **calculation provided in the schedule**,
- (d) efficient cooperation between the OSCLA and Ministry of Interior at the support of foreign labour force mobility by means of a certificate of a Slovak citizen living in abroad. Substantiation: It is a demanding examination. As an example we can state that 1 file comprises between 10 and 15 documents, whereas we process it for about 90 days, the files are processed only by 3 special experts and every year we process about 50 cases in this way. We can fulfil the duty without any costs, however, to the detriment of expert work for criminal proceedings. Without any serious impact on the criminal proceedings we can fulfil the duty only by increasing the HR capacities in tables and determining funds for equipment. The issue of deadlines is also a problem. It is unrealistic within 30 days with regard to the complexity of examination of material submitted: **calculation provided in the schedule**,
- (e) creating a group of the so-called mobile consuls by increasing the binding limit of the number of systemised jobs of the Ministry of Foreign and European Affairs of the Slovak Republic by 15 employees, including 5 at the section of international law, consular and crisis management in the central office of the Ministry of Foreign and European Affairs of the Slovak Republic and in consular sections of RO of the SR in abroad by 10 employees. Impact on the public administration budget: **calculation provided in the schedule**,
- (f) creating 8 jobs in the central office of the Ministry of Foreign and European Affairs of the Slovak Republic in the section of economic cooperation, creating 18 jobs of economic diplomats in abroad. Substantiation: strengthening the economic diplomacy reflects the growing number of current and acute needs of the Slovak economy on the solution of which the economic diplomacy would participate. Impact on the public administration budget: calculation provided in the schedule,
- (g) refurbishment and capacity adjustment of the DFP PC Trnava, DFP PC Nitra and DFP PC Žilina: **calculation provided in the schedule**,
- (h) adjustment of the help line and implementing a general electronic ordering system: **calculation provided in the schedule**,

- (i) strengthening the HR capacities of the KOBRA special units and of all units participating on revealing illegal employment and illegal labour. Expected expenses per 1 year and 1 labour inspector for the year 2019. When strengthening the capacities it is needed to consider the fact that within the National Labour Inspectorate system there are 8 KOBRA units operating. Because of the above stated it is needed to increase the table quantities of labour inspectors by 8 or 16 labour inspectors within the whole National Labour Inspectorate system. The estimated total annual expenses per year per 1 newly hired labour inspector (wages, levies, usual expenditures): calculation provided in the schedule,
- (j) shortening the period of reporting the VJ for the needs of seasonal employment from 15 to 10 working days and the deadline for granting the permit for the seasonal employment needs from maximum 20 to maximum 10 working days and cancelling the evaluation of applications for granting the permit for seasonal employment needs in committees for employment issues and shortening the period of time for the decision-making about granting the consent with temporary residence for employment needs for employments with missing labour force from maximum 90 to maximum 30 days from the delivery of application for granting the consent with temporary residence for employment needs: calculation provided in the schedule,
- (k) Updating the document "Integration Policy of the Slovak Republic": **calculation provided in the schedule**.

(2) measures the financial impacts of which cannot be currently estimated due to insecurity regarding the future development of economy or compliance with relevant measures:

- (a) launching information campaigns on the effect of labour mobility and variety of labour force on economy performance,
- (b) changing the periodicity of updating the list of jobs with missing labour force from annual to quarterly,
- (c) removal of duplicities related to information obligations of employers when employing foreigners,
- (d) ensuring the preparation of the collection of data that will relate to a) the employment rate of third-country nationals (according to age and sex, education, economic activity and jobs classification; b) unemployment rate of third-country nationals (according to age and sex); c) number of illegally employed third-country nationals (according to age and sex); d) types of employment contracts of third-country nationals (temporary, occasional, seasonal, permanent),
- (e) preparing a common methodology on the procedure at the identification of jobs with missing labour force,
- (f) active promotion of occupations with missing labour force on the Slovak labour market abroad.
- (3) measures with no direct financial impacts.

List of Abbreviations

AMIF – Asylum, Migration, and Integration Fund for the Years 2014–2020

CTU SR - Confederation of Trade Unions of the Slovak Republic

DFP PC – Department of Foreign Police of the Presidium of the Police Corps

ESF - European Social Fund

EU – European Union

EU/EEA citizen – citizen of the European Union, European Economic Area and Swiss Confederation

FEIPC - Forensic and Expertise Institute of the Police Corps

ICT – Information and communication technologies

IS – Information systems

IT – Information technology

LMAM - Labour Market Active Measures

MI - Military Intelligence

MTC SR - Ministry of Transport and Construction of the Slovak Republic

NP - Natural person

OECD – Organisation for Economic Cooperation and Development

OSCLA– Office for Slovak Citizens Living Abroad

P PC MI SR – Presidium of Police Corps of the Ministry of Interior of the Slovak Republic

RO – Representative Offices

RUR – Recorded unemployment rate

SIS - Slovak Intelligence Service

SK ISCO – classification of employments based on two main principles – type of work performed (job) and level of knowledge.

SR – Slovak Republic

TEA- Temporary Employment Agencies

VJ – Vacant jobs

VšZP – Všeobecná zdravotná poisťovňa, a. s. (health insurance company)

SWOT Analysis

Strengths	• wide infrastructure of offices for labour, social affairs, and family of the SR in the country's regions,
	• political guarantee of the implementation of measures
	,
	• implementation of a strategic solution for the lack of a qualified workforce on the Slovak labour market,
	• use of recommendations from an environment of experts,
	• interrelation of proposed measures and recommendations to other strategic documents of the SR,
	• close link and cross-cutting cooperation of the entities involved
Weaknesses	high number of measures and recommendations due to the long-term
	neglecting of strategic planning in the area of the labour mobility of foreigners,
	• insufficient cooperation and exchange of information between the central
	bodies of state administration in the area of labour mobility and the integration of foreigners
	• non-existing connection of IS and unclear identification of foreigners,
	• hon-existing connection of is and unclear identification of foreigners, • lack of HR capacities
Opportunities	• improving the management of the labour mobility of third-country nationals
Opportunities	
	within the labour market of the Slovak Republic,
	• solving the lack of a labour force on the labour market in the Slovak Republic,
	• ensuring sustainable economic growth and competitiveness,
	• change of the view of employing third-country nationals in the Slovak Republic,
	• possibility to react flexibly to the changes on the labour market and changes in the social and economic policy of the Slovak Republic,
	• involving self-administrative units in the process of labour mobility and the integration of foreigners on the labour market in the Slovak Republic,
	• preventing various conflicts, segregation, and ghettoisation,
	• harmonisation of policies in the area of the labour mobility of third-country nationals onto the labour market,
	• possibility to obtain financial resources from the EU financial mechanisms
Threats	• lower coverage of council flats network,
	• partially adverse and misleading view of the issue of "migration",
	• wide and complex issue,
	• low labour mobility within the Slovak Republic contributing to the creation of
	regional differences,
	• higher inflow of an unqualified labour force from third countries and the possibility of growing adverse reactions of the public,
	• fictitious and/or duplicity or even triplicity in VJ reporting
	 purpose-built reporting of VJ with lower qualifications but mainly educational presumptions,
	insufficient interconnection of the IS of individual departments,
	•
	• lower use of tools for the support of domestic labour mobility

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Graphic (page 1, 10): powered by PIKTOCHART

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[2] see: Methodology and Institutional Framework of Public Strategies Creation (Resolution of the Slovak Government No. 197/2017).

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[4] Migration Policy of the Slovak Republic with a View to 2020 (Resolution of the Slovak Government No. 574/2011), pg. 6.

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[10] in this relation e.g.: TALEB, N. N. (2007): *The Black Swan: The Impact of the Highly Improbable*. New York: Random House,

[11] Forecast of the Population Development of the Slovak Republic by 2060. INFOSTAT, 2013, pg. 7.

[12] FODOR, J. – RIZMAN, T. – ŠRÁMKOVÁ, L. (2018): *Šedivieme pomalšie. Správa Európskej komisie o starnutí populácie*. (analytický komentár). Institute for Financial Policy by the Ministry of Finance of the SR, pg. 7.

[13] Section 2 Subsection 2 of the Act No. 404/2011 Coll. on residence of Foreigners and on amendments and supplements to certain laws as amended.

[14] see also: Asylum and Migration, Glossary 6.0. European Migration Network 2018, pg. 255.

[15] see also: Asylum and Migration, Glossary 6.0. European Migration Network 2018, pg. 168.

[16] see also: Asylum and Migration, Glossary 6.0. European Migration Network 2018, pg. 110.

[17] IOM (2011): Glossary on Migration, International Migration Law Series No. 25, pg. 54; see also: Asylum and Migration, Glossary 6.0. European Migration Network 2018, pg. 227.

[18] IOM (2011): Glossary on Migration, International Migration Law Series No. 25, pg. 54.

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[20] Section 2 Subsection 3 of the Act No. 404/2011 Coll. on residence of foreigners and on amendments and supplements to certain laws as amended.

[21] The term third-country national was implemented in Act No. 5/2004 Coll. on Employment Services and on amendments and supplements to certain laws (hereinafter referred to as the "Act on Employment Services") by the Act No. 223/2011 Coll. amending and supplementing Act No. 82/2005 Coll. on Illegal Labour

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- [30] Economic Policy Strategy of the Slovak Republic until 2030, pg. 11.
- [31] Economic Policy Strategy of the Slovak Republic until 2030, pg. 15.
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- [34] Migration Policy of the Slovak Republic with a View to 2020
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