

Sustainable Labour Mobility in Action: Bilateral Pathways for a Prosperous Slovakia

Attracting Workforce from non-EU Countries: Perspectives from EU
Member States



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Basic Objectives of the Regulation

- ✓ priority employment of domestic citizens (new employment of foreigners is possible only if there are no suitable domestic candidates for employment);
- ✓ employers have a sufficient number of necessary workers;
- ✓ special circumstances on the part of foreigners (family members, permanent residents, refugees, victims of human trafficking);
- ✓ appropriate legal protection of foreign workers (prohibition of employment by unfit employers);
- ✓ different nature of work of foreigners - differentiated conditions for issuing work permit/consent (employment, seasonal work)



Key Legal Acts



- ✓ Employment, self-employment and work of foreigners' act
- ✓ Foreigners Act
- ✓ Employment Relationship Act
- ✓ Labour Market Regulation Act

- ✓ **Bilateral Agreement on Employment between Slovenia and Serbia**
- ✓ **Bilateral Agreement on Employment between Slovenia and Bosnia and Herzegovina**



Labour Market



- ✓ Active population (May 2025): 942.341
- ✓ Foreign citizens in employment (August 2025): 15,8%
- ✓ Job vacancies (2024): 157.384
- ✓ ILO unemployment rate (October 2025): 4,7%



Labour Market

Issued work permits or consents for single permits for work and employment by the main **activity of the employer:**

- ✓ Construction
- ✓ Manufacturing activities
- ✓ Transport and storage
- ✓ Hospitality and trade

Issued work permits or consents for single permits for work and employment **by countries:**

- ✓ Bosnia and Herzegovina
- ✓ Serbia
- ✓ Kosovo
- ✓ North Macedonia
- ✓ Turkey
- ✓ India
- ✓ Nepal



Single Permit System

Application: Through Slovenian embassy or directly in Slovenia



The procedure for a single permit shall be **conducted by the Administrative Unit**.

In this procedure, the Employment **Service grants consent** to the single permit if the legal conditions for each type of consent are met.

Information sheet: a document containing all the elements and conditions of employment issued by the Employment Service of Slovenia.



Labour Market Conditions for Employing a Foreigner



- ✓ There are no suitable candidates for the vacancy in the register of unemployed persons at the Employment Service.
- ✓ Exception: no labor market control.
The Government shall determine by decree a list of professions.



Conditions on the Employer's Side:



- ✓ appropriate registration of employer activity
- ✓ active business
- companies registered for more than 6 months
 - employment/inflows
- new companies /registration less than 6 months- proof of investment
- ✓ no criminal record, resulting in a ban on employing foreigners
- ✓ settled tax liabilities
- ✓ employment contract
- ✓ not dismissed workers for business reasons in the last 6 months



Conditions on the Side of the Foreigner



- ✓ conditions for filling the job position required by the employer /education/
- ✓ in cases of no labor market control - proof of qualification is required
- ✓ no criminal record



THE EMPLOYMENT AGREEMENT between Slovenia and Bosnia and Hercegovina

Sets out the conditions for employment of nationals of Bosnia and the procedures for issuing work permits.

The agreement applies to workers from Bosnia who are about to arrive to Slovenia to work.

ESS successfully cooperates with the employment service in the country of origin.

ESS also collaborates with other actors, such as social partners, employment organizations, NGOs.



Nationals of Bosnia may be Employed in Slovenia if:

- ✓ they are **registered** with the competent public employment services in Bosnia as unemployed and they are over 18 years of age,
- ✓ there are **no** suitable **domestic** candidates on the labour market in Slovenia for the vacancy offered,
- ✓ the employer meets the **legal conditions** for employing a foreign national.



Validity and Rights

The permit is issued with a validity of **three years**.

During the first year of employment they must be employed by the employer who obtained the work permit for them, or by their legal successor. During the remaining period of validity they can work for other employers, as they have **free access to the Slovenian labour market**.

If they **lose their job** after the first year through no fault of their own, they have the right to **register** with the Employment Service of Slovenia and claim **unemployment benefits** and other rights they are entitled to under Slovenian law.

The employer must register a foreigner for **compulsory social insurance** schemes **within 15 days** of the receipt of the single residence and work permit. /if not work permit is cancelled by the Slovenian Employment Service/.



Renewal of the Work Permit



After three years a work permit may be **renewed for a further period of three years** under the conditions set out in the agreement

- if a foreigner was employed for at least one year before the permit expires and has an employment contract for at least one more year.



Advantages of the Agreement

- ✓ Country of origin or its competent authority **is fully acquainted** where its citizen are being employed and **actively cooperates** with the ESS and the employers;
- ✓ ESS **checks the employers** if they pay taxes and contributions to the workers, if they have active operations, that the employer is not under bankruptcy, that the employer doesn't have certain enforceable fines;
- ✓ After one year foreigners have a right to a **free access to the labour market** and can be employed by any employer and for any job they want;
- ✓ Countries of Western Balkan are tied with **common history, proximity**, similar social insurance system, similar language and culture.



Workers' Rights



- ✓ **Equal Treatment**
- ✓ **Employment Conditions** - wages, working hours, rest periods, and holidays are guaranteed under the Employment Relationship Act.
- ✓ Access to **Social Security** - including health insurance and pensions..
- ✓ The **right to payment** for your work regardless of the type of work or the employment contract.
- ✓ The right to paid **annual leave**



Workers' Rights



- ✓ Right to Organize - the right to join and participate in trade **unions**
- ✓ Protection Against **Discrimination**
- ✓ **Safety and Health** Regulations
- ✓ If the employer provides accommodation, they must provide minimum standards of housing and hygiene according to the **Rules on Minimum Standards for Accommodation of Foreigners**.
- ✓ The right to **personal data protection** and privacy.



Institutional Framework

- ✓ **Administrative Unit:** permit issuance, integration
- ✓ **Employment Service of Slovenia:** labour market checks and consents, integration
- ✓ **Labour Inspectorate:** worker protection
- ✓ **Health Institute:** registration for social insurance
- ✓ **NGO, Trade Unions:** workers protection, advocating, integration
- ✓ **Police:** supervision of violations of legislation
- ✓ **Tax Authority:** verification of compliance with tax obligations
- ✓ **Diplomatic and consular missions ...**



Public Employment Service of Slovenia and IOM



At the CPESSEC event in March 2025 in Ljubljana -> the signing of a cooperation agreement between the PES and the International Organization for Migration (IOM) – a step toward ethical recruitment and safe, regulated migration.



Labour Shortages - Challenges

Labour shortages -> for the effective improvement of migration management migrations must be in the center of **mutually beneficial partnerships** with third countries.



This requires a smart approach to legal migrations in order **to support economic need to talents and social need to integration** as well as **common responsibility and benefits** of migration policies.

Traditionally, the majority of foreign citizen who migrated to the Republic of Slovenia are from the West Balkans, but the number of foreign workers coming from Asia is increasing in last years.



Cooperation with the Republic of Philippines



The Department of Migrant Workers of the Republic of the Philippines and the Employment Service of Slovenia of the Republic of Slovenia have signed a **Joint Declaration of Intent** on October 22, 2025, to further strengthen bilateral cooperation on labour mobility, employment facilitation, and the protection of migrant workers.

Memorandum of Understanding signed on 11 March 2025, to promoting safe, orderly, and ethical labor migration while upholding the rights and welfare of Filipino workers in Slovenia.



Cooperation with the Republic of Uzbekistan



The Migration Agency of the Republic of Uzbekistan and the Employment Service of Slovenia signed a protocol and an implementation plan at the beginning of 2025 to strengthen cooperation in the field of employment and safe labour migration.



Thank you!



- ✓ Slovenia offers a well-regulated environment for labour migration.
- ✓ Legal instruments aim to balance labour market needs with the protection of foreign workers.
- ✓ Cooperation among stakeholders is essential.
- ✓ Goal is to ensure safe, transparent and regulated migration and decent work for all.



Employment Service
of Slovenia